

# ch5

## The Spirit of Companionship

- 5.1 Human Resources and Development 119
- 5.2 Employee Rights and Benefits 126
- 5.3 Occupational Health and Safety 130



### Performance Highlights



- The Taiwan Institute for Sustainable Energy (TAISE)**  
**Corporate Sustainability Manager Certification** Personally led by the President  
Cumulative certifications obtained to date: **23 employees**
- Department of Labor, Taoyuan City Government**  
**Green Occupational Health and Safety Family** Dayuan Factory established the group  
Collaborating with **18 companies**  
Organizing **7 activities** with **280 total participants**
- Taiwan Chain Franchise Association**  
**Service Angel Award** Received by personnel at the Dayuan Plant and the Hsinchu Store, totaling **2 employees**
- Age-Friendly Employer Certification for Middle-Aged and Older Adults** Recognized for three consecutive years by Taipei City Government  
Inaugural recognition by Taoyuan City Government
- Taipei Chamber of Commerce 79th Merchants' Day**  
**Outstanding Service Practitioner Award** Received by **9 employees**
- Workforce Development Agency, Ministry of Labor**  
Received the Award for the Fourth Time  
**TTQS Talent Development Quality Management System Silver Medal**

### Creating an Age-Friendly Workplace

Hsin Tung Yang places great importance on employee care, particularly for the colleagues who have been with the company for decades and serve as an important foundation for its growth, development, and stable operations. In 2025, middle-aged and older employees accounted for more than 40% of Hsin Tung Yang's workforce. Through the implementation of diverse measures, the Company is committed to creating a workplace that is friendly to middle-aged and older employees.

- Dedicated HR Support**  
Establish a dedicated HR contact to coordinate age-friendly measures for middle-aged and older employees
- Policy Announcements**  
Post notices on bulletin boards prohibiting age discrimination and provide suggestion boxes
- Active Recruitment**  
Actively participate in local government recruitment events and clearly indicate that applications from middle-aged and older candidates are welcome
- Specialized Training**  
Develop individualized onboarding training and OJT training roadmaps for newly hired middle-aged and older employees, with a comprehensive training system and simplified training materials
- Implementation of Assistive Devices**  
Introduce hardware and software assistive devices to support job redesign
- Mentorship and Knowledge Transfer**  
Adopt a mentorship system to facilitate knowledge transfer and encourage middle-aged/older employees to share their experience
- Post-Retirement Reemployment**  
Provide mechanisms for reemploying retirees and engaging them in part-time knowledge transfer
- Intergenerational Exchange**  
Regularly hold "Intergenerational Exchange Days" to promote cross-generational collaboration

### Accessible Assistive Devices and Facilities

Steel-toed safety footwear



Electric pallet truck



工廠自動化產品  
重量檢測機



折合式斜坡板



2024-2025: Received subsidies under the Taoyuan City Government's **Job Redesign Service Program**

- Purchased a total of five electric pallet trucks to reduce the workload of middle-aged and older workers and reduce musculoskeletal injuries.



Hsin Tung Yang has fully implemented its age-friendly policies across all locations, including retail stores, airports, and national freeway service areas. Senior employees now account for up to 40% of the frontline staff across all channels, where they provide enthusiastic service. Through a mentorship program, these employees pass on their valuable experience and work alongside the younger generation to foster a welcoming workplace characterized by intergenerational collaboration.

Management of Material Topics GRI 3-3

|                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                             |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy Commitment     | We value employee safety, good health and well-being; continue to promote occupational safety and health and health promotion education and training; strengthen employee safety awareness; and set the goal of zero major occupational accidents to implement workplace safety protections. By maintaining the operation of the ISO/CNS 45001 Occupational Safety and Health Management System, integrating internal audits and preventive improvement mechanisms, we continuously manage and reduce occupational safety risks and are committed to creating a safe, healthy, and sustainable work environment. | <div>International Framework and Metric</div> <div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div></div> <div>Occupational Health and Safety GRI 403 Occupational Health and Safety</div> |
| Organizational Vision | Build a healthy and friendly workplace with "zero disasters and zero accidents," become a benchmark company for sustainable safety in the industry, while strengthening employees' sustainability awareness and sense of identification, and integrating sustainability concepts into work and daily life.                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                             |

| Definition and Impact Description |                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                     |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                   | 【Definition】                                                                                                                                                                                                                                                                             | 【Significance to the Organization】                                                                                                                                                                                                                                  | 【External Impacts】                                                                                                                                                                                                  |
| Occupational Health and Safety    | Hsin Tung Yang's efforts to improve occupational safety and health in the workplace include management measures such as occupational safety and health education and training, employee occupational injury rates, ergonomic hazard assessments, health seminars, and health screenings. | Comprehensive occupational safety and health management helps reduce the risk of occupational accidents and business interruptions, improve employee stability and productivity, and strengthen the foundation for corporate governance and sustainable operations. | Effective occupational safety and health management helps improve overall safety standards across the supply chain and industry, reduce social and public risks, and strengthen stakeholders' trust in the company. |

| Management Actions                               | 2025 Targets                                                                                                                                                                                            | 2025 Action Performance                                                                                                                                                                                      | Achievement Status | Short-term Targets (2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Mid-term Targets (2030)                                                                                                                                                                                                                                                                                      | Long-term Targets (2050)                                                                                                                                                        |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enhance Workplace Friendliness and Employee Care | Conduct a total of 9 occupational safety and health education, health promotion, and emergency disaster response training sessions                                                                      | Related training sessions and seminars held: 40 in total<br>16 education and training seminars<br>21 occupational safety and health training sessions<br>3 emergency disaster response training sessions     | Achieved           | Conduct 40 occupational safety and health-related training sessions and seminars<br>100% completion of friendly workplace courses by managers at the level of department manager and above, management department personnel, and employees responsible for occupational safety and health<br>Incorporate courses on topics such as preventing workplace bullying, discrimination, and sexual harassment into training courses for managers and new employees upon onboarding | Conduct 40 occupational safety and health-related training sessions and seminars<br>100% completion of friendly workplace courses by managers at the section level and above<br>Continuously incorporate the latest workplace regulations and trending issues into education and training courses            | In terms of employee human rights, health, safety, and other aspects, plan and promote human rights due diligence to create a safe, equal, and respectful workplace environment |
| Implement Occupational Safety Protections        | No major occupational accidents at the Dayuan Plant                                                                                                                                                     | 0 major occupational accidents                                                                                                                                                                               | Achieved           | Maintain 0 material occupational accidents                                                                                                                                                                                                                                                                                                                                                                                                                                   | Maintain 0 material occupational accidents                                                                                                                                                                                                                                                                   |                                                                                                                                                                                 |
| Strengthen Occupational Safety Risk Management   | Renew certification for the Dayuan Plant's ISO/CNS 45001 certificate validity period<br>Achieve a 100% target completion rate for corrective actions of industrial safety inspection and audit findings | Passed the recertification of the ISO/CNS 45001 Occupational Safety and Health Management System<br>Achieve a 100% completion rate for corrective actions of industrial safety inspection and audit findings | Achieved           | Combine internal audits with preventive improvement measures and comply with occupational safety and health environmental regulations<br>Achieve a 95% completion rate for corrective actions of inspection and audit findings                                                                                                                                                                                                                                               | Combine internal audits with preventive improvement measures, comply with occupational safety and health environmental regulations, and pass the recertification of the ISO/CNS 40001 certificate validity period<br>Achieve a 100% completion rate for corrective actions of inspection and audit findings. |                                                                                                                                                                                 |

5.1 Human Resources and Development  
Talent Management Strategy

Talent cultivation and development are indispensable to Hsin Tung Yang's sustainable operations. Through management mechanisms for talent selection, utilization, development, and retention, we enable every employee to work with peace of mind and continuously leverage their strengths, thereby achieving a win-win outcome for employees' long-term development and the company's sustainable operations.

Talent Management Strategy

Recruitment

Talent Utilization

Talent Development

Talent Retention

- Recruit talent with the appropriate competencies in accordance with the company's business strategy
- Monitor trends in the labor market, promote the employer brand, and make effective use of middle-aged and older talent.

- Embrace employee diversity and respect employee human rights, while ensuring equality in employment practices and compensation systems
- Establish a performance management system aligned with work objectives and publicly recognize high-performing employees.

- Plan education and training, job rotation programs, and continuing education subsidies according to employees' positions and departments to enhance their professional capabilities and potential
- Regularly engage in exchanges with organizations in the same and other industries to broaden employees' perspectives.

- Use Hsin Tung Yang's brand values—"Deliciousness, Taste, and Human Touch"—to strengthen employees' sense of connection and mission
- Promote a friendly workplace and employee care
- Establish career advancement and development mechanisms

5.1.1 Talent Recruitment and Workforce Composition

GRI 2-7 GRI 2-8

Hsin Tung Yang continues to recruit and develop talent in accordance with the company's business strategies. Through "Employer Brand Promotion," the Company enhances its employer brand image to attract outstanding talent. Through "Utilization of Middle-Aged and Older Talent," the Company designs dedicated positions and job responsibilities for middle-aged and older employees to build a diverse and friendly work environment. In 2025, Hsin Tung Yang had a total of 1,073 employees, with males and females accounting for 34% and 66%, respectively. Compared with the 1,070 employees in 2024, the number of employees increased by three, with no significant fluctuations. For information on the distribution of management personnel and work locations, new hires and departing employees, and non-employee statistics, please refer to Appendix 1, Tables 5-1 to 5-5.

Employee Distribution

| Year                                         | 2023 |        |       | 2024 |        |       | 2025 |        |       |
|----------------------------------------------|------|--------|-------|------|--------|-------|------|--------|-------|
| Gender                                       | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Total Number of Employees                    | 357  | 721    | 1,078 | 349  | 721    | 1,070 | 347  | 726    | 1,073 |
| Number of Permanent Employees                | 357  | 721    | 1,078 | 349  | 721    | 1,070 | 347  | 726    | 1,073 |
| Number of Temporary Employees                | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |
| Number of Employees Without Guaranteed Hours | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |
| Number of Full-Time Employees                | 304  | 585    | 889   | 297  | 562    | 859   | 289  | 565    | 854   |
| Number of Part-Time Employees                | 53   | 136    | 189   | 52   | 159    | 211   | 58   | 161    | 219   |

1.Employee numbers are calculated as of the end of the reporting period (December 31 of each year).  
2.Employee statistics cover the 76 operating locations within the reporting boundary of this report.

5.1.2 Talent Management

Hsin Tung Yang has established a comprehensive talent management system in accordance with the Labor Standards Act and provides clear job responsibilities, as well as opportunities for internal promotion and job rotation. Management initiatives and measures cover areas including recruitment and appointment, employee education and training, occupational safety and health training and management, and diversity and equality. These efforts strengthen talent development and retention while providing competitive compensation and benefits, a friendly workplace, and communication channels. The Company is committed to creating a safe, stable, and cohesive work environment.

Employee Management Systems and Measures

Talent and Organizational Systems Management

Human Resources Management System

1. Establish comprehensive personnel regulations in accordance with the Labor Standards Act.

2. Clearly define job responsibilities and job grade structures.

3. Provide opportunities for internal promotion and job rotation.

Recruitment and Hiring

1. Diverse recruitment channels

2. Standardized selection process (resume screening, interviews, and aptitude assessments)

3. Ensuring the right person is placed in the right position

Performance Evaluation System

1. Establish department-specific KPI performance indicators

2. Conduct regular performance evaluations each year

3. Link evaluation results to bonuses and promotions

4. Establish a performance evaluation rewards and disciplinary system

Talent Cultivation and Development & Occupational Safety Management

Education and Training

1. New Employee Training (Company culture, product knowledge, and service procedures)

2. On-the-job training (professional skills and food safety)

3. Leadership and Management Training for Supervisors

4. Establish mechanisms to promote continuous learning

Occupational Health and Safety

1. Implement Occupational Health and Safety management

2. Provide regular safety education and training

3. Establish food hygiene and quality control systems

4. Provide a safe working environment and protective measures

Compensation and Benefits Mechanisms

Compensation and Benefits Policy

1. Salary Structure: Base salary + performance bonuses + year-end bonus

2. Seasonal bonuses

3. Labor Insurance and National Health Insurance and pension contributions

4. Employee product purchase benefits and discounts

Employee Care and Welfare Activities

1. Employee gatherings and year-end celebrations

2. Employee trips

3. Provide measures to support work-life balance

A Diverse and Inclusive Workplace

Diversity and Equality

1. Prohibit discrimination based on gender, age, and other factors

2. Provide equal employment opportunities

3. Establish a diverse and inclusive workplace environment

Labor-Management Communication Framework

1. Establish employee grievance channels

2. Conduct regular employee satisfaction surveys each year

3. Enhance transparency in internal communications and information sharing

Performance Evaluation and Management

Hsin Tung Yang's performance evaluation system is based on alignment among objectives, knowledge, skills, work conditions, and individual career development plans. Performance evaluations are implemented as follows: Organizational objectives are divided into "individual objectives, department objectives, business objectives, and overall objectives." In the future, we plan to establish a "Competency Manual" and "Position Evaluation" and design a framework covering requirements such as planned objectives, standards, and capabilities to facilitate employees' understanding and implementation of management practices.

Performance Evaluation Implementation Methods

1 Performance Management System Structure

The performance management cycle includes Target setting, execution and tracking, performance evaluation, feedback and improvement

2 Performance Indicator Setting (KPI)

Establish key performance indicators (KPIs) based on the characteristics of different departments

3 Performance Evaluation Process

Evaluation Cycle: Primarily conducted annually or semiannually

Evaluation Methods: Supervisor evaluation and self-assessment

Evaluation Criteria: Work performance, professional attitude, teamwork, and collaboration.

4 Performance Rating and Application of Results

Performance is categorized into different levels

and applied to: salary adjustments, bonus distributions, promotions and job reassignments, and talent development and training planning, etc.

5 Performance Feedback and Review Meeting Mechanism

Conduct regular performance review meetings

Provide specific feedback and recommendations for improvement

Assist employees in setting goals for the next stage

6 Incentive, Rewards, and Disciplinary System

Establish a recognition program for outstanding employees

Implement store performance competitions and incentive programs

Provide coaching or improvement plans for employees who violate regulations or demonstrate poor performance

7 Digital Performance Management

Implement a human resources management system

Integrate store POS data for performance analysis

Enhance the transparency of performance evaluations

The Unsung Heroes Who Preserve the Human Touch: Hsin Tung Yang "Service Angels"

The Service Angel Award, organized by the Taiwan Chain Franchise Association (TCFA), aims to recognize the long-term contributions of frontline employees in the chain store industry. Hsin Tung Yang selects employees who have completed three years of service and demonstrated outstanding performance to participate. Whether interacting with customers on the front lines or optimizing processes behind the scenes, these Service Angels engage the spirit of professionalism and sincerity to safeguard Hsin Tung Yang's most cherished human touch in every corner of Taiwan.

| Service Angel Awards in Previous Years |                                    |                 |                                                                                                                                                                                                                                                               |
|----------------------------------------|------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Year                                   | Operating Site                     | Service Angel   | Award Description                                                                                                                                                                                                                                             |
| 2023                                   | Hsinchu Store                      | Hsuan Ho        | Represents frontline store employees and conveys the warmth of the brand through friendly service.                                                                                                                                                            |
|                                        | Management Section                 | Hsiu-Chen Yu    | Demonstrates rigor and efficiency in back-office management.                                                                                                                                                                                                  |
| 2024                                   | Taiwan Specialty Products Pavilion | I-Hsun Chiu     | Serves at the Specialty Products Pavilion and is dedicated to enhancing the shopping experience for travelers.                                                                                                                                                |
|                                        | Store Operations Department        | Yu-Ying Tang    | Works quietly in the area of operations management to build a high-quality service network.                                                                                                                                                                   |
| 2025                                   | Finance                            | Yueh-Hsiang Kuo | With more than 46 years of service, transitioned from a frontline store position to finance, promoted the computerization of gift certificate product collection process with security personnel, significantly optimizing cashier audits and reducing risks. |
|                                        | Linsen Store                       | Chiao-Kai Yeh   | Proactively serves visually impaired customers by patiently details and personally accompanying customers with mobility their workplace, putting equal-access service into practice.                                                                          |



Public Recognition

To reward employees with outstanding performance, we provide recognition awards to outstanding or high-performing store managers, long-serving employees, high-performing service personnel, and other employees. Each year, the Chairman publicly recognizes these employees at the spring banquet. In 2025, a total of 17 employees received company awards in recognition of 20 years of service, while outstanding store managers were also given opportunities to participate in overseas study visits.



### 5.1.3 Talent Cultivation and Development

Hsin Tung Yang values employee competency development and has established a tiered training system based on job levels and the competency needs of each department, with "new hire development, job-specific core and professional competencies, and management competencies" as its core training methods. All Hsin Tung Yang employees undergo talent training based on the core competencies of "innovation and embracing change, integrity and honesty, customer orientation, and quality management." In addition, each department implements an annual talent training plan to help employees better adapt to their positions and realize their potential. In 2025, external training hours accounted for approximately 37%. In terms of self-directed learning, Hsin Tung Yang encourages employees to improve their foreign language abilities and attain higher academic qualifications. The Company has established the "Foreign Language Proficiency Test Incentive Program" and the "Regulations Governing the Adjustment of Employee Compensation Based on Changes in Academic Qualifications During Employment" to strengthen the overall effectiveness and capacity of Hsin Tung Yang's talent training. For education and training information from 2023 to 2025, please refer to Appendix 1, Table 5-6, Employee Education and Training Hours Statistics.



#### Talent Cultivation Strategy and Focus Areas

| Employee Level                   | New Hire Period       | Cor Competencies                                                                                                        | Professional Competencies                        | Management Competencies                                                                                                                                                                                                                                                                                                                                     | Job Rotation                             | Self-Directed Learning                                                                               |
|----------------------------------|-----------------------|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------|
| Senior Management + Successors   | New Employee Training | Innovation and Adaptability<br>Integrity and Honesty<br>Customer-centricity<br>Quality Management + Instructor Training | Based on each department's annual training plan. | <ul style="list-style-type: none"> <li>Crisis Management</li> <li>Change Management</li> <li>Business Management</li> <li>Strategic planning</li> </ul>                                                                                                                                                                                                     | Employee and Supervisor Rotation Program | Policy for Salary Adjustment Based on Employees' Educational Qualification Changes During Employment |
| Middle Management + Successors   |                       |                                                                                                                         |                                                  | <b>【General Training Course】</b> <ul style="list-style-type: none"> <li>Time Management</li> <li>Communication and Presentation</li> <li>Project Management</li> <li>Team Collaboration</li> <li>Target Management</li> </ul> <b>【Core Competency Courses】</b> <ul style="list-style-type: none"> <li>Market Positioning and Product Orientation</li> </ul> |                                          |                                                                                                      |
| Frontline Employees + Successors |                       |                                                                                                                         |                                                  | MTP Management Competency Training Program                                                                                                                                                                                                                                                                                                                  |                                          |                                                                                                      |
| General Employees                |                       |                                                                                                                         |                                                  | <b>【Basic General Training】</b> <ul style="list-style-type: none"> <li>Time Management</li> <li>Communication and Presentation</li> </ul>                                                                                                                                                                                                                   | -                                        |                                                                                                      |

### Education and Training Measures and Management System

#### 2023–2025 [Dayuan Plant] In-Service Talent Development

| Development Area                                             | Training Program Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Training Results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sustainability Talent Core Competency Training—TTQS Training | To enhance its momentum for green transformation, the Hsin Tung Yang Dayuan Plant integrated the Workforce Development Agency, Ministry of Labor's "Enterprise Human Resources Enhancement Program" to introduce the "Talent Quality-management System (TTQS)." From establishing a talent management system, selecting instructors, and planning courses to evaluating the transfer of learning outcomes, a rigorous education and training system was established to integrate sustainability concepts and professional skills into employees' career development. | <p>A full series of training programs was conducted at the plant, and multiple carbon reduction projects were also promoted. As a result, the Company received multiple sustainability awards, including:</p> <ul style="list-style-type: none"> <li>2020 AREA Asia Responsible Entrepreneurship Awards, "Green Leadership Award"</li> <li>2021 Bureau of Energy, Ministry of Economic Affairs, "Energy Conservation Benchmark Award—Silver Award"</li> <li>2021 Environmental Protection Administration, "National Enterprise Environmental Protection Award—Silver Award"</li> <li>2025: Received the Ministry of Labor's "TTQS Assessment—Silver Medal" for the fourth time</li> <li>As of April 2026, a total of six product carbon/water footprint inventories had been completed and certificates obtained, and carbon footprint labels had also been obtained.</li> </ul> |

### Sustainable Talent Development

Hsin Tung Yang firmly believes that "Deliciousness can be passed down | Sustainability must be put into practice." In response to the challenges of climate change and the transition to sustainability, we incorporate the core values of "ICAS" (Integrity, Creativity, Agility, and Sustainability) into sustainability awareness and translate them into concrete actions for the development of sustainability talent.



In 2021, Hsin Tung Yang became a corporate member of the Taiwan Corporate Sustainability Training Center (TCCS) under the Taiwan Institute for Sustainable Energy (TAISE). In 2025, the Company officially launched the first "Corporate Sustainability Manager" Sustainability Talent Empowerment Program. Led personally by the President, the program demonstrates top management's determination to drive green transformation throughout the Company from the top down. In 2025, a total of 23 employees obtained the "Corporate Sustainability Manager Certification." For Hsin Tung Yang, this is not merely a certificate, but also represents the Company's responsibility and commitment toward enhancing sustainable transformation.

#### Hsin Tung Yang Sustainability Talent Development Strategy and Results

##### Top Management Leadership in Implementing Green Transformation Training from the Top Down

Implemented the Taiwan Institute for Sustainable Energy (TAISE) "Corporate Sustainability Manager" certification training program. The President personally led middle- and senior-level managers and key employees from across departments in the training and was also among the first to obtain the Sustainability Manager certification, fostering a company-wide culture of sustainability learning.

##### 2025 Implementation Results

A total of 21 people participated in the first training program



##### Employee Sustainability Achievements Concrete Implementation

To enable employees to experience the achievements of sustainability efforts, employees participated in the 2025 Asia-Pacific Sustainability Expo and received their certifications in person from TAISE Chairman and Ambassador-at-Large Chien Yu-Hsin. This honor recognizes Hsin Tung Yang's ability to take action in transforming sustainability competencies and reinforces the Company's ongoing commitment to fulfilling its concrete practice of social responsibility.

##### 2025 Implementation Results

A total of 23 people obtained the Corporate Sustainability Manager Certification, and the certification rate among section-level managers and above reached 25%.<sup>Note 1</sup>



##### Substantive Benefits Professional Incentives

To encourage employees to enhance their sustainability competencies, a "Sustainability Certification Position Allowance" incentive mechanism was established to reward employees who have obtained relevant certifications. Specifically, professional competencies are linked to job compensation, thereby transforming them into momentum for career development.

##### 2025 Implementation Results

A total of 23 employees received the Sustainability Certification Position Allowance

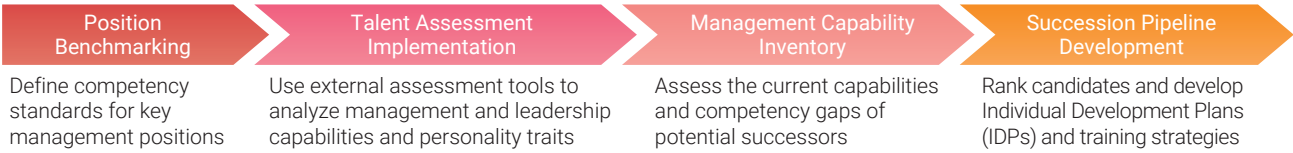


Note: The certification holding rate (%) is calculated using the number of certifications held by employees in 2025 (23 certifications) divided by the total number of section-level managers and above employed as of the reporting period end date (December 31, 2025) (90 employees).

Establishment of Succession Development Plan and Key Talent Identification

To enhance the cultivation capacity of key talent, Hsin Tung Yang has established a "Succession Development Plan" mechanism to strengthen the practical capabilities of management-level employees.

Succession Planning and Talent Development Process Flowchart



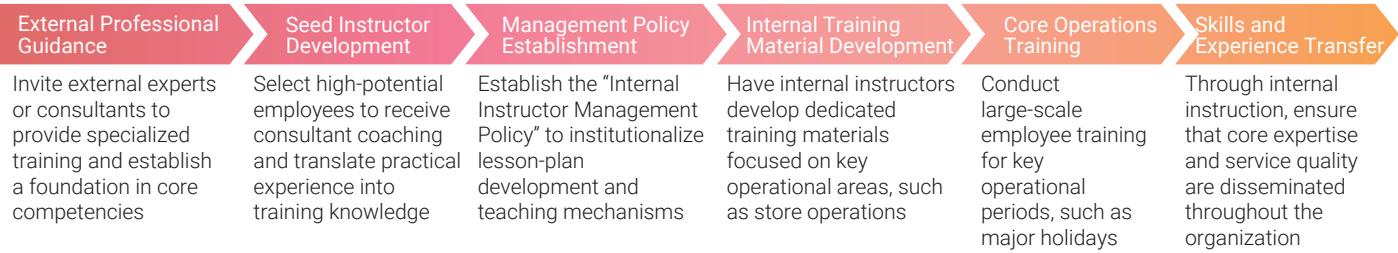
Succession Development Plan Implementation Measures and Performance Results

| Development Stage                         | Implementation Description                                                                                                                                                                      | Key Milestones/Expected Outcomes                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Talent Standards and Assessment Inventory | Established "Position Benchmark Standards" for key management positions and conducted management and leadership competency assessments and organizational diagnostics for potential successors. | <ul style="list-style-type: none"><li>Completed management competency assessments, evaluation report analyses, and interviews for 50 department-level managers.</li><li>Completed the establishment of standards for 10 designated management positions, as well as management and leadership competency assessments and organizational diagnostic analyses for potential successors.</li></ul>                                              |
| Assessment Tool Application               | Introduced external objective management assessment tools, including leadership potential and personality trait assessments.                                                                    | Through data-driven analysis, identified the strengths and areas for development within the talent pool.                                                                                                                                                                                                                                                                                                                                     |
| Development Plan and Talent Pipeline      | Based on the assessment results, conducted interviews with current managers, aligned on position standards, prioritized candidates, and developed "Individual Development Plans (IDPs)".        | <ul style="list-style-type: none"><li>Expected to complete the identification and developme nt prioritization of successor candidates for department-level positions and complete 30 Individual Development Plans in the first half of 2026.</li><li>Plan to launch management competency assessments for section-level personnel and candidate prioritization for specific department-level positions in the second half of 2026.</li></ul> |
| Long-Term Talent Strategy                 | Combined the current status of the talent pool to define future recruitment directions and the allocation of key training resources.                                                            | Established a stable talent pipeline, reduced operational risks associated with key positions, and moved toward the long-term goals of talent sustainability and corporate sustainability.                                                                                                                                                                                                                                                   |

Establishment of Knowledge Transfer and Core Skill Training Mechanisms

In addition to cultivating key talent, Hsin Tung Yang has also planned internal knowledge and experience transfer mechanisms. By integrating external professional resources with internal management mechanisms, the Company has established a systematic skill transfer pathway while simultaneously enhancing its capabilities in "human capital development" and "professional experience succession."

Training and Knowledge Transfer Process Flowchart



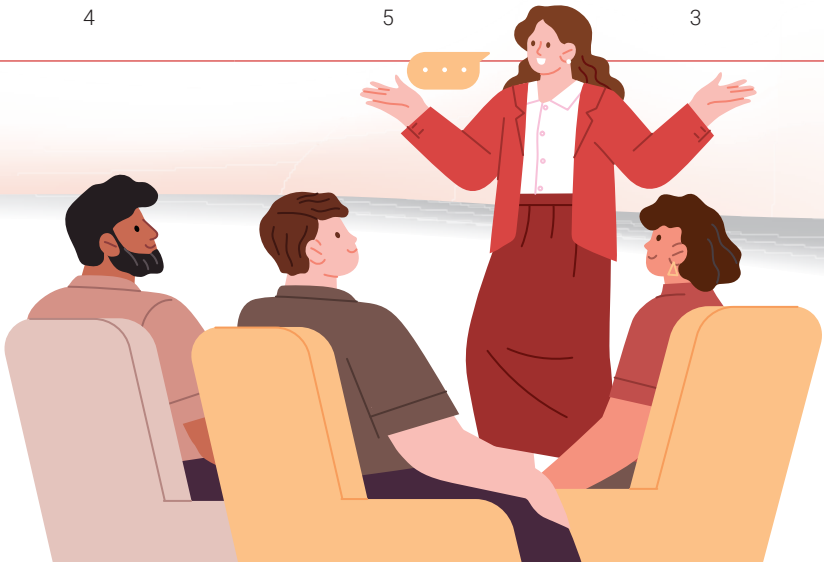
Training and Experience Transfer Implementation Overview



Industry–Academia and Work-Study Cooperation Programs

Hsin Tung Yang provides students in food and beverage-related programs with opportunities to accumulate practical experience. Since 1999, the Company has participated in work-study cooperation, industry–academia collaboration, off-campus internships, and other programs, providing college and university students with opportunities to gain practical experience. Students in marketing, distribution, business administration, food and beverage, and other related programs can learn through hands-on experience while accumulating workplace experience and skills. Over the past 26 years, Hsin Tung Yang has collaborated with 11 schools and cumulatively trained 638 students . For students with outstanding performance, the Company not only awards academic excellence or perfect attendance scholarships but also provides opportunities to remain with the Company after graduation. In 2025, 27 students newly participated in the programs. In the future, Hsin Tung Yang will continue to participate in related programs, help students transition into their careers, and contribute to talent development in the food industry.

| Data Collection Item                     | 2023                                                                                                                                                                                                                                                                                                                                                                                                                             | 2024                                                                 | 2025                                                                 |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
| Cooperation Program Type                 | Cooperative Education, Industry-Academia Collaboration, and Off-Campus Internships                                                                                                                                                                                                                                                                                                                                               |                                                                      |                                                                      |
| Total Number of Partner Schools          | 8 schools cumulatively                                                                                                                                                                                                                                                                                                                                                                                                           | 9 schools cumulatively                                               | 11 schools cumulatively                                              |
| Partner Schools                          | Chung Shan Industrial and Commercial School, National Pingtung University (which operates two campuses), Cheng Shiu University, Jinwen University of Science and Technology, Yu Da University of Science and Technology, Chihlee University of Technology, Takming University of Science and Technology, Hsing Wu University, Min-Sheng University of Science and Technology, Kainan University, and Tung-Tai Senior High School |                                                                      |                                                                      |
| Annual Number of Students Trained        | 35 students + 15 (Overseas Students at Taoyuan International Airport)                                                                                                                                                                                                                                                                                                                                                            | 20 students + 5 (Overseas Students at Taoyuan International Airport) | 25 students + 2 (Overseas Students at Taoyuan International Airport) |
| Total Number of Students Trained to Date | 586                                                                                                                                                                                                                                                                                                                                                                                                                              | 611                                                                  | 638                                                                  |
| Collaborating Departments                | Marketing, Distribution, Business Administration, International Business, and Food and Beverage                                                                                                                                                                                                                                                                                                                                  |                                                                      |                                                                      |
| Internship/Practicum Locations           | National Freeway Service Areas, Stores, and Airport Shopping Areas                                                                                                                                                                                                                                                                                                                                                               |                                                                      |                                                                      |
| Incentive Program Details                | <ul style="list-style-type: none"><li>Complimentary room and board were provided throughout the internship</li><li>Graduation bonus</li><li>Opportunities to represent the Company at their alma mater for recruitment and experience sharing</li><li>Opportunities for internal promotion and job rotation within the Company</li></ul>                                                                                         |                                                                      |                                                                      |
| Retention Incentive Program              | Post-graduation employment tenure is combined for calculation                                                                                                                                                                                                                                                                                                                                                                    |                                                                      |                                                                      |
| Graduate Retention Headcount             | 4                                                                                                                                                                                                                                                                                                                                                                                                                                | 5                                                                    | 3                                                                    |



## 5.2 Employee Rights and Benefits

### 5.2.1 Employee Rights

Hsin Tung Yang upholds a "people-oriented" management philosophy and a caring spirit centered on the concept of "family," establishing a comprehensive employee care and communication management system. In terms of labor-management communication, the Company has established an "Employee Welfare Committee." In addition, a "Safety and Health Committee" is convened four times a year, with the President directly communicating and exchanging views with employee representatives. In terms of employee care, an Employee Care Handbook was issued in 2020 for all full-time employees and foreign worker partners, providing various employee benefits and health promotion programs to strengthen the overall care system. Through the provision of a safe working environment, diverse labor-management communication channels, and a sound benefits system, Hsin Tung Yang aims to support employees in working with peace of mind and growing together with the Company.

| Benefit Category             | Benefit Program                                                                                                                                                                                                               | Program Description                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee Well-Being          | <ul style="list-style-type: none"><li>Employee travel subsidies</li><li>Marriage and childbirth congratulatory gifts</li><li>Hospitalization and illness condolence payments for employees</li><li>Employee housing</li></ul> | <ul style="list-style-type: none"><li>Employees who have completed three months of service are eligible for one employee trip per year.</li><li>Free employee dormitories are provided at the Dayuan Plant and National Freeway Service Areas.</li></ul>                                                                                                                                                                                              |
| Holiday and Birthday Support | <ul style="list-style-type: none"><li>Gift certificates for the three major holidays and birthdays</li><li>Spring banquet and prize drawing</li></ul>                                                                         | <ul style="list-style-type: none"><li>Gift certificates are distributed during holidays</li><li>Long-serving employees are recognized at the spring banquet and receive additional opportunities to participate in the prize drawing</li></ul>                                                                                                                                                                                                        |
| Health Support               | <ul style="list-style-type: none"><li>Annual free health examinations</li><li>On-site health consultations with occupational health nurses</li><li>Health lectures</li></ul>                                                  | <ul style="list-style-type: none"><li>Occupational health nurse health consultation program: Doctors and nurses are stationed on-site each month to provide consultation services.</li><li>Health lectures on various topics are held periodically.</li></ul>                                                                                                                                                                                         |
| Insurance Services           | <ul style="list-style-type: none"><li>Labor and health insurance</li><li>Group insurance</li><li>Employee fidelity insurance</li></ul>                                                                                        | Since 2023, Hsin Tung Yang has obtained employee fidelity insurance based on employees' job levels and approval procedures to diversify operational risks.                                                                                                                                                                                                                                                                                            |
| Bereavement Support          | <ul style="list-style-type: none"><li>Employee illness and injury condolence payments</li><li>Work-related disability and death condolence payments</li></ul>                                                                 | Company representatives present flowers and provide condolence payments                                                                                                                                                                                                                                                                                                                                                                               |
| Leave Support                | <ul style="list-style-type: none"><li>Parental leave</li><li>Leave without pay</li><li>Family care leave</li></ul>                                                                                                            | A comprehensive leave system is implemented in accordance with the Labor Standards Act and included in the Employee Work Rules. Employees may apply for leave without pay in situations such as childcare, serious illness or injury, or major personal emergencies.                                                                                                                                                                                  |
| Retirement Support           | <ul style="list-style-type: none"><li>Retirement financial planning seminars for middle-aged and older employees</li><li>Post-retirement reemployment system</li></ul>                                                        | <ul style="list-style-type: none"><li>Seminars on topics related to middle-aged and older employees and retirement planning are held periodically</li><li>A reemployment mechanism and part-time employment opportunities are provided for retirees, encouraging middle-aged and older employees to share their experience</li><li>Establish a dedicated HR contact to coordinate age-friendly measures for middle-aged and older employees</li></ul> |



Note: Foreign employees are entitled to the same benefits

| Employee Parental Leave Applications and Return-to-Work Overview                        |        |      |       |        |      |       |        |      |       |
|-----------------------------------------------------------------------------------------|--------|------|-------|--------|------|-------|--------|------|-------|
| Item                                                                                    | 2023   |      |       | 2024   |      |       | 2025   |      |       |
|                                                                                         | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Total Number of Employees Eligible to Apply for Parental Leave <sup>Note 1</sup>        | 21     | 4    | 26    | 5      | 4    | 9     | 4      | 2    | 6     |
| Number of Employees Who Actually Applied for Parental Leave Without Pay                 | 4      | 0    | 4     | 0      | 0    | 0     | 3      | 0    | 3     |
| Number of Employees Expected to Return to Work During the Year <sup>Note 2</sup> (A)    | 2      | 0    | 2     | 1      | 0    | 1     | 2      | 0    | 2     |
| Number of Employees Who Applied to Return to Work During the Year <sup>Note 3</sup> (B) | 2      | 0    | 2     | 0      | 0    | 0     | 0      | 0    | 0     |
| Return-to-Work Rate (%) (B/A)                                                           | 100%   | 0%   | 100%  | 0%     | 0%   | 0%    | 0%     | 0%   | 0%    |
| Number of Employees Retained <sup>Note 4</sup>                                          | 0      | 0    | 0     | 2      | 0    | 2     | 1      | 0    | 1     |
| Retention Rate (%) <sup>Note 5</sup>                                                    | 0%     | 0%   | 0%    | 100%   | 0%   | 100%  | 50%    | 0%   | 50%   |

Note :1."Total Number of Employees Eligible to Apply for Parental Leave": The total number of employees with a record of childbirth (or who have previously applied for maternity/paternity leave).  
2.Number of Employees Expected to Return to Work During the Year: The number of employees expected to return from unpaid parental leave during the year, excluding employees who continuously apply for additional leave during the year.  
3.Number of Employees Who Applied to Return to Work During the Year: The number of employees expected to return from unpaid parental leave during the year who actually returned to work (or returned early) during the year.  
4.Number of Employees Retained: The number of employees who remain employed 12 months after returning to work.  
5.Retention Rate: The percentage of employees who remain employed for at least one year after returning to work from parental leave without pay.

### 5.2.2 Remuneration and Benefits

GRI 2-21

GRI 2-30

#### Executive Management Total Compensation Ratio

Regarding overall salary levels, the starting salary for entry-level employees is NT\$31,500, which is 1.07 times the minimum wage stipulated in the Labor Standards Act. The salary levels of all employees have increased year over year. In 2025, the median salary was NT\$560,943. The ratio of the highest-paid individual's annual total compensation to that of other employees was approximately 7.92 to 10.7, while the multiples of the percentage increase in the highest-paid individual's annual total compensation over the past two years were 2.09, 4.31, and 6.81, respectively.

| 2023–2025 Annual Total Compensation Ratio |                                 |                                             |
|-------------------------------------------|---------------------------------|---------------------------------------------|
| Year                                      | Annual Total Compensation Ratio | Annual Total Compensation Increase Multiple |
| 2025                                      | 10.7                            | 6.81                                        |
| 2024                                      | 9.25                            | 4.31                                        |
| 2023                                      | 7.92                            | 2.09                                        |

Note :1.Annual Total Compensation Ratio: The annual total compensation of the highest-paid individual in the organization divided by the median annual total compensation of all employees (excluding the highest-paid individual).  
2.Annual Total Compensation Change Multiple: The percentage increase in the annual total compensation of the highest-paid individual in the organization divided by the multiple of the increase in the median annual total compensation of all employees (excluding the highest-paid individual).

#### Employee Compensation

Hsin Tung Yang adopts a transparent, fair, and reasonable compensation system. Salaries are determined based on factors such as each employee's educational and professional background, work experience, professional competencies, and job requirements, without differentiation based on gender. In addition, the Company has established a performance bonus management system. If the Company generates a profit for the year, a certain proportion of employee compensation is allocated and shared with employees based on their performance, encouraging employees to focus on the Company's business objectives while motivating outstanding work performance.

| 2023–2025 Average and Median Salaries                                              |         |         |         |
|------------------------------------------------------------------------------------|---------|---------|---------|
| Year                                                                               | 2023    | 2024    | 2025    |
| Number of Employees Not Serving in Supervisory Positions                           | 601     | 580     | 591     |
| Average Salary of Employees Not Serving as Unit Supervisors (NT\$/year)            | 454,823 | 469,790 | 480,611 |
| Median Total Compensation of Employees Not Serving as Unit Supervisors (NT\$/year) | 495,200 | 518,353 | 531,412 |

| 2023–2025 Compensation Ratio Between Male and Female Employees in the Same Positions/Job Grades |      |        |      |        |      |        |
|-------------------------------------------------------------------------------------------------|------|--------|------|--------|------|--------|
| Year                                                                                            | 2023 |        | 2024 |        | 2025 |        |
| Gender                                                                                          | Male | Female | Male | Female | Male | Female |
| Senior Executives                                                                               | 1.43 | 1      | 1.47 | 1      | 1.34 | 1      |
| Middle Management                                                                               | 0.98 | 1      | 1    | 1      | 1.02 | 1      |
| First-Line Management                                                                           | 1.09 | 1      | 1.09 | 1      | 1.01 | 1      |

Note: The male-to-female employee compensation ratio is calculated as follows: Compensation (including bonuses) of male employees in the same job level and grade ÷ Compensation (including bonuses) of female employees in the same job level and grade

#### Collective Agreements

Hsin Tung Yang currently has not entered into a collective agreement. In 2025, 0% of employees were covered by a collective agreement. For employees not covered by a collective agreement, their working conditions and employment conditions are also not established based on collective agreements applicable to other employees of the Company or other organizations. Instead, they are primarily governed by labor laws and regulations, the Company's internal personnel regulations, and relevant management systems. In the future, Hsin Tung Yang will gradually plan the introduction and execution of collective agreements in line with the Company's operational development.

5.2.3 Diversity and Inclusion

Human Rights Policy

Hsin Tung Yang follows international human rights standards and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and has established a human rights policy. The policy is disclosed in the "Sustainability Section" on Hsin Tung Yang's official website. The Company is committed to respecting employee rights, treating diverse partners equally, preventing any violations of human rights, and requiring business partners and suppliers to comply with the same principles. All operating sites comply with local laws and labor regulations, establish work rules in accordance with legal requirements, and announce them on the Company's internal website. Relevant management measures are implemented through internal email communications and departmental meetings.

| Human Rights Policy                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy Item                                                      | Policy Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Compliance with Labor Laws and Regulations                       | Comply with the applicable laws and regulations of the countries or regions where each operating site is located, ensuring that the Company, business partners, and suppliers do not employ child labor or prisoners in the course of their operations and do not engage in forced labor or use corporal punishment. Support employees in maintaining their physical and mental health. Employees who work four hours are provided with at least 0.5 hours of rest.                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Workplace Human Rights Protection                                | Embrace the diversity of all employees and do not discriminate against any legally protected employee or job applicant based on any characteristic, including gender, skin color, race, ethnicity, nationality, beliefs, age, marital status, sexual orientation, gender identity and expression, disability, pregnancy, military service status, or political affiliation, thereby implementing equal employment opportunity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Opposition to Workplace Discrimination, Bullying, and Harassment | To protect gender equality in employment, eliminate discrimination, and prevent sexual harassment, Hsin Tung Yang has established and published the "Measures for the Prevention of Sexual Harassment and Procedures for Grievances and Disciplinary Actions" on its internal website. Relevant awareness and training courses are held on an ongoing basis, with a total of 124 attendances at awareness sessions in 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Harmonious Labor-Management Relations                            | <ul style="list-style-type: none"><li>Hold four labor-management meetings annually and elect labor-management representatives in accordance with the law; employ persons with disabilities, Indigenous peoples, individuals seeking reemployment, and middle-aged and older workers.</li><li>Actively participate in joint employment fairs for middle-aged and older workers, promote the policy and messaging of "Age-Friendly Employment for Middle-Aged and Older Workers" through various recruitment channels, and prioritize opening job vacancies to these groups. In 2025, Hsin Tung Yang also obtained "Age-Friendly Enterprise Certification for Middle-Aged and Older Persons" from both Taipei City and Taoyuan City.</li><li>Establish "Communication and Grievance Channels" procedures to collect opinions through an employee email grievance mailbox and dedicated telephone hotline.</li></ul> |
| Healthy and Safe Workplace                                       | <ul style="list-style-type: none"><li>In accordance with Occupational Safety and Health Act laws and regulations, regularly review employee health, workplace safety risks, and compliance with occupational safety and health policies, and promptly correct or report any potential threats.</li><li>Promote a friendly workplace, conduct job redesign, and plan and provide time- and labor-saving assistive equipment.</li><li>Serve as a corporate representative for the Job Redesign Guidelines Manual for Suppliers in the Wholesale and Retail Industries and Other Industries, sharing the Company's experience in implementing job redesign initiatives.</li></ul>                                                                                                                                                                                                                                    |

Diversity and Equality Policy

Hsin Tung Yang values diversity, equality, and inclusion, provides equal opportunities for development and promotion regardless of gender, and places the right people in the right positions. In 2025, female employees accounted for 67% of all employees, while female managers accounted for 69% of all managers. In talent recruitment, Hsin Tung Yang recruits talent through diverse channels. Taiwanese employees include Indigenous peoples, persons with disabilities, and student interns. The Company also employs diverse talent of various nationalities, including employees from China, Japan, Malaysia, Vietnam, and the Philippines, creating a diverse, equal, and stable employment environment. For details on the distribution of employees from diverse groups, please refer to Appendix 1, Tables 5-7: Employee Demographic Diversity Statistics.



**Grievance and Disciplinary Mechanisms**

Establish rigorous grievance and disciplinary mechanisms and prohibit all forms of discrimination and bullying.



**Equal Pay for Equal Work**

Ensure that recruitment, promotion, and compensation are not subject to differential treatment based on factors such as gender, sexual orientation, or age.



**A Supportive Workplace Environment**

Provide accessible facilities, flexible working hours, nursing rooms, and parental leave to support work-life and family balance.



**Education and Training**

Conduct unconscious bias training and multicultural activities to raise employees' awareness of gender equality and diversity.



**Diversity Targets**

Set gender representation targets for management positions and actively recruit disadvantaged groups and people with disabilities.

Overview of Diversity and Equality Implementation

| Foreign Employees      |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Item                   | Implementation Policy                                        | Implementation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Benefits               | Basic Salary and Statutory Protections                       | <ul style="list-style-type: none"><li>Provide basic wages, overtime pay, and leave in accordance with the Labor Standards Act</li><li>Provide Labor Insurance and National Health Insurance coverage and make contributions to the Labor Pension Fund</li><li>Provide occupational safety and health education and protective measures</li><li>Assist in providing the necessary documents for international money transfers</li></ul>                                                                                                                                                                      |
|                        | Daily Living and Accommodation Assistance                    | <ul style="list-style-type: none"><li>Provide employee dormitories for foreign employees</li><li>Assist with administrative matters such as applying for residence permits and work permits</li><li>Provide assistance with adapting to daily life</li><li>Provide motorcycle and electric motorcycle parking shelters and designated parking spaces</li></ul>                                                                                                                                                                                                                                              |
|                        | Food and Health Care                                         | <ul style="list-style-type: none"><li>Provide employee meals or meal allowances</li><li>Adjust employee meals based on the dietary cultures of different nationalities to prevent foreign employees from experiencing health issues due to dietary habits</li><li>Provide regular annual health checkups, necessary medical assistance, and guidance on seeking medical care</li></ul>                                                                                                                                                                                                                      |
|                        | Education, Training, and Development                         | <ul style="list-style-type: none"><li>Provide pre-employment training and on-the-job professional development</li><li>Provide opportunities for skill enhancement</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Communication Channels | Multilingual Communication Mechanisms                        | <ul style="list-style-type: none"><li>Provide employee handbooks in employees' native languages (such as Vietnamese and English)</li><li>Assign multilingual supervisors at the workplace</li><li>Use visual SOPs to reduce language barriers</li></ul>                                                                                                                                                                                                                                                                                                                                                     |
|                        | Care and Meetings                                            | <ul style="list-style-type: none"><li>Periodically convene general meetings for foreign employees, gathering employees by nationality to announce relevant rules and regulations</li><li>Collect the opinions and needs of foreign employees during these meetings</li><li>Foreign employees may seek first-line assistance from supervisors and the Administration Department if they have questions or encounter problems</li><li>The employment agency and Administration Department supervisors proactively provide care and conduct interviews with foreign employees who require assistance</li></ul> |
|                        | Feedback and Grievance Channels                              | <ul style="list-style-type: none"><li>Establish grievance mailboxes (physical or online)</li><li>Provide an anonymous grievance mechanism</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                        | Digital and Real-Time Communication Tools                    | <ul style="list-style-type: none"><li>Use communication software (such as LINE groups) to publish announcements</li><li>Establish dedicated groups for foreign employees</li><li>Provide real-time translation tools to facilitate communication</li></ul>                                                                                                                                                                                                                                                                                                                                                  |
|                        | Labor-Management Communication and Representation Mechanisms | <ul style="list-style-type: none"><li>Provide channels for expressing opinions through labor-management meetings</li><li>Safeguard foreign employees' rights to participate and have their interests represented</li></ul>                                                                                                                                                                                                                                                                                                                                                                                  |
|                        | Employee Care Mechanisms                                     | Through comprehensive living support, respect for cultural differences, and multilingual communication mechanisms, assist foreign employees in quickly adapting to the work and living environment. Establish accessible channels for expressing opinions and strive to create a fair, safe, and inclusive workplace.                                                                                                                                                                                                                                                                                       |



Group photo of foreign employees participating in an employee outing



Foreign employees participating in training  
Training presentations include text in the employees' native languages, such as Filipino and Vietnamese, to facilitate reading and communication



Foreign employees participating in the annual year-end banquet, lucky draw, and performances

Diverse Workforce Stories

- Reemployment of Middle-Aged and Older Workers and the Value of Knowledge Transfer
- Women's Development and Building an Equal Workplace
- Integration of Employees of Multiple Nationalities into the Workplace and Promotion of Cultural Diversity

Story Description

Hsin Tung Yang actively fosters an age-friendly workplace where middle-aged and older employees can put their experience to good use. One airport food service employee approaching the age of 70 proactively recognized the dietary needs of a Japanese traveler with a gluten allergy and promptly coordinated with the front- and back-of-house teams to prepare a customized gluten-free meal. Through attentive listening and empathy, the employee conveyed the brand's human touch and demonstrated the distinctive value of middle-aged and older employees.

Hsin Tung Yang has long valued gender equality and provides female employees with equal opportunities for promotion and development. One female employee who started at the frontline level in a store gradually advanced into a management position through internal training and strong performance. After becoming a Store Manager, she not only led her team in achieving performance targets but also worked to foster a supportive and collaborative workplace environment.

The Company provides employment opportunities for employees of multiple nationalities and helps them adapt to the work environment through employee support and training. One employee from Southeast Asia who had recently immigrated to Taiwan gradually improved their communication skills through language and service training and successfully integrated into the store team. Their friendly service and multilingual abilities have also helped the Company serve a more diverse customer base.

ESG Significance

Promote employment opportunities for older workers, strengthen intergenerational inclusion, and enhance organizational knowledge transfer.

Promote gender equality, increase the proportion of women in management positions, and build an inclusive workplace.

Promote cultural diversity, enhance organizational inclusivity, and strengthen customer service capabilities.

Diverse Workforce Stories Feature Article – "Hiring More Middle-Aged and Older Workers to Address Labor Shortages!"

How Does Hsin Tung Yang Help 'Experienced Part-Time Workers' Learn Digital Equipment and Reduce Physical Strain?"



5.3 Occupational Health and Safety

- GRI 403-1
- GRI 403-2
- GRI 403-3
- GRI 403-4
- GRI 403-5
- GRI 403-6
- GRI 403-7
- GRI 403-8
- GRI 403-9
- GRI 403-10

5.3.1 Occupational Health and Safety

Occupational Safety and Health Management System

Hsin Tung Yang's Dayuan Plant established an occupational safety and health management system in accordance with Paragraph 1, Article 12-2 of the Regulations Governing Occupational Safety and Health Management. The system clearly establishes management mechanisms for information consultation, worker participation, education and awareness, and internal and external communication. The management system is implemented by the Occupational Safety and Health Committee, the Safety and Health Office, the Plant Affairs Department, worker representatives, and the responsible units in accordance with their respective responsibilities. Since 2019, the Dayuan Plant has obtained certification and verification for the ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and TOSHMS, and regularly conducts certification maintenance and management. The scope of the system covers all personnel under its responsibility, including 272 employees (82.4%) and 58 non-employees (17.6%). The scopes of both internal and external audits are consistent.



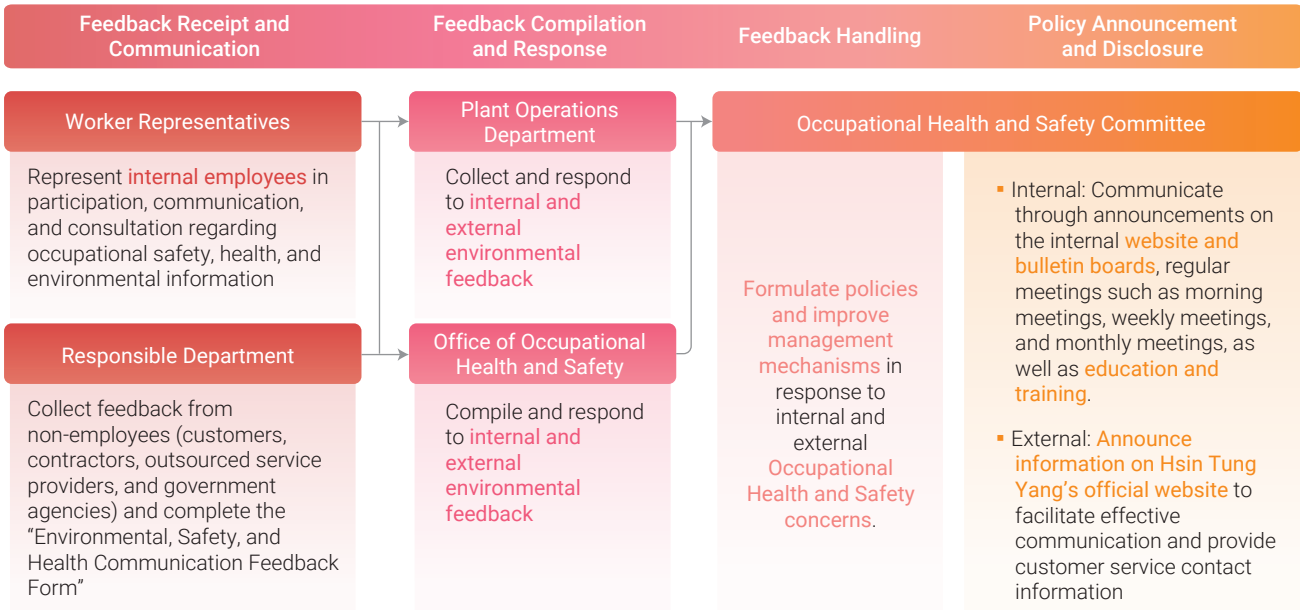
Explanation of the Occupational Safety and Health Management System[S(1.1)] at the Dayuan Plant

|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Scope of Applicable Sites                      | Dayuan Plant                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Covered Personnel and Proportion               | Employees (272 / 82.4%); non-employees (58 / 17.6%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Management Information and Operational Matters | Establish operational procedures for environmental, safety, and health policies and objectives; hazard identification and risk assessment; regulatory compliance; outsourcing and contractor management; performance monitoring and measurement; internal audit implementation and planning; management review; and continual improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Internal Employee Engagement Mechanism         | Worker representatives attend the Occupational Safety and Health Committee once every quarter. Matters evaluated and discussed include: worker participation and consultation mechanisms; hazard identification and impact assessment; planning measures to address environmental, safety, and health risks and opportunities; evaluating the effectiveness of education and training needs; determining matters requiring communication and the methods of implementation; and investigating the causes of nonconformities and determining corrective actions.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Internal Employee Communication Mechanisms     | <ul style="list-style-type: none"><li>Environmental, Safety, and Health Communication and Feedback Form : Employees may express their opinions through the "Environmental, Safety, and Health Communication and Feedback Form." The Company consolidates feedback in the "Environmental, Safety, and Health Internal and External Communication List" and uses it as a reference for improving the environmental, safety, and health management system.</li><li>Submission by Worker Representatives to the Committee : Worker representatives collectively raise matters through their attendance at the Occupational Safety and Health Committee, which meets once every quarter.</li><li>Regular Meetings and Policy Awareness Announcements : Relevant responsible units make announcements through policy notices and regular meetings, including morning meetings, weekly meetings, and monthly meetings, and also communicate with various units through training sessions and other occasions.</li></ul> |
| Communication Mechanisms for Non-Employees     | <ul style="list-style-type: none"><li>Feedback Collection Methods : Collect opinions through the "Environmental, Safety, and Health Communication and Feedback Form," with the responsible units consolidating the feedback.</li><li>Policy Disclosure Methods : Publish the occupational safety and health policy on the Company's official website and communicate through the customer service mailbox, telephone, fax, and other channels.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

Note :1.Currently, only the Dayuan Plant has established an occupational safety and health management system and related mechanisms and obtained ISO 45001 certification.  
2.Non-employees include contractors and outsourced service providers.

Hsin Tung Yang has established an Occupational Safety and Health Committee, which convenes at least four times annually. In 2025, the committee consisted of 24 members, including 8 workers' representatives, who accounted for one-third of the total membership. Through this committee, workers' representatives participate in decision-making processes regarding hazard identification, risk assessment, control measures, non-conformance investigations, and corrective improvements. They also provide feedback through various channels, including occupational safety and health communication forms, routine meetings, policy announcements, and educational training. Regarding contractors and subcontractors, in the event of an emergency, the responsible unit immediately notifies the relevant departments and initiates emergency procedures through mechanisms such as hazard notification and coordination meetings, thereby ensuring comprehensive safety and health management for both internal and external personnel.

Organizational Structure and Responsibilities of the Occupational Health and Safety Committee



## Occupational Safety and Health Risk Management

To safeguard employee health and safety, the Company regularly conducts hazard identification and risk assessments in accordance with the Environmental Aspect and Hazard Identification, Risk, and Opportunity Assessment Procedure. The Company identifies potential health and safety risks to employees arising from past, current, and future work activities, as well as risks related to environmental and operational considerations, and adopts preventive and control measures to keep risks within acceptable levels. The Dayuan Plant conducts hazard and risk assessment and identification activities every three years. Based on the assessment results, it reviews the effectiveness of control measures and continuously reduces occupational safety and health risks and prevents accidents through engineering improvements, administrative management, education and training, and procedural revisions.



Hsin Tung Yang is committed to creating safe operating environments. All of its operating sites and business premises across Taiwan establish emergency evacuation plans in accordance with applicable regulations. When an abnormal event occurs, qualified certified supervisors and employees carry out emergency response procedures, and all relevant certifications and qualifications are reviewed regularly on an annual basis. To strengthen employees' disaster prevention awareness, each site conducts fire self-defense team drills and CPR + AED training every six months. Through hands-on drills, the Company ensures that employees are familiar with emergency response procedures and maintains workplace safety.

Hsin Tung Yang refers to the five major categories in the "Reference Guidelines for Occupational Diseases" provided by the Ministry of Labor and, based on the Company's "Environmental Aspect and Hazard Identification, Risk, and Opportunity Assessment Procedure" and the characteristics of the food industry, categorizes potential occupational disease risks arising from psychosocial, physical, chemical, biological, and ergonomic hazards. For the identified risk issues, Hsin Tung Yang adopts corresponding prevention or mitigation measures for different groups to reduce the risk of occupational injuries and diseases.

| Risk Identification Results                         |                                                                              |                                                                                             |                                                                                                                                                                                                                          |                                                                                                                                                                                                          |
|-----------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk Issue                                          | Affected Parties                                                             | Impact Level                                                                                | Preventive/Mitigation Measures                                                                                                                                                                                           | Planned Implementation/Implementation Results                                                                                                                                                            |
| <b>Ergonomic Hazards (Musculoskeletal Injuries)</b> | Handling and packaging personnel                                             | Moderate risk                                                                               | Provide material-handling assistance tools; implement job rotation to avoid prolonged repetitive movements; arrange ergonomic hazard prevention seminars.                                                                | <ul style="list-style-type: none"> <li>Conduct health care interviews with high-risk groups.</li> </ul>                                                                                                  |
| <b>Psychosocial Hazards</b>                         | All personnel, store personnel, and management personnel                     | Moderate to high risk (Stress, anxiety, burnout, and turnover)                              | Establish an Employee Assistance Program (EAP), a mental health counseling mechanism, reasonable working-hours management, workplace bullying prevention and control measures, and supervisor training on employee care. | <ul style="list-style-type: none"> <li>Reduce employee stress and turnover rates</li> <li>Improve job satisfaction and employee engagement</li> <li>Reduce workplace conflicts and complaints</li> </ul> |
| <b>Physical Hazards</b>                             | Factory workers, equipment operators, and back-of-house store personnel      | Moderate to high risk (Hearing impairment, heat-related injuries, slips, falls, or impacts) | Noise protection; management of high-temperature work; equipment safety guards; regular equipment inspections; workplace lighting improvements; and slip-prevention measures.                                            | <ul style="list-style-type: none"> <li>Relevant preventive measures have been implemented at all sites to ensure employee safety.</li> </ul>                                                             |
| <b>Chemical Hazards</b>                             | Cleaning personnel, production line employees, and quality control personnel | Moderate to high risk (Poisoning, respiratory irritation, and skin injuries)                | Chemical labeling and SDS management; installation of ventilation equipment; personal protective equipment (gloves and masks); education and training; and substitution with less toxic substances.                      | <ul style="list-style-type: none"> <li>Reduce the risk of chemical exposure</li> <li>Prevent occupational diseases</li> </ul>                                                                            |
| <b>Biological Hazards</b>                           | Food-handling personnel, warehouse personnel, and cleaning personnel         | Moderate risk (Risk of infection, allergic reactions, or food contamination)                | Personal hygiene management; cleaning and disinfection of work areas; pest control; health examinations; and food safety management systems (e.g., HACCP).                                                               | <ul style="list-style-type: none"> <li>Reduce the risk of infection and contamination</li> </ul>                                                                                                         |

## Occupational Safety and Health Education and Training

Hsin Tung Yang places significant emphasis on occupational safety and health education and training. At the Dayuan Plant, employees who have obtained occupational safety and health certifications through education and training include 2 Class B Occupational Safety and Health Supervisors, 4 Class A Occupational Safety and Health Supervisors, and 9 Class C Occupational Safety and Health Supervisors. Details of occupational safety and health education and training and emergency disaster response education and training over the past three years are provided in Appendix 1, Tables 5-8 to 5-9.

In 2024, Hsin Tung Yang established the Hsin Tung Yang Green Safety and Health Family, with the Dayuan Plant serving as the core enterprise and jointly establishing the initiative with 18 companies. In 2024, the Hsin Tung Yang Green Safety and Health Family held four activities, with a total of 118 participants. In 2025, it held three activities, with a total of 162 participants.



## Preventive Management Plan for Preventing Unlawful Harm in the Performance of Job Duties

Hsin Tung Yang places great importance on the physical and mental well-being of its employees and maintains a firm zero-tolerance policy toward unlawful harm. The Company has established respectful, nondiscriminatory, and safe management mechanisms and preventive measures to ensure a workplace free from incidents of unlawful harm. If employees, contractors, visitors, or other personnel at Hsin Tung Yang workplaces encounter an imminent hazard while performing their duties, they may, based on safety considerations, stop work and withdraw to a safe location, provided that doing so does not endanger the safety of others. They must then report the situation to the relevant management personnel for corrective action, thereby reducing hazards and preventing accidents. No dismissal, disciplinary action, transfer, salary reduction, or other punitive measure will be imposed as a result of exercising this right, thereby protecting employees and other personnel at the plant in exercising their "right to withdraw from danger."

Employee Occupational Injury Statistics

Hsin Tung Yang develops emergency response plans in advance and conducts drills annually to prevent and minimize personal injury and damage to equipment and property. In 2025, two commuting traffic accidents involving two employees occurred at headquarters, while the disabling injury frequency rate was maintained at 0.19%, better than the target of 0.2%. The Dayuan Plant recorded an occupational injury rate of zero. Four near-miss incidents and three minor injuries (two fall or impact injuries and one caught-in injury) were reported during the year. As of December 31, 2025, the plant had accumulated 1,230 consecutive days without a lost-time injury. To address ergonomic musculoskeletal injury risks, the Company also implemented job redesign initiatives. Occupational injury statistics for the past three years are presented in Tables 5-10 and 5-11 in Appendix I.

5.3.2 Employee Care and Communication

Hsin Tung Yang provides on-site health services for employees and subcontractors. Professional occupational health physicians and nursing personnel visit the Company's operating sites to provide health care, health consultations, health education and awareness, and other services, helping employees identify potential workplace risks that may affect safety and health. In terms of health promotion, the Company provides a "Comprehensive Workplace Health Protection Program." Professional occupational health physicians and nursing personnel provide on-site health services each month, including one-on-one consultations regarding abnormal health examination results, guidance on preventing musculoskeletal discomfort, and maternal health protection assessments. Through regular and intensive professional care, the Company encourages employees to participate in occupational health services and enhances health care awareness, establishing an important foundation for preventing occupational health risks and continuously improving the workplace health environment.

Employee Health Services

| Program Description |                                             |                                                                                                                                                                                                                                                                                                                                               |
|---------------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Headquarters        | On-Site Health Services                     | Employs full-time physicians and nursing personnel to provide on-site services at each plant and operating site every month. Services are provided 2–4 times per month, for at least 2 hours per session. In 2025, occupational health services totaled 1,440 hours, and a total of 36 employee care and consultation sessions were provided. |
|                     | Health Examinations                         | An annual health examination allowance is provided                                                                                                                                                                                                                                                                                            |
|                     | Liver Disease Prevention Health Examination | Provides employees with free special-item health examinations annually                                                                                                                                                                                                                                                                        |
| Dayuan Plant        | On-Site Health Services                     | Employs professional occupational health nursing personnel (occupational health nurses) to provide on-site services at the Dayuan Plant each month. Services are provided six times per month, for two hours per session, totaling 144 service hours in 2025.                                                                                 |
|                     | Health Lectures                             | Provides employees with free access to health-related lectures on various topics throughout the year                                                                                                                                                                                                                                          |

| Dayuan Plant Occupational Health Nursing On-Site Service Upgrade—Comprehensive Workplace Health Protection Program |                                                       |                                                                                  |                                        |                                         |                                              |                                                            |
|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|----------------------------------------------|------------------------------------------------------------|
| Year/Implementation Items                                                                                          | Assignment of Workers to Appropriate Work (headcount) | Follow-Up on Abnormal Health Examination Results and Health Guidance (headcount) | Maternal Health Protection (headcount) | Ergonomic Hazard Prevention (headcount) | Prevention of Abnormal Workloads (headcount) | Work Fitness for Middle-Aged and Older Workers (headcount) |
| 2023                                                                                                               | 5                                                     | 185                                                                              | 3                                      | 1                                       | 32                                           | 16                                                         |
| 2024                                                                                                               | 7                                                     | 151                                                                              | 4                                      | 14                                      | 11                                           | 12                                                         |
| 2025                                                                                                               | 4                                                     | 163                                                                              | 3                                      | 3                                       | 7                                            | 15                                                         |

Breastfeeding and Breast Milk Collection Room Facilities

Headquarters

Equipped with comprehensive breastfeeding and lactation facilities to provide employees with a comfortable and secure environment.



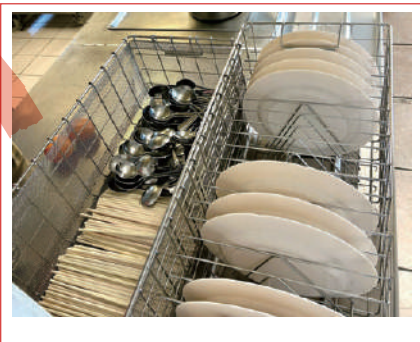
Dayuan Plant

Received a subsidy from the Taoyuan City Government Labor Department in 2025 under its program to upgrade breastfeeding/lactation rooms and childcare facilities, providing employees with an improved environment for use.



Employee Cafeteria and Recreational Facilities

Hsin Tung Yang's headquarters and Dayuan Plant both have dedicated employee cafeterias, providing employees with a quality alternative to eating out. Professional chefs prepare nutritious meals consisting of "four dishes and one soup" fresh each day, ensuring that employees can enjoy balanced nutrition at an affordable price. The cafeterias exclusively use environmentally friendly tableware, promoting employee health while reducing waste in daily operations and creating a healthy and sustainable dining environment. The Dayuan Plant's employee dormitories are equipped with a common room and billiards tables, while outdoor facilities include a basketball court and other amenities, providing employees with spaces for recreation and relaxation.



Sexual Harassment Grievance Handling

To protect the employment rights of employees, job applicants, contractors, and outsourced service providers, Hsin Tung Yang has established the "Sexual Harassment Prevention Measures, Grievance Procedures, and Disciplinary Regulations" and adopted appropriate measures for the prevention, discipline, and handling of sexual harassment. The Company is committed to providing a harmonious, safe, and friendly work environment. If an employee experiences sexual harassment or similar incidents in the workplace, they may file a grievance through the Human Resources Department. The Company also provides an employee mailbox and an "Employee Grievance Handling Process" as channels through which employees can express their opinions, file grievances, and seek assistance, thereby continuously protecting employee rights and strengthening workplace harmony.

Procedures for Handling Sexual Harassment Grievances

