宏亞食品股份有限公司
HUNYA FOODS CO., LTD.

Stock Code：1236

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2025
ANNUAL REPORT

PRINTED ON MAY 1, 2026

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宏亞食品股份有限公司
HUNYA FOODS CO., LTD.

2025 Annual Report

ANNUAL REPORT
Printed on May 1, 2026

I. The Company's Spokesperson:

Name: Shih-Pin Hsu
Title: Special Assistant, the General Manager's Office
Tel.: (02)29180786
Email: charleshsu@hunya.com.tw

Acting Spokesperson: Shih-Pin Hsu
Title: Special Assistant, the General Manager's Office
Tel.: (02)29180786
Email: charleshsu@hunya.com.tw

II. Head Office and Branch Offices:

Name	Location	Telephone
Head Office	20F.-6, No. 86, Sec. 1, Beixin Rd., Xindian Dist., New Taipei City	(02)2918-0786
Factory	No. 386, Jianguo Rd., Bade Dist., Taoyuan City	(03)368-5055
Taichung Office	No. 137, Longshan 3rd St., Daya Dist., Taichung City	(04)2568-3700
Kaohsiung Office	No. 31-8, Meishan Rd., Niaosong Dist., Kaohsiung City	(07)371-0873
101 Store	B1.78, No. 45, Shifu Rd., Xinyi Dist., Taipei City	(02)8101-8358
Zhongshan Store	No. 22-1, Sec. 2, Zhongshan N. Rd. , Taipei City	(02)2562-6099
Banqiao Store	No. 29, Nanmen St., Banqiao Dist., New Taipei City	(02)2969-3141
Luodong Store	No. 183, Gongzheng Rd., Luodong Township, Yilan County	(03)956-2457
Zhongli Store	No. 461, Yanping Rd., Zhongli Dist., Taoyuan City	(03)422-5196
Hsinchu Store	No. 163, Zhongzheng Rd., Hsinchu City	(03)521-8252
Taichung Store	No. 132, Sec. 2, Sanmin Rd., Taichung City	(04)2226-0026
Changhua Store	No. 149, Sec. 2, Zhongzheng Rd., Changhua City	(04)726-2087
Chiayi Store	No. 466, Zhongshan Rd., Chiayi City	(05)216-8116
Tainan Store	No. 124, Dongning Rd., Tainan City	(06)234-4606
Kaohsiung Store	No. 34, Zhongzheng 4th Rd., Kaohsiung City	(07)286-6875
Pingtung Store	No. 188-2, Minsheng Rd., Pingtung City	(08)766-1268

III. Share Transfer Agency:
Stock Affairs Department of Grand Fortune Securities Co., Ltd.
Address: 6F, No. 6, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City
Tel.: (02)2383-6888 Website: https://www.gfortune.com.tw/

IV. CPAs who audited the financial statements for the most recent fiscal year:
Name: Rong-Huang Hsu, Jung-Chin Liu Firm: Ernst & Young
Address: 9F, No. 333, Sec. 1, Keelung Rd., Taipei City Tel.: (02)2757-8888
Website: https://www.ey.com/zh_tw/

V. Trading venues for overseas listed securities and method of inquiry for related information: None

VI. Company website: https://www.hunya.com.tw/

Table of Contents

One

Letter to Shareholders

I. 2024 Business Results Report

II. Summary of the 2025 Business Plan

III. Future development strategies

IV. Impacts of the external competitive environment, regulatory environment, and the overall business environment

Business Report

The global economic environment in 2025 presented numerous challenges. Tariff conflicts escalated, and price and exchange rate volatility increased. Furthermore, climate change, labor shortages, and geopolitical risks continued to impact overall market development. Despite rising external uncertainties, the Company maintained steady performance thanks to the collective efforts of all employees and the guidance of its experienced management team. In the future, we will continue to prioritize delivering products and services that exceed customer expectations, actively promote innovation, develop products that meet consumer needs, and strive to provide a safe and high-quality experience for the market. The consolidated operating results for 2025 are reported as follows:

I. Consolidated Operating Results for 2025

(I) Business Plan Implementation Results

The Company's consolidated net operating revenue for 2025 was NTD 1,813,512 thousand, a decrease of NTD 164,264 thousand from NTD 1,977,776 thousand for the same period in 2024. The net loss before tax was NTD (31,229) thousand, down NTD 6,527 thousand from NTD (24,702) thousand in the same period last year.

(II) Budget Execution

Budget execution remains on track with expectations. Operating revenue was primarily impacted by the timing shift of festive periods, and the gross profit margin was affected by rising raw material costs and the gradual acceptance of new production lines.

Unit: NT$ thousand

Year / Item	2025		
	Actual figures	Budget figures	Achievement Rate (%)
Net operating revenue	1,813,512	2,028,571	89.39%
Gross profit	459,504	569,566	80.68%
Operating (loss) profit	(42,660)	8,726	-
Net pre-tax loss (income)	(31,229)	17,226	-

(III) Financial income and expenses

Net consolidated operating revenue for 2025 decreased by 8.31% year-over-year, while gross profit declined by 9.75% compared to the same period last year. Operating loss decreased by 19.18% compared with 2024. However, net loss after tax increased by 53.36% year over year. This decline was primarily attributable to a shift in the timing of festive periods. The gross profit margin decreased due to rising raw material costs and the impact of new production lines as they underwent acceptance testing.

Unit: NT$ thousand

Item	2025	2024	Increase (decrease) amount	Increase (decrease) %
Net operating revenue	1,813,512	1,977,776	(164,264)	(8.31%)
Gross profit	459,504	509,169	(49,665)	(9.75%)
Operating (loss) profit	(42,660)	(52,781)	10,121	19.18%
Profit (loss) before tax	(31,229)	(24,702)	(6,527)	(26.42%)
Net profit (loss) after tax	(36,925)	(24,077)	(12,848)	(53.36%)

(IV) Profitability Analysis

Based on various profitability indicators, the Company's performance in 2025 declined compared with 2024, mainly due to the shift in festival timing this year and the impact of the gradual acceptance of new production lines on costs.

Item	2025	2024
Return on assets (%)	(0.63)	(0.30)
Return on equity (%)	(1.45)	(0.97)
Operating profit as a percentage of paid-in capital (%)	(4.92)	(6.09)
Profit before tax as a percentage of paid-in capital (%)	(3.60)	(2.85)
Net profit margin (%)	(2.04)	(1.22)
Earnings per share after tax (NTD)	(0.43)	(0.28)

(V) Research and Development Status

The Company's core R&D philosophy is "to create products that combine deliciousness and value through the use of premium ingredients and professional craftsmanship," and the Company continues to strengthen market competitiveness through product innovation and technological advancement.

1. **Carefully selecting ingredients and strengthening local connections**
   The Company gives priority to high-quality local Taiwanese ingredients to develop products with regional characteristics while also rigorously screening high-quality international ingredients to balance quality stability and flavor complexity, thereby establishing differentiated advantages.
2. **Agile R&D and close alignment with market trends**
   The Company possesses the capability for rapid R&D and product improvement, enabling timely responses to market trends and changes in consumer preferences while actively absorbing new international R&D knowledge and transforming it into innovative products that meet local market demand.

3. **Deepening technology and passing on experience**
The Company has introduced high-specification imported equipment from Europe to enhance process stability and product quality while also emphasizing the transfer of R&D technology and practical experience to ensure the continuous accumulation and optimization of professional capabilities.
4. **Health orientation and clean-label upgrades**
The Company actively develops health-oriented products with fewer additives to align with consumer trends and regulatory requirements, enhance brand value and market recognition, and further expand market share.

II. Summary of the 2026 Business Plan

(I) Business Policy

In a volatile and highly competitive market environment, the Company continues to strengthen its core advantages and, through integrated brand positioning and lean operational management, solidifies its competitive position and accumulates momentum for long-term growth.

1. **Brand integration and youth-oriented positioning**
With "77" as the core parent company brand, the Company promotes an umbrella brand strategy to consolidate its existing core consumer groups while also deepening connections with new-generation consumers and expanding cross-generational market penetration through brand rejuvenation initiatives and marketing at key moments.
2. **Smart manufacturing and lean management**
Actively promoting the digitalization of production sites and lean management, the Company optimizes process efficiency and reduces reliance on labor, enhances overall operational efficiency and employee productivity, and strengthens the Company's competitive advantage.
3. **ESG and supply chain sustainability integration**
Extending sustainability principles to upstream suppliers, the Company promotes contract farming of agricultural raw materials and integrated supply chain management to strengthen the diversification and stability of raw material sources and enhance supply chain resilience, supporting the achievement of corporate sustainability goals.

(II) Expected sales volume

The following was compiled by the Company's management unit based on operational trends and annual plans:

Product item	Expected sales volume (boxes)
Chocolate (candy) products	1,800,788
Wafer biscuit products	3,556,743
Wedding cakes and pastries	902,262
Others	262,220

(III) Major Production and Sales Policies

1. **Deepen product research and development and functional innovation**
   Focus on upgrading product ingredients and enhancing functionality, continuing to expand product line depth and breadth to launch product portfolios that better meet diverse consumer needs and enhance market competitiveness.
2. **Optimize product structure and pursue higher-value product strategies**
   Actively develop gift items and retail channel products, and strengthen market positioning for premium wedding gift pastries and festive gift boxes to increase revenue contribution from high-margin products and enhance brand value.
3. **Expand international market reach**
   Leveraging local production strengths and quality control capabilities, the Company actively develops overseas channels and gradually increases its overseas market penetration and brand visibility.
4. **Promote a circular economy and sustainable manufacturing**
   Integrate circular economy principles into production development strategies, increase the proportion of renewable energy used, and reduce resource waste and waste generation through improvements in materials, product design, process optimization, and business model innovation, thereby realizing the core strategy of "local sustainability and enduring well-being."

III. Future Development Strategies

(I) Growth Strategies: Creating Customer Value and Expanding Market Reach

In response to the market's shift toward "rational upgrading" in consumption structure, consumers have increasingly focused on both experiential value and cost-effectiveness of products. The Company will focus on customer value to optimize its product portfolio and pricing strategies, thereby enhancing its overall competitiveness. Meanwhile, the Company will continue to develop new markets and diversified channels while strengthening brand differentiation to achieve steady, high-quality growth.

(II) Lean Strategy: Improve Efficiency and Strengthen Operational Resilience

Deepen lean management mechanisms, continuously optimize process efficiency and resource allocation, comprehensively review and eliminate waste, and enhance cost control capabilities. In supply chain management, the Company has established a diversified procurement strategy and a traceability identification mechanism to identify and effectively manage potential risks early on, enhancing overall supply chain stability and operational resilience.

(III) Sustainability Strategy: Implementing ESG to Build Long-Term Competitive Advantage

Integrate ESG principles into core business strategies to drive corporate sustainability. In terms of product development, health, low burden, and ingredient transparency are considered fundamental requirements to meet consumer trends and regulatory requirements; in terms of operations, the Company prioritizes environmental protection and social responsibility, strengthens its corporate governance foundation, and builds a competitive advantage for the Company's long-term, stable development.

IV. Impacts from the competitive environment, the regulatory landscape, and the broader business environment

(I) External competitive environment

1. **Highly fragmented channel competition**

   The market features a diverse range of sales channels, with hypermarkets, convenience stores, e-commerce, self-operated stores, and group purchase platforms all competing intensely. This dispersion of consumer purchasing options has made the overall competitive environment more complex and fragmented.

2. **Consumption patterns are shifting toward more rational choices**

   Consumers are increasingly making rational purchasing decisions, no longer pursuing price positioning alone but placing greater emphasis on the overall balance between "cost-performance" and "experiential value." Brands must achieve the optimal combination of quality, price, and consumer experience.

3. **Young consumers are key to growth**

   Younger generations (Gen Z) have become an important driving force for market growth. Brands need to strengthen brand favorability and emotional connections through campus ambassador programs, cross-industry collaborations with well-known IPs, and marketing strategies that integrate social media influencers (KOLs).

Overall, competition in the food market in 2026 has evolved from a focus on product flavor to a comprehensive battle encompassing precise marketing strategies and the reorganization of consumption scenarios.

(II) Regulatory environment

1. **Institutionalizing ESG and Carbon Reduction Regulations**

   ESG performance and carbon reduction targets have transitioned from being corporate value-added options to a basic threshold for market participation. The Financial Supervisory Commission requires listed companies to progressively fully align with the sustainability disclosure standards, and companies must strengthen their sustainability information disclosure and carbon management mechanisms.

2. **Enhancing Food Safety and Quality Certification Standards**

   The Company has obtained several international certifications, including ISO 9001, FSSC 22000, HACCP, and HALAL, ensuring that its products comply with the relevant regulations and market standards.

3. **Formalizing Health and Sugar Reduction Policies and Regulations**

   Countries have increasingly tightened controls on sugar and food additives. Health-focused product design has become an important direction for industry development, and market demand for products with fewer additives and simpler ingredients has continued to increase. The Company currently has 44 products certified with the Clean Label, strengthening the foundation of brand trust.

(III) Overall business environment

1. **Raw material cost fluctuations have become a persistent challenge**

   Volatility in raw material prices and exchange rate fluctuations remain key variables affecting business operations, creating sustained pressure on gross margins and cost management.

2. **Supply chain resilience has become a key capability**
   Amid increasing global political and economic uncertainty, businesses must establish traceability management mechanisms and diversified procurement strategies to enhance supply chain resilience and operational flexibility.

Guided by our philosophy of creating sweet and happy moments for customers with genuine sincerity, we focus not only on the present but also dedicate ourselves to embedding happiness in local sustainability so that goodness may endure. We hereby report to all shareholders on the Company's 2025 operating results and future development plans, and respectfully ask for your continued support and guidance. All employees of the Company will continue to improve and make every effort to create even better operating performance for the Company and share the results of growth with all shareholders.

Chairman: Yun-Chi Chang
General Manager: Yun-Chi Chang
Accounting Manager: Shih-Chi Lin

Two Corporate Governance Report

I. Information on Directors, the General Manager, Deputy General Managers, Associate General Managers, Heads of All Departments and Branch Offices

II. Remuneration Paid to Directors, the General Manager, and Deputy General Managers for the Most Recent Year

III. Corporate Governance Implementation

IV. Information on Audit Fees Paid to Certified Public Accountants

V. Information on Change of Certified Public Accountants

VI. The Chairman, General Manager, or managers responsible for the finance or accounting affairs of the Company who, in the most recent year, have served at the accounting firm of the attesting certified public accountants or its affiliated enterprises

VII. Changes in Share Transfers and Share Pledges of Directors, managers, and Shareholders Holding More Than 10% of Shares During the Most Recent Year and up to the Date of Printing of the Annual Report

VIII. Information on the Top 10 Shareholders Whose Shareholding Ratio Accounts for the Top 10 and Who Are Related Parties to One Another or Are Spouses or Relatives Within the 2nd Degree of Kinship

IX. Number of Shares Held in the Same Reinvestment Enterprise by the Company, Directors and Managers of the Company, and Enterprises Directly or Indirectly Controlled by the Company, and the Consolidated Calculation of the Comprehensive Shareholding Ratio

I. Information on Directors, the General Manager, Deputy General Managers, Associate General Managers, Heads of All Departments and Branch Offices

(I) Director Information

1. Director Information

April 19, 2026

Title	Nationality or Place of Registration	Name	Gender Age	Date of Election (Assumption of Office)	Term	Date of Initial Election	Shares Held at the Time of Election		Number of Shares Currently Held		Shares Currently Held by Spouse and Minor Children		Shares Held in the Name of Another Person		Major Experience (Educational Background)	Current Positions at the Company and other Companies	Other managers, directors, who are spouses or related within the 2nd degree of kinship			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation-ship	
Chairperson	Republic of China	Cheng Tian Investment Co., Ltd.	Female/ 51–60 years old	2025.6.18	3	2016.6.22	9,711,652	11.20%	9,711,652	11.20%	0	0	0	0	Not Applicable	None	None	None	None	None
		Representative: Yun-Chi Chang					1,786,080	2.06%	1,786,080	2.06%	70,712	0.08%	0	0	MBA, University of Virginia	General Manager of Hunya Foods Chairman of Cheng Tian Investment Co., Ltd.	None	None	None	(Note 1)
Director	Republic of China	Tong Mao Investment Co., Ltd.	Male/ 31–40 years old	2025.6.18	3	2016.6.22	114,926	0.13%	114,926	0.13%	0	0	0	0	Not Applicable	Director of Ten Ren Tea Co., Ltd.	None	None	None	None
		Representative: Sheng-Chun Wang					2,752,236	3.18%	3,620,751	4.18%	34,000	0.04%	0	0	Master of Management Science, Boston University	Chairman, Taipei Wangtea Enterprise Co., Ltd. Chairman, Unify Grander Investment Co., Ltd. Chairman, Yuan Jun Investment Co., Ltd. Director of Taiwan Cogeneration Corporation	None	None	None	None
Director	Republic of China	Shu-Yen Chang	Female/ 51–60 years old	2025.6.18	3	2022.6.29	4,694,732	5.42%	4,685,732	5.41%	975,956	1.13%	0	0	Chairman, Rivon Investment Co., Ltd.	Chairman of Rivon Investment Co., Ltd.	None	None	None	None
Independent director	Republic of China	Tsung-Pen Chang	Male/ 61-70 years old	2025.6.18	3	2022.6.29	0	0	0	0	0	0	0	0	Doctoral Candidate in the Ph.D. Program in Business Administration, Industry Division, National Chengchi University iMBA, National Taiwan University Bachelor of Urban Planning, National Cheng Kung University General Manager of President Drugstore Business Corp.	General Manager of Sanyou Beauty & Wellness Marketing, Ltd. Corporate representative of a director of TAIWAN WAY CHEIN INDUSTRIAL CO., LTD. Corporate representative of a director of Sanyou Beauty & Wellness Marketing, Ltd. Corporate representative of a director of Pet Wonderland Co., Ltd.	None	None	None	None
Independent director	Republic of China	Yi Fang Xu	Female/ 51–60 years old	2025.6.18	3	2025.6.18	0	0	0	0	0	0	0	0	Bachelor's Degree in Accounting, Tunghai University ARIZONA STATE UNIVERSITY M.B.A Certified Public Accountant of Ernst & Young	Certified Public Accountant Director of TCM Biotech International Corp. Independent Director of FitTech Co., Ltd.	None	None	None	None

Independent director	Republic of China	Chun-Pei Liu	Male/ 51–60 years old	2025.6.18	3	2019.6.21	0	0	0	0	23,200	0.03%	0	0	Ateneo De Manila University MBA Head of Service & Merchandise Department, President Chain Store Corporation President of TAIT MARKETING & DISTRIBUTION CO., LTD.	Department Head of the General Manager's Office of President Chain Store Corporation Corporate representative of a director of Connection Labs Ltd. Corporate representative of a director of President Lanyang Art Corporation	None	None	None	None
Independent director	Republic of China	Cheng-Chiu Yang	Female/ 61–70 years old	2025.6.18	3	2023.6.20	0	0	0	0	0	0	0	0	Department of German Language and Literature, Soochow University Chairman of CardinalRain (Amazon operator) Supervisor of GlobalTiC Association Secretary-General of Monte Jade Science and Technology Association (Taiwan) Secretary-General of Taiwan M&A and Private Equity Council Secretary-General of Taiwan Venture Capital Association Advisor of K.T. Li Foundation for Development of Science and Technology Member of Management Committee of the Small and Medium Enterprise Development Fund Review Committee Member of Incubator Development Program for SMEs	K.T. Li Foundation for Development of Science and Technology/Chief Advisor GlobalTiC Association/Director	None	None	None	None

Note 1: If the Chairman and the General Manager or equivalent position holder (highest manager) of the Company are the same person, or are spouses or relatives within the 1st degree of kinship, the reasons, reasonableness, necessity, and related information on response measures (such as increasing the number of independent directors, with more than half of the directors not concurrently serving as employees or managers) shall be explained: The Chairman and the General Manager of the Company are the same person, mainly in consideration of the Company's operating scale, industry characteristics, and decision-making efficiency. To strengthen corporate governance and avoid excessive concentration of authority and responsibility, the Audit Committee has been established and the number of independent directors has been increased. The current Board of Directors has seven members, four of whom are independent directors. For the discussion and approval of major matters of the Company, the requirements of professionalism and the avoidance of conflicts of interest should be met.

2. Major Shareholders of Corporate Shareholders

April 19, 2026

Name of Institutional Shareholder (Note 1)	Major Shareholders of Corporate Shareholders
Cheng Tian Investment Co., Ltd.	Yun-Chi Chang 33%, Yi-Yan Chang 33%, Yi-Feng Chang 33%
Tong Mao Investment Co., Ltd.	Hung-Le-Yin Wang 41%, Sheng-Chun Wang 27%, Sheng-Wen Wang 16%

Note 1. If directors are representatives of corporate shareholders, the name of the corporate shareholder shall be provided.

3. Disclosure of Directors' Professional Qualifications and Independence Information of Independent Directors:

<table>
<tr><th>Criteria
Name</th><th>Professional Qualifications and Experience (Note 1)</th><th>Independence Status (Note 2)</th><th>Concurrently serving as independent directors of other public companies Number of companies where the independent director concurrently serves</th></tr>
<tr><td>Chairman Yun-Chi Chang</td><td rowspan="7">For directors' professional qualifications and experience, please refer to the "Profile of Members of the Board of Directors"

No directors have any of the conditions outlined in Article 30 of the Company Act (Note 1)</td><td rowspan="3">Not applicable</td><td>0</td></tr>
<tr><td>Shu-Yen Chang Director</td><td>0</td></tr>
<tr><td>Sheng-Chun Wang Director</td><td>0</td></tr>
<tr><td>Tsung-Pen Chang Independent director</td><td rowspan="4">All independent directors met the following criteria:
1. Complies with Article 14-2 of the Securities and Exchange Act and the relevant requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" as prescribed by the Financial Supervisory Commission
2. No remuneration has been received for providing business, legal, financial, or accounting services to the Company or its affiliates in the most recent 2 years</td><td>0</td></tr>
<tr><td>Yi Fang Xu Independent director</td><td>1</td></tr>
<tr><td>Chun-Pei Liu Independent director</td><td>0</td></tr>
<tr><td>Cheng-Chiu Yang Independent director</td><td>0</td></tr>
</table>

Note 1: Professional Qualifications and Experience: Disclose the professional qualifications and experience of each director and supervisor. If a member of the Audit Committee possesses accounting or financial expertise, such person's accounting or financial background and work experience should be detailed, and it should also be stated whether any of the conditions set forth in Article 30 of the Company Act exist.

Note 2: Independent directors shall disclose whether they meet the independence criteria, including but not limited to whether such person, such person's spouse, and relatives within the 2nd degree of kinship serve as directors, or employees of the Company or its affiliates; the number and percentage of the Company's shares held by such person, such person's spouse, and relatives within the 2nd degree of kinship (or through another person's name); whether such person serves as a director, supervisor, or employee of a company having a specific relationship with the Company (please refer to Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received in the most recent 2 years for providing business, legal, financial, or accounting services to the Company or its affiliates.

4. Board Diversity and Independence

(1) Board Diversity

The nomination and election of the members of the Board of Directors of the Company are conducted in accordance with the Articles of Incorporation under the candidate nomination system. In addition to assessing each candidate's educational and professional qualifications, reference is also made to stakeholders' opinions. Article 20 of the "Corporate Governance Best Practice Principles" and Article 2 of the "Director Election Procedures" expressly stipulate that the members of the Board of Directors shall generally possess the knowledge, skills, and qualities necessary to perform their duties. To achieve the ideal goals of corporate governance, the Board of Directors as a whole should possess the following capabilities:

I. Operational judgment ability.
II. Accounting and financial analysis skills.
III. Business management capabilities.
IV. Crisis management ability.
V. Industry knowledge.
VI. International market perspective.
VII. Leadership.
VIII. Decision-making ability.

Target:

The Company adheres to its corporate governance and sustainable development blueprint strategy, considering not only diverse backgrounds, professional competence, and experience, but also individual ethical conduct and reputation. The Company aims for independent directors to represent at least 50% of all director seats, and to include at least one female director.

Achievement:

Among the current directors, one is between 31 and 50 years old, accounting for 14% of all directors; four are between 51 and 60 years old, accounting for 57%; and two are between 61 and 70 years old, accounting for 29%. Among them, there are four female directors, representing more than one-half of all director seats. In addition, directors with employee status account for 14%. The backgrounds, professional capabilities, and work experience of the directors are detailed in the report on the diversity of board members.

(2) Independence of the Board of Directors:
The nomination and election of the members of the Board of Directors of the Company are conducted in accordance with the Articles of Incorporation under the candidate nomination system. In addition to assessing each candidate's educational and professional qualifications, reference is also made to stakeholders' opinions, and the "Director Election Procedures" and "Corporate Governance Best Practice Principles" are complied with to ensure the diversity and independence of the board members.

The Company has four independent directors, representing more than one-half of all director seats. Independent Director Yi-Fang Xu is a practicing certified public accountant; Independent Director Chun-Pei Liu previously served as General Manager of Tait Marketing & Distribution Co., Ltd., and as a senior executive of President Chain Store Corporation; and Tsung-Pen Chang previously served as General Manager of President Drugstore Business Corp., managing the COSMED chain drugstores. They all possess the knowledge, skills, and qualities necessary to perform their duties, and each has extensive expertise in finance, financial affairs, business, and industry.

Two independent directors have served for less than three years, and two independent directors have served for three to nine years. None of the circumstances set forth in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act applies. In addition, none of the directors or independent directors is a spouse or relative within the second degree of kinship of any other director or independent director.

5. Diversity of the Board of Directors

Diversity Core Items / Director Name	Basic Composition									Professional Expertise and Experience				Management Capability			
	Nationality	Gender	Employee of the Company	31 to 50	51 to 60	61 to 70	Less than 3 years	3 To 9 Year	More than 9 years	Business Marketing	Multinational Operations	Financial Management	Accounting and Auditing	Leadership and Operational Management Capability	Industry Knowledge	Business Development	Corporate Sustainability
Yun-Chi Chang	Republic of China	Female	V		V					V	V	V		V	V	V	V
Shu-Yen Chang	Republic of China	Female			V					V					V	V	V
Sheng-Chun Wang	Republic of China	Male		V						V	V	V		V	V	V	V
Tsung-Pen Chang	Republic of China	Male				V	V			V	V	V		V	V	V	V
Yi Fang Xu	Republic of China	Female			V			V				V	V	V			V
Chun-Pei Liu	Republic of China	Male			V			V		V	V	V		V	V	V	V
Cheng-Chiu Yang	Republic of China	Female				V	V			V				V	V		V

(1) Chairman Yun-Chi Chang

Chairman Chang graduated from the University of Virginia with a Master of Business Administration degree, previously served as Special Assistant to the General Manager of the Company, and held positions in logistics, sales, product planning and business unit management, possessing a comprehensive and in-depth understanding of the Company's operating processes, industry characteristics and market development, as well as extensive relevant industry experience.

Chairman Chang has long focused on product planning, brand marketing and operational management, and possesses sound leadership and business decision-making capabilities. Such person has served as the General Manager of the Company for more than 16 years and is familiar with the Company's overall operating strategies and organizational management. Following the retirement of the founder and Chairman, such person concurrently serves as the Chairman of the Company to ensure operational stability, strategic continuity, and sustainable development, thereby maintaining consistency between the Company's business policies and execution management.

(2) Director Shu-Yen Chang

Director Chang previously served as the Procurement Department Manager of the Company. Such a person is familiar with the Company's procurement operations, supplier management, and internal operating processes, and possesses professional capabilities in international trade, process management, and procurement practices. Such person also has relevant experience in product planning, industry knowledge and supply chain management, and is able to provide the Board of Directors with specific and practical recommendations from the perspectives of operational management, cost control and supply chain efficiency.

By virtue of such person's in-depth understanding of the Company's internal operations and industry environment, Director Chang is able to provide incisive internal management perspectives in the operation of the Board of Directors, assisting the Board in understanding the Company's operational status and strengthening the quality of decision-making and oversight functions.

(3) Director Sheng-Chun Wang

Director of Taipei Wangtea Enterprise Co., Ltd., Director of Taiwan Cogeneration Corporation as the 5th-generation brand operator of the century-old renowned tea business Wang Tea, such person has innovated its business model to transform the traditional impression that tea shops mainly serve middle-aged and elderly customers, sells tea with integrity through standardized pricing, leverages core competitiveness in roasting and blending, created the brand [Enjoy], established the brand-new experimental tea house [Wangtea Lab], and maintains the connection between traditional tea culture and the market through market insight and curiosity.

Director Wang has demonstrated outstanding capabilities in capital markets, international trade, product marketing, procurement practice, product planning and marketing, and business development.

(4) Independent Director Tsung-Pen Chang

Independent Director Chang currently serves as General Manager of Sanyou

Beauty & Wellness Marketing, Ltd. and is pursuing studies in the Doctor of Business Administration (DBA) Program, Industry Group, at National Chengchi University; such person also obtained an iMBA degree in International Business Administration from National Taiwan University and graduated from the Department of Urban Planning of National Cheng Kung University, possessing a comprehensive background in business management, strategic planning and industry practice.

Independent Director Chang previously served as General Manager of Uni Life Corporation, responsible for the operation and management of more than 400 stores in the COSMED drugstore chain system. During such person's tenure, with seven key aspects, namely personnel, stores, products, frameworks, logistics, systems and culture, as the core, such person progressively promoted organizational infrastructure and operational transformation, strengthened the long-term competitiveness of COSMED, and demonstrated extensive experience in the operation of large chain channels, organizational management and strategy execution.

Independent Director Chang possesses extensive experience in business management, strategic development, multinational operations and marketing channel management, and is able to provide the Company's Board of Directors with professional and forward-looking recommendations from the perspectives of corporate strategy, channel deployment, operating systems and market development, which is of significant benefit to the Company's long-term strategic planning and operational development.

(5) Independent Director Yi-Fang Xu

Independent Director Yi-Fang Xu graduated from the Department of Accounting of Tunghai University and obtained a Master of Business Administration degree from Arizona State University. Such person is currently a practicing Certified Public Accountant and possesses a professional background in accounting, auditing, financial management and tax regulations.

Independent Director Xu has long been engaged in professional work related to accounting and auditing and is familiar with practices in financial reporting, internal control, tax planning, and regulatory compliance. Such a person is able to assist the Board of Directors from an independent and objective position in reviewing the quality of the Company's financial information, risk control, and corporate governance operations, and provide professional advice on matters such as accounting and auditing, financial management, and tax regulations, thereby strengthening the oversight function and decision-making quality of the Board of Directors.

(6) Independent Director Chun-Pei Liu

Graduated from Ateneo De Manila University with a Master of Business Administration degree. Such person previously served as General Manager of Tait Marketing & Distribution and was assigned to 7-Eleven in the Philippines as Deputy General Manager for as long as seven years, possessing extensive experience in multinational operations, channel management and operational practice, with outstanding operating performance. Currently serves as Head of Service Merchandise Department of Uni-President Stores Corporation and continues to cultivate expertise in the convenience store channel and service merchandise field.

Independent Director Liu possesses a professional background in convenience store system channels and is familiar with retail channel operations, product development, marketing strategies and multinational market management, and is able to provide the Board of Directors with professional and practical recommendations from the perspectives of channel deployment, product strategies, operational efficiency and market development. Such person's extensive industry experience and international perspective have made outstanding and unique contributions to the Company's strategic planning, multinational operations and the long-term development of marketing channels.

(7) Independent Director

Director Yang graduated from the Department of German Language and Literature at Soochow University and previously served as Secretary-General of the Taiwan Venture Capital Association and Taiwan M&A and Private Equity Council. Director Yang has long been committed to promoting and developing Taiwan's venture capital, mergers and acquisitions, and private equity industries and is an important professional in promoting the development of the domestic venture capital and private equity markets.

Director Yang currently serves as Chief Advisor of K.T. Li Foundation for Development of Science and Technology , and Director of GlobalTiC Association, and possesses extensive industry resources, network connections and practical investment experience, with familiarity with startup investment, industry development trends, capital markets and corporate growth strategies.

Director Yang, with profound professional expertise in venture capital, mergers and acquisitions and private equity, as well as long-accumulated industry connections and practical experience, is able to provide the Board of Directors of the Company with forward-looking and practical advice from the perspectives of business investment, strategic cooperation, resource integration and long-term development, assisting the Company in expanding its business investment deployment and enhancing the momentum of overall operational development.

(II) Information on the General Manager, Deputy General Managers, Associate Vice Presidents, heads of various departments and branch offices

April 19, 2026

Title (Note 1)	Nationality	Name	Gender	Date of Election (Assumption of Office)	Shares held		Shares held by spouse or minor children		Shares Held in the Name of Another Person		Major academic and professional experience (Note 2)	Current positions concurrently held in other companies	Managers with a spouse or relatives within the 2nd degree of kinship			Remarks (Note 3)
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
General Manager	Republic of China	Yun-Chi Chang	Female	2009.11.18	1,786,080	2.06%	70,712	0.08%	0	0	MBA, University of Virginia	Chairman of Cheng Tian Investment Co., Ltd.	None	None	None	
Associate Vice President of Seven Seven	Republic of China	Chi-Chieh Chi	Male	2018.5.1	0	0	0	0	0	0	Qinmin Industrial Vocational High School, Department of Electronics Sales Supervisor of Mars Foods, Inc.	None	None	None	None	
Associate Vice President of Production Headquarters	Republic of China	Li-Ming Chiang	Male	2026.1.28	0	0	0	0	0	0	Master's degree from the Department of Bio-Industry and Agricultural Economics, National Taiwan University Chief Technology Officer of Taisun Enterprise Co., Ltd.	None	None	None	None	
Associate Vice President of Marketing Planning	Republic of China	Shao-Ting Chung	Male	2022.07.01	0	0	0	0	0	0	Master's Degree in Business Administration of National Chengchi University Marketing Manager of Philips	None	None	None	None	
Associate Vice President of Bakery Business	Republic of China	Tseh-Kuang Chen	Male	2023.8.30	0	0	0	0	0	0	Master's Degree in Food and Nutrition of University of Michigan, USA Director of Oil and Fat Department of Namchow Marketing Section Chief of GMP Development Association	None	None	None	None	
Finance/Accounting Manager	Republic of China	Shih-Chi Lin	Male	2025.11.12	0	0	0	0	0	0	Master's Degree in International Business of National Taiwan University Finance Supervisor of Araedis Global Investment Holding Co., Ltd.	—	—	—	—	

Note 1: This should include information on the General Manager, Deputy General Managers, Associate Vice Presidents, and heads of all departments and branch offices, as well as persons whose positions are equivalent to those of General Manager, Deputy General Manager, or Associate Vice President; regardless of title, all such information shall also

be disclosed.

Note 2: Experience related to the current position. If such person served in the attesting CPA firm or an affiliate during the aforementioned period, the title held and duties performed shall be specified.

Note 3: When the General Manager or an equivalent position (highest manager) and the Chairman are the same person, spouses, or relatives within the 1st degree of kinship, information on the reasons, rationality, necessity, and responsive measures (such as increasing the number of independent directors, and more than half of the directors shall not concurrently serve as employees or managers) shall be disclosed: the Chairman and General Manager of the Company are the same person, mainly in consideration of the Company's operating scale, industry characteristics, and decision-making efficiency. To strengthen corporate governance and avoid excessive concentration of authority and responsibility, the Audit Committee has been established and the number of independent directors has been increased. The current Board of Directors has seven members, of whom four are independent directors, which should satisfy the requirements for professionalism and recusal from conflicts of interest in the discussion and resolution of the Company's significant matters.

II. Remuneration paid to Directors, General Manager, and Deputy General Managers in the most recent year

(I) Remuneration of Directors and Independent Directors

Unit: NT$ thousand

Title	Name	Remuneration to Directors								Total amount of A, B, C and D and the percentage of net income after tax (Note 10)		Remuneration in the Capacity as Employee								Total amount of A, B, C, D, E, F and G and the percentage of net income after tax (Note 10)		Remuneration received from reinvested enterprises other than subsidiaries or the parent company(Note 11)
		Compensation (A) (Note 2)		Pension and retirement benefits (B)		Directors' remuneration (C) (Note 3)		Business execution expenses (D) (Note 4)				Salaries, bonuses, and special allowances, etc. (E) (Note 5)		Pension and retirement benefits (F)		Employee remuneration (G) (Note 6)						
		Our	All companies in the financial reports (Note 7)	Our	All companies in the financial reports (Note 7)	Our	All companies in the financial reports (Note 7)	Our	All companies in the financial reports (Note 7)	Our	All companies in the financial reports	Our	All companies in the financial reports (Note 7)	Our	All companies in the financial reports (Note 7)	Our		All companies within the financial statements (Note 7)		Our	All companies in the financial reports	
																Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairperson	Yun-Chi Chang	0	0	0	0	0	0	0	0	(0.00)	(0.00)	6,732	6,732	178	178	0	0	0	0	(18.72)	(18.72)	0
Director	Sheng-Chun Wang	0	0	0	0	0	0	28	28	(0.08)	(0.08)	0	0	0	0	0	0	0	0	(0.08)	(0.08)	0
Director	Shu-Yen Chang	0	0	0	0	0	0	22	22	(0.06)	(0.06)	100	100	2	2	0	0	0	0	(0.34)	(0.34)	0
Independent director	Tsung-Pen Chang	400	400	0	0	0	0	70	70	(1.27)	(1.27)	0	0	0	0	0	0	0	0	(1.27)	(1.27)	0
Independent director	Yen-Chuan Lin (Dismissed: June 18, 2025)	100	100	0	0	0	0	31	31	(0.35)	(0.35)	0	0	0	0	0	0	0	0	(0.35)	(0.35)	0
Independent director	Chun-Pei Liu	400	400	0	0	0	0	70	70	(1.27)	(1.27)	0	0	0	0	0	0	0	0	(1.27)	(1.27)	0
Independent director	Cheng-Chiu Yang	300	300	0	0	0	0	70	70	(1.00)	(1.00)	0	0	0	0	0	0	0	0	(1.00)	(1.00)	0
Independent director	Yi Fang Xu (Appointed: June 18, 2025)	200	200	0	0	0	0	42	42	(0.66)	(0.66)	0	0	0	0	0	0	0	0	(0.66)	(0.66)	0

1. Please detail the policies, systems, standards and structure for independent director compensation, and describe the correlation between the amount of compensation and factors such as the responsibilities undertaken, risks and time invested: In 2025, due to the effect of holiday timing shifts, the Company's revenue decreased and its after-tax profit declined. Accordingly, no directors' remuneration was accrued. However, directors' compensation mainly consists of independent directors' salaries and salaries paid to directors concurrently serving as employees, and therefore cannot be fully linked to after-tax profit. Such arrangement should be considered reasonable.
2. In addition to the disclosure in the above table, remuneration received by the Company's directors for services provided during the most recent year (such as serving as non-employee consultants to the parent company, all companies within the financial statements, or investee enterprises): None.

Remuneration Bracket Table for Directors

Remuneration brackets paid to each director of the Company	Director Name			
	Total remuneration for the preceding four items (A+B+C+D)		Total remuneration for the preceding seven items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial reports (Note 9) H	The Company (Note 8)	All companies in the financial reports (Note 9) I
Less than NT$1,000,000	Sheng-Chun Wang, Shu-Yen Chang, Tsung-Pen Chang, Yen-Chuan Lin (Dismissed: June 18, 2025), Chun-Pei Liu, Cheng-Chiu Yang, Yi-Fang Xu (Appointed: June 18, 2025)	Sheng-Chun Wang, Shu-Yen Chang, Tsung-Pen Chang, Yen-Chuan Lin (Dismissed: June 18, 2025), Chun-Pei Liu, Cheng-Chiu Yang, Yi-Fang Xu (Appointed: June 18, 2025)	Sheng-Chun Wang, Shu-Yen Chang, Tsung-Pen Chang, Yen-Chuan Lin (Dismissed: June 18, 2025), Chun-Pei Liu, Cheng-Chiu Yang, Yi-Fang Xu (Appointed: June 18, 2025)	Sheng-Chun Wang, Shu-Yen Chang, Tsung-Pen Chang, Yen-Chuan Lin (Dismissed: June 18, 2025), Chun-Pei Liu, Cheng-Chiu Yang, Yi-Fang Xu (Appointed: June 18, 2025)
NT$1,000,000 (inclusive) ~ NT$2,000,000 (exclusive)	-	-	-	-
NT$ 2,000,000 (inclusive) ~ NT$ 3,500,000 (exclusive)	-	-	-	-
NT$ 3,500,000 (inclusive) ~ NT$ 5,000,000 (exclusive)	-	-	-	-
NT$ 5,000,000 (inclusive) ~ NT$ 10,000,000 (exclusive)	Yun-Chi Chang	Yun-Chi Chang	Yun-Chi Chang	Yun-Chi Chang
NT$ 10,000,000 (inclusive) ~ NT$ 15,000,000 (exclusive)	-	-	-	-
NT$ 15,000,000 (inclusive) ~ NT$ 30,000,000 (exclusive)	-	-	-	-
NT$ 30,000,000 (inclusive) ~ NT$ 50,000,000 (exclusive)	-	-	-	-
NT$ 50,000,000 (inclusive) ~ NT$ 100,000,000 (exclusive)	-	-	-	-
NT$100,000,000 and above	-	-	-	-
Total	8	8	8	8

Note 1: The names of directors should be listed separately (for corporate shareholders, the names of the corporate shareholders and their representatives should be listed separately), and general directors and independent directors should be listed separately, with the amount of each payment disclosed on an aggregate basis. If a director concurrently serves as General Manager or Deputy General Manager, this table and the following table shall be completed.

Note 2: Refers to the remuneration of directors for the most recent fiscal year (including directors' salaries, position allowances, severance pay, various bonuses, and incentive payments).

Note 3: Refers to the amount of directors' remuneration approved by the Board of Directors for distribution in the most recent fiscal year.

Note 4: Refers to the related business execution expenses of directors for the most recent fiscal year (including transportation allowances, special disbursements, various allowances, dormitories, company vehicles and other benefits in kind). If houses, cars and other means of transportation, or expenses exclusively for personal use, are provided, the nature and cost of the assets provided, the actual rent or rent calculated based on fair market value, fuel expenses and other payments shall be disclosed. In addition, if a driver is provided, the related remuneration paid by the company to such driver shall be explained in the notes, but shall not be included in the remuneration.

Note 5: Refers to the remuneration received by directors who concurrently serve as employees in the most recent fiscal year (including those concurrently serving as General Manager, Deputy General Manager, other managers and employees), including salaries, position allowances, severance pay, various bonuses, incentive payments, transportation allowances, special disbursements, various allowances, dormitories, company vehicles and other benefits in kind. If houses, cars and other means of transportation, or expenses exclusively for personal use, are provided, the nature and cost of the assets provided, the actual rent or rent calculated based on fair market value, fuel expenses and other payments shall be disclosed. In addition, if a driver is provided, the related remuneration paid by the company to such driver shall be explained in the notes, but shall not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 “Share-based Payment,” including acquisition of employee stock options, restricted shares for employees and participation in cash capital increases for share subscription, shall also be included in the remuneration.

Note 6: Refers to directors who concurrently serve as employees in the most recent fiscal year (including those concurrently serving as General Manager, Deputy General Manager, other managers and employees) and who receive employee remuneration (including stock and cash). The amount of employee remuneration approved by the Board of Directors for distribution in the most recent fiscal year shall be disclosed. If it cannot be estimated, the proposed distribution amount for this year shall be calculated based on the ratio of the actual distribution amount for the previous year, and the following table shall also be completed.

Note 7: The total amount of each remuneration paid to the Company’s directors by all companies in the consolidated report (including the Company) shall be disclosed.

Note 8: For the total amount of each remuneration paid by the Company to each director, the names of the directors shall be disclosed within the applicable remuneration range.

Note 9: The total amount of each remuneration paid to the Company’s directors by all companies in the consolidated report (including the Company) shall be disclosed, and the names of the directors shall be disclosed within the applicable remuneration range.

Note 10: Net income after tax refers to the net income after tax in the Parent Company Only Financial Statements or individual financial report for the most recent fiscal year.

Note 11:

a. This column shall clearly state the amount of related remuneration received by the Company’s directors from investee enterprises other than subsidiaries or the parent company (if none, please enter “None”).

b. If a company director receives related remuneration from investee enterprises other than subsidiaries or the parent company, the remuneration received by such company director from these investee enterprises shall be included in Column I of the remuneration range table, and the column title shall be changed to “Parent Company and All Investee Enterprises.”

c. Remuneration refers to the related remuneration such as compensation, remuneration (including employee remuneration, directors’ remuneration) and business execution expenses received by the Company’s directors in their capacity as directors or managers of investee enterprises other than subsidiaries or the parent company.

* The remuneration content disclosed in this table differs from the concept of income under the Income Tax Act. Therefore, this table is for information disclosure purposes only, not for taxation purposes.

(II) Remuneration of the General Manager and Deputy General Managers (Names Disclosed by Remuneration Range)

Unit: NT$ thousand

Title	Name	Salary (A) (Note 2)		Pension/retirement funds (B)		Bonuses and special allowances, etc. (C) (Note 3)		Employee remuneration amount (D) (Note 4)				Aggregate amount of the four items A, B, C and D and the percentage of net profit after tax (%) (Note 8)		Whether remuneration was received from investee enterprises other than subsidiaries or the parent company (Note 9)
		Our	All companies within the financial statements (Note 5)	Our	All companies within the financial statements (Note 5)	Our	All companies within the financial statements (Note 5)	Our		All companies within the financial statements (Note 5)		Our	All companies in the financial reports (Note 5)	
								Cash Amount	Shares Amount	Cash amount	Shares Amount			
General Manager	Yun-Chi Chang	2,982	2,982	178	178	3,750	3,750	0	0	0	0	NT$6,910 thousand/(18.72%)	NT$6,910 thousand/(18.72%)	None

* Regardless of title, all positions equivalent to General Manager or Deputy General Manager (e.g., President, Chief Executive Officer, Director, etc.) shall be disclosed.

Remuneration Scale Table for General Manager and Deputy General Managers

Remuneration scale paid to each General Manager and Deputy General Manager of the Company	Names of General Manager and Deputy General Managers	
	The Company (Note 6)	All companies within the financial statements (Note 7)
Less than NT$1,000,000	-	-
NT$1,000,000 (inclusive) ~ NT$2,000,000 (exclusive)	-	-
NT$ 2,000,000 (inclusive) ~ NT$ 3,500,000 (exclusive)	-	-
NT$ 3,500,000 (inclusive) ~ NT$ 5,000,000 (exclusive)	-	-
NT$ 5,000,000 (inclusive) ~ NT$ 10,000,000 (exclusive)	Yun-Chi Chang	Yun-Chi Chang
NT$ 10,000,000 (inclusive) ~ NT$ 15,000,000 (exclusive)	-	-
NT$ 15,000,000 (inclusive) ~ NT$ 30,000,000 (exclusive)	-	-
NT$ 30,000,000 (inclusive) ~ NT$ 50,000,000 (exclusive)	-	-
NT$ 50,000,000 (inclusive) ~ NT$ 100,000,000 (exclusive)	-	-
NT$100,000,000 and above	-	-
Total	1	1

Note 1: The names of the General Manager and Deputy General Managers should be listed separately, and the amounts of each payment item shall be disclosed in aggregate. If a director concurrently serves as the General Manager or Deputy General Manager, this table and the above table shall be completed.

Note 2: This refers to the salaries, position allowances, and severance pay of the General Manager and Deputy General Managers for the most recent fiscal year.

Note 3: This refers to the amounts of various bonuses, incentive payments, transportation allowances, special allowances, various subsidies, housing, company cars and other in-kind provisions, and other remuneration of the General Manager and Deputy General Managers for the most recent fiscal year. If houses, cars and other means of transportation, or expenses exclusively for personal use, are provided, the nature and cost of the assets provided, the actual rent or rent calculated based on fair market value, fuel expenses and other payments shall be disclosed. In addition, if a driver is provided, the related remuneration paid by the company to such driver shall be explained in the notes, but shall not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 “Share-based Payment,” including acquisition of employee stock options, restricted shares for employees and participation in cash capital increases for share subscription, shall also be included in the remuneration.

Note 4: This refers to the amount of employee remuneration (including stock and cash) distributed to the General Manager and Deputy General Managers for the most recent fiscal year as approved by the Board of Directors. If it cannot be estimated, the proposed distribution amount for the current year shall be calculated based on the ratio of the actual distribution amount of the previous year, and Appendix 1-3 shall also be completed.

Note 5: The total amount of all remuneration paid by all companies in the consolidated financial statements (including the Company) to the Company’s General Manager and Deputy General Managers shall be disclosed.

Note 6: The names of the General Manager and Deputy General Managers shall be disclosed in the respective compensation brackets based on the total amount of all remuneration paid by the Company to each General Manager and Deputy General Manager.

Note 7: The total amount of all remuneration paid by all companies in the consolidated financial statements (including the Company) to each of the Company’s General Manager and Deputy General Managers shall be disclosed, and the names of the General Manager and Deputy General Managers shall be disclosed in the respective compensation brackets.

Note 8: Net income after tax refers to the net income after tax in the Parent Company Only Financial Statements or individual financial report for the most recent fiscal year.

Note 9:
a. This column shall clearly state the amount of remuneration received by the Company’s General Manager and Deputy General Managers from investees other than subsidiaries or the parent company (if none, please enter “None”).
b. If the Company’s General Manager and Deputy General Managers receive remuneration from investees other than subsidiaries or the parent company, the remuneration received by the Company’s General Manager and Deputy General Managers from investees other than subsidiaries or the parent company shall be included in Column E of the compensation bracket table, and the column title shall be changed to “Parent Company and All Investees.”
C Remuneration refers to the relevant remuneration, compensation (including employee, director, and supervisor remuneration), and business execution expenses received by the Company’s General Manager and Deputy General Managers in their capacities as directors, or managers of investees other than subsidiaries or the parent company.

* The remuneration content disclosed in this table differs from the concept of income under the Income Tax Act. Therefore, this table is for information disclosure purposes only, not for taxation purposes.

(III) Names of managers receiving employee remuneration and distribution

December 31, 2025

<table>
<tr><th></th><th>Title
(Note 1)</th><th>Name
(Note 1)</th><th>Stock Amount</th><th>Cash amount</th><th>Total</th><th>Percentage of net income after tax (%)</th></tr>
<tr><td rowspan="7">Manager</td><td>General Manager</td><td>Yun-Chi Chang</td><td rowspan="7">-</td><td rowspan="7">-</td><td rowspan="7">-</td><td rowspan="7">-</td></tr>
<tr><td>Associate Manager</td><td>Shao-Ting Chung</td></tr>
<tr><td>Associate Manager</td><td>Chi-Chieh Chi</td></tr>
<tr><td>Associate Manager</td><td>Tseh-Kuang Chen</td></tr>
<tr><td>Associate Manager
(Resigned on Sep 30, 2025)</td><td>Chu-Pin Yang</td></tr>
<tr><td>Finance/Accounting Manager
(Resigned on May 14, 2025)</td><td>Tsai-Yun Yu</td></tr>
<tr><td>Finance/Accounting Manager
(Newly appointed on Nov 12, 2025)</td><td>Shih-Chi Lin</td></tr>
</table>

Note 1: Individual names and titles shall be disclosed, but the distribution of earnings may be disclosed on an aggregate basis.

Note 2: Enter the amount of employee remuneration (including stock and cash) distributed to managers as approved by the Board of Directors for the most recent year. If the amount cannot be estimated, calculate the proposed distribution amount for this year based on the ratio of the actual amount distributed in the previous year. Net income after tax refers to the net income after tax for the most recent year; for entities that have adopted International Financial Reporting Standards, net income after tax refers to the net income after tax in the Parent Company Only Financial Statements or separate financial statements for the most recent year.

Note 3: The scope of managers, in accordance with the regulations set forth in the letter Tai-Cai-Zheng-San-Zi No. 0920001301 of this Commission dated March 27, 2003, is as follows:
(1) General Manager and persons of equivalent rank
(2) Deputy General Manager and persons of equivalent rank
(3) Associate Manager and persons of equivalent rank
(4) Head of finance department
(5) Head of accounting department
(6) Other persons authorized to manage company affairs and sign on behalf of the Company

Note 4: If directors, the General Manager, and Deputy General Managers have received employee remuneration (including stock and cash), in addition to Table 1-2, this table shall also be completed.

(IV) If the Company has any of the following circumstances, the names and remuneration of its directors shall be disclosed individually:

1. If the Parent Company Only Financial Statements or separate financial statements for the most recent 3 years have shown net losses after tax, the names and remuneration of “directors” shall be disclosed individually; however, this shall not apply if the Parent Company Only Financial Statements or separate financial statements for the most recent year have generated net profit after tax sufficient to cover accumulated losses.
2. If the shareholding percentage of directors was insufficient for more than 3 consecutive months in the most recent year, the remuneration of each director shall be disclosed; if the shareholding percentage of supervisors was insufficient for more than 3 consecutive months in the most recent year, the remuneration of each supervisor shall be disclosed.
3. If the average pledge ratio of directors or supervisors in any 3 months of the most recent year exceeded 50%, the remuneration of each director or supervisor whose pledge ratio exceeded 50% in each such month shall be disclosed.
4. If the remuneration received by all directors and supervisors from all companies in the financial reports exceeds 2% of net profit after tax, and the remuneration received by any individual director or supervisor exceeds NT$15,000,000, the remuneration of such individual director or supervisor shall be disclosed.

5. A TWSE/TPEx listed company whose corporate governance evaluation result for the most recent year falls within the lowest two tiers, or which, in the most recent year and up to the printing date of the annual report, has been subject to an altered trading method, suspension of trading, delisting from TWSE/TPEx, or other circumstances approved by the Corporate Governance Evaluation Committee as rendering it ineligible for evaluation.
6. For publicly listed companies, the average annual salary of full-time employees in non-managerial positions in the most recent fiscal year was less than NT$500,000.
7. For listed companies that experienced a 10% or greater increase in net profit after tax in the most recent fiscal year, the average annual salary of full-time employees in non-managerial positions did not increase compared to the previous year.
8. For publicly listed companies, net profit or loss after tax in the most recent fiscal year declined by 10% or more and exceeded NT$5 million, while the average remuneration per director (excluding remuneration concurrently received as an employee) increased by 10% or more and exceeded NT$100,000.

(V) If the Company had any of the circumstances described in 1 or 5 of the preceding item, it shall separately disclose the remuneration of the top five highest-paid managers: Not applicable.

Unit: NT$ thousand

Title	Name	Salary (A) (Note 2)		Pension/retirement funds (B)		Bonuses and special allowances, etc. (C) (Note 3)		Employee remuneration amount (D) (Note 4)				Aggregate amount of the four items A, B, C and D and the percentage of net profit after tax (%) (Note 8)		Whether remuneration was received from investee enterprises other than subsidiaries or the parent company (Note 9)
		Our	All companies within the financial statements (Note 5)	Our	All companies within the financial statements (Note 5)	Our	All companies within the financial statements (Note 5)	Our		All companies within the financial statements (Note 5)		Our	All companies in the financial reports (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
Not applicable														

(VI) Comparative analysis and explanation of the ratio of the total remuneration paid by the Company and all companies in the Consolidated Financial Statements to the Company's directors, General Manager, Deputy General Manager, etc., in the most recent two years, compared to the net profit after tax in the Parent Company Only Financial Statements or individual financial reports; and an explanation of the policy, standards, and composition of remuneration, the procedures for determining remuneration, and the relevance to operating performance and future risks.

In the most recent two years, the ratio of the total remuneration paid by the Company and all companies in the Consolidated Financial Statements to the Company's directors, General Manager and Deputy General Manager to the net profit after tax in the Parent Company Only Financial Statements or individual financial reports was -23.69% (2025) and -34.46% (2024), respectively. The remuneration paid in 2025 is as follows:

1. Directors' remuneration is appropriated at no more than 2% of profit before tax in

accordance with the Company's Articles of Incorporation. For 2025, the Board of Directors resolved not to appropriate directors' remuneration.

2. The Company has established its director remuneration system in accordance with the Regulations Governing Director Remuneration. Directors who do not concurrently serve as employees of the Company may receive attendance fees for attending Board meetings in accordance with the relevant regulations.
3. As independent directors independently perform their duties and participate in corporate governance based on their responsibilities, and concurrently serve as conveners and members of the Company's functional committees, their remuneration is, in principle, paid in the form of directors' remuneration from the annual earnings distribution in accordance with the Company's Articles of Incorporation. However, if the earnings distribution is insufficient to cover such remuneration, fixed remuneration may be paid with reference to the general level of remuneration among industry peers and the scope of their duties, so as to reasonably reflect their professional contributions and responsibilities in performing their duties.
4. In addition to fixed salaries, managers are evaluated based on work performance and annual targets (KPIs). The marketing unit is evaluated on the basis of revenue achievement, product gross margin achievement rate, expense control status, organizational and human resource development, channel relationship management, and short-, medium-, and long-term development of brand image; the production and R&D unit is evaluated on the basis of production process safety, occupational safety and health, capacity performance, inventory control, production-sales coordination, product development, and quality control; other management units are evaluated according to their respective functions and authorities. Bonuses are distributed after the annual performance appraisal rating is completed, and no other remuneration has been distributed.

III. Corporate Governance Operations

The Company attaches importance to shareholders' rights and corporate governance. The Board of Directors authorizes the Audit Committee and the Remuneration Committee established thereunder to assist the Board of Directors in performing its supervisory duties, respectively. The organizational charters of each committee are approved by the Board of Directors, and their resolutions are regularly reported to the Board of Directors.

(I) Operation of the Board of Directors

1. The Company's Board of Directors consists of seven directors with extensive experience in industry operations or professional fields, of whom four are independent directors, accounting for more than one-half of all board seats.
2. The Company's directors comprise members with diverse backgrounds, including industry experience, management experience, multinational enterprises, certified public accountants, and foreign banks, including four female directors. For details, please refer to the description of board diversity.
3. The responsibilities of the Board of Directors are to supervise the Company's legal compliance and financial transparency and soundness, evaluate the operating performance of the management team, appoint and dismiss managers, resolve important matters, and guide the management team. Each quarter, management reports financial statements, operating results, and Company strategy, and the Board of Directors reviews strategic progress and urges the management team to make adjustments when necessary.
4. The election of directors adopts the candidate nomination system under Article 192-1 of the Company Act, and the term of office of directors is three years. The independence of candidates for independent directors must also comply with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. Pursuant to relevant laws and regulations, shareholders holding more than 1% of the total issued shares of the Company may submit a list of candidates to the Company, enabling shareholders to participate in the nomination process for director candidates. All director candidates shall be elected by shareholders at the Annual General Meeting.
5. According to the Articles of Incorporation, the remuneration of the Board of Directors shall be determined based on their degree of participation in the Company's operations and the value of their contributions to the Company, with reference to prevailing industry standards. The Articles of Incorporation expressly stipulate that no more than 2% of annual profit shall be allocated as directors' remuneration.
6. In the most recent year (2025) and through March 31, 2026, the 17th Term and 18th Term Boards of Directors convened 10 meetings, and the attendance of directors is as follows:
   A. The Company's Board of Directors consists of seven members.
   B. During the current term of directors, the Board of Directors convened 10(A)

meetings in the most recent year and through March 31, 2026, and the directors' qualifications and attendance are as follows:

Title	Name (Note 1)	Actual number of attendances (present) B	Number of proxy attendances	Actual attendance rate (%) [B/A] (Note 2)	Remarks
Chairperson	Representative of Cheng Tian Investment Co., Ltd.: Yun-Chi Chang	10	-	100%	Re-elected
Director	Representative of Tong Mao Investment Co., Ltd.: Sheng-Chun Wang	10	-	100%	Re-elected
Director	Representative of Rivon Investment Co., Ltd.: Shu-Yen Chang	3	-	100%	Resigned on 2025.6.18; required attendances: 3
Director	Shu-Yen Chang	7		100%	Newly appointed on June.18 2025; required attendances: 7
Independent director	Tsung-Pen Chang	10	-	100%	Re-elected
Independent director	Yen-Chuan Lin	3	-	100%	Resigned on June.18 2025; required attendances: 3
Independent director	Yi Fang Xu	7		100%	Newly appointed on .June.18 2025; required attendances: 7
Independent director	Chun-Pei Liu	10	-	100%	Re-elected
Independent director	Cheng-Chiu Yang	10	-	100%	Re-elected

Other items to be recorded:

I. If any of the following circumstances occur in the operation of the Board of Directors, the date of the Board of Directors meeting, session, content of the motion, opinions of all independent directors, and the Company's handling of the opinions of independent directors shall be specified: None.

(I) Matters set forth in Article 14-3 of the Securities and Exchange Act.

(II) In addition to the matters stated above, other resolutions of the Board of Directors to which independent directors have expressed opposition or reservations and that are recorded or stated in writing.

II. The implementation of directors' recusal from motions involving a conflict of interest shall specify the names of the directors, the content of the motion, the reasons for recusal due to conflict of interest, and participation in the voting: Review of year-end bonuses for senior executives for 2025. Except for Director Chang Yun-Chi, who recused herself in accordance with the law and did not participate in the discussion or voting, the remaining directors present approved the proposal as submitted without objection after being consulted by the Chair.

III. Listed companies and OTC companies shall disclose information such as the evaluation cycle and period, evaluation scope, method, and content of the self-evaluation (or peer evaluation) of the Board of Directors, and shall complete Table 2 Status of Board of Directors Evaluation Implementation.

IV. Objectives for strengthening the functions of the Board of Directors in the current year and the most recent year (for example, establishing the Audit Committee and enhancing information transparency) and assessment of implementation: None.

Note 1: Where a director or supervisor is a juristic-person shareholder, the name of the juristic-person shareholder and the name of its representative shall be disclosed.

Note 2: (1) If a director or supervisor leaves office before the end of the year, the date of leaving office shall be indicated in the remarks column, and the actual attendance rate (%) shall be calculated based on the number of Board of Directors meetings held and the actual number of attendances during such person's term of office.

(2) If any director or supervisor is re-elected before the end of the year, both the former and new directors shall be listed, and the remarks column shall indicate whether such director or supervisor is former, newly appointed, or re-elected, and the date of re-election. The actual attendance rate (%) shall be calculated based on the number of Board of Directors meetings held and the actual number of attendances during such person's term of office.

7. Implementation status of Board of Directors evaluation and succession plan

(1) Information on the implementation cycle and period, evaluation scope, method, and content of the Company's self-evaluation (or peer evaluation) of the Board of Directors is as follows: once a year.

Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content	Evaluation Results
2025/1/1 to 2025/12/31	Board members	Board member self-evaluation	1. Understanding of the Company's objectives and mission 2. Awareness of Director Responsibilities 3. Participation in Company Operations 4. Internal Relationship Management and Communication 5. Directors' Professional Development and Continuing Education 6. Internal Control	The overall evaluation results were all positive and effective, demonstrating that the Board of Directors has fulfilled its responsibilities in guiding and supervising the Company's strategy, business, and risk management, and that its overall operations complied with the spirit of corporate governance and safeguarded shareholders' rights.
	Board Performance Evaluation	Board member self-evaluation	1. Participation in Company Operations 2. Improving the Quality of Decision-Making by the Board of Directors 3. Composition and Structure of the Board of Directors 4. Election and Continuing Education of Directors 5. Internal Control	The overall evaluation results were all positive and effective, indicating that the Company's directors gave positive evaluations on the operation of all assessment indicators.
	Functional Committee Performance Evaluation	Committee Members	1. Participation in Company Operations 2. Awareness of Functional Committee Responsibilities 3. Improving the Quality of Decision-Making by Functional Committees 4. Functional Committee Composition and Member Appointment 5. Internal Control	The overall evaluation results were all positive and effective, demonstrating that the Company's functional committees operated soundly and effectively enhanced the functions of the Board of Directors.

(2) The Company conducts board performance evaluations every 3 years and commissioned Ernst & Young Management Services Co., Ltd. to conduct the evaluation in 2023 and compile an evaluation report summarizing the key observations, findings, and recommendations. With reference to Ernst & Young's board performance evaluation

methodology, this evaluation process included questionnaires, interviews, and review and analysis of written documents and information, and was submitted to the Board of Directors for reporting on January 31, 2023. For relevant information, please refer to the Company's website.

(3) Succession planning and implementation for the Company's Board of Directors and key management:
The Company's succession plan is currently in progress. The Deputy General Manager and Associate General Managers are successors to the General Manager, and their succession capabilities are cultivated through practical business management experience.

(4) The succession model for the Company's senior executives is mainly carried out by hierarchy. Department heads all have acting personnel, and such acting personnel are cultivated as successors to the senior executives of each department. In addition, each section-level supervisor and each staff member also has an acting personnel system. Through job rotation training and competency development, education, training, self-learning, coaching, and work experience are implemented and, combined with the Company's performance evaluation system, suitable future successor candidates are evaluated and reviewed to facilitate future development and implementation. In addition to retaining talent, the Company also recruits outstanding talent externally, and uses the aggregation of internal and external talent to increase the breadth and depth of the Company's successor candidate pool.

(II) Operation of the Audit Committee

1. Key functions of the Board of Directors in the annual work plan

The Audit Committee is intended to assist the Board of Directors in performing its oversight of the quality and integrity of the Company's execution of accounting, auditing, financial reporting procedures and financial controls.
Matters reviewed by the Audit Committee mainly include:
(1) Establishment or amendment of the internal control system.
(2) Evaluation of the effectiveness of the internal control system.
(3) Establishment or amendment of the procedures for handling major financial business activities such as acquisition or disposal of assets, engagement in derivative transactions, lending funds to others, and making endorsements or providing guarantees for others.
(4) Matters involving directors' own interests.
(5) Material asset or derivative transactions.
(6) Material lending of funds, endorsements, or provision of guarantees.
(7) Raising, issuance, or private placement of equity securities.
(8) Appointment, dismissal, or remuneration of the attesting CPA.
(9) Appointment or dismissal of the heads of finance, accounting, or internal audit.

(10) Annual financial reports and semi-annual financial reports.

Other matters such as the Audit Committee's performance of its duties; and the Audit Committee's self-assessment questionnaire for performance evaluation. According to the laws of the Republic of China, members of the Audit Committee shall be composed of all independent directors, among whom the Audit Committee includes one practicing accountant with a background of financial expertise, and the other two Audit Committee members have executive experience in large chain store enterprises and possess supervisory capabilities. The Audit Committee also conducts an annual self-assessment of its performance and discusses issues requiring special attention in the future.

To perform its duties, the Audit Committee is entitled under its charter to conduct any appropriate review and investigation, and has direct communication channels with the Company's internal auditors, attesting CPA, and all employees. The Audit Committee also has the authority to engage and supervise lawyers, accountants, or other advisors to assist the Audit Committee in performing its duties. Please refer to the Company's website for the Audit Committee charter.

2. Information on the operation of the Audit Committee

   A. The Company's Audit Committee has four members.

   B. Term of office of the current members: June 18, 2025 to June 17, 2028, and in the most recent year, up to March 31, 2025, the 2nd and 3rd Audit Committee held six (A) meetings. The qualifications and attendance of members are as follows:

Title	Name	Number of actual attendances (B)	Number of proxy attendances	Actual attendance rate (%) (B/A) (Note 1, Note 2)	Remarks (Re-election date: 2025.6.18)
Convener	Tsung-Pen Chang	5	1	83%	Re-elected
Member	Yen-Chuan Lin	2	-	100%	Resigned on .June.18 2025; required attendances: 2
Member	Yi Fang Xu	4		100%	Newly appointed on .June.18 2025; required attendances: 4
Member	Chun-Pei Liu	6	-	100%	Re-elected
Member	Cheng-Chiu Yang	6	-	100%	Re-elected

Note 1: If an independent director resigned before the end of the year, the date of resignation should be noted in the Remarks column. The actual attendance rate (%) should be calculated based on the number of meetings of the Audit Committee held during such person's tenure and such person's actual attendance.

Note 2: If independent directors were re-elected before the end of the year, both the former and newly appointed independent directors shall be listed, and the Remarks column shall indicate whether such independent director was former, newly appointed or re-elected, and the date of re-election. The actual attendance rate (%) should be calculated based on the number of meetings of the Audit Committee held during such person's tenure and such person's actual attendance.

3. Other items to be recorded:

(1) Matters listed in Article 14-5 of the Securities and Exchange Act:

<table>
<tr><th>Meeting date</th><th>Content of the motions</th><th>All independent directors' opinions and the Company's handling of independent directors' opinions</th></tr>
<tr><td>2025.2.25</td><td>1. Approved the 2024 Business Report and Financial Statements.
2. Approved the 2024 "Assessment of the Effectiveness of Internal Control System" and "Statement on Internal Control System."
3. Approved the 2024 earnings distribution proposal.
4. Approved the change of the certifying CPAs for the Financial Statements from 2025 to Rong-Huang Hsu and Jung-Chin Liu.
5. Approved the appointment of certifying CPAs and the evaluation of their independence and competence.
6. Approved the pre-approval procedures and general policies for the prior-approval by the Company to non-assurance services provided by Ernst & Young and its affiliated enterprises.
7. Approved the amendment to the Company's "Articles of Incorporation."
8. Approved the sale of the land and factory buildings of the Guanyin Plant of CROISSANT BAKERY Co., Ltd., a subsidiary.</td><td rowspan="5">Approved by all independent directors.</td></tr>
<tr><td>2025.5.12</td><td>1. Approved the Consolidated Financial Statements for Q1 2025.
2. Approved the proposal for defining the scope of the Company's grassroots employees.
3. Approved the amendment to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation."
4. Approved the changes in the Company's finance, accounting, corporate governance officer and spokesperson.</td></tr>
<tr><td>2025.7.1</td><td>1. Approved the disposal of securities of PharmaEssentia Corporation.</td></tr>
<tr><td>2025.8.12</td><td>1. Approved the appointment of the acting accounting officer for the Company's Consolidated Financial Statements for Q2 2025.
2. Approved the Consolidated Financial Statements for Q2 2025.
3. Disposal of marketable securities of PharmaEssentia Corporation.</td></tr>
<tr><td>2025.11.11</td><td>1. Approved the appointment of the acting head of accounting for the Consolidated Financial Statements for Q3 2025.
2. Approved the Consolidated Financial Statements for Q3 2025.
3. Approved the disposal of securities of PharmaEssentia Corporation.
4. Approved the internal audit plan for 2026.
5. Approved the appointment of the Company's finance and accounting officer.</td></tr>
</table>

Meeting date	Content of the motions	All independent directors' opinions and the Company's handling of independent directors' opinions
2026.2.25	1. Approved the 2025 business report and financial statements. 2. Approved the 2025 "Internal Control System Effectiveness Assessment" and "Internal Control System Statement." 3. Approved the proposal to add the [Guidelines Governing Investment by the Finance Department]. 4. Approved the amendment to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation". 5. Approved the 2025 earnings distribution proposal. 6. Approved the appointment of the certifying CPAs and the assessment of their independence and competence. 7. Approved the Company's pre-approval of Ernst & Young and the process for prior-approval to non-assurance services provided by its affiliated enterprises general policy.	pproved by all independent directors.

Note: There were no other resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors.

4. Execution status of independent directors' recusal from motions involving conflicts of interest: None.
5. Communication between Independent Directors and the internal audit officer and CPAs (including major matters, methods, and results of communication regarding the Company's financial and business conditions):
   (1) The Company's internal audit officer regularly reports and communicates audit results with the Audit Committee members at quarterly Audit Committee meetings. In the event of special circumstances, such officer reports to the Audit Committee immediately. In the most recent year and up to the printing date of the annual report, there were no such special circumstances. Communication between the Company's Audit Committee members and the internal audit officer was satisfactory.
   (2) The Company's certifying CPAs regularly communicate audit results separately to the Audit Committee members at two to three Audit Committee meetings each year. In the event of special circumstances, they report to the Audit Committee immediately. In the most recent year, and up to the printing date of the annual report, there were no such special circumstances. Communication between the Company's Audit Committee members and the certifying CPAs was satisfactory.
   (3) Communication matters between Independent Directors (no general directors) and the internal audit officer and CPAs (separate communication) are set out in the table below:

Meeting date	Attendees	Matters Communicated with the Internal Audit Officer	Matters Communicated Separately with the Certifying CPAs	Communication Results
2025.2.25	Independent Director Tsung-Pen Chang Independent Director Chun-Pei Liu Independent Director Yen-Chuan Lin Independent Director Cheng-Chiu Yang CPA Rong-Huang Hsu (No company management present)		1. Discussion of the review of the financial statements for Q4 2024 2. Report on changes in securities and tax regulations 3. Evaluation of the independence and competence of the certifying CPAs based on the Audit Quality Indicators (AQIs). 4. Description of the process and general policies for prior-approval to non-assurance services of Ernst & Young and its affiliates.	Independent Directors had no comments.
2025.2.25	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Yen-Chuan Lin Independent Director Cheng-Chiu Yang Audit Manager Chi-Chen Lin Finance Manager Tsai-Yun Yu	1. Review of internal audit reports 2. Review of the “Assessment of Internal Control System Effectiveness” and “Internal Control System Statement”		Independent Directors had no comments.
2025.5.12	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Yen-Chuan Lin Independent Director Cheng-Chiu Yang Audit Manager Chi-Chen Lin Finance Manager Tsai-Yun Yu	1. Review of internal audit reports 2. Discussion on the amendments to certain provisions of the internal control system and internal audit implementation rules for the payroll cycle in connection with the establishment of the scope of rank-and-file employees .	1. Discussion of the review of the financial statements for Q1 2025 2. Report on changes in securities and regulations	Independent Directors had no comments.
2025.8.12	Independent Director	Review of internal	1. Discussion of the	Independent

Meeting date	Attendees	Matters Communicated with the Internal Audit Officer	Matters Communicated Separately with the Certifying CPAs	Communication Results
	Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Cheng-Chiu Yang Independent Director Yi Fang Xu Audit Manager Chi-Chen Lin Accounting Chief Fu-Kang Hsu	audit reports	review of the Q2 2025 financial statements 2. Report on changes in securities and tax regulations.	Directors had no comments.
2025.11.11	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Cheng-Chiu Yang Independent Director Yi Fang Xu CPA Rong-Huang Hsu (No company management present)		1. Discussion of the review of the Q3 2025 financial statements 2. Report on changes in securities and tax regulations	Independent Directors had no comments.
2025.11.11	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Cheng-Chiu Yang Independent Director Yi Fang Xu Audit Manager Chi-Chen Lin Finance Manager Shih-Chi Lin	1. Review of Internal Audit Reports 2. Discussion of the 2026 Annual Audit Plan		Independent Directors had no comments
2026.2.25	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Cheng-Chiu Yang Independent Director Yi Fang Xu CPA Rong-Huang Hsu (No company management present)		1. Discussion of the review of the financial statements for Q4 2025. 2. Report on changes in securities and tax regulations. 3. Evaluation of the independence and competence of the certifying CPAs based on the Audit Quality Indicators (AQIs). 4. Explanation of the procedures and general principles for pre-approval of non-assurance	Independent Directors had no comments.

Meeting date	Attendees	Matters Communicated with the Internal Audit Officer	Matters Communicated Separately with the Certifying CPAs	Communication Results
			services provided by Ernst & Young and its related entities in accordance with the revised standards issued by the International Ethics Standards Board for Accountants (IESBA)	
2026.2.25	Independent Director Chun-Pei Liu Independent Director Tsung-Pen Chang Independent Director Cheng-Chiu Yang Independent Director Yi Fang Xu Audit Manager Chi-Chen Lin Finance Manager Shih-Chi Lin	1. Review of internal audit reports. 2. Review of the "Assessment of the Effectiveness of the Internal Control System" and the "Statement on Internal Control System." 3. Discussion on the amendments to certain provisions of the Company's "Internal Control System" and "Internal Audit Implementation Rules" for the investment cycle in connection with the establishment of the "Finance Department Investment Operating Guidelines," in order to align the management rules for investment transactions with the internal control framework.		Independent Directors had no comments.

(III) Status of corporate governance operations, deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and reasons therefor

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company has established the "Corporate Governance Code" and posted it on the investor section of the Company's website for stakeholders to download and review.	Complied with the "Corporate Governance Code for TWSE/TPEx Listed Companies".
II. Shareholding structure and shareholders' equity (I) Does the Company have internal procedures for handling shareholder suggestions, concerns, disputes, and litigation, and have those procedures been implemented?	V		The Company has designated a spokesperson and an acting spokesperson to properly handle shareholder suggestions, concerns, disputes, and litigation. In addition, an investor section has been established on the Company's website to facilitate the collection of shareholder opinions and responses.	Complied with the "Corporate Governance Code for TWSE/TPEx Listed Companies".
(II) Does the Company know the list of major shareholders that actually control the Company and the ultimate controllers of such major shareholders?	V		The Company's major shareholders report changes in their shareholdings to the Company on a monthly basis in accordance with regulations, and a dedicated shareholder services agent has been appointed to assist in handling shareholder services matters, thereby effectively maintaining the list of major shareholders that actually control the Company and the ultimate controllers of such major shareholders. The list of the top 10 shareholders is also disclosed annually in the annual report and on the Company's website.	
(III) Has the Company established and implemented risk management and firewall mechanisms between affiliated companies?	V		The financial, business, and managerial responsibilities among affiliated companies are independently assigned, and transactions between affiliated companies are conducted based on the principles of fairness and reasonableness, with timely receipt and payment. Currently implemented in accordance with the "Regulations Governing Financial and Business Operations Between Related Parties."	
(IV) Has the Company established internal rules prohibiting insiders from trading securities using undisclosed market information?	V		The Company has established the "Management and Control Procedures for Preventing Insider Trading" to stipulate that all Company personnel shall not use undisclosed information they have become aware of, nor disclose it to others, so as	

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			to prevent insider trading.	
III. Members and Responsibilities of the Board of Directors (I) Has the Board of Directors formulated a diversity policy, specific management objectives, and implemented them?	V		In accordance with Chapter 3, [Strengthening the Functions of the Board of Directors] of the Company's "Corporate Governance Best Practice Principles," a diversity policy has been formulated. The nomination and selection of members of the Company's Board of Directors are conducted in accordance with the Articles of Incorporation and adopt the candidate nomination system. In addition to evaluating each candidate's academic and professional qualifications, the opinions of stakeholders are also taken into consideration, and the "Procedures for Election of Directors" and the "Corporate Governance Best Practice Principles" are observed to ensure the diversity and independence of the members of the Board of Directors. Based on the Company's operational development needs, among the seven directors elected in 2025, there were four female directors, accounting for 57%, and one directors with employee status, accounting for 14%. Two independent directors had a tenure of 3–9 years, and two independent directors had a tenure of 1–3 years. In terms of age distribution, one director was aged 31–50, four directors were aged 51–60, and two directors were aged 61–70. For the professional fields of individual members of the Board of Directors, please refer to the explanation on board diversity in this annual report	Compliant with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"
(II) In addition to legally establishing the Remuneration Committee and the Audit Committee, has the Company voluntarily established any other functional committees?	V		The Company has currently voluntarily established the ESG Sustainability Development Committee. The committee has performed excellently. It received the TCSA Taiwan Corporate Sustainability Award – Silver Award in the Food and Beverage Industry in 2020 and 2021, and further received the TCSA Taiwan Corporate Sustainability Award – Gold Award in the Food and Beverage Industry in 2022. It also received the AREA (Asia Responsible Enterprise Awards) Green Leadership Award and was the only award-winning company in Taiwan's food industry. In 2023, the Company received the TSAA Sustainability Action Bronze	

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			Award (SDG12) and again received the 2023 TCSA Sustainability Report – Platinum Award. In 2024, the Company received the TCSA Sustainability Report Silver Award. In 2025, the Company received the TCSA Sustainability Report Gold Award and the Silver Award for Sustainable Microfilm at the 9th Taipei Golden Eagle Microfilm Festival.	
(III) Has the Company established the Board of Directors performance evaluation measures and evaluation method, conducted performance evaluations regularly every year, submitted the results of the performance evaluations to the Board of Directors, and applied them as a reference for the remuneration and renomination of individual directors?	V		The Company approved the "Regulations Governing Performance Evaluation of the Board of Directors and Functional Committees" on January 31, 2024 as follows Implementation cycle of evaluations for the Board of Directors and functional committees: once every year. The execution of the performance evaluation of the Company's Board of Directors shall be conducted by an external professional independent institution or an external team of experts and scholars at least once every 3 years. Period covered by evaluations for the Board of Directors and functional committees: the performance of the Board of Directors, the Audit Committee, and the Remuneration Committee for the period from January 1, 2025 to December 31, 2025 was evaluated, reported in accordance with the law, and the performance evaluation results of directors and functional committees were reported at the Board of Directors meeting on February 25, 2026. In addition, Ernst & Young Management Consulting Services Co., Ltd. conducted the 2023 performance evaluation of the Board of Directors, and it was subsequently announced on the Company's website. Scope of evaluation: including performance evaluations of the Board of Directors, individual director members, and functional committees. Evaluation methods include performance evaluations conducted through internal self-evaluation by the Board of Directors, self-evaluation by director members, peer evaluation, or other appropriate methods. The evaluation content shall include at least the following items: (1) Board performance evaluation: shall include at least the degree of participation in the Company's operations, quality of	

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			decision-making of the Board of Directors, composition and structure of the Board of Directors, election and continuing education of directors, internal control, etc. (2) Individual director performance evaluation: shall include at least an understanding of the Company's goals and mission, understanding of directors' duties, degree of participation in the Company's operations, management of internal relationships and communication, directors' professionalism and continuing education, internal control, etc. (3) Functional committee performance evaluation: degree of participation in the Company's operations, understanding of the functional committee's duties, quality of decision-making of the functional committee, composition of the functional committee and election of members, internal control, etc.	
(IV) Does the Company regularly assess the independence of its CPAs?	V		The Company established the "Procedures for Reviewing the Selection of Certified Public Accountants" on November 10, 2015, and conducts the appointment of certified public accountants and independence evaluations at least once a year. Ernst & Young has reported and declared the independence of the certifying accountants at the Board of Directors meeting on February 25, 2026. The Company has obtained the Audit Quality Indicators (AQI) of Ernst & Young to strengthen the evaluation indicators for the selection of certifying accountants and ensure audit quality, so as to facilitate the assessment of the suitability of certifying accountants. The evaluation results were also submitted to the Board of Directors on February 25, 2026 and were approved by the Board of Directors. For details, please refer to "Evaluation of CPA Independence" of this annual report (page XX). Both Rong-Huang Hsu and Jung-Chin Liu meet the independence requirements and are sufficiently independent to serve as the Company's certifying accountants. On the same day, the Company also established the pre-	

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			approval process and general policies of the Company for prior-approval to non-assurance services by Ernst & Young and its affiliates, which were approved by the Board of Directors.	
IV. Has the Company appointed suitable corporate governance personnel in an appropriate number and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors with the information required for performing their duties, assisting directors in complying with laws and regulations, handling matters related to meetings of the Board of Directors and the AGM in accordance with the law, and preparing minutes of the Board of Directors and AGM meetings)?	V		The current head of Human Resources and Legal Affairs has been designated as the corporate governance officer and has more than three years of experience serving in a managerial legal affairs position at a public company. The officer is responsible for providing directors with the information required for performing their duties, handling matters related to Board meetings, committee meetings and shareholders' meetings, preparing meeting minutes, assisting directors in assuming office and pursuing continuing education, and helping directors comply with laws and regulations, so as to safeguard shareholders' rights and interests and strengthen the functions of the Board of Directors.	Complied with the "Corporate Governance Code for TWSE/TPEx Listed Companies".
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers) and set up a stakeholder section on the Company's website, and appropriately responded to important corporate social responsibility issues of concern to stakeholders?	V		Depending on various circumstances, the Company assigns departments – including the Marketing Unit, General Manager's Office, Stock Affairs, Human Resources, Customer Service, and Procurement – to communicate with stakeholders. The Company has also provided contact information for the spokesperson and relevant business departments on its website. Additionally, a stakeholder section has been established to appropriately address issues of concern to stakeholders. For details, please refer to the "Stakeholders and Material Topics" in the Company's Corporate Social Responsibility Report.	Complied with the "Corporate Governance Code for TWSE/TPEx Listed Companies".
VI. Has the Company appointed a professional shareholder services agent to handle AGM affairs?	V		The Company has appointed Grand Fortune Securities Co., Ltd. to handle shareholder services agency matters. Website: https://www.gfortune.com.tw/	Complied with the "Corporate Governance Code for TWSE/TPEx Listed Companies".
VII. Information Disclosure (I) Has the Company established a website to disclose financial, business and corporate governance information?	V		The Company's website has an investor section to disclose financial, business and corporate governance information for each year and	Complied with the "Corporate Governance Code for

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			updates such information regularly. Website address https://www.hunya.com.tw/ir	TWSE/TPEx Listed Companies”.
(II) Has the Company adopted other means of information disclosure (such as establishing an English website, designating dedicated personnel responsible for collecting and disclosing Company information, implementing the spokesperson system, and posting the process of institutional investor conferences on the Company’s website)?	V		In addition to assigning dedicated personnel to collect and maintain company information, a spokesperson system has been implemented, and the content of the institutional investor conferences attended by the Company is disclosed on the Company’s website.	
(III) Has the Company announced and filed the annual financial report within two months after the end of the fiscal year, and announced and filed the Q1, Q2 and Q3 financial reports and monthly operating status early before the prescribed deadlines?	V		In accordance with relevant regulations, the Company announces and reports its annual financial report within two months after the end of the fiscal year, and announces and reports its Q1, Q2, and Q3 financial reports and monthly operating results before the prescribed deadlines. For information on the above disclosures, please refer to the Market Observation Post System at https://mops.twse.com.tw/mops/web/index.	
VIII. Has the Company disclosed other material information that would facilitate understanding of the status of corporate governance (including, but not limited to, employee rights, employee care, investor relations, supplier relations, stakeholders’ rights, the continuing education status of directors, the implementation status of risk management policies and risk measurement standards, the implementation status of customer policies, and the status of the Company’s purchase of liability insurance for directors)?	V		Information on employee rights, employee care, investor relations, supplier relations, and stakeholders’ rights, please refer to P80~P87. The Company establishes various strategies, procedures, and indicators in response to changes in laws and regulations, policies, and the market, regularly analyzes and evaluates changes in relevant risks, and adopts appropriate response measures to reduce the Company’s overall potential risks. To coordinate the management of various types of risks of the Company, establish risk management policies and management scope, plan future operations, and strengthen information security management. The information security architecture consists of (1) management of personal data protection, including control of employees’ personal data by the Human Resources Department through the HR system, management of B2C customer data through the POS system, and control by each store manager + operation management units (2) related controls over computerized information	Complied with the “Corporate Governance Code for TWSE/TPEx Listed Companies”.

Assessment items	Status of implementation (Note)			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			systems, with AS400/SAP ERP/POS currently used only within the intranet and isolated by hardware firewalls (3) the Company's emails are sent/received through the Company's Exchange server, all of which are protected against viruses/junk mail/attacks by Openfind MailGate and backed up offsite (Linkou computer room), with F-Secure protection for each endpoint (PC/NB) + Exchange Server mail host, and DeepGuard in the F-Secure software provides comprehensive blocking. (4) Information disaster recovery and response measures are established and drills are conducted (5) implementation status and audit results are reported to the Board of Directors.	

IX. Please describe the improvements made in response to the corporate governance evaluation results released by the Corporate Governance Center of Taiwan Stock Exchange Corporation for the most recent year, and propose priority enhancement items and measures for those not yet improved:

1. Improvements made: According to the results of the most recent Corporate Governance Evaluation, namely the 12th evaluation, the Company's major improvements are described as follows:
   The Company continues to plan the disclosure of the current and future potential risks and opportunities of climate change to the Company, and adopts response measures for climate-related issues.
2. Priority enhancement items and measures: In response to amendments to the ESG evaluation indicators, the Company's priority enhancement items are described as follows:
   (1) The Company will consider establishing additional non-mandatory functional committees according to organizational needs, such as risk management or ethical corporate management committees, to ensure the appropriateness and effectiveness of overall medium- and long-term risk management and resource allocation.
   (2) The Company will continue to evaluate the feasibility of future improvements for items that have not yet received scores.

Note: Regardless of whether "Yes" or "No" is checked for the status of operation, it should be stated in the summary description field.

(IV) The Company has established the Remuneration Committee, and its composition, duties, and operation shall be disclosed:

(1) Remuneration Committee Member Information

March 31, 2026

Category (Note 1)	Criteria / Name	Professional Qualifications and Experience (Note 2)	Independence Status (Note 3)	Number of other public companies at which the member concurrently serves as a Remuneration Committee member
Independent director	Chun-Pei Liu	Refer to Directors' Information (I) for relevant information.	Refer to Directors' Information (I) for relevant information.	0
Independent director	Yi Fang Xu	Refer to Directors' Information (I) for relevant information.	Refer to Directors' Information (I) for relevant information.	1
Independent director	Tsung-Pen Chang	Refer to Directors' Information (I) for relevant information.	Refer to Directors' Information (I) for relevant information.	0
Independent director	Cheng-Chiu Yang	Refer to Directors' Information (I) for relevant information.	Refer to Directors' Information (I) for relevant information.	0

Note 1: Please specify in the table the relevant years of service, professional qualifications, experience, and independence of each member of the Remuneration Committee. If a member is an independent director, it may be noted to refer to the relevant content in Table 1 Directors' Information (I). Please indicate whether the status is Independent Director or other (if serving as convener, please indicate so).

Note 2: Professional qualifications and experience: Specify the professional qualifications and experience of each member of the Remuneration Committee.

Note 3: Independence: Specify how each member of the Remuneration Committee satisfies the independence criteria, including but not limited to whether such person, such person's spouse, and relatives within the 2nd degree of kinship serve as directors or employees of the Company or its affiliates; the number and percentage of the Company's shares held by such person, such person's spouse, and relatives within the 2nd degree of kinship (or through another person's name); whether such person serves as a director, supervisor, or employee of a company having a specific relationship with the Company (please refer to Article 6, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing the Establishment and Exercise of Powers of the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter); and the amount of remuneration received in the most recent 2 years for providing the Company or its affiliates with business, legal, financial, accounting, or other services.

Note 4: For disclosure methods, please refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(2) Information on operation of the Remuneration Committee

A. The Company's Remuneration Committee consists of four members.

B. Term of office of the current committee: June 18, 2025 to June 17, 2028; as of March 31, 2026 for the most recent year, the 5th and 6th Remuneration Committees held four meetings, and the qualifications and attendance of the members were as follows:

Title	Name	Number of actual attendances (B)	Number of proxy attendances	Actual attendance rate (%) (B/A) (Note)	Remarks (Re-election date: 2025.6.28)
Convener	Chun-Pei Liu	4	-	100%	Re-elected
Member	Tsung-Pen Chang	4	-	100%	Re-elected

Member	Yen-Chuan Lin	1	-	100%	Resigned on June 18, 2025; required attendances: 1
Member	Yi Fang Xu	3	-	100%	Newly appointed on June 18, 2025; required attendances: 3
Member	Cheng-Chiu Yang	4	-	100%	Re-elected
Other items to be recorded: I. Where the Board of Directors does not adopt or amends the recommendations of the Remuneration Committee, it shall specify the date and session of the Board meeting, the content of the motion, the resolution results of the Board of Directors, and the Company's handling of the opinions of the Remuneration Committee (if the remuneration approved by the Board of Directors is more favorable than the recommendation of the Remuneration Committee, the differences and reasons shall be specified): None. II. For matters resolved by the Remuneration Committee, if any member has dissenting or qualified opinions that are recorded or stated in writing, the date and session of the Remuneration Committee, the content of the motion, all members' opinions, and the handling of members' opinions shall be specified: None.					

Note: (1) For members who resigned from the Remuneration Committee before the end of the year, the date of resignation shall be indicated in the remarks column. The actual attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during their tenure and the number of meetings actually attended.

(2) If members of the Remuneration Committee were re-elected before the end of the year, both former and newly appointed members shall be listed, and the remarks column shall indicate whether each member is a former member, newly appointed member, or re-elected member, as well as the date of re-election. The actual attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during their tenure and the number of meetings actually attended.

(3) Matters discussed by the Remuneration Committee, resolutions, and the Company's handling of members' opinions

Meeting date	Content of the motions	All members' opinions and the Company's handling of members' opinions
2025.1.16	1. Review and approval of the 2024 year-end bonus allocation for senior executives, including payments to directors performing executive duties and managers.	Unanimously approved by all members of the Remuneration Committee
2025.8.12	1. Review and approval of the remuneration for Independent Directors concurrently serving as members of the Remuneration Committee and the Audit Committee. 2. Proposed to establish the Regulations Governing Directors' Remuneration.	Unanimously approved by all members of the Remuneration Committee
2025.11.11	1. Review and approval of the appointment of managers.	Unanimously approved by all members of the Remuneration Committee
2026.1.21	1. Review and approval of the 2025 year-end bonus allocation for senior executives, including payments to directors performing executive duties and managers.	Unanimously approved by all members of the Remuneration Committee

(V) Status of implementation of sustainable development, differences from the Sustainable

Development Best Practice Principles for TWSE/TPEx Listed Companies, and reasons therefor:

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
I. Has the Company established a governance structure for promoting sustainable development, set up a dedicated (or concurrent) unit for promoting sustainable development, authorized senior management by the Board of Directors to handle such matters, and how does the Board of Directors supervise such matters?	V		Hunya Foods recognizes that implementing corporate social responsibility is a key factor in sustainable corporate operations. The Company formally established the Corporate Social Responsibility Committee in October 2014 and renamed it the Sustainable Development Committee in November 2022. Currently, the Company's ESG Committee is chaired by the Chairman, with the heads of the working units responsible for ESG strategy execution serving as principal members. The General Manager's Office is designated to formulate and implement annual ESG strategies, supervise and execute the planning and implementation of sustainable strategic development goals, and establish a corporate social responsibility section (in both Chinese and English) on the Company's official website to disclose the execution results and progress of the Company's sustainability objectives. The Company completed its report to the Board of Directors on August 12, 2025.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
II. Does the Company assess risks related to environmental, social and governance issues relevant to the Company's operations in accordance with the principle of materiality, and has it established relevant risk management policies or strategies? (Note 2)	V		Hunya Foods uses the databases of external market research companies and reports researched by industry consultants and experts to convene strategic meetings at the end of each year, and collects procurement report data to analyze external environmental factors and compare internal operating conditions, and based on this formulates the Company's risk assessment and response plans for the new year, Comparative analysis is mainly conducted on the overall market, country risks, and competitor intelligence, based on which the strategic development objectives of each business group are formulated.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
III. Environmental Issues (I) Has the Company established	V		The Company has established the	Complies with the

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
an appropriate environmental management system based on its industry characteristics?			Environment and Energy Management Committee and a dedicated unit in response to regulatory requirements to fulfill Hunya's commitment to environmental protection. The Chairman of the Company serves as the chairperson of the ESH Promotion Committee and the head of the Manufacturing HQ acts as the executive representative; the latter is responsible for the creation and distribution of ESH documents, organization of related activities, follow-up of ESH implementation, identification of the considerations in environmental matters, establishment of ESH hazard identification for the OSH Office, and planning and implementation of ESH management activities and formulation of internal emergency response plans. During the implementation of the ESH management system and control, related responsible units shall provide required manpower resources, special professional skills, and technical and financial resources needed for ESH management to facilitate the implementation of related projects.	Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company endeavored to improve energy use efficiency and use renewable materials with low environmental impact?	V		1. Electricity: The main energy source used by equipment at the Taoyuan plant area is electricity, and an electricity monitoring and demand control system has been installed; Hunya has also signed a power sales contract with Taipower, under which electricity generated by the solar photovoltaic system is sold back to Taipower at a fixed rate and repurchased from Taipower for self-use. In 2025, the total renewable power generation capacity of the solar photovoltaic system reached 612,525 kWh, and the cumulative power generation amounted to 4,492,671 kWh. 2. LPG: This is used for the continuous baking ovens on the production line to reduce carbon emissions effectively. 3. Natural gas: This is mainly used for steam boilers and baking ovens. The efficiency is controlled every production day pursuant to	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			the SOP. 4. Diesel: This is used for emergency generators and logistics trucks. The latter has been replaced with rented trucks in recent years to eliminate the vehicles with high fuel consumption. 5. Gasoline: This is mainly used for company cars. It is acquired with reference to energy consumption standards and vehicles with high fuel consumption are eliminated. 6. Air-conditioning power: (1) The pumps in the ice water area are improved with variable frequency to reduce power consumption. (2) All the air conditioner cabinets and induction motors are replaced with high-efficiency units. (3) Cooling towers are equipped with a chilled water reset function and variable air flow to control energy consumption. 7. Lighting control: (1) High-efficiency LED lamps are used for all the production lines. (2) Solar power storage and LED lighting facilities are used outdoors at the factory. (3) Automatic induction lights are used in public areas to save energy. 8. Air compressor power: (1) Only high-efficiency variable speed air compressors are used and program management functions are used to reduce standby power loss. (2) Flow monitoring and alarm systems are used and both prevention and maintenance means are adopted to avoid leakage and waste. 9. Recovery of waste heat: (1) The waste heat from air compressors is recovered to preheat washing water at the production lines.	

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			(2) Steam condensate is recovered and circulated to steam boilers. (3) Hot pump systems are installed to recover waste gas from air conditioners. (4) Waste heat from power transformers is recovered to dry material cartons. The energy saving measures of Hunya Foods focus on recycling resources. Energy-saving equipment is used to facilitate reuse of production energy and reduction of power consumption. In consideration of the significant difference between the Taoyuan Plant and other areas, the following figures present the statistics of energy consumption in individual areas to better show the relevant data on energy saving. For the headquarters, branch warehouses and stores, electricity is mainly used for the air conditioners in offices, warehouses and stores; diesel and gasoline are mainly used for company cars and logistics trucks. Reduction of waste and recycling of resources are the two cores of waste management and the approaches to these are mainly the reduction of one-off materials and enhancement of sorting and recovery of recyclable resources to achieve the goal of the waste management. In 2025, the Company calculated the total weight of packaging materials purchased externally, totaling 165 metric tons of plastic materials (a decrease of 10.1% compared to the same period), 719 metric tons of paper boxes, 703 metric tons of cartons, and 475 metric tons of film. Packaging materials purchased externally in 2025 did not include renewable materials; 77.7% of Hunya's own packaging materials are recyclable, reusable, or compostable, and internally, ESG meetings continue to be used for communication to begin advocating the use of sustainable and environmentally friendly packaging materials, while planning to adopt recyclable and degradable plastic inner	

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			trays. It is expected that some product inner trays will be replaced with paper materials in the future. Please refer to Chapter 4 of the Company's ESG Report for details.	
(III) Has the Company assessed the current and future potential risks and opportunities of climate change to the enterprise, and adopted relevant response measures?	V		The Global Risks Report 2025 published by the World Economic Forum (WEF) discloses the top-ten global risks that will most likely happen in the coming two years (short term) and ten years (long term). The long-term risks are mainly related to environmental issues. The top four of them are "extreme weather events," "biodiversity loss and ecosystem collapse," "critical changes to Earth systems," and "natural resource shortages." Hence, it is very important to assess the risk factors that climate change brings to a company and quantify its impact on the business. To align with international sustainability trends, Hunya actively manages climate risk issues and also complies with the regulations under Corporate Governance 3.0 to strengthen ESG information disclosure. Since 2021, it has gradually introduced climate-related financial disclosures (TCFD) to identify risks and opportunities arising from climate change through risk assessment. For details, please refer to Chapter 4 of the Company's ESG Report.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
(IV) Has the Company compiled statistics on greenhouse gas emissions, water consumption, and total waste weight for the past two years, and formulated policies for greenhouse gas reduction, water reduction, or other waste management?	V		The Company's greenhouse gas emissions mainly come from purchased electricity, followed by fuel use. In 2025, total carbon emissions were 10,102.5 metric tons, and Scope 1 (fuel and refrigerants) emissions were 2,760.9 metric tons, of which liquefied petroleum gas accounted for 5.6%, while Scope 2 (electricity) was the main source of carbon emissions, accounting for the highest proportion of 72.7%. Overall carbon emissions in 2025 increased by 3.62% compared to 2024. In terms of emission intensity, greenhouse gas emission intensity in 2025 was 5.57 (metric tons CO_2e/NT$ million), an increase of 12.98% compared to the same period. Due to the addition of wafer and bread production lines in 2025, the overall greenhouse gas emission intensity increased compared	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			to the same period. In response to regulations, Hunya has begun carrying out a carbon inventory verification plan, mainly focusing on Scope 1 and Scope 2. No inventory planning for Scope 3 has been made at present, and planning is expected to be carried out after obtaining carbon inventory certification. Scope 1 and Scope 2 are expected to complete ISO 14064 external verification in 2026, ahead of the competent authority's 2029 deadline for completion of ISO 14064 external verification. There were no ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant air emissions. Please refer to Chapter 4 of the Company's ESG Report for details.	
IV. Social Issues (I) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		In addition to emphasizing diversity in workforce composition and gender equality, Hunya also values human rights management to safeguard labor rights and interests. In terms of human rights management, Hunya has established relevant management guidelines with reference to the International Labour Organization Conventions. Hunya adopts zero tolerance for any form of harassment and discrimination incidents, and any such incident will be reported and handled immediately. The appointment and performance evaluation of employees is not affected by race, gender, age, religion or political position. The Company also prohibits the employment of child labor. Hunya is concerned with human rights issues, and in order to enable colleagues to clearly understand their own rights and interests, relevant education and training on human rights issues are arranged for new employees upon onboarding. Course content covers labor rights and interests, compensation, working hours, and benefits, and also includes various human rights-related issues, such as freedom of employment, prohibition of discrimination, and freedom of assembly. In 2025, 80 new employees took the training for a total of	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			362.8 hours. In 2025, The Company provided training to communicate business-related human rights by holding meetings. 807 employees participated in the group courses for a total of 164.6 hours. In 2025, Hunya had 2 gender equality complaint cases, which were disciplined after internal investigation; no incidents infringing upon indigenous peoples' rights occurred. Please refer to Chapter 5 of the Company's ESG Report for details.	
(II) Has the Company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and appropriately reflected operating performance or results in employee compensation?	V		Employees are the Company's most important assets. The Company determines employees' remuneration based on their education, experience, future development potential, and personal performance, regardless of gender, race, religion, political stance, or marital status. The Company has adjusted employee compensation in recent years in consideration of price levels and performance. The wage adjustment was 3% in 2025. The initial pay for male and female entry-level employees was 1.04 times the statutory basic wage and the average monthly regular wage per entry-level employee was 1.08 times the statutory basic wage. The ratio of female to male employees at the entry level in terms of their remuneration was 1:1.03. The ratio of female to male senior managers in terms of their remuneration was 1:0.9. In 2025, the number of full-time non-supervisory employees was 657, the total salary of full-time employees was NT$343,164,882 (subject to the CPA annual inspection checklist of salary information for full-time non-supervisory employees), and the average salary of full-time employees was NT$521,527. For more details, please refer to Chapter 5 of the Company's ESG Report.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
(III) Has the Company provided employees with a safe and healthy working environment and implemented regular safety and health education for employees?	V		The Company pays attention to employee health and implements three types of health promotion programs to manage and promote employee health. 1. Health checkups: The Company provides one free health checkup for all employees every year. 2. On-site labor health services: In	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			2025, the Company engaged labor health service physicians and nurses to provide employees with health management and guidance, occupational injury return-to-work assessments and care, focusing on the four major programs, namely maternity protection, unlawful infringement prevention, overwork prevention and ergonomics, as well as abnormalities found in health checkup reports. In 2025, a total of 110 employees participated in health management and guidance. 3. Massage station for the visually impaired: The Company has set up a massage station for the visually impaired to help employees relax physically and mentally. In 2025, a total of 192 employees were served. For more details, please refer to Chapter 5 of the Company's ESG Report.	
(IV) Has the Company established an effective career development training program for employees?	V		The Company's talent development program promotes comprehensive learning based on the three key functions of training, education, and development. It strengthens employees' professional knowledge required for their duties, stimulates their potential, and cultivates reserve talent, thereby enhancing the structure, quality, and effectiveness of the Company's human resources. In addition, in line with employees' career development and the promotion of the Company's business objectives, the Company has gradually established systematic training courses. The training categories cover the development of professional skills in various fields. Personnel training plans are arranged for each department, ranging from management-level courses at headquarters to practical process operation training at the factory. Hunya continues to invest in human capital development. In 2025, total training hours reached 22,462.8 hours, demonstrating the Company's emphasis on enhancing employees' professional capabilities and organizational competitiveness. Among these, machine	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
			operation-related training was the main training category, with annual accumulated training hours reaching 8,048 hours, reflecting the Company's focus on strengthening the professional skills and practical operational capabilities of on-site personnel to ensure production efficiency and stable quality. In terms of occupational safety, the Company upholds the principle that "prevention is better than cure" and continues to promote safety education and training for on-site work environments. This strengthens employees' ability to identify risks related to machine operations and comply with standard operating procedures, thereby reducing the likelihood of occupational accidents and creating a safe and healthy workplace. In addition, to enhance organizational operating effectiveness and management quality, the Company actively promotes supervisor training programs. In 2025, a total of 106 supervisors participated in training, with accumulated training hours reaching 4,380.1 hours. The course content covers management knowledge, leadership development, and practical application. Through conceptual guidance and scenario-based practice, the programs help supervisors strengthen team management capabilities and decision-making quality, thereby promoting the optimization of overall organizational effectiveness. For more details, please refer to Chapter 5 of the Company's ESG Report.	
(V) With respect to customer health and safety, customer privacy, marketing, and labeling of products and services, does the Company comply with relevant laws and regulations and international standards, and establish related policies and complaint procedures to	V		The latest technology is adopted for customer privacy and information security infrastructure, including IPS intrusion prevention systems, anti-malware, and application control. New-generation firewalls and UTM are also installed to block intrusions inside and outside the Company, while system and data backups are properly maintained to ensure the security of critical operating	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
protect consumer or customer rights and interests?			systems. Rivon Business Group uses the POS (Point of Sale) Information System and takes the strictest confidentiality measures to protect the personal data of the end customers on their orders and ensure that none of these data are disclosed or stolen. In 2025, Hunya had no information security incidents involving infringement of customer privacy or loss of customer data. The government has amended related laws to cope with the food safety events that have occurred in recent years. The Company pays close attention to these regulatory changes, observes laws and regulations, and maintains quality and safety to protect the rights of consumers. The certification systems passed by the Company include food TQF, ISO 22000, and FSSC 22000, and 100% of the products produced meet the requirements of FSSC 22000. For more details, please refer to Chapter 3 of the Company's ESG Report.	
(VI) Has the Company established a supplier management policy requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor rights, and its implementation status?	V		The Company has established the Supplier Management Regulations pursuant to ISO 22000 Food Safety Management Systems to provide guidelines in the environmental and quality facets. The QA unit checks raw materials and conducts regular random inspection of suppliers pursuant to the TQF (Total Quality Food Association) certification standards. For more details, please refer to Chapter 6 of the Company's ESG Report.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.
V. Does the Company prepare reports disclosing its non-financial information, such as sustainability reports, with reference to internationally accepted reporting standards or guidelines? Has the aforementioned report obtained assurance or an assurance opinion from a third-party assurance provider?	V		The Company commissioned Ernst & Young, an independent and reputable accounting firm, to conduct a limited assurance engagement on Hunya Foods' 2025 Corporate Social Responsibility Report, prepared in accordance with the Core option of the GRI Standards and Statement of Assurance Standards No. 1 issued by the Accounting Research and Development Foundation. Upon completion of the assurance work, the relevant results were fully communicated to those charged with governance. For the assurance scope and conclusion, please refer to the Independent Assurance Report in the appendix to the ESG Report.	Complies with the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor
	Yes	No	Summary	
VI. If the Company has established its own sustainability development principles in accordance with the "Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies," please describe any differences between its operation and the established principles: The Company revised the "Code of Ethical Conduct," "Code of Integrity Management," and "Corporate Social Responsibility Best Practice Principles" on May 13, 2020 to fulfill its corporate social responsibility. In 2020, the Company received the BS 8001 Circular Economy Award presented by the Industrial Development Bureau of the Ministry of Economic Affairs, the Silver Award in the Food and Beverage Industry category of the TCSA Taiwan Corporate Sustainability Awards in 2020 and 2021, the Gold Award in the Food and Beverage Industry category of the TCSA Taiwan Corporate Sustainability Awards in 2022, and the Green Leadership Award of AREA (Asia Responsible Enterprise Awards), becoming the only award recipient in Taiwan's food industry. In 2023, the Company received the TSAA Sustainability Action Bronze Award (SDG12) and again received the 2023 TCSA Sustainability Report Platinum Award. In 2024, the Company received the TCSA Sustainability Report Silver Award. In 2025, the Company received the TCSA Sustainability Report Gold Award and the Silver Award for Sustainable Microfilm at the 9th Taipei Golden Eagle Microfilm Festival.				
VII. Other important information helpful to understanding the implementation of sustainable development: please refer to the Company's ESG Report.				

Note 1: If "Yes" is selected for the implementation status, please specifically describe the important policies, strategies, measures adopted and the implementation status; if "No" is selected for the implementation status, please explain the differences and reasons in the "Differences from the Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Therefor" column, and describe the plan for adopting relevant policies, strategies and measures in the future. However, with regard to items 1 and 2, TWSE/TPEx listed companies shall describe the governance and supervisory framework for sustainable development, including but not limited to management policies, strategy and target setting, and review measures. In addition, describe the Company's risk management policies or strategies for environmental, social, and governance issues related to operations, and their assessment status.

Note 2: The principle of materiality refers to environmental, social, and governance issues that have a significant impact on the Company's investors and other stakeholders.

Note 3: For disclosure methods, please refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

Table 2-2-3

Climate-related Information for TWSE/TPEx Listed Companies

1. Implementation Status of Climate-related Information

Item	Implementation Status
1. Describe the supervision and governance of climate-related risks and opportunities	1. The Company has established the Corporate Sustainability Committee under the Chairman.

Item	Implementation Status
by the Board of Directors and management.	The Committee is the highest-level organization responsible for the Company's climate change management. The Committee is formed by the General Manager's Office and the department heads responsible for implementation of ESG strategies, and is responsible for the management of climate-related risks and opportunities. Chaired by the General Manager, the Committee deliberates the Company's climate change strategies and goals once a year, manages climate change risks and opportunities, reviews the implementation status, discusses future plans, and reports to the Board of Directors. At present, the manufacturing department is responsible for the GHG inventory and reduction. The procurement and other departments take related risks into account and take response measures when performing their duties. The General Manager's Office is responsible for gathering the information of each unit and assessing and reviewing the overall climate risks in conjunction with external consultants on an annual basis. Currently, these are discussed by the Corporate Sustainable Development Committee once every six months and submitted by the Committee to the Board of Directors in Q4 to describe the greenhouse gas emission results and the implementation progress of the reduction KPI. The Audit Office records the discussions, incorporates them into the agenda and meeting minutes of the Board of Directors, and submits them to the competent authority for reference. In addition, the Committee has organized advanced lectures for explanation of international governance practices and strategies in response to climate change, sharing of cases, and communication with Board directors, in order to enhance its capabilities of monitoring related issues. To mitigate climate change and reduce GHG emissions, the factory affairs department at the manufacturing end of Hunya Foods Co., Ltd. is currently responsible for GHG inventory and reduction, while procurement and other units

Item	Implementation Status
	will take relevant risks into consideration and respond accordingly in the course of business execution. The General Manager's Office is responsible for consolidating information from all units and, together with external consultants, conducting an annual assessment and review of Hunya Foods Co., Ltd.'s overall climate risks, discussing the significant climate risks identified in the TCFD project, and in Q3 requesting each business group to formulate development strategies, action plans and targets, incorporating them into the risk considerations for strategic development.
2. Describe how the identified climate risks and opportunities affect the enterprise's business, strategy, and finance (short term, medium term, long term).	2. The Company has implemented TCFD discussion projects since 2021 and has conducted interviews with various departments and units to formulate response measures in line with the TCFD framework and requirements. As for the identification of climate risks, the Corporate Sustainability Committee conducts an internal assessment to establish risk values based on the Company's operating activities, its relationship with the environment, and the potential risks arising from climate change. The Committee also develops a climate risk matrix With the support of external consultants and through multiple meetings and workshops, the Committee develops a climate risk matrix by calculating three parameters: vulnerability, impact, and likelihood. In response to the need to keep abreast of the times in risk management, the Company follows the aforementioned methodology to identify climate risk factors every two years. There were 10 climate risk factors in 2023, of which 2 were high-risk items (increased cost or difficulty in obtaining raw materials & increased extreme weather events – typhoons, heavy rainfall, drought). In addition to addressing the potential risks of climate change in advance, current operations may be optimized, and consumer preferences may be anticipated to expand business opportunities. In addition to identifying relevant risks through TCFD, Hunya Foods Co., Ltd. also identified four climate-related

Item	Implementation Status
	opportunities: modular application of gift box packaging materials, increased use of renewable energy, development of low-carbon products to gain consumer recognition, and the use of sustainable materials.
3. Describe the financial impact of extreme climate events and transition actions.	3. Increased production costs erode profit margins and affect sustainable business development. Carbon fees arising from sustainability issues, sustainable environmental protection laws and regulations for packaging materials, and energy and resource regulations directly increase production costs, resulting in reduced profits. The greenhouse effect impacts crop yield and quality, directly causing poor product quality or the risk of material shortages, and affecting product reputation and operational performance.
4. Describe how the identification, assessment, and management processes for climate risks are integrated into the overall risk management system.	4. At present, the manufacturing department is responsible for the GHG inventory and reduction. The procurement and other departments take related risks into account and take response measures when performing their duties. The General Manager's Office is responsible for gathering the information of each unit and assessing and reviewing the overall climate risks in conjunction with external consultants on an annual basis. Currently, these are discussed by the Corporate Sustainable Development Committee once every six months and submitted by the Committee to the Board of Directors in Q4 to describe the greenhouse gas emission results and the implementation progress of the reduction KPI. The Audit Office records the discussions and incorporates them into the agenda and meeting minutes of the Board of Directors, and submits them to the competent authority for reference. In addition, the Committee has organized advanced lectures for explanation of international governance practices and strategies in response to climate change, sharing of cases, and communication with Board directors, in order to enhance its capabilities of monitoring related issues. To mitigate climate change and reduce GHG emissions, the factory affairs department at the

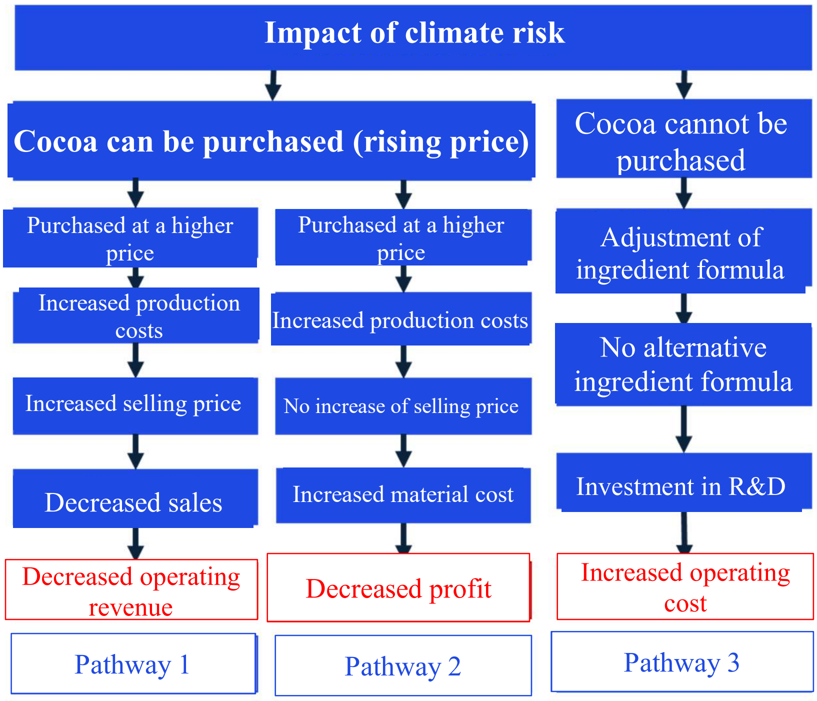
Item	Implementation Status
	manufacturing end of Hunya Foods Co., Ltd. is currently responsible for GHG inventory and reduction, while procurement and other units will take relevant risks into consideration and respond accordingly in the course of business execution. The General Manager's Office is responsible for consolidating information from all units and, together with external consultants, conducting an annual assessment and review of Hunya Foods Co., Ltd.'s overall climate risks, discussing the significant climate risks identified in the TCFD project, and in Q3 requesting each business group to formulate development strategies, action plans and targets, incorporating them into the risk considerations for strategic development.
5. If scenario analysis is used to assess resilience in response to climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts used shall be described.	5. Based on the identified "List of Climate Change Related Risk Factors," the Company plans to conduct scenario analysis this year on the highest-risk item, namely "increased raw material costs," and will disclose the quantitative analysis results in next year's report. The extreme weather caused by climate change leads to unstable production of upstream raw materials (such as cocoa beans, milk, peanuts, and other raw materials). This increases raw material purchase costs and production costs, thereby affecting profitability. Business operations may also be affected by possible increases in selling prices. Based on consumption volume and purchase amount, Hunya Foods Co., Ltd. selected peanuts, dairy products, cocoa, flour, and sugar as the five priority raw materials. After evaluating factors such as the risks of climate change impacts on raw materials and climate risks at the places of origin, cocoa was ultimately selected as the raw material for the climate scenario analysis. In 2025, cocoa was among the top three major raw materials purchased by amount, and therefore had a relatively high impact on Hunya Foods Co., Ltd. among the aforementioned upstream raw materials.
6. If there is a transition plan for managing climate-related risks, describe the content	6. The Company's greenhouse gas emissions mainly come from purchased electricity,

Item	Implementation Status
of the plan, and the metrics and targets used to identify and manage physical risks and transition risks.	followed by fuel use. In 2025, total carbon emissions were 10,102.5 metric tons. Scope 1 emissions, including fuel and refrigerants, were 2,760.9 metric tons, of which liquefied petroleum gas accounted for 5.6%. Scope 2 emissions, mainly electricity, accounted for the highest proportion of total carbon emissions at 72.7%. Overall carbon emissions in 2025 increased by 3.6% compared with 2024. In terms of emission intensity, greenhouse gas emission intensity in 2025 was 5.57 metric tons CO_2e per NT$ million, representing an increase of 12.9% compared with the same period. Due to the addition of wafer and bread production lines in 2025, the overall greenhouse gas emission intensity increased compared with the same period. In response to regulatory requirements, Hunya has begun implementing a carbon inventory verification plan, mainly focusing on Scope 1 and Scope 2. Scope 3 inventory planning has not yet been carried out and is expected to be planned after carbon inventory certification is obtained. Scope 1 and Scope 2 are expected to complete external verification under ISO 14064 in 2026, ahead of the competent authority's 2029 deadline. In addition, the Company has no ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant air emissions.
7. If internal carbon pricing is used as a planning tool, the basis for price setting shall be described.	7. Hunya Foods Co., Ltd. has not yet implemented internal carbon pricing and plans to evaluate the introduction of related mechanisms in the future.
8. If climate-related targets have been set, information such as the activities covered, greenhouse gas emission scopes, planning schedule, and annual progress toward achievement shall be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of the carbon reduction credits offset or the quantity of RECs shall be described. 9. GHG inventory and assurance status (additionally set out in 1-1).	8. Please refer to the content on climate risk governance in Chapter 4 of Hunya Foods Co., Ltd.'s Sustainability Report.

2. Explanation of scenario analysis in point 5 of the above table

Based on the identified “List of Climate Change Related Risk Factors,” the Company plans to conduct scenario analysis this year on the highest-risk item, namely “increased raw material costs,” and will disclose the quantitative analysis results in next year’s report. Extreme weather caused by climate change may lead to unstable production of upstream raw materials, such as cocoa beans, milk, peanuts, and other raw materials. This may increase raw material purchase costs and production costs, thereby affecting profitability. Business operations may also be affected by possible increases in selling prices. Based on consumption volume and purchase amount, the Company selected five priority raw materials: peanuts, dairy products, cocoa, flour, and sugar. After evaluating factors such as the risks of climate change impacts on raw materials and climate risks at the places of origin, cocoa was ultimately selected as the raw material for the scenario analysis. In 2025, cocoa was among the top three major raw materials purchased by amount and therefore had the highest impact on the Company’s business operations among the aforementioned raw materials.

Cocoa beans are suitable for growing in hot and rainy environments. Production is mainly distributed in regions within approximately 20 degrees north and south of the equator, such as Côte d’Ivoire, Ghana, and other countries. In the future, climate change may lead to rising average temperatures and more severe droughts in major cocoa-growing regions, thereby affecting cocoa production. The El Niño phenomenon in 2023 and 2024 brought unseasonal heavy rainfall, dry conditions, and heat, resulting in an approximately 10% reduction in cocoa production in West Africa. In addition, cocoa swollen shoot virus has spread in Côte d’Ivoire and Ghana, affecting the health of cocoa trees, reducing yields, and causing tree deaths. Illegal gold mining has further damaged cocoa farms and polluted the land. If changes in production volume are used as the sole variable for assessing the future impact on cocoa procurement, three impact pathways for Hunya Foods have been identified. The following scenario analysis focuses on rising temperatures and droughts to understand the impact of future climate change risks on cocoa production and prices, and the resulting impact on Hunya Foods.
Cocoa procurement impact pathway



Risk Factor	Temperature rise
Parameter	Cocoa price
Climatic scenario	RCP 2.6, RCP 8.5
Time	2030, 2050, 2090
Climatic scenario description	Cocoa bean producing areas are mainly distributed in regions within approximately 20 degrees north and south of the equator. According to literature research[1], the main reasons climate change affects cocoa production are "reduced precipitation" and "rising temperatures." Hunya Foods referred to research[2] on major cocoa bean producing regions, such as Côte d'Ivoire and Ghana, to analyze the percentage decrease in cocoa production and increase in cocoa prices caused by climate change in the future, namely 2030, 2050, and 2090, and to estimate the future financial impact on Hunya Foods based on recent expenditures for the purchase of cocoa.
Analysis result	Under different cocoa procurement impact pathways: • Pathway 1— rising procurement costs, increased selling prices, and decreased sales: Only under the RCP 8.5 scenario would the decrease in revenue in 2050 have some financial impact on Hunya Foods. • Pathway 2— self-absorbed increase in raw material costs: The decrease in revenue and profitability would have a moderate financial impact on Hunya Foods in 2050 under the RCP 2.6 scenario and in 2050 and 2090 under the RCP 8.5 scenario. The decrease in revenue and profitability would have some financial impact on Hunya Foods in 2030 and 2090 under the RCP 2.6 scenario and in 2030 under the RCP 8.5 scenario. • Pathway 3— inability to purchase sufficient raw materials and development of alternative raw materials/products: Based on the average product R&D expenses in 2024, developing alternatives to replace all cocoa products in 2024 would have some financial impact on Hunya Foods.

Note:

1. Vulnerability to climate change of cocoa in West Africa: Patterns, opportunities and limits to adaptation、Climate change could reduce and spatially reconfigure cocoa cultivation in the Brazilian Amazon by 2050、Climate and Agriculture in Côte D'ivoire: Perception and Quantification of the Impact of Climate Change on Cocoa Production by 2050
2. Unraveling cross-border climate risks through climate storylines: An example from Europe's cocoa industry.

1-1 GHG inventory and assurance status of the Company for the Most Recent Two Years

1-1-1 GHG Inventory Information:

Description of greenhouse gas emissions for the most recent two years, including emissions (metric tons CO2e), intensity (metric tons CO2e/NT$ million), and data coverage.

The Company's greenhouse gas emissions mainly come from purchased electricity, followed by fuel use. In 2025, total carbon emissions were 10,102.53 metric tons. Scope 1 emissions, including fuel and refrigerants, were 2,760.91 metric tons, of which natural gas accounted for 13.9%. Scope 2 emissions, mainly electricity, accounted for the highest proportion of total carbon emissions at 72.7%. Overall carbon emissions in 2025 increased by 3.62% compared with 2024.

In terms of emission intensity, the Company's greenhouse gas emission intensity in 2025 was 5.57 metric tons CO2e per NT$ million, representing an increase of 12.98% compared with the same period. This was mainly due to the addition of wafer and bread production lines in 2025, which resulted in an increase in overall greenhouse gas emission intensity compared with the same period. Going forward, the Company will strengthen carbon reduction measures through monitoring by its energy management system.

Greenhouse gas emissions (metric tons CO2e) and intensity (metric tons CO2e per NT$ million) for the most recent two years		2024		2025	
		Emissions	Intensity	Emissions	Intensity
The Company	Scope 1 Direct GHG Emissions	2,288		2,761	
	Scope 2 Indirect GHG Emissions	7,461		7,341	
	Subtotal	9,749		10,102	
All subsidiaries included in the consolidated financial statements	Scope 1 Direct GHG Emissions	0		0	
	Scope 2 Indirect GHG Emissions	625		0	
	Subtotal	625		0	
Total		10,374	4.93	10,102	5.57

Note

1. Direct emissions, or Scope 1, refer to emissions directly from sources owned or controlled by the Company. Energy indirect emissions, or Scope 2, refer to indirect greenhouse gas emissions resulting from purchased electricity, heat, or steam. Other indirect emissions, or Scope 3, refer to emissions generated from the Company's activities that are not energy indirect emissions and arise from sources owned or controlled by other companies.
2. The data coverage for direct emissions and energy indirect emissions shall be handled in accordance with the schedule prescribed by the order under Article 10, Paragraph 2 of the Regulations. Information on other indirect emissions may be disclosed voluntarily.
3. Greenhouse gas inventory standards: the Greenhouse Gas Protocol, or ISO 14064-1 issued by the International Organization for Standardization, ISO.
4. Greenhouse gas emission intensity may be calculated based on each unit of product/service or revenue. However, data calculated based on revenue, in NT$ million, shall at least be disclosed.

1-1-2 GHG Assurance Information

Description of the assurance status for the most recent two years as of the annual report publication date, including assurance scope, assurance provider, assurance standards, and assurance opinion

Among the total greenhouse gas emissions disclosed by Hunya in Section 1-1-1, the assurance scope for 2024 and 2025 covering the Company on a standalone basis accounted for 94% and 100%, respectively, of the Company's total standalone emissions for each year. The assurance scope for 2024 covering subsidiaries included in the consolidated financial statements accounted for 100% of the total emissions of such subsidiaries included in the consolidated financial statements for that year.

The assurance engagement was performed by Ernst & Young in accordance with Assurance Standard No. 3410, "Assurance Engagements on Greenhouse Gas Statements." The assurance opinions were unmodified limited assurance opinions.

In response to regulatory requirements, Hunya has begun implementing a carbon inventory verification plan, mainly focusing on Scope 1 and Scope 2. Scope 3 inventory planning has not yet been carried out and is expected to be planned after carbon inventory certification is obtained. Scope 1 and Scope 2 are expected to complete external verification under ISO 14064 in 2026, ahead of the competent authority's 2029 deadline for completion of ISO 14064 external verification. In addition, the Company has no ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant greenhouse gas emissions.

The Company's carbon inventory information for the most recent two years has been assured and verified by Ernst & Young in accordance with Assurance Standard No. 3410, "Assurance Engagements on Greenhouse Gas Statements." The assurance opinions were unmodified limited assurance opinions.

The assurance status of the greenhouse gas inventory of the Company and certain subsidiaries included in the consolidated financial statements for the most recent two years is described below:

Scope of assurance		2024 Emissions (metric tons CO2e)	2025 Emissions (metric tons CO2e)
The Company	Scope 1 Direct GHG Emissions	2,288	2,761
	Scope 2 Indirect GHG Emissions	7,461	7,341
	Total	9,749	10,102
	Percentage of inventory data disclosed in Section 1-1-1 above	100.00%	100.00%
All subsidiaries included in the consolidated financial statements	Scope 1 Direct GHG Emissions	0	0
	Scope 2 Indirect GHG Emissions	625	0
	Total	10,374	10,102
	Percentage of inventory data disclosed in Section 1-1-1 above	100%	100%
Assurance provider		Ernst & Young	Ernst & Young
Assurance status		Assurance Standard No. 3410 / Limited assurance	Assurance Standard No. 3410 / Limited assurance
Assurance opinion / conclusion		Unmodified opinion	The assurance report is expected to be announced by the end of July according to the CPA's schedule.

Note:

1. This shall be handled in accordance with the schedule prescribed by the order under Article 10, Paragraph 2 of the Regulations. If the Company is unable to obtain the complete greenhouse gas assurance opinion by the annual report publication date, it shall state that "the complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall state that "the complete assurance information will be disclosed on the Market Observation Post System," and the complete assurance information shall be disclosed in the annual report of the following year.
2. The assurance provider shall comply with the relevant requirements for sustainability report assurance providers prescribed by the Taiwan Stock Exchange Corporation and the Taipei Exchange.
3. The disclosure content may refer to the best-practice examples available on the Corporate Governance Center website of the Taiwan Stock Exchange.

1－2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Description of the greenhouse gas reduction base year and data, reduction targets, strategies, specific action plans, and achievement status of reduction targets

GHG Reduction Base Year and Reduction Targets

The Company completed its inventory based on the defined boundary in 2017, which is therefore set as the base year. Scope 1 and Scope 2 emissions in the base year were 3,037 metric tons CO2e and 7,297 metric tons CO2e, respectively.

The Company aims to further implement greenhouse gas reduction through the specific actions described below. Using carbon emission intensity as the basis for reduction, the Company set a target to reduce emission intensity by 10% in 2025 compared with the base year, and to achieve a 20% reduction in emission intensity by 2030 compared with the base year.

GHG Reduction Strategies and Specific Action Plans

Since introducing energy-saving equipment, Hunya has gradually increased equipment procurement each year and integrated such equipment into operations, resulting in increasingly evident energy-saving effects. The recycling equipment installed at the factory has also delivered results, and the Company’s energy-saving programs have shown strong performance over the past three years.

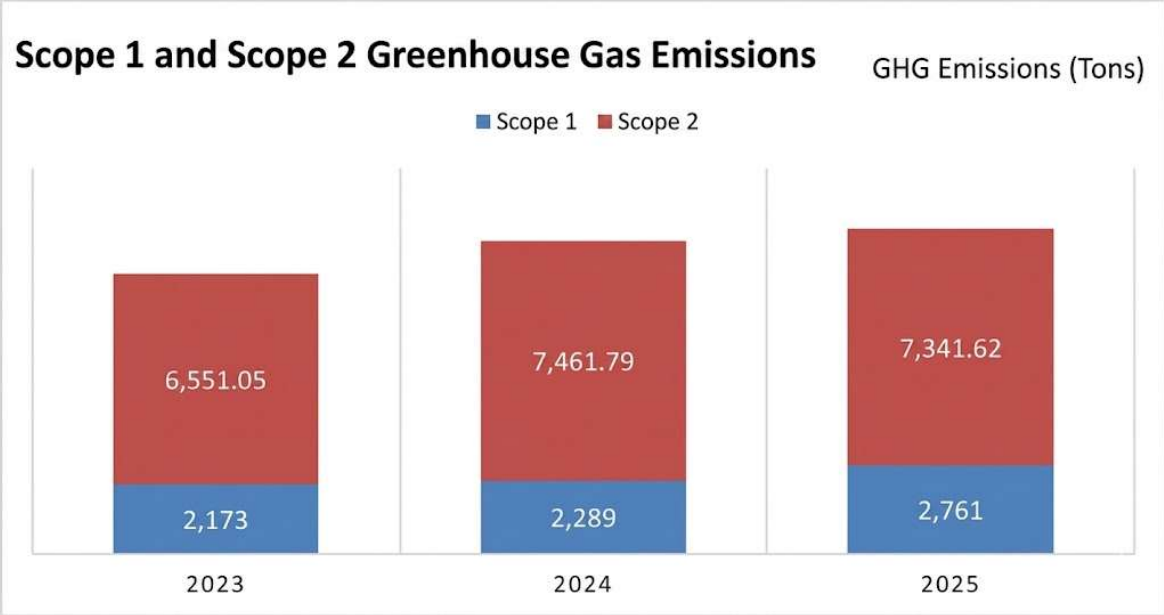
Hunya actively participates in various energy-saving technology seminars and seeks continuous improvement opportunities through industry-academia cooperation and knowledge sharing. The Company also formulates energy-saving improvement plans and targets to enhance energy efficiency performance.

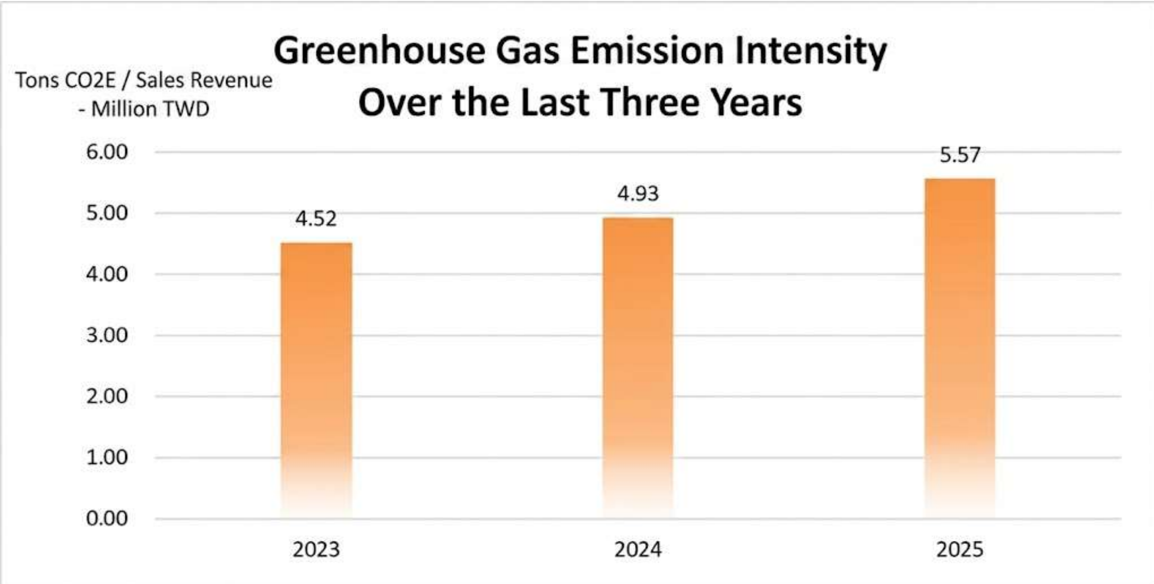
1. Electricity: The main energy source used by equipment at the Taoyuan plant is electricity. An electricity monitoring and demand control system has been installed. Hunya has also signed a power sales contract with Taipower, under which electricity generated by the solar photovoltaic system is sold back to Taipower at a fixed rate and repurchased from Taipower for self-use. In 2025, the total renewable energy generated by the solar photovoltaic system reached 612,525 kWh, with cumulative power generation of 4,492,671 kWh. In total, renewable energy accounted for 3.95% of power generation in 2025.
2. Liquefied petroleum gas: Liquefied petroleum gas is used in continuous baking ovens on the production lines and effectively reduces carbon emissions.
3. Natural gas: Natural gas is mainly used in steam boilers and baking ovens, with efficiency controlled on each production day in accordance with standard operating procedures.
4. Diesel: Diesel is used for emergency generators and logistics trucks. In recent years, logistics trucks have been replaced with leased vehicles to phase out high-fuel-consumption vehicles.
5. Gasoline: Gasoline is mainly used for company cars. Vehicles are procured with reference to

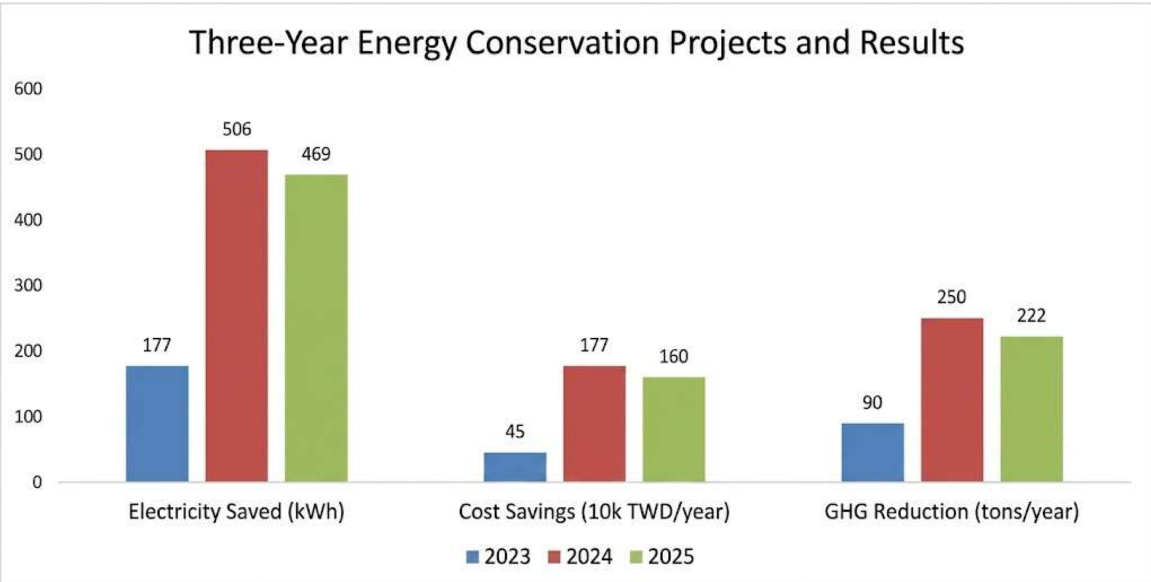
energy consumption standards, and high-fuel-consumption vehicles are phased out.

6. Air-conditioning power:
   (1) Pumps in the chilled water area have been upgraded with variable-frequency systems to reduce electricity consumption.
   (2) All air-conditioning boxes and induction motors have been replaced with high-efficiency equipment.
   (3) Cooling towers have adopted chilled water reset and variable air volume energy-saving control.
7. Lighting control:
   (1) All production lines have been replaced with high-efficiency LED lighting.
   (2) Solar power storage and LED lighting are used outdoors in the plant area.
   (3) Automatic sensor energy-saving lights are used in public areas.
8. Compressed air power:
   (1) All units use high-efficiency variable-frequency zero-pressure air compressor systems, with program management to reduce standby power loss.
   (2) Flow monitoring and abnormality alarm systems are adopted, together with preventive maintenance measures, to avoid leakage and waste.
9. Waste heat recovery:
   (1) Waste heat discharged from air compressors is recovered for use as hot water for production line washing.
   (2) Steam condensate is recovered and recirculated to steam boilers.
   (3) Heat pump systems are installed to recover waste heat from air-conditioning exhaust.
   (4) Waste heat from power transformers is recovered for drying material cartons.

Hunya's energy-saving measures focus on circular utilization. By investing in energy-saving equipment, the Company recycles production energy and reduces energy consumption. In 2025, Hunya's Taoyuan plant installed variable-frequency systems on pumps in the chilled water machine room of the air-conditioning system to save energy. After implementation, annual electricity consumption was reduced by 469,131 kWh, carbon dioxide emissions were reduced by 222.4 metric tons, and costs were reduced by approximately NT$1.6 million.


Scope 1 and Scope 2 Greenhouse Gas Emissions
GHG Emissions (Tons)
Scope 1
Scope 2
6,551.05
2,173
7,461.79
2,289
7,341.62
2,761
2023
2024
2025


Greenhouse Gas Emission Intensity Over the Last Three Years
Tons CO2E / Sales Revenue - Million TWD
6.00
5.00
4.00
3.00
2.00
1.00
0.00
4.52
4.93
5.57
2023
2024
2025


Three-Year Energy Conservation Projects and Results
600
500
400
300
200
100
0
177
506
469
45
177
160
90
250
222
Electricity Saved (kWh)
Cost Savings (10k TWD/year)
GHG Reduction (tons/year)
2023
2024
2025

(VI) Status of implementation of ethical corporate management and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor

Status of implementation of ethical corporate management

Assessment items	Status of implementation (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary	
I. Establishment of ethical corporate management policies and programs (I) Has the Company established an ethical corporate management policy approved by the Board of Directors, and stated the ethical corporate management policy, practices, and the commitment of the Board of Directors and senior management to actively implement the operating policies in its regulations and external documents?	V		The Company approved the "Ethical Corporate Management Best Practice Principles" at the Board of Directors meeting on August 11, 2015 and disclosed them on the Company's website and the Market Observation Post System, expressly stating the belief in and policy of ethical corporate management, with the expectation and requirement that the Board of Directors and management actively implement and commit thereto.	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company established a risk assessment mechanism for unethical conduct, regularly analyzed and assessed business activities within its business scope that are at higher risk of unethical conduct, and accordingly established a program to prevent unethical conduct, which at least covers preventive measures for the acts set out in each subparagraph of Article 7, paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company has established a code of ethical conduct, an insider trading prevention system, and employee work rules to prohibit unethical conduct, improper benefits, fraud and other acts.	
(III) Has the Company clearly prescribed operating procedures, guidelines for conduct, disciplinary measures for violations, and complaint procedures in the program to prevent unethical conduct, implemented them, and regularly reviewed and amended the aforementioned program?	V		With respect to the acts set out in each subparagraph of Article 7, paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" or other business activities within the business scope that are at higher risk of unethical conduct, the Company has stipulated relevant preventive measures in the Company's "Ethical Corporate Management Best Practice Principles" and requires implementation thereof (such as traceability management and additive permit management).	

Assessment items	Status of implementation (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Summary	
II. Implementation of ethical corporate management				Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(I) Does the Company evaluate the integrity records of its transaction counterparties and expressly stipulate ethical conduct clauses in the contracts it enters into with such transaction counterparties?	V		The Company conducts prior credit investigations on transaction counterparties and evaluates partner vendors in accordance with the Supplier Management Regulations.	
(II) Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management, and does it regularly (at least once a year) report to the Board of Directors on its ethical corporate management policies, program to prevent unethical conduct, and supervisory status of implementation?		V	The Company has not yet established such a dedicated unit.	
(III) Has the Company established policies for preventing conflicts of interest, provided appropriate channels for communication and reporting, and implemented them?	V		The Company has expressly stipulated policies for preventing conflicts of interest, implements fair dealing, provides appropriate channels for communication and reporting in the stakeholder section of the Company's website, and requires relevant units to implement such policies accordingly.	
(IV) Has the Company, for the implementation of ethical corporate management, established effective accounting and internal control systems? Additionally, does the internal audit unit formulate relevant audit plans based on the assessment results of unethical conduct risks and accordingly audit compliance with the program to prevent unethical conduct, or has it commissioned accountants to conduct such audits?	V		In addition to routine relevant audits, if the internal audit unit receives a report and verification confirms it to be true, it will notify the members of the Board of Directors and ensure the effectiveness of system implementation at all times.	
(V) Does the Company regularly conduct internal and external educational training on ethical corporate management?	V		The concept of ethical corporate management is promoted at the Company's morning meetings, and audits are strengthened to prevent unlawful conduct..	

<table>
<tr><th rowspan="2">Assessment items</th><th colspan="3">Status of implementation (Note)</th><th rowspan="2">Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>III. Operation of the Company’s whistleblowing system.
(I) Has the Company established specific whistleblowing and reward systems, convenient reporting channels, and designated appropriate dedicated personnel to handle the reported persons?
(II) Has the Company established standard operating procedures for the investigation of reported matters, follow-up measures to be taken after completion of the investigation, and relevant confidentiality mechanisms?
(III) Has the Company adopted measures to protect whistleblowers from improper treatment as a result of whistleblowing?</td><td>V
V
V</td><td></td><td>The Company has established a whistleblowing mailbox, which is handled by the Business Planning Office and the Human Resources Department. If any report of illegal or unethical conduct is received, an investigation will be conducted, and confidentiality will be maintained throughout the process to protect the whistleblower. Any illegal or unethical conduct will be subject to disciplinary action in accordance with personnel regulations. In material cases or in the case of appeals, the matter will be further submitted to the Personnel Evaluation Committee for review or referred for legal action.</td><td>Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
<tr><td>IV. Strengthening Information Disclosure
Has the Company disclosed the content of its ethical corporate management code and implementation effectiveness on its website and the MOPS?</td><td>V</td><td></td><td>The Company discloses information on business activities on its website, and discloses material information and periodic financial information online in accordance with applicable regulations. A spokesperson is designated to handle inquiries and proactively release information.</td><td>Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
<tr><td colspan="5">V. If the Company has established its own corporate social responsibility code in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies,” please describe the differences between its operations and the established code: Complies with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
<tr><td colspan="5">VI. Other important information helpful to understanding the operation of the Company’s ethical corporate management (such as the Company’s review and amendments to its established ethical corporate management code): The Company has established an ethical corporate management code and published it on its website and on the MOPS.</td></tr>
</table>

Note 1: Regardless of whether “Yes” or “No” is selected for the status of operation, an explanation shall be provided in the summary field.

(VII) Other important information sufficient to enhance understanding of the operation of corporate governance:

1. Risk Management System

Hunya Foods refers to databases from external market research firms and reports prepared by industry experts and consultants, and holds a strategy meeting at the end of each year. Based on the collected and purchased reports and materials, the Company analyzes external environmental factors and compares them with its internal operating conditions, thereby formulating the risk assessment and response plans for the following year. The Company mainly conducts comparative analyses of macro market conditions, country risks, and the competitor landscape to develop strategic development goals for each business unit. In view of the various risks faced by the food industry in recent years and taking into account the characteristics of the industry, Hunya Foods has identified various risks and summarized them in the table below:

Risk	Impact on Hunya Foods	Countermeasure	Achievement in 2025
Political risk	The major market of Hunya Foods is Taiwan and the sale prohibition risk due to political elements is relatively low. We will pay attention to this continuously. Hunya's production base is concentrated in the Bade Plant in Taoyuan, and its primary sales markets are domestic (98.2%) and export (1.8%), with relatively limited impact.	To reduce the export risk, we are developing markets in Southeast Asia, Australia and North America to reduce the risk of concentration in a single market.	In 2025, South Korea accounted for approximately 49% of total export revenue, the Philippines accounted for approximately 32%, and the United States accounted for approximately 12%.
Legal risk	Food-related laws and regulations have become stricter in recent years and more requirements are imposed on traceability and production quality. Relevant facilities and systems must be used in response to this tendency.	We pay close attention to changes in the national food-related laws and regulations to ensure all products meet the requirements of the laws.	No food-related regulatory risks were identified.
Demographic risk	The impact of the economic and social risks on our business operation is directly reflected in the operational performance and result. For example, the reduction in the number of marriages have direct impact on the wedding/engagement cake market, and the declining birth rate may have impact on the number and retention of new employees.	Our management adjusts the strategies of the Company rapidly in response to the changes of the circumstances and enhances the talent recruitment and retention plans to reduce adverse effects.	The advertising and marketing of the planning and marketing departments in 2025 primarily focused on the younger generation. At the same time, we actively develop new products to expand into new consumer groups. As for employee recruitment and retention, we enhanced talent training and welfare to increase the willingness for employment and retention.
Product demand risk	Nowadays, people have greater awareness of health and nutrition and have stricter	The R&D and design of our products aims to gradually move toward products with	We continued launching Clean Label certified and healthy

Risk	Impact on Hunya Foods	Countermeasure	Achievement in 2025
	requirement about healthy diets. As we are engaged in the candy and biscuit business, the operational performance of the Company is inevitably affected when people require a reduction of sugar in products.	no artificial additives and simple, healthy ingredients to meet the requirements of consumers for health and nutrition. Simple and healthy ingredients must be used to catch up with this tendency.	functional products in 2025.
Supply risk	Climate change is the most critical element of the major global risks in recent years. The impact on the business of the Company is high because the major (raw) material sources of the Company are major raw materials are sourced from basic agricultural products and the price and supply of agricultural products are highly affected by global climate anomalies.	To ensure the stable supply of (raw) materials, we enter into agreements with suppliers and look for other sources and suppliers of raw materials to ensure stable prices and uninterrupted supply and reduce impacts on the business of the Company. In addition, we are gradually setting up a supply chain management platform to manage the (raw) material supply risk and impact in an agile manner.	We introduced the supply chain management platform (SCM) to ensure more transparent procurement operation and centralized management of information. 95% of suppliers have traded on the platform.
Competition risk	The threshold for entering the food market is low, market competition is fierce, and customers change their preferences very quickly. These have a certain impact on the business of the Company.	We mitigate competition risk by implementing explicit market segmentation, rebuilding the image of our brands and increasing brand exposure, improving the loyalty of consumers to the brands, and developing innovative products.	We strove for more customer groups through continuous innovation according to the implementation progress of the strategic projects.
Infectious disease risk	Global pandemics affect the global economy, have a direct effect on supply chains and (raw) material supplies, change the behavior of consumers, and thus affect the sales and operational strategies of the Company significantly. It may have a direct impact on the operations of the upstream and downstream supply chains and lead to delivery delays, supply shortages or labor shortages in production, transport and shipment.	We take follow-up actions and replenish materials in advance to cope with the risk of interruptions in supplies and mitigate the impact.	In 2025, there was no impact from the pandemic on the supply of related raw materials, and the risk of supply chain disruption was relatively low. The current status of the supply chain continued to be tracked and monitored at monthly departmental meetings.
Climate change risk	The climate change risk will affect the business of the Company and the management of our energy and resources, (raw) materials, and supply chains. The impact on the Company at the production stage	Since 2021, we have implemented the TCFD the TCFD (Task Force on Climate-related Financial Disclosures) framework and incorporated climate change elements in the decision-	Carbon inventory verification commenced in 2024, with guidance provided by FTIS. The Company mainly focuses on Scope 1 and Scope 2

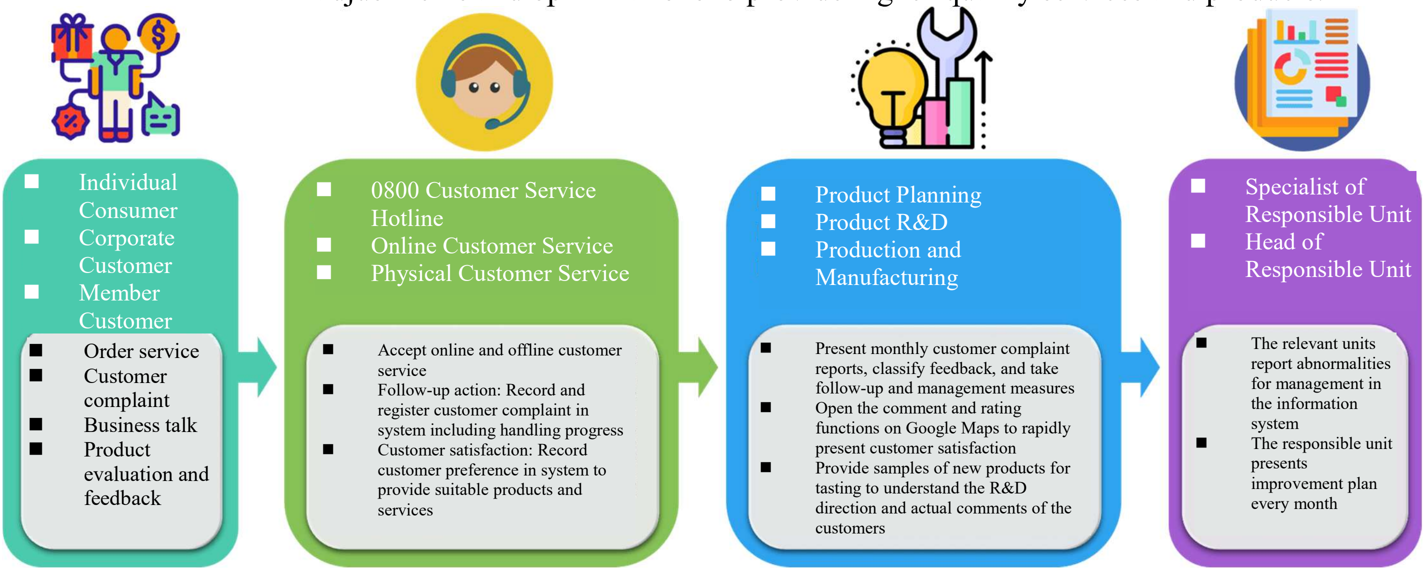
Risk	Impact on Hunya Foods	Countermeasure	Achievement in 2025
	is direct and obvious.	making process. We have established a climate change risk management procedure and mechanism and incorporated the climate change risk in the overall risk management policy, implemented various environmental protection, energy saving and carbon reduction measures in our business operations, reduced GHG emissions, and promoted green production and food services to affect the value chain and further mitigate the impact of the climate change on the business and adapt ourselves to these circumstances. More details about countermeasures against climate change risk are described in "Please refer to the Company's ESG Report for 4.2.1 Climate Risk Governance".	emissions and expects to complete external verification under ISO 14064 in 2026, ahead of the regulatory deadline of 2029.

2. **Customer Relationship Management:**

Hunya has introduced a customer-centric Customer Relationship Management (CRM) system to maintain effective communication and service with customers through omnichannel platforms and to provide more appropriate services and products. The following describes each channel:

- **Toll-free customer service hotline (0800):**
  The Company provides services for product-related customer complaints, returns, and replacements. Customers are managed and served through a tiered division of responsibilities. The corresponding service unit or store routes each case to the responsible unit through the 0800 system to ensure that customers receive the best possible service.
- **Online customer service:**
  Designated personnel respond online to customer needs and inquiries through various digital channels, such as Facebook, LINE, Instagram, and e-commerce platforms. Cases are assigned to stores, business units, or factories through the CRM system, allowing customers to quickly and conveniently understand product purchase requirements and delivery status.
- **Digital tracking:**
  Customer cases are created through the customer information system, and the service progress of sales personnel is monitored in real time. Monthly customer complaint reports are prepared, and customer feedback is classified and tracked in the factory monthly report. The Company also enables public reviews and ratings on Google Maps Business Profile, allowing customer satisfaction to be reflected promptly and authentically.

- **Satisfaction survey**:
  The Company proactively sends out consumer satisfaction survey questionnaires on a regular basis to evaluate various aspects, including products and services. The surveys allow consumers to provide open-ended feedback on their shopping experience. By collecting consumer opinions, the Company is able to make timely adjustments and optimizations to provide higher-quality services and products.



Hunya adopts the latest technologies to strengthen its information security infrastructure, including IPS (Intrusion Prevention System), anti-malware, and control of applications. Next-generation firewalls and UTM are installed to block internal and external intrusions. System and data backups are performed properly to ensure the security of critical operating systems. Rivon Business Group adopts the strictest confidentiality mechanisms for end-customer orders and personal data processed through the POS system, and adopts the strictest confidentiality mechanisms to ensure that such data is not disclosed externally or stolen. In 2025, Hunya had no information security incidents involving infringement of customer privacy or loss of customer data. We implemented the information security project and performed related information security detection, monitoring, and upgrade tasks in 2025 to ensure the comprehensive protection and effective management of important information of the customer and the Company. Relevant projects implemented are as follows:

- Full upgrade of personal computer operating systems – Windows 11

  In response to the end of extended support for Microsoft's Windows 10 operating system on October 14, 2025 – after which no security updates, patches, or technical support will be provided – the Company initiated and completed the Windows 11 upgrade for all laptops and desktops across the organization; otherwise, information security information security risks would have continued to increase. According to Forrester Research's survey of enterprises, after the upgrade, the risk of cyberattacks is expected to decrease by 20%, and IT management efficiency to increase by 20%.

- Penetration Test

  By simulating hacker intrusion attacks, the penetration test helps identify and remediate potential security vulnerabilities in the information environment, thereby reducing the information security risk of exploitation by actual attackers. A total of 32 risk vulnerabilities were identified after the preliminary test, including 9 high-risk vulnerabilities, 8 medium-risk vulnerabilities and 15 low-risk vulnerabilities. Subsequent retesting was conducted after vulnerability remediation had been substantially completed, and the results verified that all risk vulnerabilities had been fully remediated.

■ Major information security vulnerabilities in the ERP core system were remediated

A total of nine major information security vulnerabilities in Hunya's ERP system were remediated in Hunya's ERP system were remediated, of which 7 were rated Critical by the CVSS (Common Vulnerability Scoring System) and 2 were rated High.

■ Strengthening USB device access control

The period for users to apply for USB external devices was changed from "indefinite" to "a maximum of two weeks," and each application for use is subject to approval by the Chairman, in order to reduce the risk of data leakage and strengthen audit and tracking capabilities.

■ Introduction of the DMARC security mechanism into the email protection system

By implementing the DMARC email security mechanism, Hunya has prevented its sending domain from being spoofed (forged sender) and misused to send fraudulent emails (such as phishing and impersonation emails). The implementation of this mechanism can enhance trust in the Hunya brand and further meet regulatory compliance and audit requirements.

■ Deployment of MDR endpoint detection and response systems

The Managed Detection and Response (MDR) system has been deployed. Its functions include the capabilities of EDR and NDR, and can effectively strengthen the Company's ability to detect and deal with illegal activities such as hacker intrusion, lateral movement within the enterprise network, and privilege escalation. Meanwhile, the Company has taken actions in response to the government's requirements for the listed companies to have the capability of endpoint detection and response capabilities.

■ Education and training on information security and social engineering drill: Improvement of employees' information security awareness and risk perception ability

To enhance the information security awareness and risk perception capabilities of all employees, Hunya commissioned an external professional information security service provider to conduct information security education and training as well as social engineering drills. A total of 2 social engineering drills were conducted during 2025, with 1,836 participant-times tested. Hunya conducted its first test in 2022 and thereafter significantly increased information security education, training, and awareness promotion. The Company also continuously conducted social engineering drills to enhance employees' risk perception. Through ongoing efforts to strengthen employees' information security awareness, the annual number of risky computer operations by employees (triggering antivirus software blocking) has decreased year by year. Compared to the number of accidental triggers in 2023, the number in 2025 decreased by 88.3%.

3. Please refer to the Company's ESG Report for employee rights and employee relations.

4. Rights of Stakeholders

   By referencing the experiences of internal departments and other companies in the industry collected by the members of the Corporate Sustainability Committee and considering the spirit of the AA1000 SES-2011 Stakeholder Engagement Standard (SES), we have identified eight major stakeholders based on five major principles (dependence, responsibility, level of concern, influence, and diverse perspectives): investors, consumers, government authorities, employees, suppliers, distributors, communities, and others.

AA1000 SES-2011 Five Principles

I	Dependence	Stakeholders who are directly or indirectly dependent on the activities and operations of the Company.
II	Responsibility	Stakeholders for whom the Company takes responsibility currently or may do so in the future.
III	Level of concern	Stakeholders who require the immediate concern of the Company in financial, economic, social and environmental issues.
IV	Influence	Stakeholders who can influence the Company or have decision-making power.
V	Diverse perspectives	Stakeholders who have different perspectives and thus can provide new ideas and help identify new opportunities.

To understand stakeholders' views on corporate governance, environmental, and social issues, Hunya has established effective communication channels. The responsible units most closely connected with each stakeholder group are responsible for communication and for collecting stakeholder opinions, which serve as the basis for formulating Hunya's future action plans and corporate sustainability strategies. To help all employees and Hunya's upstream and downstream stakeholders better understand Hunya's long-term ESG goals, Hunya continued in 2025 to communicate through relevant media, including Business Weekly, CommonWealth Magazine, and Business Today, supplemented by topics such as green factory operations and environmental sustainability. Through these efforts, Hunya aims to further consolidate stakeholder recognition and enhance consumers' awareness and recognition of the Hunya brand. In addition, Hunya hopes to serve as an example for other food industry operators and encourage them to jointly promote ESG for the benefit of the environment. For information on the channels and frequency of communication with stakeholders, please refer to Chapter 1 of the ESG Report.

5. Supplier Relationships

Upholding the philosophy of co-prosperity with local communities, sustainable operations, and enduring happiness, Hunya focuses on supplier management and has established comprehensive Supplier Evaluation Management Regulations. Hunya strictly follows ISO 22000 criteria when evaluating suppliers. A scoring mechanism has been established based on suppliers' quality, delivery performance, capability, and qualifications, enabling the Company to comprehensively review, analyze, and evaluate suppliers' product quality, thereby effectively planning and reducing risks.

In 2025, Hunya had a total of 283 suppliers of raw materials and materials, including 211 raw material suppliers and 72 material suppliers, mainly located in Taiwan. The suppliers referred to in this chapter are key raw material and material suppliers. All suppliers are required to provide certificates, documents, and other required materials in accordance with relevant procurement regulations, and must pass quality assurance testing and review procedures before entering the supply chain. The QA Department also conducts random inspections and audits of suppliers on a regular basis.

We have established the complete Supplier Assessment Management Regulations to build a sustainable supply chain management framework. The procurement is classified into raw material and material purchase categories. The responsible units perform screening, monitoring, back-end logistics and distributor/customer management as well as on-site assessment, documentation/data collection, and file creation management. Follow-up actions will be implemented continuously if any food safety violations occur with a supplier. cooperation will be terminated in accordance with applicable laws and regulations if any violations of the Supplier Assessment Management Regulations are identified.

In addition to purchasing (raw) materials that meet international product certifications, we make the knowledge of relevant laws and regulations available, take follow-up actions to understand the improvement effectiveness, and use other methods to support suppliers in the acquisition of relevant management system certificates. With our efforts and policies in this respect, the number of suppliers acquiring international system certificates has increased, especially food safety related management system certifications such as ISO 22000, HACCP, and FSSC. The number of the suppliers that have passed international system certifications in the recent three years is listed below:

No.	Certification	2023		2024		2025	
		Number of Suppliers	Percentage (%)	Number of Suppliers	Percentage (%)	Number of Suppliers	Percentage (%)
1	Environmental Management Systems (ISO 14001)	32	10.88	27	9.47	31	10.95
2	Quality Management Systems (ISO 9001)	62	21.09	47	16.49	57	20.14
3	Food Safety Management Systems (ISO 22000)	89	30.27	72	25.26	75	26.50
4	Hazard Analysis and Critical Control Points (HACCP)	84	28.57	72	25.26	75	26.50
5	Food Safety System Certification (FSSC)*	57	19.39	50	17.54	72	25.44
6	Good Manufacturing Practice (GMP)	6	2.04	3	1.05	4	1.41
7	British Retail Consortium (BRC)*	10	3.40	7	2.46	3	1.06
8	Safe Quality Food (SQF)*	6	2.04	5	1.75	9	3.18
9	Total Quality Food (TQF)	5	1.70	3	1.05	9	3.18
10	Roundtable on Sustainable Palm Oil (RSPO)	4	1.36	3	1.05	4	1.41
Number and percentage of suppliers passing international system certification		184	62.59	142	49.82	155	54.77
Number of (raw) material suppliers		294		285		283	

Note: * indicates compliance with GFSI certification

6. Directors' Continuing Education in 2025

The primary methods of continuing education for directors of the Company include:

(1) At each quarterly meeting of the Board of Directors, the management team provides briefings on business, regulatory changes and other relevant information; and lectures related to politics, economics, or regulatory compliance are arranged for directors at meetings of the Board of Directors;

(2) At each quarterly meeting of the Audit Committee, the certifying CPAs report to committee members on changes in regulations and the Company's regulatory compliance status. The relevant continuing education is as follows:

Date	Course	Organizer	Participants	Course Hours
2025/6/18	Trends and Practices in Sustainable Development in the Food Industry	Taiwan Institute of Directors	Yun-Chi Chang, Shu-Yen Chang, Sheng-Chun Wang, Chun-Pei Liu, Tsung-Pen Chang, Cheng-Chiu Yang, Yi-Fang Xu	3
2025/11/7	Building the Future of Retail: Comprehensive Experience in the AI × Web3 Era	Taiwan Institute of Directors	Yun-Chi Chang, Shu-Yen Chang, Sheng-Chun Wang, Chun-Pei Liu, Tsung-Pen Chang, Cheng-Chiu Yang	3
2025/12/23	Trends in the Disclosure of Sustainability Information – Release, Impact and Response of IFRS S1 and S2 Sustainability Disclosure Standards	Securities and Futures Institute	Yi Fang Xu	3

7. Directors' and Officers' Liability Insurance Purchased by the Company

Insured Parties	Insurance Company	Insured Amount (USD)	Insurance coverage period	Date Submitted to the Board of Directors
All directors and officers	Fubon Insurance Co., Ltd.	5,000,000	2025/10/5–2027/1/1	November 11, 2025
All directors and officers	Fubon Insurance Co., Ltd	5,000,000	2024/10/5–2025/10/5	November 13, 2024
All directors and officers	Fubon Insurance Co., Ltd	5,000,000	2023/10/5–2024/10/5	November 10, 2023
All directors and officers	Fubon Insurance Co., Ltd	5,000,000	2022/10/5–2023/10/5	November 10, 2022
All directors and officers	Fubon Insurance Co., Ltd	5,000,000	2021/10/5–2023/10/5	November 11, 2021

(VIII) The following matters regarding the implementation status of the internal control system shall be disclosed

1. Statement of Internal Control System

Hunya Foods Co., Ltd.

Statement of Internal Control System

Date: February 25, 2026

The Company's internal control system for 2025, based on the results of self-assessment, is hereby declared as follows:

I. The Company acknowledges that the establishment, implementation, and maintenance of the internal control system are the responsibilities of the Company's Board of Directors and managers, and the Company has established such a system. Its purpose is to provide reasonable assurance regarding the achievement of objectives relating to the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets), the reliability, timeliness, and transparency of reporting, and compliance with applicable regulations and relevant laws and rules.

II. The internal control system is designed with inherent limitations. No matter how perfect the internal control system is, it can only provide a reasonable assurance to the fulfillment of the three objectives referred to above. Moreover, the effectiveness of the internal control system could be affected by the changes of environment and circumstances. However, the Company's internal control system has a selfsupervision mechanism. Once the missing element is recognized, the Company takes corrective action.

III. The Company assessed the effectiveness of the design and implementation of the internal control system based on the criteria for determining the effectiveness of the internal control system set out in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The criteria for determining the internal control system adopted in the "Regulations" are based on the process of managerial control, under which the internal control system is divided into five components: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communication, and 5. monitoring activities. Each component includes several items. Please refer to the provisions of the "Regulations" for the aforementioned items.

IV. The Company has adopted the aforementioned criteria for determining the internal control system and evaluated the effectiveness of the design and implementation of the internal control system.

V. Based on the results of the aforementioned assessment, the Company believes that, as of December 31, 2025, the design and implementation of the Company's internal control system (including supervision and management over subsidiaries), including internal controls related to understanding the degree of achievement of operational effectiveness and efficiency objectives, the reliability, timeliness and transparency of reporting, and compliance with relevant regulations and related laws and rules, were effective, and could reasonably ensure the achievement of the above objectives.

VI. This statement will become the main content of the Company's annual report and prospectus, and will be publicly disclosed. If there are any illegal matters such as falsehoods or concealment in the content disclosed above, legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act will be involved.

VII. This statement was approved by the Board of Directors of the Company on February 25, 2026. Of the seven directors present, none expressed any dissenting opinion, and all agreed to the content of this statement. This is hereby declared.

Hunya Foods Co., Ltd.

Chairman: Yun-Chi Chang (signature)
General Manager: Yun-Chi Chang (signature)

2. Where a CPA is engaged to conduct a special audit of the internal control system, the CPA's audit report shall be disclosed: None.

(IX) Major resolutions of the shareholders' meeting and the Board of Directors in the most recent year and up to the date of printing of the annual report, and the implementation status thereof

1. Major resolutions of the shareholders' meeting and implementation status

The Company held its 2025 Annual General Meeting in the conference room of the Taoyuan Jianguo Plant on June 18, 2025. The matters resolved by the shareholders present at the meeting and their implementation status are as follows:

I. Ratification of the 2024 Business Report and Financial Statements
Implementation status: The 2024 Business Report and Financial Statements were ratified. Full-year consolidated revenue was NT$1.978 billion, net loss after tax was NT$24.08 million, and loss per share was NT$0.28.

II. Approval of the 2024 Earnings Distribution Proposal
Implementation status: A cash dividend of NT$0.6 per common share was approved. July 18, 2025 was set as the ex-dividend record date, and cash dividends were distributed on August 7, 2025.

III. Approval of the amendments to the Company's Articles of Incorporation
Implementation status: Approved and completed in accordance with the resolution of the Annual General Meeting.

IV. Election of Directors
Implementation status: Seven directors of the 18th term were elected, including three non-independent directors and four independent directors.

V. Extempore motions: None.

2. Major resolutions of the Board of Directors

The summary of major resolutions of the Company's Board of Directors in 2025 and up to the date of printing of the annual report is as follows:

Date of major resolution	Content of major resolutions of the Board of Directors	Implementation Status
2025.1.16	1. The Remuneration Committee resolved to submit the motion for approval. Special Motion: Director Shu-Yen Chang proposed: aligning with the Ministry of Finance MIG 4.1 upgrade (to be introduced in 2025) will allow supplier invoice information to be incorporated to improve operational efficiency. If future invoice information fully matches SAP goods receipts, invoice verification can be performed automatically, allowing manpower to be reallocated to exception management and analysis.	1. During the voting on this motion, the interested parties (Director Yun-Chi Chang and Director Shu-Yen Chang) were requested to leave the meeting in turn. After discussion by the remaining directors, the proposal was unanimously approved as proposed.
2025.2.25	1. 2024 Business Report and Financial Statements. 2. Approved the "Evaluation of the Effectiveness of Internal Control" and "Internal Control System Declaration." 3. 2024 Earnings Distribution Proposal. 4. Approved the change of the financial statement auditors to Rong-Huang Hsu and Rong-Jin Liu, effective from 2025 5. Appointment and Independence Evaluation of Certifying CPAs. 6. Approved the pre-approval procedures and general policies for non-assurance services provided by Ernst & Young and its affiliated enterprises. 7. Proposal for amendments to the Company's "Articles of Incorporation." 8. Approved the proposal for closure of the Sanchong Branch. 9. Approved matters related to convening the 2025 AGM. 10. Approved the proposal for re-election of the Company's directors. 11. Approved the list of director and independent director candidates nominated by the Board of Directors. 12. Proposal for lifting the non-competition restrictions on newly appointed directors. 13. Proposal for the sale of the land and factory buildings of the Guanyin Plant of CROISSANT BAKERY Co., Ltd., a subsidiary. 14. Motion for review of bank credit facilities.	1. Executed and completed in accordance with the resolution of the Board of Directors. 2. Authorized the Chairman of the Company to handle in full the execution of relevant agreements with correspondent banks and all necessary procedures.
2025.5.12	1. Financial Statements for Q1 2025. 2. Approved the determination of the Company's ex-dividend base date and related matters. 3. Proposal for defining the scope of the Company's entry-level employees. 4. Approved the amendment to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation".	1. Approved by all directors in attendance without objection, after the chairperson consulted all directors in attendance. 2. The Chairman of the Company is authorized to fully handle the signing of all relevant documents with banks and to complete all

Date of major resolution	Content of major resolutions of the Board of Directors	Implementation Status
	5. Approved the changes in the Company's finance, accounting, corporate governance officer and spokesperson. 6. Motion for review of bank credit facilities.	necessary procedures.
2025.6.18	1. Election of the Chairman. 2. Appointment of members to the 6th Remuneration Committee and designation of a convener.	1. All directors in attendance unanimously elected Yun-Chi Chang as Chairman. 2. Approved by all directors in attendance without objection, after the chairperson consulted all directors in attendance, and all members of the Remuneration Committee elected Director Chun-Pei Liu as convener on the spot.
2025.7.1	1. Approved the disposal of securities of PharmaEssentia Corporation.	1. Approved without objection after the chairperson consulted all directors in attendance..
2025.8.12	1. Approved the appointment of the acting accounting officer for the Company’s Q2 2025 Consolidated Financial Statements. 2. Q2 2025 Financial Statements. 3. Approved the disposal of securities of PharmaEssentia Corporation. 4. Approved the amendment to the “Directors’ Remuneration Management Regulations.” 5. Approved the closure of the Zhongxiao Branch. 6. Motion for review of bank credit facilities.	1. Executed and completed in accordance with the resolution of the Board of Directors. 2. Authorized the Chairman of the Company to handle in full the execution of relevant agreements with correspondent banks and all necessary procedures.
2025.11.11	1. Approved the appointment of the acting accounting officer for the Company’s Q3 2025 Consolidated Financial Statements. 2. Q3 2025 Financial Statements. 3. Approved the disposal of securities of PharmaEssentia Corporation. 4. Approved the Company’s 2026 internal audit plan. 5. Approved the appointment of the Company's finance and accounting officer. 6. Motion for review of bank credit facilities.	1. Executed and completed in accordance with the resolution of the Board of Directors. 2. Authorized the Chairman of the Company to handle in full the execution of relevant agreements with correspondent banks and all necessary procedures.
2025.12.23	1. Approved the Company’s 2026 operating plan and budget. 2. Approved the supplementary explanation regarding the amount and evaluation method for the scope of the Company’s entry-level employees.	1. Executed and completed in accordance with the resolution of the Board of Directors.
2026.1.21	1. The Remuneration Committee resolved to submit the motion for approval.	1. As Chairman Yun-Chi Chang recused herself from this matter due to a conflict of interest, Independent Director Chun-Pei Liu served as Acting Chairperson. 2. This proposal was approved without objection after Acting Chairperson Chun-Pei Liu consulted the other directors in attendance.
2026.2.25	1. 2025 Business Report and Financial Statements.	1. Executed and completed in accordance with the resolution of

Date of major resolution	Content of major resolutions of the Board of Directors	Implementation Status
	2. Approved the Company's "Internal Control System Effectiveness Review" and "Internal Control System Statement" for 2025. 3. Added the "Guidelines for Investment Operations of the Finance Department." 4. Revised the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation" 5. Approved the proposal for distribution of 2025 earnings. 6. Approved the appointment of attesting CPAs and the evaluation of their independence and competence. 7. Approved the establishment of the Company's pre-approval procedures and general policies for prior approval of non-assurance services provided by Ernst & Young and its affiliates. 8. Approved matters related to convening the Company's 2026 Annual General Meeting. 9. Approved the proposal for closure of the Taoyuan Branch. 10. Review of bank credit facilities.	the Board of Directors. 2. The Chairman of the Company is authorized to fully handle the signing of relevant deeds with banks and to process all necessary procedures.

(X) Any dissenting opinions of directors regarding material resolutions passed by the Board of Directors during the most recent year and up to the date of printing of the annual report, where such opinions were recorded or stated in writing, and the main content thereof: None.

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IV. Information on Fees of Attesting CPAs

(I) Amounts of audit fees and non-audit fees of attesting CPAs, their accounting firm, and affiliates, and the content of non-audit services

Unit: NT$ thousand

<table>
<tr><th>Name of accounting firm</th><th>Name of CPA</th><th>CPA Audit Period</th><th>Audit Fees</th><th>Non-audit Fees</th><th>Total</th><th>Remarks</th></tr>
<tr><td rowspan="2">Ernst & Young</td><td>Hsu, Rong-Huang</td><td>2025/01/01-2025/12/31</td><td rowspan="2">NT$2,850 thousand</td><td rowspan="2">NT$404 thousand</td><td rowspan="2">NT$3,254 thousand</td><td rowspan="2">1. Non-audit fees are for ESG assurance fees, filing for substantive investment tax credit for undistributed earnings, document processing services, and reimbursements for advances.
2. To comply with the internal rotation policy of Ernst & Young and maintain the independence of CPAs, from Q1 2025, the CPAs certifying the financial statements are changed from Rong-Huang Hsu and Chien-Tse Huang to Rong-Huang Hsu and Jung-Chin Liu.</td></tr>
<tr><td>Liu, Jung-Chin</td><td>2025/01/01-2025/12/31</td></tr>
</table>

Note: If the Company has changed CPAs or CPA firms during the current year, the audit period shall be presented separately, the reason for the change shall be explained in the remarks column, and information such as the audit and non-audit fees paid shall be disclosed in sequence. Non-audit fees shall also be annotated with a description of the service content.

(II) Audit fees referred to in the preceding item mean the fees paid by the Company to certifying CPAs in connection with the audit, review, reperformance, review of financial forecasts, and tax certification of financial reports.

(III) Evaluation of CPA Independence

The Audit Committee of the Company evaluates the independence and suitability of the certifying CPAs annually. In addition to requiring certifying CPAs to provide a declaration of independence and Audit Quality Indicators (AQIs), it also conducts evaluations based on the standards in Note 1 and the 13 AQI indicators. It has been confirmed that, except for fees related to certification and financial and tax cases, the CPAs and the Company have no other financial interests or business relationships; the CPAs' family members also do not violate independence requirements. In addition, with reference to AQI indicator information, it has been confirmed that the CPAs' audit experience is better than the industry average, and audit tools have continued to be introduced over the past 3 years to improve audit quality. The results of the most recent annual evaluation were discussed and approved by the Audit Committee on February 25, 2026 and were submitted to the Board of Directors for resolution and approval on the same date regarding the evaluation of the independence and suitability of CPAs. The results of the CPA independence evaluation are shown in the table below.

No.	Evaluation Items	Please tick			Remarks
		Yes	No	N/A	
01	The CPA, such person's spouse, and minor children do not have any investment in or share any financial interests with the Company.	V			
02	The CPA, such person's spouse, and minor children do not have any lending of funds with the Company. However, this does not apply where the client is a financial institution and the transaction is in the ordinary course of business.	V			
03	The accounting firm has not issued an assurance service report on the effective operation of financial information systems designed or assisted in implementation by it.	V			
04	The CPA or members of the audit service team do not currently serve, nor have they served within the most recent 2 years, as directors or managers of the Company or in positions having a material impact on the audit engagement.	V			
05	The non-audit services provided to the Company do not directly affect material items of the audit engagement.	V			
06	The CPA or members of the audit service team have not promoted or brokered stocks or other securities issued by the Company.	V			
07	Except for business permitted by laws and regulations, the CPA or members of the audit service team have not represented the Company in advocacy in legal cases or other disputed matters with third parties.	V			
08	The CPA or members of the audit service team do not have relationships as spouses, lineal blood relatives, lineal relatives by marriage, or collateral relatives within the 2nd degree with directors, managers of the Company, or personnel in positions having a material impact on the audit engagement.	V			
09	No joint practicing CPA who left office within 1 year has served as a director or manager of the Company or in a position having a material impact on the audit engagement.	V			
10	The CPAs or members of the audit service team have not received gifts of significant value or special preferential treatment from the Company or its directors, managers, or major shareholders.	V			
11	The CPAs are not currently employed by the principal or the audited entity in a regular capacity, receiving fixed salaries, or serving as directors.	V			
12	Publicly listed companies: The CPAs have not provided audit services to the Company for seven consecutive years. Non-publicly listed companies: The CPAs have not provided audit services to the Company for ten consecutive years.	V			
13	Where a CPA has a direct or significant indirect interest in an entrusted matter that affects such CPA's impartiality and independence, such CPA has recused from and not undertaken the engagement.	V			
14	When a CPA provides audit, review, re-examination, or project examination services for financial statements and issues an opinion, the CPA maintains not only substantive independence but also formal independence.	V			
15	Members of the audit service team, other jointly practicing CPAs or shareholders of incorporated CPA firms, CPA firms, affiliated enterprises of such firms, and alliance firms also maintain independence from the Company.	V			
16	CPAs perform professional services with integrity and rigor.	V			

No.	Evaluation Items	Please tick			Remarks
		Yes	No	N/A	
17	When performing professional services, CPAs maintain a fair and objective stance and also avoid professional judgment being affected by bias, conflicts of interest, or vested interests.	V			
18	CPAs' integrity and fair and objective stance have not been affected by a lack or loss of independence.	V			

V. Information on Changes of CPAs:

Matters to be disclosed where the Company has changed CPAs during the most recent two fiscal years and the subsequent period:

(I) Information on the predecessor CPA: Not applicable.

(II) Information on the successor CPA: Not applicable.

(III) The predecessor CPA's reply regarding the matters under Article 10, Subparagraph 5, Item 1 and Item 3 of Subitem 2 of these Regulations: None.

VI. Where the Company's Chairman, General Manager, or managers responsible for financial or accounting affairs has, within the most recent year, served at the firm to which the certifying CPA belongs or its affiliated enterprises, such person's name, title, and period of service at the firm to which the certifying CPA belongs or its affiliated enterprises shall be disclosed: None.

VII. Changes in Equity Transfers and Pledges of Directors, Managers, and Shareholders Holding More Than 10% of Shares in the Most Recent Year and Up to the Date of Printing of the Annual Report

(I) Changes in shareholdings of directors, managers, and major shareholders:

1. Equity transfers:
   Please refer to the Market Observation Post System > Single Company > Changes in Shareholding/Securities Issuance > Inquiry of Equity Transfer Information > Inquiry of Ex Post Facto Reports on Changes in Insider Shareholdings.
   Website: https://mops.twse.com.tw/mops/#/web/query6_1
2. Changes in equity pledges:
   Please refer to the Market Observation Post System > Single Company > Changes in Shareholding/Securities Issuance > Insider Share Pledge/Release > Inquiry of Announcements on Insider Share Pledge/Release.
3. Website: https://mopsov.twse.com.tw/mops/web/STAMAK03_1

(II) Information on related parties as counterparties to equity transfers: None.

(III) Information on related parties as counterparties to equity pledges: None.

VIII. Information on relationships among the top 10 shareholders, including whether they are related parties, spouses, or relatives within the 2nd degree of kinship

Information on relationships among the top 10 shareholders

Date: April 19, 2026

Name (Note 1)	Shares held by such person		Shares held by spouse or minor children		Total shares held in the name of another person		Names or titles and relationships of the top 10 shareholders who are related parties, spouses, or relatives within the 2nd degree of kinship (Note 3)		Remarks
	Number of shares	Sharehold-ing ratio	Number of shares	Sharehold-ing ratio	Number of shares	Sharehold-ing ratio	Name	Relationship	
Rivon Investment Co., Ltd. (Representative: Shu-Yen Chang)	12,765,032	14.73%	-	-	-	-	Shu-Yen Chang/ Hsiu-hing Chang	Chairman/ Supervisor	
Shu-Yen Chang	4,685,732	5.41%	975,956	1.13%	-	-	Rivon Investment Co., Ltd./ Hsiu-Ching Chang	Chairman/ Sisters	
Cheng-Tien Investment Co., Ltd. (Representative: Yun-Chi Chang)	9,711,652	11.20%	-	-	-	-	-	-	
Yun-Chi Chang	1,786,080	2.06%	70,712	0.08%	-	-	Cheng-Tien Investment Co., Ltd.	Chairman	
Kuo-Chen Chang	6,570,616	7.58%	1,999,300	2.31%	-	-	-	-	
Hsiung-Pao Investment Co., Ltd. (Representative: Ta-Cheng Lin)	3,660,000	4.22%	-	-	-	-	-	-	
Ta-Cheng Lin	20,000	0.02%					Hsiu-Ching Chang	Spouse	
Sheng-Chun Wang	3,620,751	4.18%	34,000	0.04%	-	-	Hung-Le-Yin Wang/ Sheng-Ju Wang/ Sheng-Wen Wang	Mother and son/ Sister and brother/ Sister and brother	
Sheng-Ju Wang	3,513,685	4.05%	-	-	-	-	Hung-Le-Yin Wang/ Sheng-Wen Wang/ Sheng-Chun Wang	Mother and daughter/ Sisters/ Sister and brother	
Hsiu-Ching Chang	2,970,421	3.43%	-	-	-	-	Shu-Yen Chang	Sisters	
Sheng-Wen Wang	2,528,927	2.92%	-	-	-	-	Hung-Le-Yin Wang/ Sheng-Ju Wang/ Sheng-Chun Wang	Mother and daughter/ Sisters/ Sister and brother	
Hung-Le-Yin Wang	2,448,797	2.83%	-	-	-	-	Sheng-Chun Wang/ Sheng-Ju Wang/ Sheng-Wen Wang	Mother and son/ Mother and daughter/ Mother and daughter	

Note 1: The top 10 shareholders shall all be listed; if a shareholder is a juristic-person shareholder, the name of the juristic-person shareholder and its representative shall be presented separately.

Note 2: The shareholding ratio shall be calculated separately based on shareholdings held in such person's own name, in the name of a spouse or minor children, or in the name of another person.

Note 3: For the shareholders listed above, including juristic persons and natural persons, their relationships with one another shall be disclosed in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. The number of shares held by the Company, the Company's directors, and managers, and businesses directly or indirectly controlled by the Company in the same investee, and the aggregate shareholding ratio

Aggregate shareholding ratio

Investee (Note)	Investment by the Company		Investment by directors, managers, and directly or indirectly controlled businesses		Aggregate investment	
	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio
CROISSANT BAKERY Ltd.	1,020,000	100%	0	0	1,020,000	100%

Note: Investments of the Company accounted for using the equity method.

Three Fundraising Status

I. Capital and Shares

II. Status of Corporate Bonds

III. Status of Preferred Shares

IV. Status of Overseas Depository Receipts

V. Status of Employee Stock Options

VI. Status of New Restricted Employee Shares

VII. Status of Issuance of New Shares for Merger or Acquisition of Shares of Other Companies

VIII. Status of Implementation of the Fund Utilization Plan

I. Capital and Shares

(I) Sources of Share Capital

March 31, 2026

Year/Month	Issue Price	Authorized Capital		Paid-in Capital		Notes		
		Number of Shares	Amount (NT$ thousand)	Number of Shares	Amount (NT$ thousand)	Source of Share Capital	Capital contributions made with property other than cash	Others
1976.06	1,000	5,350	5,350	5,350	5,350	Founding NT$5,350 thousand	None	
1978.12	1,000	18,000	18,000	18,000	18,000	Capital increase in cash NT$12,650 thousand	None	
1981.09	1,000	28,000	28,000	28,000	28,000	Capital increase in cash NT$ 10,000 thousand	None	
1983.08	1,000	50,000	50,000	50,000	50,000	Capital increase in cash NT$ 22,000 thousand	None	
1987.09	1,000	75,000	75,000	75,000	75,000	Capital increase in cash NT$ 25,000 thousand	None	
1990.11	1,000	163,000	163,000	163,000	163,000	Capital increase in cash NT$ 88,000 thousand	None	
1992.10	1,000	19,966,300	199,663	19,966,300	199,663	Merger NT$36,663 thousand	None	Note 1
1994.10	10	80,000,000	800,000	38,602,330	386,023	Capital increase in cash NT$ 166,394 thousand Capital surplus of NT$19,966 thousand	None	Note 2
1995.08	10	80,000,000	800,000	43,234,610	432,346	Capitalized earnings of NT$7,720 thousand Capital surplus of NT$ 38,603 thousand	None	Note 3
1996.08	10	80,000,000	800,000	48,422,764	484,227	Capitalized earnings of NT$ 30,264 thousand Capital surplus of NT$ 21,618 thousand	None	Note 4
1997.07	10	80,000,000	800,000	54,717,723	547,177	Capitalized earnings of NT$ 38,738 thousand Capital surplus of NT$ 24,212 thousand	None	Note 5
1998.07	10	80,000,000	800,000	61,283,850	612,838	Capitalized earnings of NT$ 65,661 thousand	None	Note 6
2002.08	10	80,000,000	800,000	63,122,366	631,224	Capitalized earnings of NT$ 18,385 thousand	None	Note 7
2003.08	10	80,000,000	800,000	66,278,484	662,785	Capitalized earnings of NT$ 31,561 thousand	None	Note 8
2004.08	10	80,000,000	800,000	71,580,763	715,808	Capitalized earnings of NT$ 53,023 thousand	None	Note 9
2005.08	10	80,000,000	800,000	75,159,801	751,598	Capitalized earnings of NT$ 35,790 thousand	None	Note 1
2006.08	10	120,000,000	1,200,000	81,172,585	811,726	Capitalized earnings of NT$ 60,128 thousand	None	Note 1
2008.08	10	120,000,000	1,200,000	85,231,214	852,312	Capitalized earnings of NT$ 40,586 thousand	None	Note 1
2010.07	10	120,000,000	1,200,000	92,049,711	920,497	Capitalized earnings of NT$ 68,185 thousand	None	Note 1
2011.08	10	120,000,000	1,200,000	98,493,191	984,932	Capitalized earnings of NT$ 64,435 thousand	None	Note 1
2012.07	10	120,000,000	1,200,000	108,342,510	1,083,425	Capitalized earnings of NT$ 98,493 thousand	None	Note 1
2023.10	10	200,000,000	1,200,000	86,674,008	866,740	Capital reduction of NT$216,685 thousand	None	Note 1

Note 1. Shares were consolidated on a 3-for-1 basis, with NT$36,663 thousand of capital included.
Note 2. Approved by letter (83) Tai-Cai-Zheng (I) No. 32626 dated 1994.08.27.
Note 3. Approved by letter (84) Tai-Cai-Zheng (I) No. 37255 dated 1995.06.23.
Note 4. Approved by letter (85) Tai-Cai-Zheng (I) No. 40015 dated 1996.06.26.
Note 5. Approved by letter (86) Tai-Cai-Zheng (I) No. 44636 dated 1997.06.03.

Note 6. Approved by letter (87) Tai-Cai-Zheng (I) No. 46022 dated 1998.05.26.
Note 7. Approved by Tai-Cai-Zheng-Yi-Zi No. 0910132750 dated 2002.06.17.
Note 8. Approved by Tai-Cai-Zheng-Yi-Zi No. 0920127913 dated 2003.06.24.
Note 9. Approved by Tai-Cai-Zheng-Yi-Zi No. 0930127294 dated 2004.06.18.
Note 10. Approved by Jin-Guan-Zheng-Yi-Zi No. 0940124435 dated 2005.06.17.
Note 11. Approved by Jin-Guan-Zheng-Yi-Zi No. 0950127088 dated 2006.06.29.
Note 12. Approved by Jin-Guan-Zheng-Yi-Zi No. 0970031146 dated 2008.06.23.
Note 13. Approved by Jin-Guan-Zheng-Fa-Zi No. 0990032431 dated 2010.06.23.
Note 14. Approved by Jin-Guan-Zheng-Fa-Zi No. 1000029539 dated 2011.06.27.
Note 15. Approved by Jin-Guan-Zheng-Fa-Zi No. 1010027140 dated 2012.06.18.
Note 16. Approved by Shou-Shang-Zi No. 11230160290 dated 2023.08.22.

Class of Shares	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Common Stock	86,674,008	113,325,992	200,000,000	All are listed shares

Information related to the aggregate reporting system: Not applicable.

(II) Shareholding Structure

April 19, 2026

Shareholder Structure / Number	Government Agency	Financial Institution	Other Legal Entities	Foreign Institutions and Foreign Persons	Individuals	Total
Number of Shareholders	0	2	176	25	11, 960	12, 163
Number of Shares Held	0	2, 100, 000	28, 728, 845	458, 961	55, 386, 202	86, 674, 008
Shareholding Ratio	0. 00%	2. 42%	33. 15%	0. 53%	63. 90%	100. 00%

Note: Primary listed (OTC) companies and emerging stock companies shall disclose the percentage of shares held by Mainland Chinese investors: Mainland Chinese investors refer to individuals, legal entities, groups, other institutions in the Mainland Area, or companies invested in by them in a 3rd area, as defined in Article 3 of the Regulations Governing Permission for Investment by People of the Mainland Area in Taiwan.

(III) Ownership Dispersion

Ownership Dispersion April 19, 2026

Shareholding Tier	Number of Shareholders	Number of Shares Held	Shareholding Ratio
1 to 999	10, 069	1, 630, 163	1. 88%
1,000 to 5,000	1, 734	3, 296, 912	3. 80%
5,001 to 10,000	166	1, 189, 508	1. 37%
10,001 to 15,000	54	682, 865	0. 79%
15,001 to 20,000	21	380, 888	0. 44%
20,001 to 30,000	28	701, 547	0. 81%
30,001 to 40,000	11	378, 833	0. 44%
40,001 to 50,000	11	500, 722	0. 58%
50,001 to 100,000	23	1, 624, 799	1. 88%
100,001 to 200,000	14	1, 961, 183	2. 26%
200,001 to 400,000	7	1, 671, 342	1. 93%
400,001 to 600,000	2	908, 000	1. 05%
600,001 to 800,000	1	663, 000	0. 77%
800,001 to 1,000,000	3	2, 833, 556	3. 26%
1,000,001 and above	19	68, 250, 690	78. 74%
Total	12, 163	86, 674, 008	100. 00%

(IV) List of Major Shareholders: Shareholders with a shareholding ratio of 5% or more or the top 10 shareholders by shareholding ratio

April 19, 2026

Shares / Name of Major Shareholder	Number of Shares Held	Shareholding Ratio
Rivon Investment Co., Ltd.	12, 765, 032	14. 73%
Cheng Tian Investment Co., Ltd.	9, 711, 652	11. 20%
Kuo-Chen Chang	6, 570, 616	7. 58%
Shu-Yen Chang	4, 685, 732	5. 41%
Hsiung-Pao Investment Co., Ltd.	3, 660, 000	4. 22%
Sheng-Chun Wang	3, 620, 751	4. 18%
Sheng-Ju Wang	3, 513, 685	4. 05%
Hsiu-Ching Chang	2, 970, 421	3. 43%
Sheng-Wen Wang	2, 528, 927	2. 92%
Hung-Le-Yin Wang	2, 448, 797	2. 83%

(V) Company Dividend Policy and Implementation Status

1. The Company's dividend policy is based on the considerations of continuous growth, maximizing operating profitability and shareholders' equity, while taking into account stable business development. In principle, annual dividends shall be distributed at no less than 50% of distributable earnings, of which cash dividends shall account for at least 20% of total dividends distributed.
2. The Company's 2025 earnings distribution proposal was approved by the Board of Directors on February 25, 2026, with a cash dividend of NT$1.65 per share.

(VI) Impact of the proposed gratuitous allotment on the Company's operating performance and earnings per share for this AGM: None

(VII) Remuneration of Employees and Directors

1. Ratio or range of remuneration for employees and directors as set forth in the Articles of Incorporation:

   If the Company has profits for the year, no more than 2% of the balance of income before tax, prior to the deduction of employee remuneration and directors' remuneration, shall be appropriated as directors' remuneration, and 1% to 3% shall be appropriated as employee remuneration. No less than 60% of the aforementioned amount shall be appropriated for distribution to entry-level employees.

2. Basis for estimating employee remuneration and directors' remuneration for the current period:

   The estimated amounts of employee remuneration and directors' remuneration for the current period are determined in accordance with the Articles of Incorporation. After considering factors such as the legal reserve, the amounts are estimated based on the ratios set forth in the Articles of Incorporation and recognized as operating expenses for the current year. If the actual amounts distributed as resolved by the shareholders' meeting subsequently differ from the estimated amounts, the difference shall be recognized in profit or loss for the following year.

3. Information on the proposed distribution of employee remuneration, etc. approved by the Board of Directors:

   A. Amounts of employee cash remuneration, employee stock remuneration, and directors' remuneration, and the differences, reasons, and handling thereof:

      Pursuant to the resolution of the Board of Directors on February 25, 2026, the proposed distribution of employee cash remuneration and directors' remuneration, compared with the estimated amounts for 2025, is as follows: employee remuneration accrued was NT$0 thousand, with a difference of NT$0; directors' remuneration accrued was NT$0 thousand, with a difference of NT$0.

   B. Proposed amount of employee stock remuneration and its percentage of the sum of net income after tax in the current parent company only or individual financial statements and total employee remuneration:

      The Company does not propose to distribute employee remuneration in stock; therefore, this is not applicable.

4. Actual distribution of employee remuneration and directors' remuneration for the previous year, including the number of shares distributed, amount, and share price, and where there is any difference from the recognized employee remuneration and directors' remuneration, the amount of difference, reasons, and handling thereof:

   No such circumstances.

(VIII) Status of the Company's Repurchase of Its Own Shares: None.

II. Status of Corporate Bonds: None

III. Status of Preferred Shares: None

IV. Overseas Depository Receipts: None.

V. Employee Stock Options: None.

VI. New Shares with Restricted Employee Rights: None.

VII. Issuance of New Shares for Mergers and Acquisitions (including Mergers, Acquisitions, and Spin-offs) or Acquisition of Shares of Another Company: None.

VIII. Status of Implementation of Capital Utilization Plan

(I) Plan Details

As of the end of the quarter preceding the printing date of the annual report, there were no previous issuances or private placements of securities that had not yet been completed, or that had been completed within the most recent 3 years but whose planned benefits had not yet been realized: None.

(II) Status of Implementation: Not applicable.

Four

Business Operation Overview

I. Business Operations

II. Market and Production and Sales Overview

III. Employee information for the most recent 2 years and as of the date of printing of the annual report

IV. Environmental Protection Expenditure Information

V. Labor–Management Relations

VI. Important Contracts

VII. Information Security Management

I. Business Operations:

(I) Scope of Business

1. The main business activities currently conducted by the Company and their operating proportions:
   - A. Manufacturing and sales of the "77 Chocolate" series products, accounting for approximately 71.63%.
   - B. Manufacturing and sales of "Rivon" wedding pastries and French bakery products, accounting for approximately 18.68%.
   - C. OEM production of various cakes, breads, and bakery products, accounting for 9.69%

2. Current products of the Company:
   - A. Chocolate products: 77 Nougat, 77 New Wafer Pie, Large Wafer, Milano Puff Pastry, Always Chocolate, Chofers, tablet chocolate, chocolate spread, and various gift boxes.
   - B. Wedding pastries and bakery products: "Rivon" Western-style and Chinese-style wedding pastry gift boxes, French cookies, cream cigar roll desserts, baby's first-month celebratory cakes, Mid-Autumn Festival mooncakes, festive gift boxes, etc.
   - C. OEM production of various cakes, breads, and bakery products.

3. New products planned for development:

   The application of various functional ingredients, such as GABA, lactic acid bacteria, dietary fiber, enhancement of immunity, and bone health support, as well as market consumer demand, can better highlight the characteristics of the Company's products. Develop products with high profitability, featuring innovation and highlights in organic, additive-free, reduced-sugar, high-protein, plant-based, and natural ingredients to meet the demands of diverse consumer groups.

(II) Industry Overview

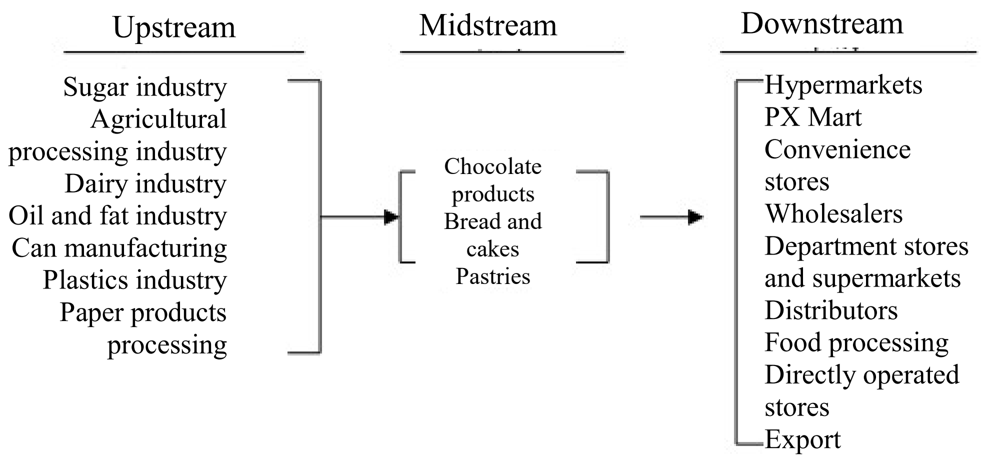
1. Current Status and Development of the Industry

   Globalization has brought more diverse issues and challenges to industry operations, including labor, environmental protection and green energy, corporate governance, and social responsibility. Similarly, in the food industry in which the Company operates, as living standards improve, consumers have become more particular about diet and food. Chocolate products meet modern consumers' pursuit of a quality lifestyle and therefore have broad market development potential. In addition to wedding pastries, the "Rivon" brand has continued to develop retail and festive products with distinctive brand characteristics, enriching the product lines of its stores.

   As for the Company's long-term direction, in terms of product quality, safety and hygiene, future development, in addition to increasing product categories and cultivating brands, must create differentiation and uniqueness from competing products in order to establish product recognition and increase product value and business niches.

2. Relationship of the upstream, midstream, and downstream segments of the industry

The production process begins with the upstream procurement of agricultural products, processed agricultural products, dairy products, oils and fats, cocoa powder, and other raw materials for processing, refining, and baking. Through rigorous production and multiple layers of quality control, chocolate, pastry, bread, and other product series are made. These products are then supplied to various channels such as domestic and foreign distributors, wholesalers, hypermarkets, and convenience stores, or sold directly to consumers through company-operated stores. The correlation diagram is as follows:



3. Development trends and competitive conditions of various products

As living standards improve and consumer awareness rises, while the development of product categories is certainly important, quality control is even more crucial. In particular, with technological advancements, consumption patterns and business models are changing rapidly, and product and operational management capabilities must keep pace with the times.

The Company mainly operates in a domestic demand-oriented industry. The principal competitors of chocolate products mainly come from domestic manufacturers and import agents. Due to their rich and diversified product characteristics, the Company has, based on years of marketing, accumulated strong brand awareness and a loyal consumer base. In the pastry and wedding pastry market, the Company markets its products under the “Rivon” brand. Its main competitors are domestic wedding pastry operators, while foreign competitors are relatively rare. Market shares among brands fluctuate. As orders continue to shift away from traditional pastry shops, the Company has been able to maintain a stable market foundation and continue to explore market potential beyond wedding pastries

(III) Technical and R&D Overview

The Company is committed to providing safe, hygienic, high-quality food that meets customer needs. Its main R&D projects are biscuits, fine chocolates, premium pastries and diversified flavors.

Although food technology is advancing rapidly, consumers' preference for delicious food will not change. Therefore, our product development focuses on health and deliciousness, with strict control of hygiene and safety quality, improved production efficiency, reasonable prices, and the satisfaction of consumer demand.

(IV) Short- and Long-term Business Development Plans

1. Short-term plan: enhance R&D, develop niche products, expand mass-market product categories, increase market coverage, and cultivate the brand.
2. Long-term plan: products emphasizing uniqueness and differentiation, a service-oriented business philosophy, and innovation and refinement of operational capabilities.

II. Market and production and sales overview:

(I) Market analysis

1. Sales regions of major products

The Company's product sales mainly consist of the 77 Chocolate series, Rivon products, Croissant Bakery products, and cake and bakery products. Their business models and sales methods are as follows:

A. 77 Chocolate Series:

The Company mainly focuses on domestic sales. Its principal channels include department stores, supermarkets, convenience stores, hypermarkets, PX Mart, and distributors, with a sales network extending throughout Taiwan. The Company is currently one of the major domestic chocolate manufacturers.

B. Rivon Series:

The Rivon Series mainly focuses on domestic sales of wedding pastries, Mid-Autumn Festival mooncakes, cakes, and festive gift boxes. The Company has a total of 12 directly operated stores across Taiwan, and in areas without directly operated stores, sales are conducted through distributors.

C. OEM manufacturing of various cakes, bread, and bakery products.

2. Market share and future market supply and demand conditions and growth potential

The Company's main products fall within the snack food industry. Among these, chocolate products face competition from both domestic and foreign brands, with competition from imported products and international brands being particularly evident. Pastry and wedding pastry products primarily compete with domestic wedding pastry and bakery operators. As the market becomes increasingly internationalized and consumer choices become more diverse, competition in the domestic snack food market has become increasingly intense. Products from around the world continue to enter the market, driving continuous innovation in product formats, packaging design, and brand marketing methods.

Since its establishment, the Company has attached importance to independent R&D and the establishment of production technologies, and through years of operation and technological refinement, has accumulated stable capabilities in product development, production management and quality control. The Company's products are generally well recognized by domestic consumers in terms of flavor, quality and brand reliability, and are differentiated from other competing products in the market. In terms of market share, the Company varies in performance depending on different product items and channel types, with an overall market share of approximately 5% to 10%, and has established a solid niche market foundation.

Looking at future supply and demand conditions, the chocolate and leisure food markets are affected by changes in consumer preferences, festive gift-giving demand, channel diversification, and competition from international brands, with market supply continuing to increase and product substitutability is also increasing. However, consumers' increasing requirements for quality, safety, brand image, and distinctive flavors still help operators with strong brand foundations and R&D capabilities maintain competitive advantages. With respect to pastry and wedding gift products, due to characteristics such as domestic festive occasions, wedding customs and short product shelf life, there are still certain limitations on competition from foreign products, while market demand is adjusted in line with changes in wedding styles, consumer habits and gift-giving culture.

In response to changes in modern people's views on marriage and the demand for customs and rituals, the wedding pastry market is no longer limited to traditional wedding purposes. Product development must take into account both the significance of traditional customs and modern consumer aesthetics, and extend into diversified markets such as souvenirs, festive gift boxes, corporate group purchases, local specialties and retail channels, so as to expand usage occasions and sources of revenue. In the future, the Company will continue to enhance product competitiveness through product innovation, brand management, channel optimization and market segmentation strategies, and seize growth opportunities in the leisure food and gift-giving markets, thereby further driving operational and business growth.

3. Competitive Niches, Favorable and Unfavorable Factors for Future Development, and Countermeasures

(1) Favorable factors in assessing future development prospects include:

a. Comprehensive operating capabilities in branding, channels, R&D and manufacturing, with high synergies in product launches.

b. High channel coverage.

c. Independent R&D capabilities and process management capabilities complying with FGMP, ISO 14001, ISO 22000, OHSAS 18001 and HACCP are sufficient to serve as a favorable foundation for product extension and sales, and FSSC certification will be obtained in the future to strengthen food safety risk control capabilities.

(2) The unfavorable factors are:

a. Market maturity – continuous innovation, enrichment of product lines (product mix, flavor extension, personalized products), and market segmentation are required.

b. Increase in channel expenses – deepen brand development and enhance added value through greater product differentiation.

c. Food safety issues – strengthen control and checks at every stage from raw material procurement, production to sales and distribution.

d. Supply chain – with the ESG management philosophy, strengthen supply chain relationships, engage in agricultural contract farming and shared prosperity, and build mutually beneficial and stable supplier relationships.

(II) Important Uses and Manufacturing Processes of Main Products

1. Important uses of the main products

A. 77 nougat, New Wafer Pie, ALWAYS and other chocolate products: leisure snacks and ideal gifts.

B. Chocolate for processing: for use in the production of chocolate ice products, Western-style pastries and cakes.

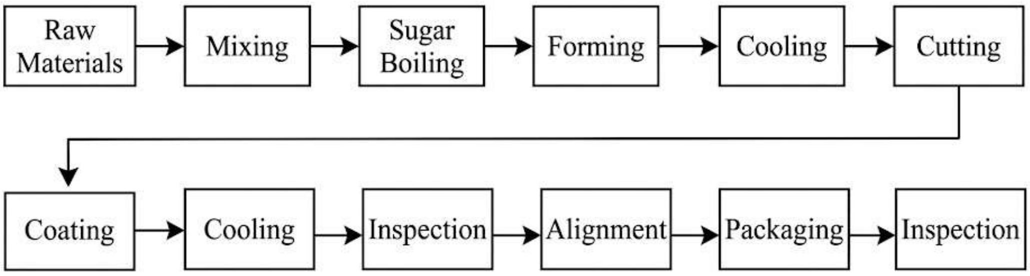
C. Rivon engagement gift boxes: the best choice for premium and exquisite engagement gift boxes.

D. Festive gift boxes: souvenirs, festive gifts and seasonal products.

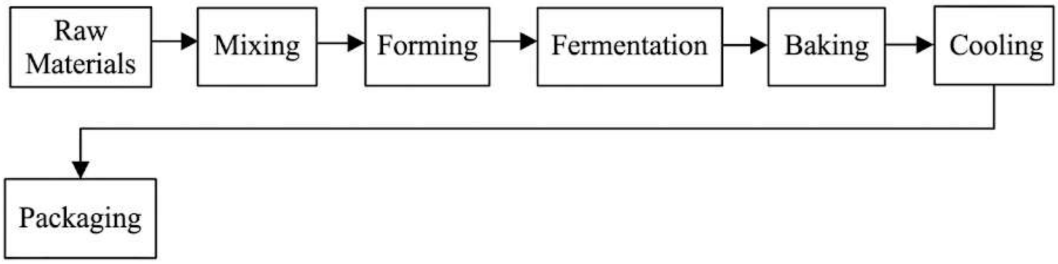
E. Croissant Bakery breads, cakes, and contract baking services

2. Manufacturing processes of the main products

(1) Manufacturing process of Nougat



(2) Production process for bread and cake baking



(III) Supply of major raw materials

The Company requires a wide variety of raw materials for production, mainly agricultural products, processed agricultural products, and general packaging materials, such as cartons, paper boxes, and plastic film. Except for peanuts, sugar, eggs, and packaging materials, which are mainly procured domestically, other raw materials, such as milk powder, cocoa powder, and butter, are imported from overseas. The sources of supply are stable. However, the supply chain was affected by the pandemic and rising transportation costs, which impacted profit margins and adversely affected product mix adjustments and improvements in cost control.

(IV) Names of customers that accounted for more than 10% of total purchases or sales in either of the most recent two years, their purchase or sales amounts and percentages, and the reasons for increases, decreases, or changes:

1. Purchases: No supplier accounted for more than 10% of total purchases in either of the most recent two years.
2. Sales: Customers accounting for more than 10% of total sales in either of the most recent two years:

Unit: NT$ thousand

	2024				2025			
Item	Customer Name	Amount	Percentage of annual net sales (%)	Relationship with the Company (Note 2)	Customer Name	Amount	Percentage of net annual sales [%]	Relationship with the Company
1	Customer A	663,093	33%	5	Customer A	590,385	33%	5
2	Customer C	270,299	14%	5	Customer C	238,531	13%	5
3	Customer B	151,595	8%	5	Customer B	98,858	5%	5
	Others	892,789	45%	5	Others	885,738	49%	5
	Net Sales	1,977,776			Net Sales	1,813,512		

Note 1: List the names of customers whose net sales accounted for 10% or more of total net sales in the most recent 2 years, together with their sales amounts and percentages; however, where disclosure of customer names is prohibited by contract or where the counterparty is an individual and not a related party, a code may be used.

Note 2: 1. Subsidiary 2. Other investees accounted for under the equity method 3. Other de facto related parties 4. Major shareholders with shareholding of 10% or more 5. None

III. Overview of Employees

Employee information for the most recent 2 years and as of the date of printing of the annual report

March 31, 2026

Year		2024	2025	March 31, 2026
Number of employees	Clerical staff	412	392	375
	Operator	299	278	260
	Temporary workers	38	21	11
	Total	749	691	646
Average age		39.66	40.3	40.64
Average years of service		8.01	8.14	8.39
Educational background distribution ratio %	Doctorate	0%	0%	0%
	Master’s degree	4%	4%	4%
	College	39%	43%	43%
	High school	45%	46%	46%
	High school and below	12%	6%	6%

IV. Environmental Protection Expenditure Information

In the most recent year and up to the date of printing of the annual report, the total amount of losses and penalties incurred as a result of environmental pollution: None.

In addition, the products sold by the Company are not subject to RoHS (Restriction of Hazardous Substances Directive) requirements.

V. Labor Relations

(I) The Company's various employee welfare measures, further education, training, retirement system and implementation status, as well as agreements between labor and management and the status of various measures for safeguarding employee rights and interests:

The Company places emphasis on employee welfare systems, employee career planning and education and training, and labor–management relations are harmonious. An Employee Welfare Committee has been established, with welfare funds appropriated monthly, and the Committee organizes various welfare programs, such as annual travel, holiday gifts, employee birthday celebrations, marriage, funeral and medical subsidies, and various club activities. In accordance with the Labor Standards Act, employee retirement regulations have also been established, retirement reserve funds are contributed monthly, and a supervisory committee has been set up.

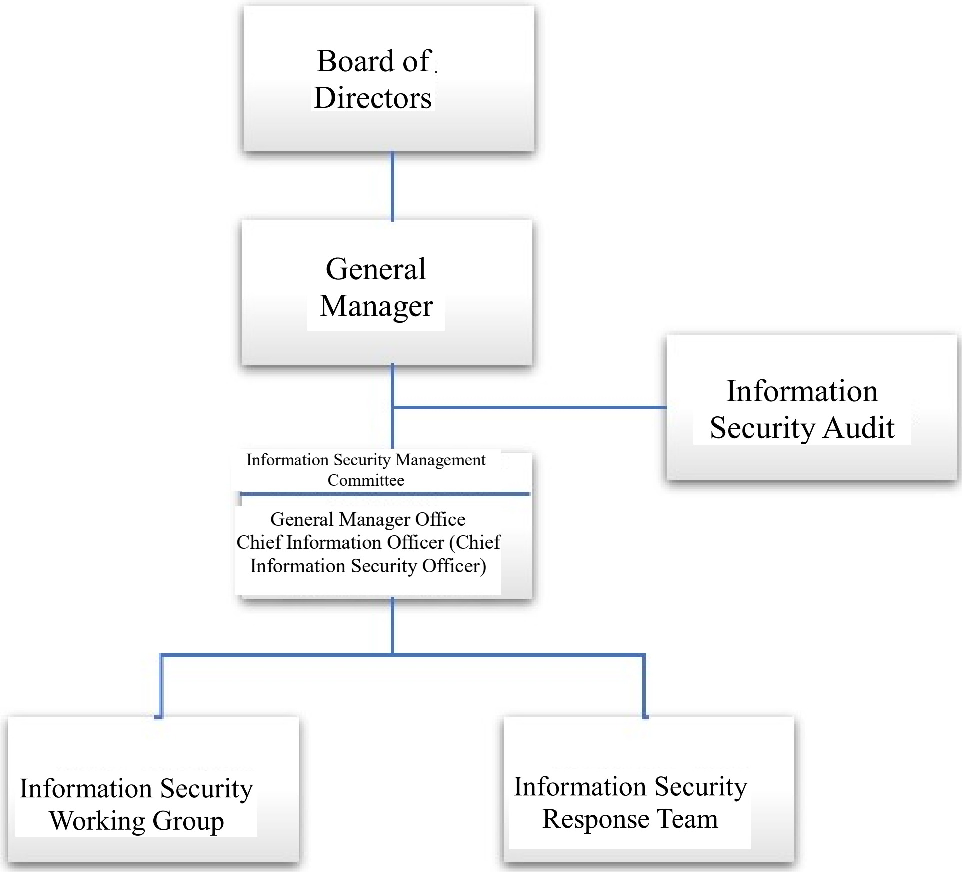
(II) In the most recent year and up to the date of printing of the annual report, losses incurred due to labor disputes: None.

VI. Important contracts: None.

VII. Information Security Management:

(I) Information Security Policy and Organization

The Company has established an information security management team, led by the head of the Information Department and composed of members responsible for network services who execute information security plans. The team is responsible for external information risk assessment, assisting with the introduction of resources, establishing information security systems, supervising information security, and continuously strengthening information security awareness. The information security organization is as follows::



The Company has established an information security policy to maintain overall information security, strengthen the security management of various information assets, ensure their confidentiality, integrity, and availability, establish a secure and reliable operating environment, guarantee data security, system security, equipment security, and network security, and protect the rights and interests of the Company's employees as well as relevant internal and external personnel. Its scope applies to all employees of all units of the Company, outsourced vendors, third-party personnel of external information services (including cloud services), and all related information products, so as to avoid possible risks and damages to the Company caused by improper use, leakage, tampering, or destruction of data due to human negligence, malicious intent, natural disasters, or other factors.

(II) Information Security Implementation Status

1. The Company has established an information security organization, set up a rigorous

information security framework and comprehensive information security management processes, and the supervisor of the Information Department regularly reports to the General Manager on information security implementation results, policy implementation status, and future planning, including four major topics.

(1) Common Information Security Attacks and Threats to Enterprises
(2) Hunya Foods Information Security Strategy
(3) Enhance employee information security awareness
(4) Strengthen information security infrastructure

2. The Company's information security policy objectives are to ensure the confidentiality, integrity, and availability of information
   (1) Availability:
   Ensure that various information assets can provide timely and accurate services to meet users' needs.
   (2) Integrity:
   Classify information assets according to importance and provide appropriate protection to ensure their integrity.
   (3) Confidentiality:
   Properly classify data by confidentiality level and provide appropriate controls and protection according to such levels.
3. The Company follows the ISO 27001 standard for information security; however, it is not required by regulation to obtain international certification for its information security policies and specific management plans. The Company will continue to strengthen information security protection and establish a joint defense mechanism. In addition, team members continue to participate each year in advanced courses related to information security management to enhance professional competence and stay abreast of key issues.
4. The Company's main information equipment is located in the computer room of SaveCom International, which has obtained "Personal Data Protection Act PIMS ISO 29100 Certification" and "Information Security Management System ISMS ISO 27001 Certification."

(III) Specific Management Plans and Implementation Status of the Information Security Policy

1. Personnel Security Management and Training Operations:
   Continue to establish, publicize, and promote employees' information security awareness to improve the implementation status of information security:
   (1) Information security announcements are sent by email from time to time
   (2) Information security awareness training is mandatory for all new hires
   (3) Information security awareness training is conducted annually for the Company's employees
   (4) Social engineering email exercises are conducted on an ad hoc basis

2. Computer system security management operations:

   Implementation status of security management, change management, usage management, and outsourcing management:

   (1) All Company computers are installed with commercial antivirus software, and automatic updates are enabled
   (2) The operating systems of Company computers must be kept up to date, and automatic updates must be enabled
   (3) Updates to significant information systems are carried out in accordance with software management procedures
   (4) Maintenance management operations for outsourced vendors must be carried out after application is made through a request form

3. Network security management operations:

   Implementation status of external connection management and internal connection management:

   (1) Internet connection management (firewall setup)
   (2) The Company's internal network is divided into different VLANs and network segments

4. System access control operations:

   Implementation status of system access policy, personnel change management, personnel identification management, and remote access management:

   (1) System access permissions are set according to position and department.
   (2) Records must be retained for personnel changes and permission changes in accordance with the operating procedures.
   (3) Employees working from home or in the field must use VPN software to connect to the Company through an encrypted secure channel

5. System development and maintenance security management operations:

   Implementation status of system development management, outsourced vendor management, and entrusted period management:

   (1) For software development and modification, whether developed internally or outsourced, documents and execution details are retained throughout the process in accordance with the software project framework
   (2) All maintenance by outsourced vendors must use VPN software for encrypted connections
   (3) Accounts used by outsourced vendors must be applied for through a request form and activated for a fixed period

6. Information asset security management operations:
   Implementation status of information asset inventory, information security classification, and data output management:
   (1) Complete records are retained for the software inventory, and the hardware asset inventory is regularly checked annually
   (2) The security level of each information file is defined, and classification appropriateness assessment operations are carried out
   (3) Information security procedures record all specifications and contents of output data
7. Planning and management operations for the business continuity plan:
   Implementation status of emergency response measures and business continuity plan:
   (1) Establish an emergency response and recovery plan
   (2) Disaster recovery drills are conducted annually to confirm emergency response measures
   (3) Off-site backup

The Company formulates management policies (including compliance standards, management, and implementation) based on identified information security risks, and develops and establishes specific management operations for implementation based on these policies (including security management operations, firewall management, user system authority management, data modification application management, information system emergency response, information system file backup management, information equipment disposal and handover operation management, and electronic file management), which are incorporated into internal control operations. In addition to annual information security inspections, external audits, and semi-annual internal audits, the Audit Department includes information security inspections as an audit item in the annual audit plan each year and reports to the Board of Directors on the implementation of information security risk management.

Information security project work was carried out in 2025, and related information security detection and upgrade work was executed to ensure the complete protection and effective management of important information of customers and the Company. Relevant projects implemented are as follows:

■ Full upgrade of personal computer operating systems - Windows 11

  In response to the termination of extended support for Microsoft's Windows 10 operating system on October 14, 2025 – after which no further security updates, patches, or technical support will be provided – the Company initiated and completed the Windows 11 upgrade for all Company laptops and desktop computers; otherwise, information security risks would continue to increase. According to a Forrester Research survey of enterprises, after the upgrade, the risk of information security attacks is expected to decrease by 20%, and IT management efficiency is expected to increase by 20%.

- Penetration Test

  By simulating hacker intrusion attacks, the penetration test helps identify and remediate potential security vulnerabilities in the information environment, thereby reducing the information security risk of exploitation by actual attackers. A total of 32 risk vulnerabilities were identified after the preliminary test, including 9 high-risk vulnerabilities, 8 medium-risk vulnerabilities and 15 low-risk vulnerabilities. Subsequent retesting was conducted after vulnerability remediation had been substantially completed, and the results verified that all risk vulnerabilities had been fully remediated.

- Major information security vulnerabilities in the ERP core system were remediated

  A total of nine major information security vulnerabilities in Hunya's ERP system were remediated, of which 7 were rated Critical by the CVSS (Common Vulnerability Scoring System) and 2 were rated High.

- Strengthening USB device access control

  The period for users to apply for USB external devices was changed from "indefinite" to "a maximum of two weeks", and each application for use is subject to approval by the Chairman, in order to reduce the risk of data leakage and strengthen audit and tracking capabilities.

- Introduction of the DMARC security mechanism into the email protection system

  By implementing the DMARC email security mechanism, Hunya prevents its sending domain from being spoofed and misused to send fraudulent emails, such as phishing or impersonation emails. The implementation of this mechanism enhances trust in the Hunya brand and further helps meet regulatory compliance and audit requirements.

- Deployment of MDR endpoint detection and response systems

  The Company has deployed a Managed Detection and Response (MDR) system, which includes EDR and NDR capabilities and effectively strengthens the Company's ability to detect and respond to illegal activities such as hacker intrusions, lateral movement within the enterprise network, and privilege escalation. Meanwhile, the Company has taken actions in response to the government's requirements for the listed companies to have the capability of endpoint detection and response capabilities.

- Education and training on information security and social engineering drill: Improvement of employees' information security awareness and risk perception capabilities

  To enhance the information security awareness and risk perception capabilities of all employees, Hunya commissioned an external professional information security vendor to conduct information security education, training, and social engineering drills. A total of 2 social engineering drills were conducted in 2025, with 1,836 participant attendances. Hunya conducted the first test in 2022 and thereafter substantially increased information security education, training, and promotion, as well as continuously conducted social engineering drills to enhance employees’ risk perception. Through continuous efforts to strengthen employees’ information security awareness, the annual number of employees’ risky computer operations (triggering antivirus software blocking) has decreased year by year. Compared with the number of accidental triggers in 2023, it is decreased by 88.3% in 2025.

Five Review and analysis of financial position and financial performance, and risk factors

I. Financial Position

II. Financial Performance

III. Cash Flows

IV. Impact of major capital expenditures in the most recent year on financial operations

V. Reinvestment policy for the most recent year, the main reasons for profits or losses, improvement plans, and investment plans for the next year

VI. Analysis and assessment of risk factors

VII. Other important matters

Five. Review and analysis of financial position and financial performance, and risk assessment matters

I. Financial Position: The main reasons for and impact of material changes in assets, liabilities and equity in the most recent 2 fiscal years

Consolidated Financial Statements

Unit: NT$ thousand

Item \ Year	December 31, 2025	December 31, 2024	Difference		Remarks
			Amount	%	
Current assets	753,408	863,252	(109,844)	-12.72%	-
Property, plant and equipment	2,152,194	2,124,404	27,790	1.31%	-
Other assets	629,536	1,114,726	(485,190)	-43.53%	-
Total assets	3,535,138	4,102,382	(567,244)	-13.83%	-
Current liabilities	554,864	796,602	(241,738)	-30.35%	-
Long-term liabilities	457,387	751,320	(293,933)	-39.12%	-
Total liabilities	1,012,251	1,547,922	(535,671)	-34.61%	-
Share capital	866,740	866,740	0	0.00%	-
Capital surplus	34,205	34,205	0	0.00%	-
Retained earnings	1,398,856	1,134,838	264,018	23.26%	-
Total shareholders' equity	2,522,887	2,554,460	(31,573)	-1.24%	-

Description:

1. Other assets decreased by NT$485,190 thousand, primarily due to the disposal of financial assets at fair value through other comprehensive income.
2. Current liabilities decreased by NT$241,738 thousand, primarily due to the repayment of NT$50,000 thousand in short-term borrowings and a decrease of NT$73,572 thousand in long-term borrowings due within one year.

II. Financial Performance: The main reasons for material changes in operating revenue, operating net income and net income before tax in the most recent 2 fiscal years, expected sales volume and the basis therefor, and the possible impact on the Company's future financial operations and the corresponding plans

Consolidated Financial Statements

Unit: NT$ thousand

Item / Year	2025	2024	Increase (decrease) in amount	Percentage of change
Net operating revenue	1,813,512	1,977,776	(164,264)	(8.31%)
Operating costs	(1,354,008)	(1,468,607)	114,599	(7.80%)
Gross profit	459,504	509,169	(49,665)	(9.75%)
Operating expenses	(502,164)	(561,950)	59,786	10.64%
Operating (loss) profit	(42,660)	(52,781)	10,121	19.18%
Non-operating income and (expenses)	11,431	28,079	(16,648)	(59.29%)
Net (loss) profit before tax	(31,229)	(24,702)	(6,527)	(26.42%)
Income tax benefit (expense)	(5,696)	625	(6,321)	(1011.36%)
Net (loss) profit after tax	(36,925)	(24,077)	(12,848)	(53.36%)

Description:

1. The difference in operating revenue was primarily attributable to the shift in festival timing.
2. The primary reason for the difference in gross margin was the increase in raw material prices and the impact of the progressive acceptance of new production lines on costs.
3. The primary reason for the difference in non-operating income was exchange losses arising from exchange rate fluctuations.

III. Cash Flow: Analysis and explanation of changes in cash flow in the most recent year, improvement plan for insufficient liquidity, and analysis of cash liquidity for the coming year

1. Net cash inflow from operating activities was NT$126,670 thousand, an increase of NT$123,170 thousand from NT$3,500 thousand in 2024, primarily due to the shift in festival timing, which resulted in the collection of accounts receivable falling in 2025.
2. Net cash inflow from investing activities was NT$312,081 thousand, an increase of NT$436,588 thousand compared with the net outflow in the previous period. For the Company's long-term operations and to support product diversification development, production lines were added, and equipment was replaced and upgraded. Additionally, after evaluating long-term and short-term funding positions, shares of PharmaEssentia Corporation (stock code 6446) were sold to maintain financial soundness and ensure effective utilization.
3. The projected cash flow for the coming year will mainly be funded by net cash flow from the Company's own operating activities, supplemented by bank credit facilities for working capital turnover.

IV. Impact of Major Capital Expenditures on Financial Operations

Capital expenditure items	Expected investment amount	Impact on financial operations
Replacement and upgrade of equipment for the 77 Milk Nougat production line	NT$259,000 thousand	To support the Company's long-term development, enhance operational efficiency, and generate revenue from new products.

V. Reinvestment policy for the most recent fiscal year, main reasons for profits or losses, improvement plans, and investment plans for the coming year

The Company's investments may be divided into two categories: financial investments and strategic investments.

Financial investments are primarily investments in the stocks of listed companies, made for the purpose of obtaining dividend income and capital gains. Such investments do not provide control or significant influence and, in accordance with International Financial Reporting Standards, are measured at fair value. Profit or loss or other comprehensive income will fluctuate with market price movements; therefore, they bear a higher market price risk.

Strategic investments primarily consist of investments in subsidiaries, based on overall operational deployment and long-term development considerations. Control is obtained through shareholding, and these investments are included in the Consolidated Financial Statements to reflect their operating results. The focus of such investments lies in the integration benefits with the Company's core business, including capacity enhancement, channel expansion, and resource integration; however, the Company must also bear the operating performance and management risks of subsidiaries.

Overall, at the end of 2025, the Company had valuation gains of NT$74,262 thousand on "investments in equity instruments at fair value through other comprehensive income" and had no strategic investments. While taking into account both profitability and growth, investment risks are diversified and overall operating performance is enhanced.

In the coming year, the Company will continue to uphold prudent and sound investment principles, continue to pay attention to domestic and international capital markets and industry development trends, and appropriately adjust its financial investment portfolio to enhance capital utilization efficiency and investment returns. Subject to risk control, priority will be given to targets with stable dividend distributions and growth potential, and dynamic adjustments will be made according to market conditions.

In terms of strategic investments, the Company will focus on developing its core business and continue to evaluate potential investment opportunities related to the food industry chain, including raw material supply, manufacturing and processing, channel deployment, and brand cooperation; however, there is no specific investment plan at present. If any appropriate target becomes available in the future, the Company will make a decision only after prudently evaluating its investment benefits and risks in accordance with internal assessment procedures, so as to ensure that the investment aligns with the Company's overall development strategy and safeguards shareholders' interests.

VI. Risk analysis and assessment matters

(I) Impacts of interest rate and exchange rate fluctuations and inflation on the Company's profit or loss and corresponding measures

1. Interest rate risk

Item	2025
Interest expense	NT$16,204 thousand
Ratio of interest expense to net operating revenue	0.89%

(1) The Company's interest rate risk mainly arises from short-term and long-term borrowings resulting from working capital requirements and capital expenditures. In 2025, the debt ratio was approximately 28%, and the overall financial structure remained sound. The impact of interest rate changes on the Company's financial costs remained within a controllable range. If market interest rates rise significantly, the Company has sufficient operating cash flow and financing flexibility to meet funding needs and reduce the impact of interest rate fluctuations.

(2) Countermeasures:

1. Continue to monitor domestic and international interest rate trends and adjust the borrowing structure in a timely manner.
2. Strengthen cooperative relationships with financial institutions with which it has dealings to strive for better financing conditions.
3. In coordination with relevant government investment or industrial upgrading subsidy programs, reduce the overall cost of funding.
4. Maintain good credit ratings and sound financial condition to ensure the stability of funding acquisition.

2. Exchange rate risk

Item	2025
Foreign exchange loss	NT$4,495 thousand
Ratio of foreign exchange loss to net operating revenue	0.25%

(1) The Company relies heavily on imported raw materials, so exchange rate fluctuations have a certain impact on procurement costs and profit or loss. The impact of exchange rate fluctuations on the Company's overall operations in 2025 remained limited, and the related risks have been controlled through appropriate management measures.

(2) Countermeasures:

a. Depending on actual foreign currency needs, the Company uses natural hedging or forward foreign exchange and other instruments to hedge its exposure.

b. The Company continues to monitor international financial markets and exchange rate trends, and adjusts foreign currency positions as needed.
c. Diversify procurement sources and currency allocations to mitigate the impact of single-currency fluctuations.
d. The Company has established an exchange rate risk management mechanism and regularly reviews hedging effectiveness.

3. Inflation

(1) The Directorate-General of Budget, Accounting and Statistics, Executive Yuan, announced that Taiwan's average annual growth rate of the consumer price index (CPI) in 2025 was 1.66%, and Taiwan's price increases continued to show a slowing trend. In addition, the Company's main product costs are primarily affected by international raw material prices, energy costs, and global economic conditions. Overall, as of the date of publication of the annual report, inflation has not had a material adverse impact on the Company's operations.

(2) Countermeasures:

a. Closely monitor raw material market prices and implement phased purchasing and safety stock strategies.
b. Diversify supply sources to mitigate supply chain concentration risk.
c. Improve production efficiency by optimizing processes and controlling costs.
d. Adjust product prices in a timely manner according to market conditions to reflect cost fluctuations.

(II) Engagement in high-risk, highly leveraged investments, loans to others, endorsements and guarantees, or derivatives trading: None.

The Company's financial strategy is based on prudence and conservatism. In 2025, the Company did not engage in high-risk or high-leverage investments, nor did it loan funds to others. All investment projects were carefully evaluated for their risks and returns before execution. Endorsement and guarantee operations were conducted in accordance with relevant laws and regulations and the Company's internal control system, and were limited to the Company's subsidiaries for bank operating financing to mitigate credit risk. The balance of endorsements and guarantees at the end of 2025 was NT$35,000 thousand.

In derivatives trading, the Company engages solely in hedging activities and does not undertake speculative operations. There were no derivative financial instrument transactions in 2025, and no material losses occurred as a result of high-risk investments or derivatives trading.

All of the Company's operations are conducted in accordance with internal control systems, including the "Management Procedures for Loaning Funds to Others," the "Management Procedures for Endorsements and Guarantees," and the "Procedures for Acquisition or Disposal of Assets." Responsible units regularly review the implementation and effectiveness of risk management.

In the future, the Company will continue to adopt a prudent and sound financial strategy, strengthen investment evaluation and risk management mechanisms, and adjust hedging strategies in a timely manner according to changes in the market environment to ensure asset security and the Company's overall financial stability.

(III) Future R&D plans and projected R&D expenses

Developing mid-to-high-priced chocolate products, gifts (French/handmade pastries), and fresh products. Export: Adapt the Company's diverse product lines to meet the needs and regulations of trade regions, driving diversified export items and markets. The Company allocates 1–2% of annual revenue each year to R&D to develop new products, implement lean production, and introduce MES/WMS/NPD and other measures to streamline production processes and advance smart manufacturing.

(IV) Impacts of important domestic and international policy and legal changes on the Company's financial operations and response measures

1. To protect public food safety, the government has increasingly tightened food safety regulations. The Company not only complies with all applicable laws and regulations but also actively cooperates with the competent authorities' policy promotion to strengthen its food safety management mechanism, ensuring product quality and consumer rights. In addition, the Company continues to promote the quality management system and has obtained multiple certifications related to production and quality, such as ISO and HACCP. Through systematic management and third-party verification, the Company enhances process control capabilities and product quality stability, further strengthening brand trust and market competitiveness. Although the establishment and maintenance of relevant systems and certifications will increase certain operating costs, they will help reduce food safety risks and enhance the Company's long-term value. As of the publication date of the 2025 annual report, the Company has not experienced any significant adverse impact on its finance or business due to major domestic or international policy or legal changes.

2. Countermeasures:
   (1) Continuously monitor domestic and international regulatory developments, and establish real-time legal compliance tracking and internal reporting mechanisms.
   (2) Conduct regular internal audits and education and training to ensure that all units comply with the latest regulatory requirements.
   (3) Continue to maintain and update various food safety and quality certifications, and strengthen internal controls and process management.

(V) Impacts of technological changes (including information security risks) and industry changes on the Company’s finance and business, and countermeasures

The Company and its subsidiaries have established highly available host backup mechanisms for the information system architecture based on risk levels to ensure uninterrupted services. They synchronize backup data to off-site custody and storage and conduct regular emergency response drills to ensure the normal operation of information systems and data preservation, reduce the risk of information interruption or damage, and ensure compliance with the expected system recovery time objectives.

The Company has established a corporate information security policy and related management measures to ensure the confidentiality, integrity, and availability of internal information assets in order to comply with relevant legal and regulatory requirements. Based on risk levels, the Company continuously plans and establishes appropriate information security software and hardware resources, and improves operating procedures and other countermeasures to reduce the risk of confidential information leakage.

In 2025 and as of the publication date of the annual report, the Company has not experienced any events that have had or may have a material adverse effect on the Company’s business and operations, nor has it ever been involved in any legal cases or regulatory investigations related to information security incidents.

(VI) Impacts of changes in corporate image on corporate crisis management and countermeasures

The Company has established a spokesperson system as a communication window for external media and competent authorities. The food industry is highly reliant on consumer trust. Once food safety concerns, product quality disputes, or negative public opinion incidents occur, they may adversely affect brand image and market competitiveness.

Under normal circumstances, the Company has established real-time information collection and internal reporting mechanisms for industry developments, public opinion, and related issues that may affect its reputation. It conducts discussions and assessments through regular meetings or project teams to enhance crisis early warning capabilities and response efficiency. When an event that may affect the corporate image occurs, the relevant responsible units will promptly report it and convene a cross-departmental response team to take appropriate measures according to the nature of the event, in order to reduce the impact on the Company’s operations and brand image.

As of the publication date of the 2025 annual report, the Company has not experienced any material negative events affecting corporate image.

(VII) Expected benefits and possible risks of mergers and acquisitions: In 2025 and as of the publication date of the annual report, the Company has no plans for mergers and acquisitions.

(VIII) Expected benefits and possible risks of plant expansion
The Company’s plant expansions have all undergone a complete and prudent evaluation process, with full consideration given to investment recovery benefits and possible risks.

(IX) Risks faced due to concentration in purchasing or sales:
In the most recent two years, the Company had no individual supplier accounting for more than 10% of total purchases, and its supply sources remained normal. Therefore, there is currently no excessive concentration risk. As for sales customers, due to the expansion of large-scale distribution channels, there were three to four customers accounting for more than 10% of sales in the most recent two years. The Company’s purchase sources and sales channels are stable, and the Company continues to actively expand other sales channels; therefore, there is no risk of excessive concentration. In response to future industry growth, the Company will move toward greater diversification in order to maintain balanced and steady operating results.

(X) Impacts, risks, and countermeasures of substantial transfers or changes in shareholdings by directors or major shareholders holding more than 10% of the Company’s shares: The Company’s board composition is stable, and there have been no substantial transfers of shareholdings; therefore, there are no material risks or impacts on the Company

(XI) Impacts and risks of changes in control over operations on the Company: The Company has a stable shareholder structure and a strong team of professional managers. If control over operations changes, it will not impair the Company’s various management and operational advantages. This situation did not occur in 2025 and as of the publication date of the annual report.

(XII) Major litigation, non-litigation, or administrative disputes involving the Company, its directors, General Manager, de facto responsible persons, major shareholders holding more than 10% of the Company’s shares, or subsidiaries, that have been finally adjudicated or are still pending, where the outcome may have a material impact on shareholders’ interests or securities prices:

No such matters occurred in 2025 or as of the publication date of the annual report.

(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six Special Notes

I. Information on Affiliated Companies

II. Private placement of securities during the most recent fiscal year and up to the date of printing of the annual report

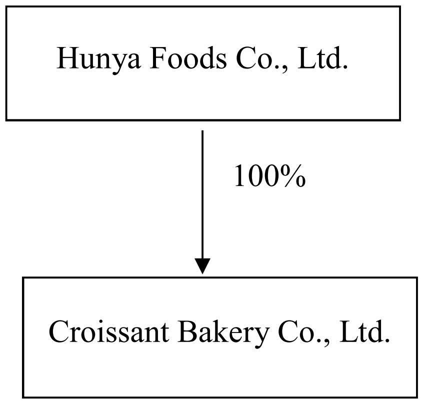
III. Other necessary supplementary information

IV. Matters having a material impact on shareholders' equity or securities prices as specified in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act during the most recent fiscal year and up to the date of printing of the annual report

I. Information on Affiliated Companies

(I) Consolidated Operating Report of Affiliated Companies

1. Organizational Chart of Affiliated Companies



2. Basic Information on Affiliated Companies

Unit: NT$ thousand

Name of Company	Establishment date	Address	Paid-up capital	Major Business or Production Items
Hunya Foods Co., Ltd.	1976.6.14	20F.-6, No. 86, Sec. 1, Beixin Rd., Xindian Dist., New Taipei City	866,740	Manufacture, processing, trading, and import/export business of foods such as candy, chocolate, biscuits, mooncakes, western pastries, bread and cakes
Croissant Bakery Ltd.	1989.1.31	20F.-6, No. 86, Sec. 1, Beixin Rd., Xindian Dist., New Taipei City	102,000	Manufacturing and sales of western pastries, bread, frozen dough, frozen baked goods and various frozen prepared foods.

Note 1. All affiliated companies, regardless of size, shall be disclosed.

Note 2. If any affiliated company has a factory and the sales value of the factory's products exceeds 10% of the operating revenue of the controlling company, the factory's name, establishment date, address, and principal products shall also be disclosed.

Note 3. If any affiliated company is a foreign company, the company name and address may be presented in English; the establishment date may also be presented using the Gregorian calendar; and the paid-in capital may also be presented in foreign currency (provided that the exchange rate on the financial statement date is noted).

3. Information on the Same Shareholders Presumed to Have a Controlling and Subordinate Relationship

Unit: NT$ thousand; shares; %

Reason for Presumption	Name (Note 1)	Shares Held (Note 2)		Establishment date	Address	Paid-up capital	Major Operation Item
		Number of shares	Shareholding Ratio				
None							

Note 1. Enter the name of the legal entity if the shareholder is a juristic-person shareholder, and the name of the natural person if the shareholder is a natural-person shareholder. Natural-person shareholders should only provide the reason for estimation, name, and shares held.

Note 2. Shares held refers to the shareholder's shareholding information in the controlling company.

4. Description of Business Relationship:

(1) Industries covered by the business operations of all affiliated enterprises:

A. Manufacturing, processing, sale, and import/export trade of food products such as candies, chocolates, biscuits, moon cakes, western pastries, and bakery products.

5. Information on Directors and General Managers of Affiliated Enterprises

April 19, 2026

Unit: shares; %

Name of Company	Title	Name or Representative	Shares Held	
			Number of shares	Shareholding Ratio (%)
Hunya Foods Co., Ltd.	Chairperson	Representative of Cheng Tian Investment Co., Ltd.: Yun-Chi Chang	9,711,652	11.20
	Director	Representative of Tong Mao Investment Co., Ltd.: Sheng-Chun Wang	114,926	0.13
	Director	Shu-Yen Chang	4,685,732	5.41
	Independent director	Tsung-Pen Chang	0	0
	Independent director	Yi Fang Xu	0	0
	Independent director	Chun-Pei Liu	0	0
	Independent director	Cheng-Chiu Yang	0	0
Croissant Bakery Ltd.	Chairperson	Hunya Foods Co., Ltd. Representative: Yun-Chi Chang	10,200,000	100

Note 1. If an affiliated enterprise is a foreign company, list the equivalent position title.

Note 2. If the investee is a company limited by shares, please provide the number of shares and shareholding ratio; otherwise, please provide the capital contribution amount and contribution ratio, with a note to that effect.

Note 3. If a director or supervisor is a juristic person, relevant information on its representative shall also be additionally disclosed.

(II) Operating Overview of Affiliated Enterprises

Unit: NT$ thousand

Name of Company	Capital	Total Assets	Total Liabilities	Net Value	Operating revenue	Operating Profit (Loss)	Profit or Loss for the Period (After Tax)	Earnings per share (NT$) (after tax)
Hunya Foods Co., Ltd.	866,740	3,518,020	995,133	2,522,887	1,818,388	(31,576)	(36,925)	(0.43)
Croissant Bakery Ltd.	102,000	101,609	17,994	83,615	18,810	(9,991)	(7,916)	(0.78)

Note 1. All related enterprises, regardless of size, shall be disclosed.
Note 2. If a related enterprise is a foreign company, the relevant figures shall be translated into NT$ at the exchange rate on the reporting date.

(III) Consolidated Financial Statements of Related Enterprises: Please refer to the Market Observation Post System at https://mops.twse.com.tw.

(IV) Report on Relationships with Related Enterprises: None.

II. Private placement of marketable securities in the most recent year and up to the date of printing of the annual report: None.

III. Other necessary supplementary information: None.

IV. Matters in the most recent fiscal year and up to the date of printing of the annual report that have had a material impact on shareholders' equity or the price of the Company's securities, as stipulated in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act: None.

Hunya Foods Co., Ltd.

Responsible person: Yun-Chi Chang

宏亞食品股份有限公司

HUNYA FOODS CO., LTD.