新東陽
HSIN TUNG YANG

2025 Sustainability Report

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About This Report

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Hsin Tung Yang Co., Ltd. (hereinafter referred to as "Hsin Tung Yang") upholds its business philosophy of Integrity, Innovation, Agility, and Sustainability, and continues to advance sustainable development across the areas of food safety, environment, society, and governance. This Sustainability Report has been prepared with reference to the GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI). Although Hsin Tung Yang is not a TWSE/TPEx-listed company, as a publicly issued company, it voluntarily publishes this Sustainability Report in line with its commitment to integrity management practices and sustainable development. Through this report, the Company aims to disclose its phased achievements in sustainable development to stakeholders and demonstrate its firm commitment to sustainable operations.

Reporting Scope

Reporting Scope	
Scope of Disclosure	The reporting boundary of this Sustainability Report primarily covers Hsin Tung Yang's operating entities in Taiwan, including its Taipei Headquarters, Sanchong Office, Dayuan Plant, National Freeway Service Areas, Airport Retail Stores, Retail Stores (including department store counters), Food Service Counters, and Street-side Restaurants, totaling 76 operating locations1. Information relating to corporate social responsibility initiatives and performance also covers the Mai's Hsin Tung Yang Foundation and the Company's subsidiaries in Mainland China.
Reporting Period	January 1, 2025 to December 31, 2025. To ensure the completeness of project and activity performance disclosures, certain information may include events occurring prior to or after the reporting period.
Publication Overview	This edition of the Sustainability Report is published in August 2026, while the previous edition was published in July 2020. The preparation and publication of this report are planned in accordance with the Company's operational development, readiness for sustainability information disclosure, and stakeholders' information needs. Going forward, the Company will continue to enhance its sustainability management mechanisms, regularly review the publication schedule of the report, and strive for more comprehensive sustainability information disclosure.
Financial Reporting Information	The reporting boundary, reporting period, and reporting cycle of this Sustainability Report are consistent / inconsistent with those of the Company's financial statements. The Company's financial statements are available at:
Restatements of information	No information presented in this Sustainability Report has been restated.

statements are available

Note 1:For the names and addresses of all operating locations, please refer to the Company's official website.

Basis of Preparation

Issuing Organization	Reporting Standards / Regulatory Requirements
The United Nations (UN)	UN Sustainable Development Goals (SDGs)
Global Sustainability Standards Board (GSSB)	GRI Universal Standards 2021, issued by the GRI 2021
Financial Stability Board (FSB)	Task Force on Climate-related Financial Disclosures (TCFD) framework
	Task Force on Nature-related Financial Disclosures (TNFD) framework
International Sustainability Standards Board (ISSB)	Sustainability Accounting Standards Board (SASB)

Implementation Plan for the IFRS Sustainability Disclosure Standards (IFRS S1/S2)

Hsin Tung Yang is committed to enhancing the transparency of sustainability information and has voluntarily aligned its sustainability disclosures with the disclosure standards applicable to TWSE/TPEx-listed companies. Since 2023, the Company has proactively disclosed in its Annual Report the implementation status of sustainable development and any deviations from the Sustainable Development Best Practice Principles. To further strengthen its sustainability governance, the Company plans to adopt the IFRS Sustainability Disclosure Standards (IFRS S1/S2) in phases. At present, the Task Force on Climate-related Financial Disclosures (TCFD) framework has been introduced to assess climate change-related risks and their potential financial impacts, thereby establishing a solid foundation for the future preparation of the Sustainability Information section in the Annual Report.

Phase 1	Phase 2	Phase 3	Phase 4
Analysis and Planning	Design and Implementation	Adoption	Review and Enhancement
2027 Q2	2028 Q2	2028 Q3	2029 Q1
1.1 Establish a cross-functional IFRS Sustainability Disclosure Standards Project Task Force. 1.2 Conduct a preliminary assessment to identify the key gaps and impacts between the Company's current sustainability disclosures and the IFRS Sustainability Disclosure Standards. 1.3 Develop an implementation plan.	2.1 Identify sustainability-related risks and opportunities and their financial impacts, and assess sustainability-related material financial information. 2.2 Develop solutions to address the impacts of adopting the IFRS Sustainability Disclosure Standards on the Company's operations. 2.3 Revise and optimize the Company's operational processes, including financial and non-financial reporting processes, information systems, supply chain management processes, internal controls, and the day-to-day operations of each department.	3.1 Conduct a trial preparation of the Sustainability Information section in the Annual Report.	4.1 Officially publish the Sustainability Information section in the Annual Report.

Sustainability Report Management Process

Engagement
Identification of Stakeholders and Material Topics
Complete the stakeholder and material topic identification process, and convene the Sustainability Report kick-off meeting.

Preparation
Data Collection and Compilation
The six functional task forces are responsible for data collection, while the Sustainability Project Task Force consolidates and prepares the report, which is subsequently reviewed by the Sustainable Development Committee.

Review
Third-party Verification
The report is independently assured by a third-party assurance provider.

Communication
Design and Publication
Following graphic design and final review and approval by the Sustainable Development Committee, the Sustainability Report is published and made available on the Company's official website.

Report Verification and Assurance

Financial Information	The financial statements were audited by Crowe (Taiwan) CPAs in accordance with the Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and the Generally Accepted Auditing Standards (GAAS), and an unqualified opinion was issued.
Sustainability Information	Crowe (Taiwan) CPAs conducted an independent assurance engagement in accordance with ISAE 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and issued an Independent Assurance Opinion Statement. The assurance conclusion was provided in accordance with the requirements for a limited assurance engagement.
Other Information	In 2025, the Company successfully obtained certification for ISO 14001, ISO 50001, and ISO 45001. The third-party certification body was Bureau Veritas.The Company's GHG Protocol greenhouse gas inventory was independently verified by UCS.

Feedback on This Report

Thank you for reading this Sustainability Report. If you have any questions, comments, or suggestions regarding this report, please feel free to contact us.

Contact Unit | Sustainability Project Task Force
Contact Information | Tel：(02)2772-6222

Official Website
Sustainability Report Download
Related Party Questionnaire

Message from the Management GRI 2-22 GRI 2-23

Message from the Chairman

Wherever there are Chinese Communities, There is Hsin Tung Yang

Hsin Tung Yang was founded in 1967 when our founder, Mr. Mai Hsin-fu, together with his brothers, opened the Company's first retail store on Wuchang Street in Taipei. Over nearly six decades of development, Hsin Tung Yang has grown alongside Taiwan. When Taoyuan International Airport (formerly Chiang Kai-shek International Airport) commenced operations in 1979, Hsin Tung Yang became one of its service providers, accompanying travelers on their journeys ever since. In 1992, we further expanded into the operation of national freeway service areas. Through diversified business development, we have gradually established a comprehensive value chain spanning retail, wholesale, manufacturing, trading, and e-commerce. Looking ahead, we remain committed to bringing products that embody the spirit of Taiwan to global markets and realizing our corporate vision: "Wherever there are Chinese communities, there is Hsin Tung Yang."

Leading the Way in Green Manufacturing and Delivering on Our Sustainability Commitment

Every step of Hsin Tung Yang's sustainability journey has been driven by forward-looking decisions and the courage to lead. To ensure the quality of our raw materials and reduce potential food safety risks, we render our own lard in-house. In 2007, Hsin Tung Yang became the first food company in Taiwan to obtain certification for both product traceability and distribution traceability. In 2018, we became the first food manufacturer in Taiwan to receive the Green Factory Label. In 2020, we were honored with the Green Leadership Award at the Asia Responsible Entrepreneurship Awards (AREA). In 2021, we further received both the Silver Award of the National Enterprise Environmental Protection Award and the Silver Award of the Ministry of Economic Affairs Energy Conservation Benchmark Award. As the global landscape continues to evolve—with growing momentum toward net zero, increasing expectations for resilient supply chains, and heightened demands for social resilience—we firmly believe that only by integrating food safety, green manufacturing, and sustainability governance into a unified strategy can we meet consumers' high expectations for food that is safe, healthy, and delicious, while advancing Hsin Tung Yang toward the vision of becoming a sustainable century-old enterprise.

Carrying Forward the Spirit of "Giving Back to Society"

Since the establishment of the Mai's Hsin Tung Yang Foundation in 1984, Hsin Tung Yang has upheld its commitment to giving back to society for more than four decades, extending the positive impact of our efforts to people, communities, and the environment. Guided by four core pillars—cultural heritage, educational engagement, local connections, and sustainability in action—we preserve Chinese culinary traditions through festive cultural initiatives, promote the value of reducing food waste through food and agricultural education, support and promote Taiwan's local agricultural products, and organize sustainable local journeys. Through the perspective of children from the Hsing Fu Children's Home, we invite our employees and community partners to explore Taiwan—from its oceans to its forests—while promoting environmental stewardship, preserving cultural heritage, and encouraging local engagement. Through these initiatives, we strive to create shared value for society.

Looking ahead, Hsin Tung Yang will continue to uphold its brand values of "Deliciousness, Quality, and Human Warmth." We remain committed to providing safe products, attentive services, and heartfelt contributions to society, while embedding sustainability into everything we do and making it an integral part of our everyday operations and corporate culture.

Message from the President

Driving Centenary Business Sustainability through Agility and Sustainability

Hsin Tung Yang's original corporate philosophy comprised Integrity, Pragmatism, Proactiveness, and Innovation. In response to the uncertainties brought about by the COVID-19 pandemic and the growing global emphasis on sustainable development, the Company revised its corporate philosophy in 2020 by replacing Pragmatism and Proactiveness with Agility and Sustainability, encouraging employees to cultivate adaptability in a changing environment while integrating sustainability into their daily work. Building on its core food business, Hsin Tung Yang adopts a sustainability-driven innovation approach to develop clean-label and health-oriented products. These include the LOHAS "horizon" Clean Label Series and innovative senior-friendly products, providing consumers with simple and healthier choices. As of 2025, Hsin Tung Yang's products have received 12 Clean Label certifications, 11 Senior-Friendly Product certifications, 7 New Food Trend Awards, and 1 Clean Label High-Value Special Awards, demonstrating the Company's remarkable achievements in product innovation.

Enhancing Sustainability Governance to Advance the Sustainability Roadmap

Although Hsin Tung Yang is not a publicly listed company, it has voluntarily published Sustainability Reports to communicate its corporate philosophy and proactively establish a comprehensive sustainability management framework. To further strengthen sustainable development and stakeholder engagement, the Company officially established the Sustainable Development Committee in 2025. Centered on its brand values of Deliciousness, Quality, and Human Warmth, the Committee formulated three sustainability strategies: Safe and Healthy Products, Green Commitment, and Shared Prosperity through Companionship. Six functional task forces were also established, covering Corporate Governance, Environmental Sustainability, Product Quality and Food Safety, Supply Chain Management, Employee Care, and Social Well-being, to integrate corporate resources and management mechanisms and steadily advance the Company's sustainable development.

Pioneering the Net-Zero Transition to Shape a Green and Sustainable Food Era

In support of the global 2050 Net Zero Emissions target, Hsin Tung Yang initiated greenhouse gas inventories across its diverse operating sites throughout Taiwan in 2025. During the same year, the Company also completed its first nature- and climate-related risk assessment and began progressively conducting carbon footprint and water footprint assessments for its key products. To date, six products have obtained the Carbon Footprint Labeling and Carbon & Water Footprint Verification. Through proactive planning and early action, Hsin Tung Yang is transforming climate-related risks and opportunities into green competitive advantages. Sustainability is a marathon that requires collaboration with value chain partners, society, and stakeholders. Hsin Tung Yang aspires not only to serve as a guardian of food safety but also to become a pioneer leading Taiwan toward a green and sustainable food era, creating a sustainable future for generations to come.

Sustainable Development Strategy GRI 2-24

With its brand values of **Deliciousness, Quality, and Human Warmth** at the core of its sustainability development, Hsin Tung Yang has established three sustainability strategies: **Safe and Healthy Products, Green Commitment, and Shared Prosperity through Companionship**. These strategies encompass four key sustainability dimensions—Food Safety, Corporate Governance, Environmental Stewardship, and Social Well-being—integrating corporate resources and management mechanisms to steadily advance the Company's 2050 Net Zero Emissions goal.

- **Safe and Healthy**：Hsin Tung Yang continues to develop sustainable and health-oriented clean-label products. Through its diverse operating sites and sales channels, the Company provides diversified localized services while collaborating with its sustainable value chain partners to uphold food safety.
- **Green Commitment**：Guided by its unwavering commitment to integrity, Hsin Tung Yang has remained agile in responding to a rapidly changing environment. Through green production practices and the establishment of resource and energy circularity mechanisms, the company continues to strengthen its corporate governance and enhance the resilience of its environmental management.
- **Shared Prosperity through Companionship**：Hsin Tung Yang is committed to employee well-being, local community engagement, and social responsibility. Through supporting young local farmers, promoting food and agricultural education, and preserving Chinese culinary heritage, the company continues to create positive social impact through charitable initiatives and meaningful community contributions.

Sustainable Development Strategy Roadmap

Innovating for Healthy Living, Collaboratively Safeguarding Food Safety

Deliciousness → Health and Peace of Mind → Food Safety

Product	Delivering Sustainable, Healthy, and Clean Products
Services	Providing Diverse, Localized, and Caring Services
Supply Chain	Safeguarding Food Safety Together with a Sustainable Value Chain

Upholding Integrity, Advancing Environmental Sustainability

Quality → Green Commitment → Governance / Environment

Governance	Upholding Integrity with Agility and Adaptability
Low-Carbon	Advancing Low-Carbon, Energy-Efficient, and Clean Production
Circularity	Optimizing Resource Utilization and Establishing Circular Resource Pathways

Walking Together, Passing on Hope with Love

Human Warmth → Shared Prosperity through Companionship → Society

Employee Benefits	Valuing and Caring for Employees Who Grow with Us
Local Engagement	Supporting Local Engagement, Shared Experiences, and Mutual Prosperity
Community Engagement	Giving Back to Society through Compassion and Public Welfare Initiatives

Sustainability Performance

Honors and Awards

Corporate Governance

Recipient of the 1111 Job Bank "Happy Enterprise **Gold Award** " for **Four Consecutive Years**

Xiluo Service Area was awarded **First Place** in the Station Environment Maintenance Category at the **Gold Road Award** presented by the Ministry of Transportation and Communications (MOTC).

Both the Central Area Commercial Complex and the Integrated Commercial Complex at Taoyuan International Airport received the "**Excellent**" rating in the official performance evaluation.

Food Safety

Recipient of the **Silver Award** at the 1st LiMA Sustainability Awards.

12 products, including the Horizon Original Pork Jerky, obtained the **Clean Label Certification** issued by the China Grain Products Research and Development Institute. Among them, **six** products received the **100% Additive-Free Label**, while six products were awarded the **Double Clean Label Certification**.

Seven products, including the Horizon Double Clean Label Pure Pork Floss, received the **New Food Trend Award** presented by the Food Industry Research and Development Institute. Among them, **two** products, including the Horizon Double Clean Label Green Sichuan Pepper Beef Jerky, were honored with the **Special Award – Clean Label High Value**.

11 products, including Taiwan Black Pork Braised Pork, received the **Senior-Friendly Food** Award presented by the Council of Agriculture, Executive Yuan.

Hsin Tung Yang retail stores received the **Service Excellence Gold Award** from the Taiwan Chain Franchise Association for **two** consecutive award cycles.

The Guanxi and Nantou Service Areas were recognized as **Triple Champions** in the "National Freeway Convenience – Eat, Drink, and Play" Online Voting Campaign organized by the Highway Bureau.

Environmentally Friendly

Hsin Tung Yang Dayuan Plant has maintained its **Green Factory** and **Green Building** certifications and has successfully passed the **Clean Production Assessment System**.

Six Hsin Tung Yang self-owned brand products have completed **carbon footprint** and **water footprint** verification and obtained Carbon **Footprint Labels**.

Social Impact

Recipient of the Taipei City **Age-Friendly Enterprise Certification** for **Middle-aged and Senior Workers** for **three**

Recipient of the inaugural Taoyuan City **Age-Friendly Enterprise Certification for Middle-aged and Senior Workers**.

Participated in the **Talent Quality-management System (TTQS)** Assessment administered by the Workforce Development Agency,

Key Performance Indicators

Corporate Governance

- Established the **Sustainable Development Committee** and formulated three sustainability strategies: **Safe and Healthy Products, Green Commitment, and Shared Prosperity through Companionship**.
- Developed the implementation roadmap for adopting the **IFRS** Sustainability Disclosure Standards (S1/S2).
- Chen Hao Shih Inn Hakka Restaurant – Airport Branch was awarded the **Three-Star** Traceable Restaurant certification, while the Guanxi Branch received the **Two-Star** Traceable Restaurant certification.

Food Safety

- Achieved **100%** ERP traceability system implementation for all Hsin Tung Yang self-manufactured products, enabling integrated **one-click traceability**.
- Received the **Outstanding Award** (Distribution Channel Category) of the **Healthy Eating Practice Awards** presented by the Health Promotion Administration, Ministry of Health and Welfare.
- Achieved an average customer satisfaction rate of **88.97%** at freeway service areas and **82.8%** at airport commercial facilities.
- Achieved a **99%** local procurement rate for raw materials at the Dayuan Plant.
- Achieved an average **83%** signing rate of the **Environmental Sustainability Declaration** among raw material suppliers and OEM manufacturing suppliers.
- Expanded **sustainable procurement** to **six** categories, including RSPO-certified sustainable palm oil and traceable pork.

Environmentally Friendly

- Completed the Company's first **TCFD/TNFD** aligned climate- and nature-related risk assessment.
- Completed greenhouse gas (GHG) inventories for **all operating sites** in Taiwan.
- Reduced greenhouse gas emissions at the Dayuan Plant by approximately **2,838.611** metric tons of CO_2e compared to 2016, representing a **34%** reduction.
- Implemented energy efficiency improvement initiatives, achieving annual electricity savings of **786,000** kWh, with an electricity-saving rate of **41.6%**.
- Implemented water recycling and reuse initiatives, saving **29,967** metric tons of water annually, representing a **40%** water-saving rate.
- Reused a total of **1,479.71** metric tons of waste, achieving a **75.14%** waste reutilization rate.

Social Impact

- Led by the **President**, employees participated in the Certified Sustainability (Associate) Program offered by the Taiwan Academy of Corporate Sustainability (TACS) under the Taiwan Institute for Sustainable Energy (TAISE). To date, **23** employees have obtained the **Certified Corporate Sustainability Manager** credential.
- Over the past three consecutive years, a total of **fourteen** employees received the **Service Angel** Award presented by the Taiwan Chain Franchise Association.
- The Dayuan Plant, together with **18** partner companies, established the Hsin Tung Yang **Green Occupational Safety and Health Alliance**.
- Through the "Passing on Love" Charity Gift Box Program, a cumulative total of **93,000** gift boxes/cans has been donated, with a total value of NT$**24 million**.
- Educational support initiatives for disadvantaged groups have reached more than **100,000** participants cumulatively.
- Organized a cumulative total of **five** local sustainability tours, engaging more than **500** participants and removing over **500** kilograms of marine debris.

Highlights Column

Integrity

Establishing a Product Traceability System to Fulfill Our Unwavering Commitment to Consumers

Since its establishment, Hsin Tung Yang has upheld the spirit of integrity by delivering on its commitment to consumers through every stage of food production. Since 2007, the Company has been among the first in the industry to obtain Traceable Agricultural Product (TAP) certification, establishing a comprehensive end-to-end product traceability system. Covering every stage—from raw material sourcing, production, and processing to distribution and sales—Hsin Tung Yang has implemented a dual verification mechanism comprising Product Traceability and Distribution and Sales Traceability. This system further strengthens food safety management, ensuring that consumers can enjoy every bite with confidence.

Innovation

Responding to an Age-Inclusive Society with Senior-Friendly, Clean-Label, and Healthy Food Products

Hsin Tung Yang actively incorporates sustainability into both product development and the consumer experience. To address the protein intake and chewing needs of older adults, the Company has developed products featuring refined textures and functional nutrition. At the same time, it has introduced the "horizon" product series to meet the diverse nutritional needs of consumers across different age groups. Hsin Tung Yang also promotes Clean Label certification, positioning its products around the principles of minimal additives, simple ingredients, and transparent information, thereby responding to the growing consumer demand for healthier food choices.

Agility

Conducting Nature- and Climate-related Risk Assessments to Build Green Competitive Advantage

In response to the impacts of global environmental changes and climate change, Hsin Tung Yang has, for the first time, conducted a nature- and climate-related risk assessment (TCFD/TNFD) to systematically identify and disclose material risks and opportunities. Based on the assessment results, the Company has formulated corresponding response strategies and action plans, while establishing a mechanism to review progress against its objectives on an annual basis. These efforts are intended to strengthen Hsin Tung Yang's operational resilience in managing climate- and nature-related risks and opportunities. Through proactive planning and early action, the Company seeks to transform climate-related risks and opportunities into a source of green competitive advantage.

Sustainability

Driving Sustainability Talent Development Through Top-Down Leadership

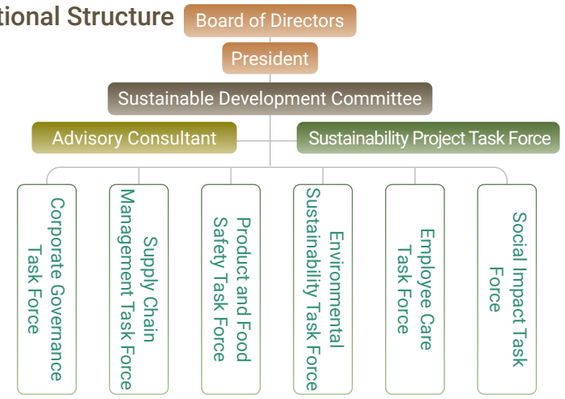
Hsin Tung Yang launched its inaugural Certified Corporate Sustainability Manager talent development program to strengthen organizational sustainability capabilities. Led personally by the President, the program brought together cross-functional middle and senior managers, along with key employees, to participate in professional sustainability training. To foster a culture of continuous sustainability learning, the Company also established a professional certification allowance for employees who obtain sustainability credentials, demonstrating senior management's strong commitment to driving green transformation from the top down. To date, 23 employees have obtained the Certified Corporate Sustainability Manager credential. For Hsin Tung Yang, this certification represents more than a professional qualification—it reflects the Company's commitment, responsibility, and determination to accelerate its sustainability transformation.

Management of Sustainable Development

Sustainable Development Committee GRI 2-13 GRI 2-14

Hsin Tung Yang has long been committed to advancing and embedding sustainability into its business operations. In 2019, the Company established a Corporate Social Responsibility (CSR) Promotion Task Force and, in 2020, voluntarily published its first CSR Report. To further strengthen corporate sustainability governance and enhance the quality of sustainability disclosures, Hsin Tung Yang officially established the Sustainable Development Committee in December 2025 and adopted the Sustainable Development Committee Organizational Charter. The Committee is chaired by President Mai Sheng Yang and comprises six functional groups covering Corporate Governance, Supply Chain Management, Product Quality and Food Safety, Environmental Sustainability, Employee Care, and Social Well-being. Each functional group is convened by the respective business unit head, who is responsible for integrating cross-functional resources and fostering interdepartmental collaboration. A dedicated Sustainability Project Team is responsible for implementing sustainability initiatives and coordinating sustainability disclosures, while an Advisory Consultant, consisting of senior managerial officers, provides professional guidance, technical expertise, and strategic consultation.

Sustainable Development Committee Organizational Structure



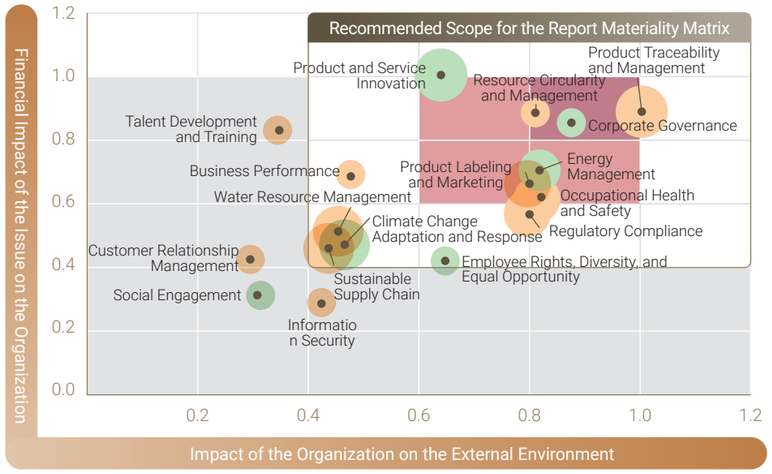
Sustainability initiatives are implemented by the six functional groups, which report their progress to the Sustainability Project Team on a regular basis. To ensure that sustainability-related matters receive oversight at the highest level of management, the Sustainable Development Committee convenes at least twice annually. During these meetings, each functional group convener reports key initiatives and implementation outcomes to the President, who is responsible for making decisions on material sustainability issues. Significant matters and their implementation results are subsequently reported to the Board of Directors. In 2025, the Sustainable Development Committee reported to the Board of Directors once, covering topics including the Sustainable Development Committee Organizational Charter, an overview of sustainability implementation progress, and the Company's greenhouse gas (GHG) inventory implementation plan.

Identification of Material Topics GRI 2-6 GRI 3-1 GRI 3-2

references internationally recognized sustainability reporting standards and frameworks, and follows the AA1000 AccountAbility Principles (AA1000AP, 2018)—Inclusivity, Materiality, Responsiveness, and Impact—while incorporating stakeholder inclusivity throughout the identification, analysis, and response process.

Understanding the Organizational Context of Sustainability	Step 1 Stakeholder Identification	With reference to the AA1000 Stakeholder Engagement Standard (AA1000SES) and its five stakeholder engagement principles, Hsin Tung Yang reviewed its business activities and sustainability context. Through discussions among the six functional groups and department heads, followed by validation by senior management, the Company identified its key stakeholder groups.	8 stakeholder groups
	Step 2 Collection of Organizational Impact Factors	Drawing on the GRI Standards, SASB, TCFD, industry topics identified through international sustainability assessments, the UN Sustainable Development Goals (SDGs), domestic and international industry issues, global sustainability trends, and media reports, the Company compiled 146 impact factors. These were assessed to identify the actual and potential, positive and negative impacts of its business operations on ESG, as well as the significance of those impacts.	146 impact factors
Identifying Both Actual and Potential Impacts	Step 3 Consolidating Organizational Impact Factors into Sustainability Topics	The identified impact factors were consolidated into sustainability topics. Following discussions between the Sustainability Project Team and external consultants, the Company's sustainability topics were finalized.	17 sustainability issues
	Step 4 Material Topic Analysis and Prioritization	The six functional groups assisted in distributing online questionnaires to understand stakeholders' level of concern regarding each sustainability topic. Each topic was then evaluated based on its associated opportunities and risks, the financial impact on the organization, and the organization's impacts on ESG, followed by high-, medium-, and low-level significance assessments to determine materiality.	380 questionnaires collected 12 from senior management 368 from stakeholders
Assessment of Impact Significance	Step 5 Impact Assessment of Topics	In alignment with GRI 3 and the principles of double materiality, the Company evaluated the financial impact and likelihood of occurrence for high- and medium-priority topics. With reference to recommendations from external consultants and academic experts, the identified material topics were further mapped against the GRI Topic Standards, resulting in the identification of seven material topics.	Seven material topics
Disclosure of Significant Impact Topics	Step 6 Issue Response and Disclosure	Based on the assessment results, the seven material topics have been designated as the key focus areas of this report, and corresponding management approaches have been formulated. Moving forward, the Company will continue to review the materiality of various sustainability topics, respond to stakeholder expectations, and ensure that the disclosures in this report remain transparent, balanced, and reasonable.	

Material Topics Matrix



Food Safety 3 Items
- Product Services and Innovation
- Product Traceability and Management
- Product Labeling and Marketing

Governance 1 Item
- Corporate Governance

Environment 2 Items
- Energy Management
- Resource Circulation and Management

Society 1 Item
- Occupational Health and Safety

Management Approach		Opportunity/Risk Issues		Likelihood of Occurrence	
3	High Material Topics	6	Opportunity Issues	7	High Likelihood
4	Moderate Material Topics			6	Moderate Likelihood
6	Low-priority Issue	11	Risk Issues	4	Low Likelihood
4	Topics Monitored Outside the Materiality Matrix				

Explanation of Changes to Material Topics

Material Topic	Significance 2019	Significance 2025	Changes	Description of Revisions
Resource Circulation and Management	-	High	Addition	This indicates that Hsin Tung Yang is expected to demonstrate effective resource circularity management strategies to ensure the proper management of raw materials and waste, while addressing the high level of attention and expectations from both stakeholders and senior management.
Operational Performance	Important	Low	Decline	As Hsin Tung Yang has consistently upheld the principles of integrity management conduct while maintaining stable operational management through the development of diversified sales channels, the significance of this topic has decreased slightly.

Material Topics and the Value Chain

Sustainability Aspects	Material Topic	GRI Topic Standards	Impact Dimension	Opportunity Risk	Scope of Value Chain Impact: Upstream: Procurement of Raw Materials	Operations: Research and Development	Operations: Manufacturing and Production	Operations: Channel Management	Downstream: Warehousing	Response Section
Governance	Corporate Governance	205 Anti-corruption 206 Anti-competitive Behavior	Potential Positive	Opportunity	▲	●	●	●	▲	Chapter 1
Environment	Energy Management	302 Energy	Potential Positive	Opportunity	▲	▲	●	●	▲	Chapter 2
	Resource Circulation and Management	306 Waste	Potential Negative	Risk	▲	▲	●	●	▲	
Food Safety	Product Traceability and Management	416 Customer Health and Safety	Potential Negative	Risk	●	●	●	▲	▲	Chapter 3
	Product Services and Innovation	Customized Topic	Potential Negative	Opportunity	▲	●	●	-	-	
	Product Labeling and Marketing	417 Marketing and Labeling	Potential Negative	Risk	▲	●	●	●	-	
Society	Occupational Health and Safety	403 Occupational Health and Safety	Potential Negative	Risk	V	●	●	●	V	Chapter 5

Note: Definitions of Value Chain Impacts:
Cause ●:Refers to impacts that the organization has caused through its own activities.
Contribute to ▲:Refers to impacts that the organization's activities have contributed to, facilitated, or incentivized another entity to cause.
Directly Linked (V): Refers to negative impacts that the organization has neither caused nor contributed to, but which are directly linked to its operations, products, or services through its business relationships.

Assessment of Material Topic Impacts and Financial Implications

Material Topic	Description of the Impact	Magnitude of Financial Impact	Financial Evaluation Criteria
Corporate Governance	Respond to stakeholder expectations and evolving domestic and international sustainability standards by enhancing governance transparency and strengthening accountability for sustainability disclosures.	Medium to High	▪ Strengthen sustainability governance and distribution channel management to enhance investor confidence. ▪ Improve the internal control system through data governance to reduce labor costs.
Energy Management	Energy supply remains heavily dependent on fossil fuels, increasing environmental risks and operating costs. The Company enhances operational efficiency through smart manufacturing, energy-efficient equipment, and transportation optimization.	Medium to High	▪ Introduce high-efficiency equipment to reduce energy costs. ▪ Develop on-site solar power generation for self-consumption to enhance the utilization of renewable electricity.
Resource Circulation and Management	As regulations governing waste and packaging become increasingly stringent, the Company strengthens the management of surplus food, food donations, and inventory to minimize waste.	Medium	▪ Waste collection, transportation, and treatment costs. ▪ Potential carbon fee costs arising from increasingly stringent regulations. ▪ Resource recycling costs associated with emerging technologies.
Product Traceability and Management	Regulatory authorities and consumers are placing increasing emphasis on source transparency, driving the enhancement of raw material traceability and manufacturing process management to strengthen supply chain resilience.	Medium	▪ Costs associated with the establishment and maintenance of product traceability information ▪ Product withdrawals and recalls resulting from consumer concerns, supply chain disruptions, or food safety incidents
Product Services and Innovation	In response to growing demands for food safety, low-carbon products, and health-conscious consumption, the Company continues to strengthen product development and service innovation while expanding its portfolio of health-oriented, age-friendly, and environmentally sustainable products.	Medium to High	▪ Development of low-carbon and clean-label certified products to capture opportunities in the ageless consumer market ▪ Expansion of market presence through diversified sales channels and innovative services
Product Labeling and Marketing	As regulations governing food labeling and marketing claims become increasingly stringent, the Company is committed to ensuring the accuracy and transparency of product information and strengthening external communications to mitigate brand-related risks.	Medium	▪ Fines or product delisting resulting from non-compliant product labeling or marketing claims ▪ Costs arising from customer complaints or incidents affecting brand trust
Occupational Health and Safety	Continues to enhance occupational safety management by strengthening accident prevention and contractor management while addressing challenges associated with aging equipment and changes in workforce demographics.	Medium	▪ Work stoppages caused by occupational safety incidents, resulting in increased production costs ▪ Administrative sanctions or penalties for non-compliance with occupational safety and health regulations ▪ Workers' compensation, insurance costs, and legal contingency provisions related to occupational accidents

Stakeholder Engagement GRI 2-29

Stakeholder Identification

Hsin Tung Yang references the AA1000 Stakeholder Engagement Standard (AA1000 SES) in its stakeholder engagement process. Through discussions among the six functional task forces under the Sustainable Development Committee, department managers, and employees, together with input from external experts, the Company conducted stakeholder identification and prioritization. As a result, eight key stakeholder groups were identified: customers and consumers, employees, government authorities, suppliers, shareholders and investors, local communities and public welfare organizations, inspection and certification bodies and trade associations, and the media.

Phase 1 Identification	Preliminary Identification of Stakeholder Groups	Conduct stakeholder identification workshops to gain insights into international trends and industry practices, and define Hsin Tung Yang's stakeholder groups, including their scope, definitions, and covered parties.
Phase 2 Prioritization	AA1000 Stakeholder Prioritization	With reference to the AA1000 Stakeholder Engagement Standard (AA1000 SES), stakeholders were evaluated and prioritized based on the five principles of Responsibility, Dependency, Influence, Diverse Perspectives, and Tension, resulting in the identification of eight key stakeholder groups.
Phase 3 Response	Focus on Stakeholder Concerns and Response Approaches	Analyze the responsible departments, communication channels, and communication frequency for the eight key stakeholder groups, and further enhance and strengthen engagement strategies based on the material topics of concern to each stakeholder group.

Stakeholder Engagement

Customers and Consumers

Importance to Hsin Tung Yang

Customers and consumers are the key driving force behind Hsin Tung Yang's continuous improvement. To meet the diverse needs of consumers across all age groups, we remain committed to providing healthy and clean products and services while safeguarding the health and safety of every consumer.

Communication Channels and Frequency

【Regular】
- Customer satisfaction survey (conducted annually)
- Product packaging information disclosure (for each product)

【Ad Hoc】
- Customer service hotline and email
- Official website – Sustainability section
- Suggestion boxes at physical retail locations
- Brand-owned social media platforms
- Product packaging information disclosure
- ESG Report Disclosure

2025 Engagement Results

- Customer Satisfaction Survey:
  In 2025, the average customer satisfaction rate reached 88.97% at national freeway service area and 82.8% at airport retail stores.
- Product Packaging and Labeling Information Disclosure:
  100% of product labels for the Company's self-owned branded products complied with applicable food labeling regulations.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Legal Compliance	1.2.3 Upholding Integrity
Occupational Health and Safety	5.3.1 Occupational Health and Safety

Employee

Importance to Hsin Tung Yang

Hsin Tung Yang regards every employee as the cornerstone of its stable operations and sustainable growth. Through diverse communication channels, professional training, and comprehensive career development programs, we work together with our employees to foster a healthy, inclusive, and supportive workplace.

Communication Channels and Frequency

【Regular】
- Occupational Safety and Health Committee meetings (held quarterly; four times per year)
- Meetings: Department meetings, project meetings, and Digital Transformation monthly meetings

【Ad Hoc】
- Email communications and internal announcements
- Education and training seminars
- Employee suggestion mailbox
- Announcements on workplace violence and sexual harassment prevention
- Communication through instant messaging platforms and face-to-face discussions
- Policy announcements and awareness campaigns

2025 Engagement Results

- The Dayuan Plant convened four Occupational Safety and Health Committee meetings in 2025. Employee representatives and management representatives jointly discussed occupational safety and health matters, covering a total of 36 occupational safety and health-related topics.
- Occupational safety and health information and policy updates were communicated at least once per month, with a total of 19 internal announcements issued in 2025.
- A total of 40 seminars and activities were organized to enhance employees' knowledge of occupational safety and health, health promotion, and hazard prevention..
- The employee cafeteria promoted vegetarian meal options, with more than 50% of meals offered being vegetarian.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Corporate Governance	1.2 Corporate Governance
Occupational Health and Safety	5.3.1 Occupational Health and Safety

Government Agencies

Importance to Hsin Tung Yang

Hsin Tung Yang maintains constructive communication with government authorities to support stable business operations while adhering to the highest standards of food regulatory compliance, demonstrating its commitment to consumers and the environment.

Communication Channels and Frequency

【Regular】
- Monitoring updates to food labeling regulations once per week
- Annual energy use reporting and regulatory filing
- Annual energy policy briefings and renewable energy policy consultations
- Participation in energy efficiency technology exchange activities once to twic

【Ad Hoc】
- Official correspondence with government authorities
- Monitoring regulatory updates on food labeling and other food industry regulations published by the Food and Drug Administration
- Submission of food traceability and tracking data through the Ministry of Health and Welfare's Food Traceability System

2025 Engagement Results

- Energy Reporting and Energy Conservation Initiatives:
  Successfully maintained annual certification of the ISO 50001 Energy Management System and established an annual target of 1% reduction in energy consumption.
- Food Traceability Management:
  At the Dayuan Plant, 100% of traceability information—including raw material receipt, manufacturing processes, and finished product shipments—was uploaded to the Food Traceability Management System by batch number, lot number, and quantity.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Legal Compliance	1.2.3 Upholding Integrity
Occupational Health and Safety	5.3.1 Occupational Health and Safety

Suppliers

Importance to Hsin Tung Yang

A stable supply of high-quality products and services from our suppliers is fundamental to Hsin Tung Yang's commitment to excellence. We work closely with our suppliers to build a sustainable supply chain and create long-term value together.

Communication Channels and Frequency

【Regular】
- Conduct incoming raw material supplier evaluations every two months.
- Annual procurement contract renewal
- Annual review of sustainable procurement performance
- Hold annual channel supplier counter conferences once a year.

【Ad Hoc】
- Meetings: Digital Transformation monthly meetings and project meetings
- Communication via email, communication software / APP, telephone, video conferences, and face-to-face meetings
- Hold annual supplier conferences.

2025 Engagement Results

- Supplier Engagement on Energy Conservation and Greenhouse Gas Reduction: Collaborated with 10 suppliers to implement energy efficiency improvement initiatives and conduct greenhouse gas (GHG) inventories.
- Supplier Evaluation:
  (1) 98.1% of raw material and OEM manufacturing suppliers achieved an A rating in incoming material performance evaluations.
  (2) 83% of procurement contracts with raw material and OEM manufacturing suppliers containing environmental requirements were successfully renewed.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Legal Compliance	1.2.3 Upholding Integrity
Occupational Health and Safety	5.3.1 Occupational Health and Safety

Shareholders and Investors

Importance to Hsin Tung Yang

Hsin Tung Yang has established a transparent and robust corporate governance framework to strengthen the trust of shareholders and investors while continuously creating long-term sustainable value.

Communication Channels and Frequency

【Regular】
- Board of Directors meetings (held quarterly; four times per year)
- Annual Shareholders' Meeting

【Ad Hoc】
- Shareholder contact window and dedicated email mailbox

2025 Engagement Results

- Convened four Board of Directors meetings in 2025.
- Held one Annual Shareholders' Meeting in 2025 and completed the reporting of relevant agenda items and projects.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Corporate Governance	1.2 Corporate Governance
Legal Compliance	1.2.3 Upholding Integrity

Local Communities and Public Welfare Organizations

Importance to Hsin Tung Yang

Local communities and public welfare organizations are valued partners in Hsin Tung Yang's long-term commitment to local engagement. In addition to working with local communities to protect the environment, the Company is dedicated to promoting locally sourced agricultural products, preserving traditional culture, and giving back to society.

Communication Channels and Frequency

【Regular】
- Programs supporting career exploration for disadvantaged groups, adolescents, and children
- Annual local sustainability tour

【Ad Hoc】
- Articles and e-newsletters published in the Sustainability section of the Hsin Tung Yang official website
- Community engagement and public welfare activities
- 2026 ESG Report

2025 Engagement Results

- More than 100 external volunteer participations
- 230 internal volunteer participations
- Guided more than 500 participants in learning about the history and culture of traditional Chinese cuisine.
- Benefited more than 300 participants from public welfare organizations through community engagement initiatives.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Corporate Governance	1.2 Corporate Governance
Social Welfare	Ch 6 Affinity for Mutual Prosperity

Inspection and Certification Bodies and Trade Associations

Importance to Hsin Tung Yang

Achieving excellence through industry awards, third-party inspections, and independent certifications reflects our unwavering commitment to food production and food safety standards. These accomplishments also provide a strong foundation for Hsin Tung Yang to continue driving innovation and safeguarding public health.

Communication Channels and Frequency

【Regular】
- Annual regulatory consultation meeting
- Annual applications for official awards and recognitions
- Certification reviews and on-site factory audits for certification labels (conducted twice per year)
- Annual second-tier quality management audit by government authorities
- Annual surveillance audits for the ISO 45001, ISO 14001, and ISO 50001 management systems (under a three-year certification cycle)
- Annual customer audits
- Green Factory certification (every three years)

【Ad Hoc】
- Applications for certification labels and third-party certifications
- Verification for ISO 14067 (Carbon Footprint), ISO 14046 (Water Footprint) ISO 14064-1 (Greenhouse Gas Inventory)
- Inspections conducted by local health authorities and related official correspondence throughout the year

2025 Engagement Results

- Product Development and Compliance Achievements:
  (1) A cumulative total of 12 products obtained the Clean Label Certification issued by the China Grain Products Research & Development Institute (CGPRDI) in 2025.
  (2) In 2025, three products were recognized in the Fun Food Taiwan Awards organized by the Food Industry Research and Development Institute (FIRDI).
  (3) In 2025, three products were selected as Senior-Friendly Foods by the Ministry of Agriculture, Executive Yuan.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Legal Compliance	1.2.3 Upholding Integrity
Occupational Health and Safety	5.3.1 Occupational Health and Safety

Media

Importance to Hsin Tung Yang

The media serve as an important bridge between Hsin Tung Yang and the public. Through timely and transparent communication, the Company shares its unwavering commitment to food safety and sound business practices, while fostering public trust and recognition.

Communication Channels and Frequency

【Regular】
Press releases and promotional materials issued during the three major traditional festivals and other key seasonal campaigns

【Ad Hoc】
- Product launch events
- Press releases
- Media interviews
- Press conference
- ESG Report Disclosure

2025 Engagement Results

Participated in feature interviews to share experience and best practices in food safety management and Green Factory initiatives. In the event of negative food safety news, the Company promptly implements crisis management measures and provides timely updates and official statements through its corporate website and retail stores.

Topics of Concern	Reference Chapters
Product Traceability and Management	3.1 Product Traceability and Management
Corporate Governance	1.2 Corporate Governance
Occupational Health and Safety	5.3.1 Occupational Health and Safety

ch 1

The Foundation of Commitment

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1.4 Risk Management 30

Performance Highlights

Xiluo Service Area
Ministry of Transportation and Communications Gold Road Award
Station Environmental Maintenance Category

Received 1st Place

Taoyuan International Airport Central Area Commercial Complex and the Integrated Commercial Complex Evaluation were rated Outstanding with each receiving a score of 91.7 points

Recognized as a Happy Enterprise by 1111 Job Bank for four consecutive years
Gold Award – Food & Beverage Service Category

Chen Hao Shih Inn Hakka Restaurant
Star-Rated Traceable Restaurant Certification

Airport Branch: Three-Star Rating
Guanxi Branch: Two-Star Rating

Nantou Service Area Outstanding Public Restroom Evaluation
Ministry of the Environment
Award for Outstanding Cleaning Performance and Outstanding Award–Transportation Facility Category
Nantou County Department of Environmental Protection
Outstanding Award–Diversified Service Group

Management of Material Topics (GRI 3-3)

Policy Commitment	Guided by three core digital strategies—business improvement, data-driven decision-making, and action-oriented management—the Company leverages digital technologies and AI enablement to integrate intelligent operations with the production and supply chain, creating positive impacts across the three ESG dimensions: Governance, Environmental, and Social.
Organizational Vision	Transforming problem-solving into sustainable competitive advantage, the Company embraces digital transformation and AI applications to drive data-driven decision-making, deliver innovative and trusted services, and create shared value for society and the environment.

International Framework and Metric

Corporate Governance
GRI 205 Anti-corruption
GRI 206 Anti-competitive Behavior

Definition and Impact Description	
Definition	Hsin Tung Yang has established a comprehensive corporate governance framework encompassing management policies, the composition and operation of the Board of Directors, sound oversight mechanisms, the implementation of internal control systems, corrective measures in response to material incidents, and effective engagement and collaboration with external stakeholders. Furthermore, the Company embeds integrity into its daily operations, fostering ethical conduct as an integral part of its organizational culture.
Significance to the Organization	As the food industry is subject to stringent regulatory requirements, a sound corporate governance framework is a critical success factor. Hsin Tung Yang continuously strengthens decision-making transparency and enterprise risk management to ensure regulatory compliance across all business functions while enhancing operational efficiency. These efforts reinforce stakeholder confidence and support sustainable business operations and long-term competitiveness.
External Impact	A robust corporate governance framework enhances transparency and regulatory compliance, strengthens investor and stakeholder confidence, and contributes to the stability and sustainable development of the supply chain and the broader industry. Conversely, inadequate governance capabilities may increase compliance risks and expose the Company to reputational damage. Therefore, Hsin Tung Yang is committed to continuously strengthening its governance framework, strictly complying with food industry regulations, reinforcing food safety management, and enhancing cross-functional risk management and crisis response capabilities.

In response to "Corporate Governance" being identified as an opportunity, the Company has designated "Digital Applications and AI Empowerment" as a management initiative, with the aim of leveraging digital technologies to enable data-driven decision-making and strengthen operational risk management

Management Actions	2025 Targets	2025 Action Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Digital Applications and AI Empowerment	Implementation of ERP and POS Systems	▪ The SAP ERP system was successfully launched ahead of schedule at the end of 2024. ▪ The POS system was launched in 2025. ▪ Functional optimization projects were carried out, with user experience feedback and benefit-sharing conducted regularly during Digital Transformation Monthly Meetings.	Achieved	Full implementation of the Warehouse Management System (WMS). Performance data integration into Microsoft Power BI, with digital KPI dashboards for all departments scheduled for completion by year-end. Testing and evaluation of the Carbon Management Platform are scheduled for completion in the fourth quarter.	Introduce a customer profiling and sales forecasting support system to enhance both internal and external customer experiences.	Promote smart retail, smart manufacturing, and smart sustainability.
	Warehouse Management System (WMS) – E-commerce Version	▪ The WMS for the e-commerce business has been successfully launched. ▪ Operational procedures were reduced from six steps to four, representing a 33% reduction. The order fulfillment time for urgent orders was reduced from 240 minutes to 6 minutes. ▪ Benefits and implementation outcomes were shared during Digital Transformation Monthly Meetings.	Achieved			

1.1 About Hsin Tung Yang

1.1.1 Global Presence

Since its establishment in 1967, Hsin Tung Yang has grown steadily for nearly six decades. Starting with its first directly operated retail store, the Company has progressively expanded its sales network to include department store counters, passenger transportation terminals, international airports, and freeway service areas. Guided by its mission to serve as the "International Ambassador of Chinese Culinary Culture," Hsin Tung Yang has actively expanded into global markets, with its presence spanning North America, Asia, Oceania, and Europe, covering dozens of countries and more than 30,000 distribution and retail outlets. The Company is committed to bringing Taiwan's diverse culinary culture to consumers around the world.

Core Brand Values
Building on its portfolio of classic products, delivers delicacy, quality, and human warmth, fostering long-term consumer trust.

Sustainability and Health Innovation
Actively developing products that promote LOHAS, health, and environmental friendliness, providing consumers with safe and reliable new choices.

Product Diversity and Daily Life
Offering a portfolio of more than 20 product categories and over 9,700 products to meet consumers' diverse lifestyle needs across various consumption scenarios.

Global Sales Network

China
Established a manufacturing facility and operates wholesale, distribution, mass retail, and e-commerce channels.

North America
Over Half a Century of Global Expansion Entered the San Francisco market in the United States in 1979, establishing a distribution network that spans the United States and Canada.
United States: Established a manufacturing facility to integrate local sales operations.

Europe
Operates retail locations in the United Kingdom, Switzerland, Spain, and other countries, and works with distributors to successfully place its products in major local retail channels.

Asia
Hong Kong, Macau, Japan, Singapore, Malaysia, Thailand, and the Philippines.
Sales reach extending across Singapore, Malaysia, Thailand, and the Philippines.

Oceania
The Company operates retail locations in both Australia and New Zealand, and works with distributors to successfully place its products in major local retail channels.

Taiwan

25 Retail Stores

12 Department Store Counters

5 National Freeway Service Areas

15 Airport Retail Stores

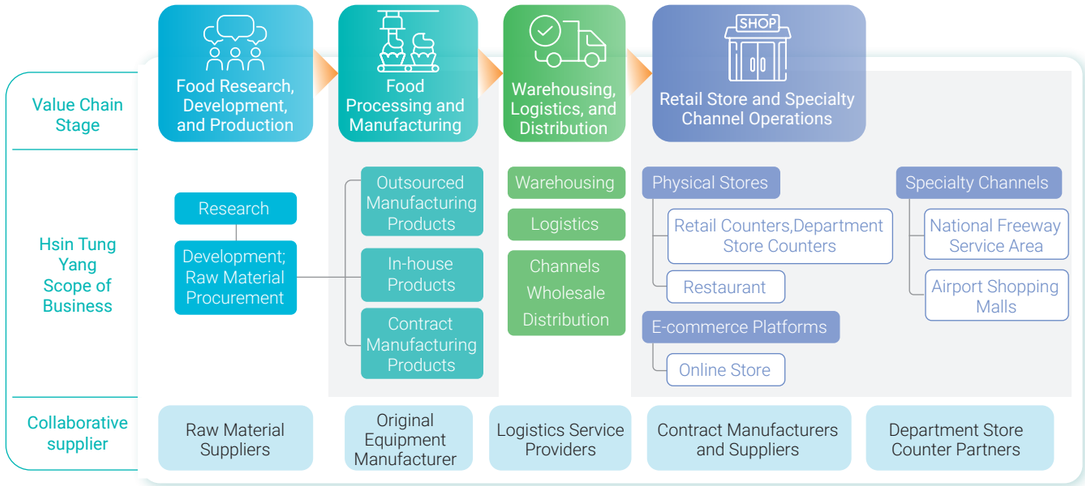
2 Street-Side Dining Stores

14 Food & Beverage Counters

1.1.2 Value Creation GRI 2-6

Food safety has always been Hsin Tung Yang's unwavering commitment. To uphold this commitment, the Company works closely with upstream, midstream, and downstream value chain partners to jointly safeguard food safety throughout every stage of research and development, production, manufacturing, distribution, and sales. Through a comprehensive traceability system and rigorous management mechanisms, Hsin Tung Yang continues to provide consumers with the safest products and diversified services.

Hsin Tung Yang Value Chain Diagram



Product and Service Type	Food Products	Retail Counters, Department Store Counters	Restaurant and Roasted Barbecue Services	Specialized Channel Management
Specific Content	Hsin Tung Yang jerky, pork floss, fish floss, canned foods, pastries, gift boxes,snack foods, etc.	Hsin Tung Yang Retail Stores, Department Store Counters, and Bus Terminal Outlets	Mai 's Deli, HojaPopcorn Chicken, Chen Hao Shih Inn Hakka Restaurant, BORNGA Korean Barbecue, GyuB Yakiniku	National Freeway Service Area: Guanxi, Xihu, Nantou, Xiluo; Dongcaotun Service Area Airport Shopping Malls: Taoyuan International Airport, Taipei Songshan Airport, Kaohsiung International Airport

1.1.3 Vision and Core Values

Hsin Tung Yang upholds its core management philosophy of "Integrity, Innovation, Agility, and Sustainability," and remains committed to advancing environmental sustainability and food safety through concrete actions. Guided by the brand vision of its founder, Mr. Mai Hsin-fu, that "Wherever there are Chinese communities, there is Hsin Tung Yang," the Company, under the leadership of Chairman Mai Kuan-cheng and President Mai Sheng Yang, continues to bring Taiwan's rich culinary culture to consumers worldwide. At the same time, Hsin Tung Yang actively engages in social welfare initiatives, strives to minimize its environmental footprint, and is committed to achieving net-zero carbon emissions by 2050.

Brand Values: Enriching Lives

Rooted in tradition while continuously innovating, we preserve the essence of Chinese culinary heritage through its signature products, delivering unforgettable flavors and creating both novel and heartfelt experiences for consumers.

As consumers increasingly seek not only superior quality but also a refined lifestyle, Hsin Tung Yang remains committed to its philosophy of pursuing excellence, delivering delightful culinary experiences that enrich everyday life.

Gift-giving serves as a bridge that connects people and conveys heartfelt emotions. For many Chinese people, who are often reserved in expressing their feelings, gifts provide a meaningful way to communicate the gratitude and appreciation that words cannot fully express.

Management Philosophy

Integrity

Guided by integrity, Hsin Tung Yang is committed to fostering lasting trust with consumers, shareholders, employees, business partners, and society as a whole.

Innovation

With an innovative mindset, Hsin Tung Yang delivers value-added products and services to customers while leveraging technology and data to accelerate innovation and maintain its position as an industry leader.

Agility

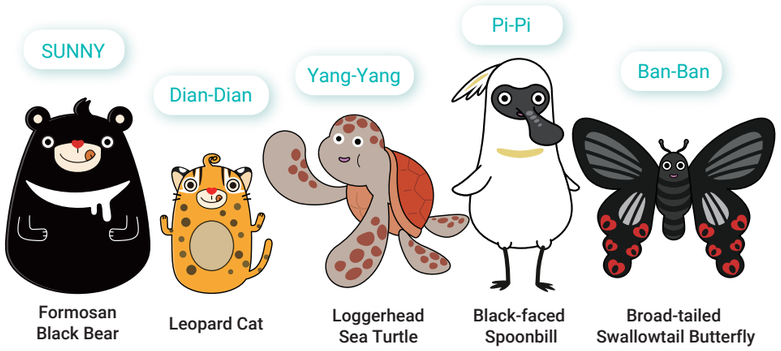
Against the backdrop of a rapidly changing global environment, Hsin Tung Yang proactively responds to transformation needs by cultivating organizational agility and sustaining its competitive advantage.

Sustainability

Building on its commitment to green factory and the circular economy, Hsin Tung Yang continues to provide more environmentally friendly choices, actively participates in social welfare initiatives, and fulfills its commitment to sustainable development.

Hsin Tung Yang Brand Mascots

To promote public awareness of ecological conservation, Hsin Tung Yang has created five brand mascots inspired by Taiwan's native and endangered wildlife species. Each mascot is paired with a dedicated brand or product line to encourage greater public awareness of wildlife conservation, foster collective efforts to protect biodiversity, and put its commitment to sustainability into practice.



1.1.4 Corporate Milestones

Since its establishment, Hsin Tung Yang has remained committed to meeting consumers' diverse lifestyle needs by developing products across 20 major categories. At the same time, the Company has continued to expand its business footprint, establishing itself as one of Taiwan's most iconic brands. The following timeline highlights key milestones in the Company's journey toward green manufacturing, product innovation, and sustainable development, demonstrating its strength and unwavering commitment to safeguarding food safety while remaining deeply rooted in Taiwan amid a rapidly changing world.

1967 - 2003
Founding and Channel Expansion

- ✓ 1967：Hsin Tung Yang was founded, specializing in the processing of meat products.
- ✓ 1979：Established a presence at Taoyuan International Airport.
- ✓ 1992：Entering the operation of freeway service areas.
- ✓ 2003：The company became the first in the food industry to obtain ISO 9001 international certification

2004 - 2016
Quality Certification and Green Transformation

- ✓ 2004：Received the Taiwan Packaging Star Award and the Green Packaging Award.
- ✓ 2008：Became the first company in the industry to implement a dual traceability system for meat products, covering both products and distribution.
- ✓ 2011：Received the Ministry of Economic Affairs' Taiwan's Top 100 Brands Award.
- ✓ 2016：All products were manufactured under FSSC 22000-certified food safety management systems.

2017 - 2022
A New Benchmark for Low-Carbon Sustainability

- ✓ 2017：The Dayuan Plant obtained the Green Building Label and conducted a greenhouse gas inventory
- ✓ 2018：Received the Green Factory Label, becoming the first company in the food industry to obtain the certification.
- ✓ 2020：Published its first CSR Report and received the TCSA Platinum Award.
- ✓ 2022：Core meat products obtained ISO 14067 product carbon footprint verification.

2023 - 2025
A New Milestone in Sustainable Governance

- ✓ 2023：Obtained the Carbon and Water Footprint Labels and received the Rural Sustainability Award.
- ✓ 2024：Officially launched the core SAP ERP and POS systems.
- ✓ 2025：The Dayuan Plant obtained ISO 50001/45001/14001 certifications.
- ✓ 2025：Received the Gold Award in the Happy Enterprise Awards and the Ministry of Transportation and Communications Gold Road Award.

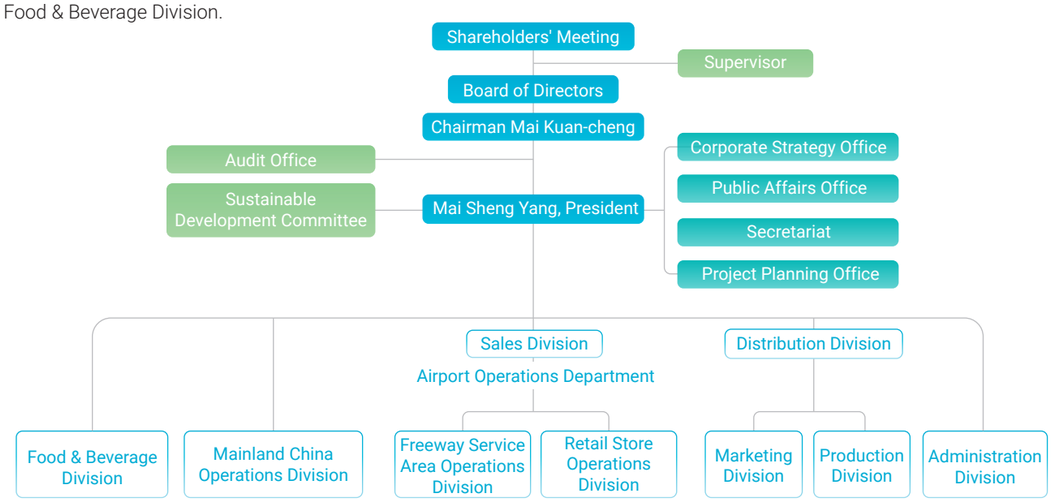
Official Website Milestone QR Code

1.2 Corporate Governance

1.2.1 Organizational Structure GRI 2-1

Hsin Tung Yang Organizational Overview	
Company Name	Hsin Tung Yang Co., Ltd.
Industry Category	Publicly Listed Food Manufacturing Industry
Number of Employees (as of the end of 2025)	1,073
Principal Products and Services	Food manufacturing, sales, and related services; food and beverage (F&B) retail services
Corporate Offices	Head Office: 8F., No. 289, Sec. 4, Zhongxiao E. Rd., Taipei City Sanchong Office: 15F.-1, No. 26, Ln. 61, Sec. 1, Guangfu Rd., Sanchong Dist., New Taipei City
Manufacturing Site	Hsin Tung Yang operates only one production facility, which is located at the Dayuan Plant at No. 11, Dagong Rd., Dayuan Dist., Taoyuan City; In 2025, the total production weight was 3,699 metric tons."
Operating Site (as of the end of 2025)	Retail Stores: 37 (including 25 food specialty stores, 11 department store counters, and 1 transportation hub store) National Freeway Service Areas: 5 (including Guanxi, Xihu, Nantou, and Xiluo Service Areas, as well as the Dongcaotun Rest Area) Airport Retail Stores:15 (including 10 at Taoyuan International Airport, 3 at Taipei Songshan Airport, and 2 at Kaohsiung International Airport) Restaurants: 16 (including 2 Mai's Deli, 2 Chen Hao Shih Inn Hakka Restaurant, 1 BORNGA Korean BBQ, 1 GyuB Yakiniku, 7 Hoja Popcorn Chicken outlets, 1 Guanxi Bento, and 2 Xiluo Bento outlets) In 2025, the total sales volume of packaged goods sold by Hsin Tung Yang's various retail channels and stores to end consumers reached 7,228 metric tons.

Hsin Tung Yang is committed to strengthening its corporate governance framework by embedding integrity into its day-to-day operations, making it a core element of the Company's corporate culture. To effectively manage its diverse business operations—including food manufacturing, retail channel operations, and food and beverage (F&B) businesses—the Company has established dedicated functional divisions, including the Administration Division, Sales Division, Distribution Division, and Food & Beverage Division.



Innovative Product Series

In recent years, Hsin Tung Yang has introduced the LOHAS (Lifestyles of Health and Sustainability) Vitality Series, featuring products certified under its proprietary Clean Label standard. The series offers healthier choices for consumers while promoting more environmentally friendly consumption. Whether at work, traveling, or exercising, consumers can embrace a LOHAS lifestyle anytime and anywhere.

Food & Beverage Brands

Hsin Tung Yang entered the food and beverage industry in 1987 with the launch of Mai's Deli. Since then, the Company has expanded its F&B portfolio to include Chen Hao Shih Inn Hakka Restaurant, featuring traditional Hakka cuisine; Hoja Popcorn Chicken, inspired by contemporary Taiwanese street food; and its well-received Freeway Service Area Bento offerings. In 2022, Hsin Tung Yang further strengthened its premium dining portfolio by introducing BORNGA Korean BBQ and GyuB Yakiniku. Through a differentiated business strategy and an intelligent supply chain, Hsin Tung Yang continues to enhance its market competitiveness while reinforcing green ingredient traceability and maintaining the highest standards of quality. The Company is committed to delivering innovative, safe, and LOHAS-inspired dining experiences for consumers.

Download Link

A Legacy of Excellence

Mai's Deli 1967

A Leading Hong Kong-Style Roast Meat Brand

Established as a leading Hong Kong-style roast meat brand, it remains committed to authentic flavors and traditional culinary techniques, maintaining a leading position among chain restaurants in the industry.

AMOT Three-Star Traceability Certified

Chen Hao Shih Inn Hakka Restaurant 2016

臻好食客棧 Hakka Restaurant

Hakka-Themed Restaurant

A Hakka-themed restaurant committed to using traceable ingredients and preserving the traditional culinary philosophy of the "Four Braises and Four Stir-fries." Certified with the highest Three-Star AMOT Traceability Restaurant Certification.

Recognized by 500 Dishes

BORNGA Korean Barbecue 2022

Authentic Korean Flavors Loved by International Diners

An authentic Korean dining brand created by renowned Korean chef Baek Jong-won. In 2024, the brand was recognized by 500 Dishes, showcasing the essence and artistry of authentic Korean cuisine

Authentic Taiwanese Cuisine

Hoja Popcorn Chicken 2016

Taiwanese Grilled & Fried Delicacies

The first brand to introduce Taiwan's iconic night market cuisine to freeway service areas. Made with carefully selected boneless chicken and inspired by the image of the Taiwan black bear, the brand accompanies travelers on every journey.

Recognized by 500 Dishes

GyuB Yakiniku 2021

The Wagyu Museum on Your Table

Known as "The Wagyu Museum on Your Table," the brand has been recognized by 500 Dishes for three consecutive years since 2022. Guided by the spirit of craftsmanship, it offers a premium Wagyu dining experience.

Authentic Taiwanese Cuisine

Service Area Bento 2011

Wholesome Bento Meals

Freshly prepared to order using locally sourced signature ingredients, including Guanxi preserved mustard greens with pork and Xiluo Zhuoshui rice. Offering balanced nutrition, these wholesome bento meals bring warmth and comfort to travelers along Taiwan's freeways.

1.2.2 Board of Directors

GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12 GRI 2-13 GRI 2-15 GRI 2-16 GRI 2-17 GRI 2-18 GRI 2-19 GRI 2-20 GRI 2-28

The Board of Directors serves as Hsin Tung Yang's highest governing body. Through a well-defined sustainability governance framework, the Board regularly reviews the implementation and effectiveness of the Company's ESG strategies. Sustainable development goals are integrated into business decision-making and the performance evaluation system to ensure the effective implementation of sustainability-related policies and initiatives.

Purpose

Embedding Sustainability into Core Strategy

The Board of Directors integrates ESG principles into the Company's business strategy, establishes objective governance and oversight mechanisms, and takes into full consideration the long-term interests of shareholders and external stakeholders in its day-to-day operations.

Vision

Realizing Our Sustainable Development Vision

Guided by the three strategic pillars of "Health and Peace of Mind," "Green Commitment," and "Shared Prosperity through Companionship," Hsin Tung Yang pursues business growth while fulfilling its low-carbon commitments through initiatives such as promoting local production for local consumption and reducing plastic use at the source.

Compliance

Effective Conflict of Interest Prevention

In accordance with the Ethical Corporate Management Best Practice Principles, the Company has established a sound conflict-of-interest avoidance mechanism. Directors are required to proactively disclose any actual or potential conflicts of interest involving themselves or their related parties in relation to agenda items under consideration, and to recuse themselves from the relevant deliberations and voting in accordance with applicable laws and regulations.

Nomination and Election Process

1. **Three-Year Term**
   Each term of office is three years, and directors are eligible for re-election.
2. **Candidate Qualification Assessment**
   Candidates are assessed based on the Company's needs and qualification requirements
3. **Shareholder Election**
   Candidates are submitted to the shareholders' meeting for formal election by vote.

Four Core Criteria for Director Selection

Industry Experience
Extensive practical experience in business

Professional Experience
Expertise in Finance and Accounting, Legal Affairs, or Risk

Strategic Decision-Making
Forward-looking Vision and Sound Crisis Judgment

Integrity and Goodwill
High Standards of Professional Ethics

Hsin Tung Yang's Board of Directors comprises seven directors, including one female director. Board members possess diverse professional expertise in operational management, strategic decision-making, financial and accounting analysis, crisis management, and industry knowledge. In accordance with its responsibilities and authorities, the Board reviews the Company's operating objectives, oversees business performance, and conducts risk assessments to ensure sound corporate governance. For detailed information on the directors' educational and professional backgrounds, remuneration, and concurrent positions, please refer to the Corporate Governance Report section of the Company's 2025 Annual Report.

7 seats Members of the Board of Directors (including one female director)

14.29% Female Representation on the Board (Compliance threshold met.)

4 Areas of Professional Expertise Comprising expertise in Business Management, Finance, Risk Management, and Legal Affairs

Diversity of the Board of Directors

Title	Name	Gender	Age: 41~50	Age: 51-60	Age: 61-70	Age: 71-80	Concurrent Position(s) in the Company
Chairman	Mai Kuan-cheng	Male				◆	Chairman
Director	Mai Sheng Yang	Male		◆			President
Director	Xing Yang Investment Co., Ltd.	-					
	Representative: Mai Hsiu-Wei	Male	◆				
Director	Xing Yang Investment Co., Ltd.	-					
	Representative: Cheng Li-Ming (Note)	Male			◆		Vice President
	Representative: Mai Hsiu-Jen (Note)	Male	◆				
Director	Mai Chen-Tsang	Male	◆				
Director	Li Lung-Chang	Male			◆		
Director	Mai Shu-Chu	Female			◆		

Note: Effective April 1, 2026, Xing Yang Investment Co., Ltd. appointed Mai Hsiu-Jen as its new representative director, replacing Cheng Li-Ming, who stepped down from the position.

Operational Performance and Continuing Sustainability Education for Directors

The Board of Directors convenes at least four meetings annually. In 2025, a total of four Board meetings were held, with an overall attendance rate of 89.3%. A dedicated Corporate Secretary is responsible for facilitating the implementation of Board resolutions. The effectiveness of Board operations is evaluated and the progress of action items is reviewed at each meeting to ensure continuous improvement. Looking ahead, the Company plans to establish a formal Board Performance Evaluation Guidelines, incorporating indicators related to economic, environmental, and social impacts.

89.3% Directors' Actual Attendance Rate in 2025

4 times Number of Board Meetings Held (Regular Monitoring of Resolution Implementation)

Integration of ESG Principles Integrating the three strategic pillars—"Health and Peace of Mind," "Green Commitment," and "Shared Prosperity through Companionship"—into business operations

chairman Mai Kuan-cheng — **9** Continuing Education Hours

Specializing in Sustainable Finance, Anti-Money Laundering (AML), Green Technology, and AI & Information Security Practices

president Mai Sheng Yang — **64** Continuing Education Hours

Completed the TAISE Certified Sustainability Management Program and obtained the certification

director Mai Hsiu-Wei — **6** Continuing Education Hours

Specializing in Insider Trading Prevention for Listed Companies, Equity Transaction Compliance, and Practical Operations

Remuneration Policies

Director remuneration is determined in accordance with the Company's Articles of Incorporation and shall not exceed 1% of the Company's annual profits, calculated based on profit before tax and prior to the distribution of employee and director remuneration. Director remuneration is paid entirely in cash.

Key Material Matters Communicated with the Board (2023–2025)

1. Smart Sustainability: Establishment of Two Core Digital Systems — 2024-2025

The Board provided end-to-end oversight and strategic guidance for the phased implementation of the SAP ERP and POS systems, strengthening internal controls, optimizing business processes, and reinforcing data-driven decision-making.

2. Sustainable Operations: Capital Expenditure and Upgrades for Service Areas — 2025 Board Resolution(s)

The Board reviewed and approved the operating concession extension plan for highway service areas and the allocation of significant capital expenditures to upgrade service area facilities, enhance the site environment, and improve the energy efficiency of green buildings.

3. Governance Transparency: Change in Inventory Costing Method — 2025 Board Resolution(s)

The Board reviewed and approved the adoption of the moving average method for inventory costing. Together with the corresponding system configuration, the change significantly enhanced the reasonableness of inventory valuation and the transparency of financial reporting.

Directors' and Senior Managerial Officers Remuneration Policy

6 : 4

Senior Managerial Officers (fixed: variable)

- Remuneration Clawback Mechanism：The Company has established a Senior Management Compensation Clawback Policy, under which bonuses may be reduced or forfeited in the event of a material integrity breach or food safety incident that causes reputational damage to the Company.
- Sustainability Performance Linkage：The Company plans to closely link compensation to the achievement of four key performance indicators (KPIs): ESG initiatives, source reduction of plastic use and secondary packaging, and employee engagement.
- Retirement Rehire Program：Leveraging the experience of retired senior executives by rehiring them to serve as company advisors.

Remuneration Components for the Board of Directors and Senior Managerial Officers

Recipient	Item
Director (including independent director)	Director remuneration consists of fixed cash compensation, director remuneration (variable compensation), stock options, profit-sharing through share subscriptions, retirement benefits or severance payments, and various allowances. The Compensation Committee determines and adjusts director remuneration by taking into consideration prevailing market practices within the industry and the individual performance of each director.
Senior Managerial Officers (President, Vice President, Manager, etc.)	Fixed salary, variable compensation, company vehicle benefits, and employee profit-sharing bonuses.

Note: In addition to fixed salary and retirement benefits, performance bonuses are awarded based on the achievement of predetermined performance indicators.

Functional Committee

Sustainable Development Committee

Formulate the Company's sustainable development policies; monitor the implementation and effectiveness of sustainable development initiatives; oversee sustainability-related disclosures; and supervise sustainability-related affairs and initiatives.

Information Security Management Committee

Responsible for approving the Company's risk appetite and reviewing risk assessment results, risk mitigation plans, and internal control measures.

Participation in Trade Associations

Hsin Tung Yang actively participates in food industry-related organizations and maintains positive interactions with industry peers, which enhances the Company's influence and fosters partnerships for mutual benefit. Since 2021, the Company has been a member of the Center for Corporate Sustainability, participating in board meetings to align with international trends and collaborating with sustainability benchmarks across various sectors to strive for excellence and create sustainable value.

Overview of Participation in External Trade Associations 2023–2025

	Organizational Category	Position Held	The Company's Management
1	Importers and Exporters Association of Taipei (IEAT)	Director	Mai Sheng Yang, President
		Convener	Jo-Yu Chu, Manager
		Committee Member	President Mai Sheng Yang/ Manager Jo-Yu Chu
2	Taiwan Chain Franchise Association (TCFA)	Executive Director	Mai Sheng Yang, President
3	TJABC	Director	Mai Sheng Yang, President
4	Taiwan Canners Association	Member	-
5	International Life Sciences Institute Taiwan (ILSI Taiwan)	Member	-
6	Taiwan Frozen Meat Products Association	Member	-
7	Taiwan Frozen Seafood Industries Association	Member	-
8	Center for Corporate Sustainability (TCCS)	Member	-

In 2025, President Mai Sheng Yang attended the sister-chamber signing ceremony between IEAT and the Cheongju Chamber of Commerce & Industry, strengthening Taiwan–Korea economic and trade cooperation.

In 2025, President Mai Sheng Yang attended the group photo session for the 12th Board of Directors and Supervisors of the TCFA.

1.2.3 Upholding Integrity

GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 205-1 | GRI 205-2 | GRI 205-3 | GRI 206-1

Since its establishment, Hsin Tung Yang has upheld integrity as a core business principle while responding proactively to industry trends, regulatory requirements, and stakeholder expectations. The Company has established clear Work Rules and Employee Reward and Disciplinary Regulations, which are published on the Company's internal intranet to provide employees with explicit guidance on professional ethics and standards of conduct. In addition, Hsin Tung Yang promotes a culture of ethical business practices through regular departmental meetings, where integrity-related policies and principles are communicated and reinforced.

Internal Audit

To ensure integrity management, the Company has established a comprehensive governance framework in accordance with relevant policies and regulations. This includes the Board-approved Internal Control System Statement, clearly defined authorization and approval authorities, and Employee Work Rules, as well as robust accounting and internal control systems to support effective risk management. Under its delegated authority framework, responsibilities are assigned at different organizational levels. The effectiveness of the Company's integrity management is regularly reviewed through management meeting reports, annual performance evaluations, and financial statements audited by an independent CPA. In addition, the Audit Office is responsible for developing and implementing the Company's annual internal audit plan, conducting periodic audits to assess compliance with relevant policies and procedures, and reporting the audit results to the Board of Directors.

Audit Focus Areas

- **54 Items** — Internal audit items implemented during the past three years (2023–2025)
- **100%** — Corrective action completion rate for audit findings
- **1 Person** — A dedicated Chief Auditor is appointed to perform audit responsibilities with independence and objectivity.

Audit Procedures

By the end of December each year	Based on the results of the risk assessment, the internal audit plan for the following year is prepared, submitted to the Board of Directors for approval, and filed with the competent authority.
Quarterly	Internal audits are conducted in accordance with the approved audit plan, with audit results reported regularly to the Supervisors and the Board of Directors.
By the end of March each year	The Company initiates and conducts the company-wide internal control self-assessment for the preceding year.
By the end of April each year	The self-assessment reports and internal audit results are reviewed, and the Statement on Internal Control System is approved and disclosed in the Annual Report.
Continuous Improvement	The status of corrective actions for identified deficiencies is reported online by the end of May each year. Over the past three years, the Company has maintained an extremely low deficiency rate, with a 100% corrective action completion rate.

Internal Audit Results

Item	2023	2024	2025
Number of Audit Engagements Conducted	30	30	54
Number of Audit Findings	1	1	1
Corrective Action Completion Rate	100%	100%	100%

Legal Compliance

Hsin Tung Yang complies with applicable laws and regulations relating to its products and services, environmental protection, and social responsibility. The Company has established multiple internal management mechanisms to strengthen regulatory compliance and mitigate compliance risks. In 2025, Hsin Tung Yang recorded no material violations in the areas of economic, environmental, or social compliance. One non-material regulatory violation related to product labeling information (including product advertising and promotional content) was identified. For further details, please refer to Section 3.3.2, Product Labeling and Marketing.

Anti-corruption

Guided by its core value of integrity, Hsin Tung Yang has established stringent ethical standards and expects all employees to uphold the highest standards of conduct and ethical principles with a strong sense of responsibility in both their professional and personal lives. To reinforce its commitment to ethical business practices, the Company has included 100% of its operating locations within the scope of its corruption risk assessments. In 2025, no material corruption risks or incidents were identified.

Hsin Tung Yang Anti-Corruption Policy

100% Corruption Risk Assessment

Established stringent codes of ethics and work rules, incorporating all operating sites and distribution channels into comprehensive assessments:

- 100% of operating sites were included in corruption risk assessments.
- The acceptance of gifts or hospitality by taking advantage of one's position is strictly prohibited.
- Using one's official position for personal gain or acting as a guarantor for another person's debts is strictly prohibited.
- Zero material corruption incidents over the past three years (2023–2025).

Supply Chain Food Safety Protection and Anti-Fraud Measures

To prevent procurement activities and raw materials from potential threats, adulteration, counterfeiting, or substitution, the Supplier Management Procedures clearly stipulate relevant control requirements:

- Suppliers are required to establish a Food Defense and Food Fraud Prevention Plan.
- Quality Assurance and Procurement departments regularly conduct vulnerability risk assessments.
- Integrity and food fraud prevention are incorporated into the annual supplier evaluation.

100% Anti-Corruption Awareness and Training

Committed to fostering a culture of integrity among senior management, all employees, and business partners:

- 100% completion rate of anti-corruption training for management and supervisory meetings.
- 100% of new employees completed pre-employment integrity training.
- 100% of partner suppliers include anti-corruption clauses in their contracts upon execution.

Anti-competitive Behavior

To ensure that its operations comply with applicable laws and regulations in the jurisdictions where it operates and to minimize legal and compliance risks, Hsin Tung Yang requires all employees and managers at every level to strictly adhere to the provisions of the Fair Trade Act and related regulations. The Company also reports its compliance status to the Board of Directors on a regular basis and provides ad-hoc training programs for relevant employees to strengthen competition law compliance awareness. In 2025, Hsin Tung Yang recorded no violations of antitrust and anti-competitive laws and regulations under the Fair Trade Act.

Grievance Handling

Employees and suppliers who identify actual or suspected violations may report their concerns through established whistleblowing channels to their immediate supervisors, the Audit Office, senior management, the President, directors, or supervisors, as appropriate. The Company recognizes and rewards whistleblowers based on the circumstances of each case, including commendations and monetary incentives where applicable. For external stakeholders, Hsin Tung Yang has established dedicated customer service hotlines, an official website, and email channels to receive reports. Reported cases are reviewed by the responsible departments through formal review procedures in accordance with their respective authorities, and the outcomes of investigations and disciplinary actions are publicly announced where appropriate. In 2025, Hsin Tung Yang received no reports involving violations of its Code of Ethics or the principles of integrity management.

Grievance Mechanism	Applicable Parties	Responsible Department	Response Method	Case Review and Validation		
				Year	Number of Case	Percentage of Cases Resolved
President's Mailbox, Audit Office Mailbox, Human Resources Department, Occupational Safety and Health Department, Customer Service Hotline, etc.	Employees, Consumers, or Suppliers	President, Chief Auditor, Human Resources Department, Occupational Safety and Health Department, Customer Service Representatives, etc.	Responded to appropriately according to the method of submission.	2023	0	-
				2024	0	-
					0	-

1.3 Operating Performance

1.3.1 Business Strategy

Hsin Tung Yang regularly convenes management meetings to review its operating performance and assess domestic and international trends, the macroeconomic environment, developments in the food industry, and market supply and demand conditions. Based on these assessments, the Company formulates channel-specific strategies and annual operating plans to respond effectively to evolving market conditions and ensure its long-term sustainable development.

Hsin Tung Yang Business Strategy

Product Management Strategic Directions

- **Product Development**
  - Festive Gift Products
  - Souvenir Gift Products
  - Products from Small-Scale Farmers
  - Environmental Sustainability (Carbon and Water Footprints, Bamboo Fiber)
  - Certified Products (e.g., Clean Label, Senior-Friendly Certification, etc)
- **Manufacturing and Production**
  - Quality Management
  - Production Management
  - Cost Control
  - Energy Saving and Carbon Reduction
- **Product Management**
  - New Product Development
  - ODM/OEMProducts
  - Supplier Development
  - Marketing Topic Planning

Sales Channel Management

Channel Expansion | Increase Market Share | Cross-Industry Collaboration

Retail Store Operations

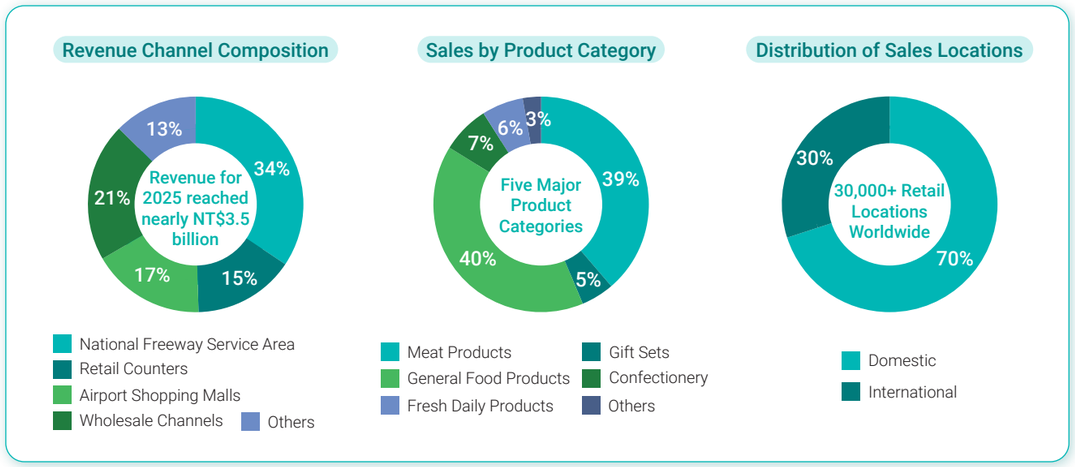
- **Stores**
  - Customer Experience
  - Expand Customer Base
  - Enhance Customer Experience
  - Enhance Service
- **National Freeway Service Area**
  - One Store, One Specialty (OTOP)
  - Self-Service Ordering Kiosks
  - 24-Hour Ready-to-Eat Food Service
  - Farmers' Markets / Direct Farmers' Markets
  - "Doing Good with Pomelos" Charity Bazaa
- **Airport Shopping Malls**
  - Promote Local Agricultural and Specialty Products
  - Full Adoption of Reusable Tableware
  - Multilingual Capability Development
  - Recruit International Employees
  - Enhance Traveler Service Satisfactio

Public Communication Strategic Directions

- "Gift-Giving Expert" thematic marketing creates gift-giving demand and reinforces a professional product curation image.
- "Top Choice for Local Specialties" brings together specialty products from across Taiwan, offering one-stop shopping convenience.
- "Green Products" launches ESG product lines to enhance brand recognition and affinity.
- "Data Empowerment" leverages loyalty programs and enhanced customer experiences to deepen customer engagement and contribution.

1.3.2 Operational Performance

Over nearly six decades of development, Hsin Tung Yang has built a strong foundation in food manufacturing and progressively expanded into diversified business operations, establishing an integrated value chain spanning the upstream, midstream, and downstream segments of the food industry. Over the past three years, the Company's net sales have remained stable. In 2025, total revenue reached nearly NT$3.5 billion, with approximately 87.40% generated from freeway service areas, airport retail stores, branded retail outlets, and wholesale distribution channels. For details of the Company's historical financial performance, please refer to Appendix I, Table 1-1, Historical Financial Performance.



1.4 Risk Management

1.4.1 Risk Management Mechanism

Hsin Tung Yang places great importance on identifying and managing the potential risks associated with its business operations. The Company conducts comprehensive risk assessments covering the organization as a whole, its manufacturing facilities, and all operating channels to identify and evaluate potential risks. Based on the nature of each risk, appropriate management mechanisms and corresponding mitigation measures are established to effectively control risks and strengthen preventive capabilities.

Environmental Scanning and Risk Identification	Collect food safety regulations, retailers' self-regulatory requirements, and market trends to identify risk factors that may impact revenue and brand reputation.
Risk Assessment and Prioritization	Assess and prioritize risks based on their likelihood of occurrence, potential impact, stakeholder concerns, and implications for business operations. Material risks and priority areas are identified accordingly to determine appropriate management strategies, resource allocation, and response measures.
Control, Monitoring, and Response	Established standardized contract management procedures and a channel inventory monitoring system. Sales and marketing managers verify channel transaction and inventory updates on a daily basis to ensure actual sales performance and operational stability.
Corrective Actions and Monitoring Corrective Actions and Tracking	Regular cross-functional meetings are convened to analyze the root causes of product issues or logistics delays reported by sales channels, with corrective actions tracked through to closure.

風險鑑別結果與因應行動

Risk Category	Potential Risk Impact	Core Response Actions and Management Measures
Climate and Natural Disasters	▪ Typhoons may delay shipping schedules, affecting product listing timelines and shelf life. ▪ Earthquakes may cause power, water, and gas outages, fires, and damage to buildings. ▪ Extreme weather may disrupt supply stability, resulting in delayed deliveries or stock shortages of sun-dried products. ▪ Natural disasters may affect employee attendance, leading to workforce shortages at operating sites.	▪ Integrate climate change into decision-making by incorporating climate-related risks into regular strategic operational risk assessments. ▪ Strengthen emergency response mechanisms by establishing the Emergency Response Guidelines and implementing related training programs. ▪ Enhance cross-functional coordination by establishing an Emergency Response Team to promptly respond to disasters. ▪ Strengthen supply chain coordination by monitoring weather forecasts and proactively coordinating with logistics providers to adjust delivery schedules.
Food Safety	▪ Inadequate distribution or channel logistics management may result in product deterioration and damage to brand reputation. ▪ Chilled products with short shelf lives may be discarded if delivery delays exceed the acceptable receiving period.	▪ Implement food safety monitoring through a comprehensive Food Safety Monitoring Plan to systematically manage risks. ▪ Strengthen source control through supplier qualification, evaluation, audits, and inspection mechanisms. ▪ Establish product traceability systems to ensure food safety incidents can be promptly identified and addressed.
Legal Compliance	▪ Retailers' labeling and allergen requirements may be more stringent than regulatory standards, with non-compliance potentially resulting in product delisting and financial penalties.	▪ Establish standardized labeling checklists and implement a Channel Label Review Checklist, with dual verification by Quality Assurance and Sales & Marketing prior to product listing.
Market Competition	▪ Failure to meet retailers' sustainability requirements, such as plastic reduction or carbon labeling, may result in the loss of access to mainstream sales channels.	▪ Develop green packaging by designing channel-exclusive products featuring eco-friendly, minimalist, or sustainable packaging. ▪ Strengthen green partnerships by actively participating in retailers' green procurement programs to enhance long-term collaboration.
Supply Chain and Operations	▪ Inaccurate demand forecasting during festive seasons may lead to stock shortages of popular products or product waste due to excess inventory. ▪ Third-party transportation may be disrupted by adverse weather, resulting in unstable product delivery performance.	▪ Optimize inventory allocation through data-driven replenishment by monitoring channel sales data in real time. ▪ Clarify contractual responsibilities by defining accountability and quality acceptance criteria in supplier agreements.
Information Security	▪ Disasters or cyberattacks may result in system downtime and data breaches. ▪ Weaknesses in internal personnel management processes may lead to the leakage of personal data.	▪ Establish an Information Security Management Committee to conduct regular information security risk assessments.

Crisis Management Mechanism

When a potential risk escalates into an actual crisis, the relevant departments immediately activate the Company's crisis management mechanism to ensure a timely and effective response. In the event of a major emergency, the President convenes a dedicated task force comprising the responsible departments to evaluate the situation and determine appropriate emergency response measures. The incident and the corresponding response are subsequently reported to the Chairman and the Board of Directors.

Stage 1 Notification and Control

- **Initiate a joint investigation：**The Channel Management Department and production facilities jointly conduct a comprehensive internal investigation to identify the root causes of the incident.
- **Implement channel control measures：**Require affected sales channels to immediately suspend product sales and quarantine on-site inventory to prevent further impacts.

Stage 2 Assessment and Product Recall

- **Implement reverse logistics：**Activate the Product Recall Procedure and dispatch logistics providers to rapidly retrieve affected products nationwide while reconciling recalled quantities with shipment records.
- **Issue clarification documentation：**Collaborate with the Legal and Quality Inspection functions to provide inspection reports to channel procurement teams, thereby maintaining business partner confidence.

Stage 3 Recovery and Prevention

- **Restore brand reputation and recover losses：**Negotiate compensation with channel partners and consumers to safeguard their rights and interests, and provide corrective action reports to facilitate product relisting.
- **Review and optimize processes：**Conduct an internal post-incident review and revise the Risk Identification Matrix to prevent the recurrence of similar incidents.

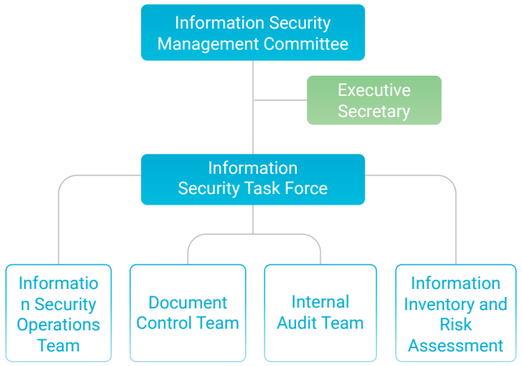
1.4.2 Information Security

Hsin Tung Yang has established a comprehensive information security management policy to strengthen its information security governance. The key elements of the Company's information security management framework and policy are as follows:

Core Policy： Establish an organization-wide assessment framework and asset management mechanism, while implementing business continuity planning and regular drills.

Decision-Making and Oversight： Establish an Information Security Management Committee responsible for approving risk ratings and reviewing risk assessment results and corrective actions.

Implementation Teams： Four dedicated working groups operate under the Committee, with responsibilities for information security operations, document control, internal audits, asset inventory management, and risk assessments.



Key Provisions of the Information Security Policy

- Information Security Management Committee and Four Functional Task Forces
- System Vulnerability Scanning and Security Response Drills
- Full Deployment of Endpoint Protection Software
- Information Security Monitoring Dashboard

Information Security Management Measures

In accordance with the ISO/IEC 27001 Information Security Management System (ISMS), Hsin Tung Yang has established management procedures and implemented action plans to strengthen information security governance. The Company's annual information security initiatives include website vulnerability scanning, server vulnerability scanning, social engineering simulation exercises, and information security verification. Resources dedicated to information security management include:

Intellectual Property Management

The Company regards its brands and trademarks as core assets. Comprehensive intellectual property protection mechanisms have been established and closely integrated with its business strategy:

- Proactive Registration and Protection of Trademarks and Brands
- Implement Trade Secret and Confidentiality Training
- Implement Document Classification and Access Controls

Customer Privacy and Data Protection

The Company protects the personal data of both online and in-store members by strictly implementing personal data protection mechanisms. In 2025, no incidents of reported violations related to integrity principles were recorded:

- Provide Prior Notice and Obtain Explicit Consent
- Implement Role-Based Access Control for Personal Data
- Implement Regular Data Retention and Secure Disposal

Supply Chain Security Protection

To prevent procurement activities and raw materials from threats and counterfeiting, the Company has strengthened contract reviews and supplier evaluation processes while establishing coordinated protection mechanisms:

- Require the Signing of Anti-Corruption Agreements
- Conduct Supplier Food Defense Assessments
- Conduct Food Fraud Vulnerability Assessments

ch 2

The Virtue of Circularity

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2.2 Climate Change Mitigation and Adaptation 40
2.3 Energy Management 50
2.4 Water Resource Management 54
2.5 Resource Circulation and Management 58

Performance Highlights

Industrial Development Administration, Ministry of Economic Affairs Enacted in 2018 and remains in effect

The First Green Factory in the Food Industry **8 years**

Includes the Green Building Label and the clean production certification.

Ministry of Economic Affairs Dayuan Plant Mobilized Subcontractors

Large Enterprises Leading SMEs

Manufacturing Industry Low-Carbon and Smart Transformation Upgrade Subsidy Program **10 companies Completed the Program**

Ministry of Environment
Cumulative Number Obtained by Proprietary Brands

Carbon Footprint Label **3 labels**

Deluxe Pork Floss 235 g, Honey Pork Jerky 275g, and Spicy Meat Sauce 160g

Third-party assurance entity Cumulative Number Obtained by Proprietary Brands

Verification of product carbon and water footprints

6 verifications

Deluxe Pork Floss 235 g, Honey Pork Jerky 275g, and Spicy Meat Sauce 160g
Original Beef Jerky 100g, Premium Pineapple Cake (Airport Exclusive), and Horizon 100% Additive-Free Original Sausage

Manufacturing Facilities, Operations, and Office Locations
Greenhouse gas inventory

Implementation completed in **75 sites**

- 2024: Renewal of the Green Factory Label and Green Building Label certifications for the Dayuan Plant.
- 2023: Dayuan Plant was selected as a demonstration case for the Smart Energy Management Guidance Program and participated in the achievement showcase.

Management of Material Topics (GRI 3-3)

Policy Commitment	Hsin Tung Yang recognizes that food production is highly dependent on energy and resources. The Company is committed to complying with applicable domestic and international regulations and standards. Led by senior management and working together with all employees and supply chain partners, the Company continuously enhances food safety and quality management, actively promotes low-carbon transformation, green manufacturing, and an innovative circular economy, develops an operating model that maximizes resource efficiency, **implements full value chain circular management**, and jointly creates sustainable value that benefits the Company, society, and the environment.
Organizational Vision	Hsin Tung Yang's vision is to **become a leading sustainable food company in Taiwan with international alignment**. By implementing environmental, energy, and greenhouse gas (GHG) management systems, the Company has established systematic and data-driven management mechanisms. At the same time, it promotes waste reduction initiatives centered on three key pillars—sustainable consumption, the circular economy, and green production—continuously improving resource use efficiency and integrating these efforts into the brand's sustainability impact to achieve energy and resource recycling and reuse mechanisms.

Material Topic	International Framework and Metric
Energy Management GRI 302 Energy	SASB <Food Retailers & Distributors> Fleet Fuel Management (Fleet fuel consumed, percentage renewable), Energy Management ([1] Operational energy consumed, [2] percentage grid electricity and [3] percentage renewable) SASB <Processed Foods> Energy Management (FB-PF-130a.1)
Resource Circulation and Management GRI 306 Waste	SASB <Food Retailers & Distributors> Food Waste Management ([1] Amount of food waste generated, [2] percentage diverted from the waste stream) SASB <Processed Foods> Packaging Lifecycle Management ([1] Total weight of packaging, [2] percentage made from recycled or renewable materials, and [3] percentage that is recyclable, reusable, or compostable; Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle)

Definition and Impact Description	
Energy Management	【Definition】 Covers internal and external energy consumption management across all operating sites and production processes. Through the establishment of an ISO 50001 Energy Management System, replacement of high-energy-consuming equipment, and deployment of renewable energy, the Company implements low-carbon transition and achieves energy consumption reduction and carbon management goals.
	【Significance to the Organization】 In response to energy price fluctuations and carbon fee trends, optimizing energy efficiency is a key factor in ensuring operational resilience. Through intelligent data monitoring and process upgrades, the Company reduces operating costs and enhances market competitiveness.
	【Impact on External Parties】 Energy consumption and greenhouse gas emissions directly impact climate change adaptation. Through energy-saving projects and the implementation of low-carbon equipment, the Company reduces the environmental burden across the value chain and uses quantified carbon reduction performance to respond to stakeholders' expectations for sustainable governance.
Resource Circulation and Management	【Definition】 Covers the lifecycle management of industrial waste, food residues, and product packaging materials throughout operations and manufacturing processes. Following the principles of full value chain circular management, the Company implements reduction, sorting, and recycling measures to maximize resource efficiency.
	【Significance to the Organization】 Transition toward innovation in the circular economy model. Promoting the circular use of waste and packaging materials can reduce raw material procurement and waste disposal costs, mitigate environmental regulatory risks, and drive optimization of internal operating mechanisms.
	【Impact on External Parties】 Waste generation and disposal methods have a direct impact on regional ecosystems and the environment. Hsin Tung Yang adopts a green production approach starting at the source, reducing food waste and increasing the proportion of recycled packaging materials to alleviate the burden of environmental management on society and promote a low-carbon sustainable consumption culture.

Hsin Tung Yang addresses the material topics of "Energy Management" and "Resource Circularity and Management" by promoting smart energy-saving and resource recycling initiatives, and implements full value chain circular management.

Management Actions	2025 Targets	2025 Action Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Establish an EMS Energy Monitoring System	Install an energy monitoring system	Completed the establishment of the EMS energy monitoring system at the Dayuan Plant.	Target Achieved	Completed the EMS equipment abnormality notification APP mechanism.	Establish MES energy consumption indicators for unit products.	Establish an MES energy performance AI management platform.
	Energy monitoring coverage rate: 40%	Install smart meters and sub-meters, achieving 40% energy monitoring coverage.		50%	80%	100%
Factory Energy-Saving Measures	Reduce electricity consumption by 579,000 kWh	Replaced freezing, refrigeration, and cooling equipment, reducing annual electricity consumption by 512,000 kWh.	Target Achieved	▪ Completed the establishment of the natural gas generator parallel connection system ▪ Reduced annual electricity consumption by approximately 72,000 kWh	Establish solar power and energy storage systems for factories and warehouses.	▪ Establish a microgrid across the entire plant. ▪ Establish an energy dispatch and control system to integrate the energy monitoring platform. ▪ Achieve a 100% self-generated and self-consumed electricity supply rate at the plant.
	Annual electricity savings rate of 8.44%	Implemented air-conditioning and other energy-saving improvements, achieving annual electricity savings of 67,000 kWh.		Reduce equipment electricity consumption by 3%	Achieve a 50% self-generation and self-consumption electricity rate at the Dayuan Plant.	
Waste Recycling and Reuse	Achieve a reuse rate of 73%	Waste reuse amount: 552 metric tons, with a reuse rate of 75%	Target Achieved	76% (Annual 1% increase target)	80% (Annual 1% increase target)	Continue to follow Hsin Tung Yang's sustainability principles: "Green Commitment," to implement various initiatives.
Food Processing Sludge Reuse	Launched the Food Processing Sludge Treatment Program	Collected food processing sludge for biogas power generation or organic fertilizer production, with a total treatment volume of 197 metric tons.	In progress	5% reduction	10% reduction	
Pallet Recycling and Reuse	Annual recycled and reused amount: 17 metric tons	Implemented a pallet repair program, achieving a reuse amount of 17.3 metric tons	In progress	Increase to 18 metric tons	Increase to 20 metric tons	
Water Resource Collection, Recovery and Reuse	1.Annual reclaimed water of 31,678 metric tons 2.Recycling efficiency increased by 43%	▪ Introduced water circulation reuse for sterilization retorts, achieving annual recovery of 23,543 metric tons ▪ Reclaimed water reuse rate increased by 32%	In progress	▪ Implement wastewater recovery and treatment technologies to improve recycled water quality and expand its scope of use ▪ Estimated that the annual process wastewater recovery rate will be approximately 30%	▪ Reduce wastewater discharge by approximately 43,800 metric tons annually. ▪ Process wastewater recovery rate accounts for 60% of total wastewater discharge.	

Note: EMS=(Energy Management System)；MES= (Manufacturing Execution System)

Environmental Management Strategy

Extreme climate events caused by climate change, such as high temperatures, droughts, heavy rainfall, and typhoons, not only affect raw material prices and production fluctuations but may also result in risks associated with unstable energy and resource supply and demand. In response to the goals of the Paris Agreement and increasingly stringent environmental regulations, Hsin Tung Yang upholds the core philosophy of "Practicing Environmental Friendliness on a Foundation of Integrity." Based on the characteristics of different operating sites, the Company progressively develops greenhouse gas, energy, water resource, and waste management mechanisms, as well as transition strategies, to comprehensively implement "energy conservation, low carbon, and clean production," moving toward becoming a sustainable food enterprise that balances environmental sustainability with long-term operational development.

Environmental Management Measures for Green Factory Operations

Green Production Management Measures (2023–2025)

	Response to Climate Change	Energy Management	Water Resource Management	Resource Circulation and Management
Investment Costs (NTD)	NT$800,000	NT$65.27 million	NT$5.6 million	NT$10.98 million
Management Actions	▪ Conduct employee climate education and training ▪ Establish a greenhouse gas inventory system ▪ Implement greenhouse gas inventories across all domestic sites ▪ Reduce greenhouse gas emissions	▪ Establish an energy management system and an EMS real-time energy consumption monitoring system ▪ Promote efficiency improvements for high-energy-consuming equipment ▪ Establish energy baselines and indicator management	▪ Establish water usage monitoring and recovery systems ▪ Strengthen equipment inspections to reduce water leakage ▪ Optimize water use efficiency ▪ Develop a drought response plan	▪ Waste recycling and reuse ▪ Use recycled plastic products made from waste plastic within the facilities ▪ Compost organic sludge or use it as biomass energy
Target Setting	Annual carbon emission reduction of 3%	Annual electricity savings rate of 1%	Annual water savings rate of 1%	Annual recycling and reuse rate of 75%
Achievement Status	Achieved annually from 2023 to 2025			

2.1 Green Production

2.1.1 Factory Milestones

Starting from the Dayuan Plant, Hsin Tung Yang has progressively transitioned from green production toward low-carbon transformation, elevating environmental management from operational improvement to a core corporate strategy. Through the implementation of green transformation management mechanisms, the Company has not only optimized energy and resource use efficiency but also established a cross-departmental collaborative carbon reduction system. In the future, Hsin Tung Yang will focus on low-carbon sustainability, deepen its green manufacturing capabilities, and move toward becoming a sustainable enterprise with both operational resilience and environmental responsibility.

Factory Establishment and Adjustment Period 1987~1992
- Environmental Management Exceeded Regulatory Standards
  - Implementation of the **wastewater treatment system**
  - Practiced **independent energy and resource management**
  - Enhanced building air conditioning energy efficiency

Production Operation Period 1993~2016
- Promoted clean production at the Dayuan Plant
  - **Promoted green manufacturing processes** to improve process efficiency and automation
  - Implemented energy audits
  - Discontinued the use of heavy oil-fired boilers and **switched to purchased steam**

Green Factory Mark Period 2017~2018
- Obtained Green Factory Certification
  - Implemented greenhouse gas inventories
  - Used **renewable energy generation**
  - Promoted **Green Building Label**
  - Improved air conditioning and lighting systems

Green Management Implementation Period 2018~2019
- Passed third-party assurance for energy and environmental management systems
  - Implemented the ISO 50001 Energy Management System
  - Implemented the ISO 14001 Environmental Management System

Green Growth Period 2020~2025
- Aligned with International Green Product Trends
  - Published the first CSR report and received a Gold Award
  - Carry out the "Leading Smaller Suppliers by Example" Program

Low-Carbon Sustainability Period 2026~2030
- Pursue Net-Zero Emissions
  - Promote smart energy management
  - Implement circular economy and resource recovery and reuse
  - Introduce energy-saving and carbon-negative technologies
  - Adopt green energy

2.1.2 Green Factory

Hsin Tung Yang actively invests in sustainable development. In 2016, the Company became a pioneer in promoting green factories within Taiwan's food industry. In 2020, it became "the first food company in Taiwan to obtain dual certification for traceability at a green factory" and received the "Green Leadership Award" at the international Asia Responsible Entrepreneurship Awards (AREA).

Green Factory Management Strategy

Five Major Management Dimensions of Green Factories

Eco-Design of Products
- Reduced packaging materials through product design planning: Achieved an annual 1% reduction in product carbon footprint
- Promoted product carbon and water footprint verification: Successfully obtained carbon footprint labels for 3 products

Water Resource Management
- Established a water usage monitoring and recovery system: Reduced water consumption by 1% annually
- Developed a wastewater recycling management mechanism: Improved the efficiency of water resource recycling and reuse within the facility

Green Production Processes
- Optimized production and management processes: Introduced X-ray foreign object detection machines on packaging lines
- Implemented clean production technologies: Reduced energy consumption by approximately 219.74 GJ

Energy Management
- Established an energy management and monitoring system: Improved energy intensity by approximately 1%
- Promoted energy-saving improvements for equipment and air conditioning/refrigeration systems: Optimized the efficiency of high-energy-consuming equipment and replaced 100% of lighting fixtures with LED lights

Waste Management
- Increased the waste recycling and reuse rate: Cumulative total of 1,479 metric tons
- Processed and reused food processing sludge: Collected processing sludge for biogas power, with an annual total of 170 metric tons

Hsin Tung Yang continuously ensures that its factories implement clean production, with management and monitoring items covering energy, water resources, pollutants, and other areas. Through the evaluation of various qualitative and quantitative indicators, Hsin Tung Yang has continuously obtained the "Clean Production Assessment System Qualified Certificate" since 2018 (with the latest validity period extending through December 2026). While increasing production capacity, the Company also reduces carbon emissions, actively promotes the participation of the entire value chain in sustainability, and establishes brand advantages for the food industry in sustainable development.

Green Factory Energy-Saving and Carbon Management Roadmap

2023-2024 — Stage 1: Equipment Energy Efficiency Assessment and Replacement

Lighting Equipment Replacement
- Replace low-efficiency chiller units or compressor equipment
- Replace lighting fixtures at the Dayuan Plant with LED lighting fixtures

Promote Energy-Saving Improvement Projects
- Improve air conditioning, cooling water systems, and refrigeration/freezing systems
- Install an energy monitoring system at the Dayuan Plant
- Add timers or smart control modules

2025-2026 — Stage 2: Enhanced Energy Management and Efficiency

Reduction in Carbon Emissions
- Replace diesel generators with high-efficiency gas-fired generators
- Implemented a waste heat recovery mechanism for steam trap condensate.
- Installation of water quality monitoring equipment
- Implement high-efficiency gas engines

Strengthen Energy Management Mechanisms
- Upgrade refrigeration and freezing systems to high-efficiency units
- Consolidate cooling tower capacity and loads across the plant
- Installed a power synchronization control module for the gas-powered generator.

2027-2028 — Stage 3: Green Digital Transformation & Carbon Neutrality

Digital Management and Advancement
- Promote carbon reduction and green digital transformation
- Establish an Energy Management System
- Establish a plant-wide microgrid at the Dayuan Plant
- Establish a smart energy dispatch and control system
- Establish backup power and islanding mode operation, and integrate the energy monitoring platform

Carbon Offsetting and Carbon Neutrality
- Establish solar power and energy storage systems at the main plant
- Reduce product carbon emission intensity
- Generate electricity for on-site self-consumption
- Implement the ISO 14064-2 carbon offset mechanism
- Implement ISO 14068-1 carbon neutrality

Carbon Offsetting & Carbon Neutrality Advancement

Energy Smart Monitoring: Implementation of a Smart Energy and Temperature Control System

Carbon Reduction Target: Reduce carbon emissions by 3% annually

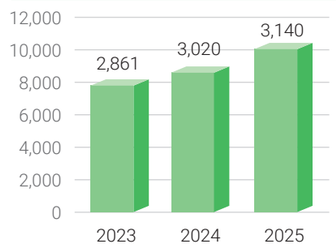
Systematic Management of Plant Equipment: Consolidate equipment and implement control modules and systems

Energy-Saving Target: 1% Annual Electricity Reduction Target

To enhance energy consumption efficiency and reduce carbon emissions, Hsin Tung Yang has established annual targets of reducing electricity consumption by 1% and carbon emissions by 3%. The Company imbeds the concept of sustainable development into corporate operations, production activities, and daily maintenance. To achieve the 2050 net-zero carbon emissions target, the Company continues to promote energy-saving improvements and low-carbon manufacturing processes, implement energy and resource recycling, and plans to introduce measures such as carbon-negative technologies, carbon offsets, and carbon neutrality, moving toward Hsin Tung Yang's net-zero target.

Hsin Tung Yang actively strengthens its food safety risk management mechanisms and continuously follows the requirements of food safety management system standards. Through cross-departmental collaboration and oversight, the Company gradually strengthens process control and risk management mechanisms, fully implementing food safety management systems across factory operations and production processes. Currently, the Dayuan Plant has obtained third-party assurance under international food safety management systems to continuously ensure product quality and food safety. In 2025, production volume reached 3,699 metric tons, accounting for 85% of total production volume. (Detailed annual production statistics are provided in Appendix 1, Table 2-1, "Production Volume Statistics of the Dayuan Plant Obtaining Independent Third-Party Assurance Related to Food Safety.")

Production Volume of Dayuan Plant Obtaining Food Safety Third Party Assurance from 2023 to 2025 (metric tons)



ISO 9001 | HACCP | ISO 22000：2018 | FSSC 22000

Verification Expiration Date: November 16, 2026

2.1.3 Sustainable Partnerships

As a benchmark for green manufacturing, the Dayuan Plant of Hsin Tung Yang Co., Ltd. has promoted green production development mechanisms for many years, with operations spanning the food, catering, biotechnology, and chemical industries. To date, the company has hosted more than 42 benchmarking visits and observation activities, engaging over 1,500 participants. In 2025, the Dayuan Plant held three such activities with a total of 136 participants, focusing on green factory practices, energy-saving and carbon-reduction technologies, and the cultivation of sustainable talent. Additionally, the plant conducted two external experience-sharing sessions covering topics such as "1+N: Large Enterprises Leading Small Enterprises in Low-carbon Transition" and "Industrial Net-Zero Technology Applications." Moving forward, the company remains committed to expanding its influence in promoting environmental sustainability and green production.

Overview of Exchange Partners

Unit	Key Collaborative Partners
Public Sector	Directorate-General of Personnel Administration, Executive Yuan; Industrial Development Bureau, MOEA; Energy Administration, Ministry of Economic Affairs; and the service centers of various industrial parks.
Academic Research Institutions	National Taiwan University, National Chung Hsing University, National Taipei University of Technology, Chinese Culture University, and Seika Women's Junior College.
Professional Legal Entities and Organizations	Asian Productivity Organization (APO), International Life Sciences Institute, Taiwan (ILSI Taiwan), Corporate Synergy Development Center, Taiwan Industrial Service Foundation, and Green Productivity Foundation.
Social Influence Organizations	Sayling Wen Cultural & Educational Foundation, Impact Hub Taipei, Business Today, and the Sanyang Motor Cooperative Association.

External Organization Visit Records

2023

Category
International Technical Exchange and Experience Sharing

Visiting Organization
APO (Asian Productivity Organization)

Record of Exchange
Hosted 45 members of an APO study group from Singapore and other Asian countries, sharing Hsin Tung Yang's successful cases in low-carbon achievements and sustainable brand management, and promoting mutual advancement of technology across the region.

2024

Category
Sustainable Talent Value Transmission

Visiting Organization
Sayling Wen Cultural & Educational Foundation

Record of Exchange
Collaborated and exchanged with the Sayling Wen Cultural & Educational Foundation to arrange on-site observation opportunities for new graduates and trainees, sharing Hsin Tung Yang's green planning culture and practical experience, and discussing sustainable operations topics.

2025

Category
Policy Benchmarking and Government Training Programs

Visiting Organization
Smart Technology Value-Added and Cross-Domain Innovation Promotion Program for Industrial Parks

Record of Exchange
Demonstrated how the"Smart Green Factory"converts net-zero policies into concrete operational outcomes through the ISO 50001 Energy Management System and clean production measures.

Records of the Dayuan Plant's Invited Sharing Activities

Taiwan Green Productivity Foundation and Business Today "1+N Manufacturing Industry Leading Smaller Enterprises in Low-Carbon Upgrade and Transformation" Interview

2024 Taiwan Plastic Reduction Transformation Forum

2025 Industry Net-Zero Transformation Achievement Presentation and Seminar

2.1.4 Sustainable Employee Dining Facilities

Hsin Tung Yang continues to enhance its production processes and extends its environmentally friendly philosophy to employees' daily dining practices. The employee eco-friendly restaurant at the Dayuan Plant supports green transformation by establishing a sustainable food service model. In 2025, the implementation results of the Dayuan Plant employee restaurant exceeded the requirements of green dining table standards and obtained the Ministry of Environment's "Eco-Friendly Restaurant" certification. The Company also aims to complete a transition plan to obtain the "Green Food" certification by 2027, providing employees with a dining experience that is both healthy and environmentally friendly.

Implementation Measures for the Green Dining Initiative at the Dayuan Plant

環保餐廳 ECO-FRIENDLY RESTAURANT

1. Promoted Waste Reduction at the Source

Source Reduction of Waste
Sustainable Procurement

- Switched entirely to reusable tableware starting in 2021
- Prioritize procuring locally sourced ingredients to reduce transportation-related carbon emissions

2. Implement Circular Economy Principles

Sludge Resource Recovery
Waste Management

- Convert food processing sludge into raw materials for biogas power or Solid Recovered Fuel (SRF)
- Disassemble discarded products and integrate them into the food waste recycling system to reduce waste generation

3. Sustainable Management of Energy Resources

Factory Energy Conservation Plan
Water Resource Management

- The employee cafeteria adopts energy-saving equipment and installs a solar power generation system
- Establish a digital water management system to recycle and reuse water resources

4. Increasing Awareness of Sustainability

Enhance Employees' Awareness of "Net Zero Green Living"

- Regularly conduct environmental education and training and promote environmental awareness through communications materials, incorporating the principles of food conservation and waste reduction into daily practices.

2.2 Climate Change Mitigation and Adaptation

2.2.1 Nature and Climate Risk Assessment

Hsin Tung Yang focuses on the impacts and challenges that nature and climate change bring to the food industry. With reference to the frameworks of the "Task Force on Climate-related Financial Disclosures (TCFD)" and the "Task Force on Nature-related Financial Disclosures (TNFD)," the Company systematically identifies and discloses climate- and nature-related risk and opportunity information. The Company has also developed three major response strategies: "Product Development Diversification," "Development of Alternative Raw Materials," and "Value Chain Risk Diversification." Through these efforts, Hsin Tung Yang enhances overall operational resilience, ensures food quality and supply stability, and achieves long-term stable business operations and sustainable development goals.

Assessment and Management Processes and Mechanisms for Climate and Nature-Related Risks and Opportunities

Committee Governance and Management Mechanisms / Supervisory and Control Mechanisms

Board of Directors (the highest governance body)

- Oversee the comprehensive sustainability strategy and targets
- Review the annual sustainability report and material issues

Sustainable Development Committee/Promotion Task Force (Management)

- Convene management meetings on a regular basis
- Assess climate and nature-related risks and formulate corresponding mitigation plans
- Regularly track and review the implementation status of climate and nature-related KPIs

Each Implementing Unit (Execution Level)

- Implement sustainability-related management initiatives

Risk Management and Tracking of Quantitative Indicators / Target Tracking Mechanism

Risk Inventory and Assessment

- Identify risks and compile a risk inventory
- Assess the likelihood of occurrence and level of impact
- Adjust implementation strategies based on risk levels

Establish quantitative indicators and targets

- Incorporate climate and nature-related issues into medium- and long-term operational planning to facilitate risk management
- Quantitative target monitoring and tracking

Methods for Target Tracking and Review

- Regular performance review meetings
- Internal audit and management review
- ESG Report disclosure and external assurance

Internal Audit and Risk Monitoring / Enhancing the Feedback Mechanism

Periodic Performance Review

- Review the implementation status of risk management through regular meetings
- Each unit regularly reports the progress of KPI achievement

Internal Audit Management Review

- Improvement plans are initiated for items that do not meet targets to continuously enhance the effectiveness of risk management

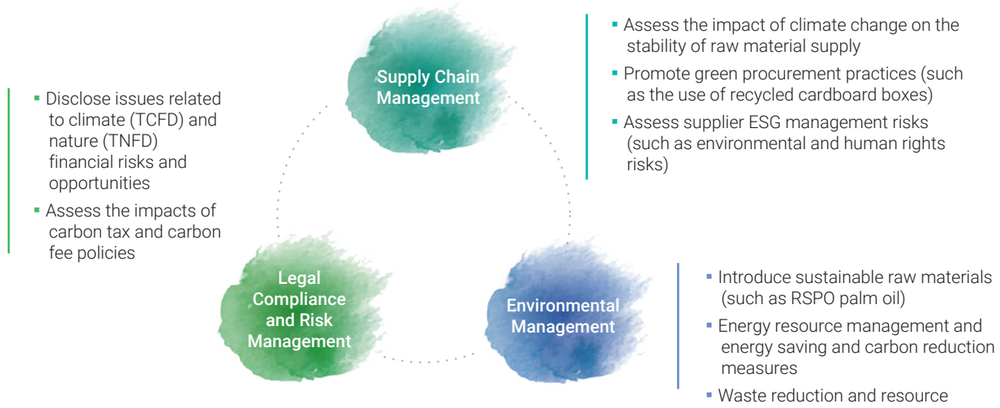
External Disclosure and Review Process

ESG Report Disclosure TCFD/TNFD

In response to requirements from competent authorities or international standards

The highest governance body of Hsin Tung Yang Co., Ltd. incorporates climate and nature-related issues into the company's operational decision-making and risk assessment mechanisms. The Sustainable Development Committee conducts risk and opportunity assessments to formulate corresponding strategies, which are reported periodically to the President. Upon approval by the highest governance body, these strategies are integrated into the annual business plan, alongside the planning of medium- and long-term sustainable development targets. The Board of Directors supervises the execution of sustainable development initiatives, with the President reporting to the Board annually. These reports cover climate change risk management, nature-related issues, and the status of key performance indicators. Regarding risk management, the company maintains a quarterly tracking and management process for material risks and regulatory compliance, and has implemented an immediate reporting mechanism for any potential material risks.

Integrating Climate and Nature Considerations into Operational Strategy: Three Key Management Dimensions



Identification Process for Material Climate- and Nature-Related Risks and Opportunities

Step1. Locate Define Analysis Boundaries and Scope

Analysis Boundary:
Based on relevant domestic and international databases, conduct sensitivity zone analysis for all domestic operating sites.

Step2. Evaluate Collection and Inventory

This assessment tool includes 33 indicators across 8 major categories. Based on dependencies and impacts, the 8 major categories are classified into the following areas: dependencies include supply services, supporting services, adaptation/regulating services, cultural services, and other reputational factors; impacts include biodiversity pressures, environmental factors, and socioeconomic factors

Step3. Assess Materiality Assessment

4 **dependency factors** (biomass supply, water purification, pest and disease control, and media review)

1 **impact factor** (pollution pressure)

3 **climate risk issues**

- Increasingly stringent climate policies and regulations
- Challenges in food quality and cold chain preservation
- Rising electricity prices

1 **climate opportunity issue**

- Improve water resource use efficiency

Step4. Prepare Disclosure and Reporting

- The identification results will be communicated with stakeholders through the ESG Report.
- In the future, the Company will continue to track the objectives of material risk and opportunity issues.

Note:

1.Reference databases for analysis boundaries: Taiwan regional databases, including the Taiwan Forestry Bureau Biodiversity Database, National Geological Data Warehouse (soil liquefaction, active faults), Disaster Risk Adaptation Platform (flooding, debris flows, etc.), and the United Nations World Database on Protected Areas (IUCN World Database on Protected Areas, WDPA).

2.Reference databases utilized for data collection and inventory include WWF and ENCORE.

Location Analysis of Operating Sites in Biodiversity-Sensitive Areas

The analysis results indicate that sensitive areas located within 500 meters to 2 kilometers of operating sites account for 46% of total operating sites. Detailed location analysis information for sensitive areas at each site is provided in Appendix 1, Table 2-2, "TNFD Sensitive Area Location Analysis for Hsin Tung Yang's Operating Sites."

Results of Biodiversity-Sensitive Area Location Analysis

Taoyuan

14 locations adjacent to nationally significant wetlands
A distance of 0.7–1.5 kms
Taoyuan's Reservoir and Canal Important Wetland

Service Location	Distance (km)
SOGO Zhongli Department Store Counter (Retail Outlet)	0.7
Zhongli Branch No. 1 (Retail Store)	1.4
Phase 1 Food Court Taiwan Specialty Products Collection (Airport Shopping Mall Store)	1.5
Phase 1 Chen Hao Shih Inn Hakka Restaurant (Airport Shopping Mall Store)	1.5
Phase I Indigenous Fine Arts and Crafts Exhibition and Sales Area (Airport Shopping Mall)	1.5
Phase I Travel and Cultural Creative Lifestyle Center (Airport Shopping Mall)	1.5
Phase I Exhibition and Sales Area for Popular Local Specialty Products (Airport Shopping Mall)	1.5
Phase I Formosa Delicacies Specialty Street (Airport Shopping Mall)	1.5
Phase I Taiwan Specialty and Handicraft Exhibition and Sales Pavilion (Airport Shopping Mall)	1.5
Phase I Traveler's Boutique (Airport Shopping Mall)	1.5
Phase I Zhen-Ching Feng-Wei Store (Airport Shopping Mall)	1.5
Phase I Food Court (Airport Shopping Mall)	1.5
Phase I Taiwan Specialty Products Pavilion (Airport Shopping Mall)	1.5
TaiMall Taoyuan Concession (Department Store Counter)	1.5

Nangang

1 location adjacent to a locally significant wetland
A distance of 1.7 kms
The Nangang 202 Arsenal and its surrounding significant wetlands

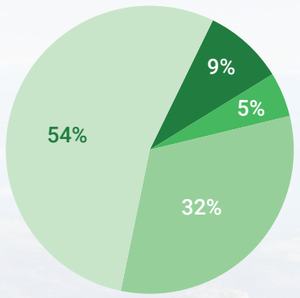
Tamsui

13 locations adjacent to nationally significant wetlands
A distance of 0.2–1.8 kms
Significant wetlands within the Tamsui river basin

Service Location	Distance (km)
Tamsui Branch (Retail Location)	0.2
Dihua 100 (Retail Store)	0.3
Sanchong Branch (Retail Location)	0.3
Sanchong Office (Business Location)	0.4
Yonghe Branch (Retail Location)	0.5
Xining Branch (Retail Location)	0.5
Wuchang Branch (Retail Location)	1
Shin Kong Mitsukoshi Taipei Main Station Front Store (Department Store Counter)	1.1
Shin Kong Mitsukoshi Nanjing Store (Department Store Counter)	1.5
Xinyi Branch (Retail Location)	1.6
Banqiao Branch No. 2 (Retail Location)	1.6
Banqiao Branch No. 1 (Sales Office)	1.6
Linsen Branch No. 1 (Retail Location)	1.8

Kaohsiung

One location is situated in the vicinity of a national park
A distance of 1 km
Shoushan National Nature Park



- Located adjacent to sensitive areas (Within a 500-meter radius)
- Located adjacent to sensitive areas (Within a 1 km radius)
- Located adjacent to sensitive areas (Within a 2 km radius)
- Absent (2 km以外)

Evaluation of Nature- and Climate-Related Risks and Opportunities Analysis

Hsin Tung Yang refers to and applies the World Wide Fund for Nature (WWF) Biodiversity Risk Filter to conduct industry and regional analyses. The results indicate the following:

【Dependency Factors】

Based on regional and industry characteristics, Hsin Tung Yang integrates assessments from two databases and identifies factors rated within the highest category (Very High) as dependency factors for internal management. These factors include biomass supply, water purification, pest and disease control, and media review.

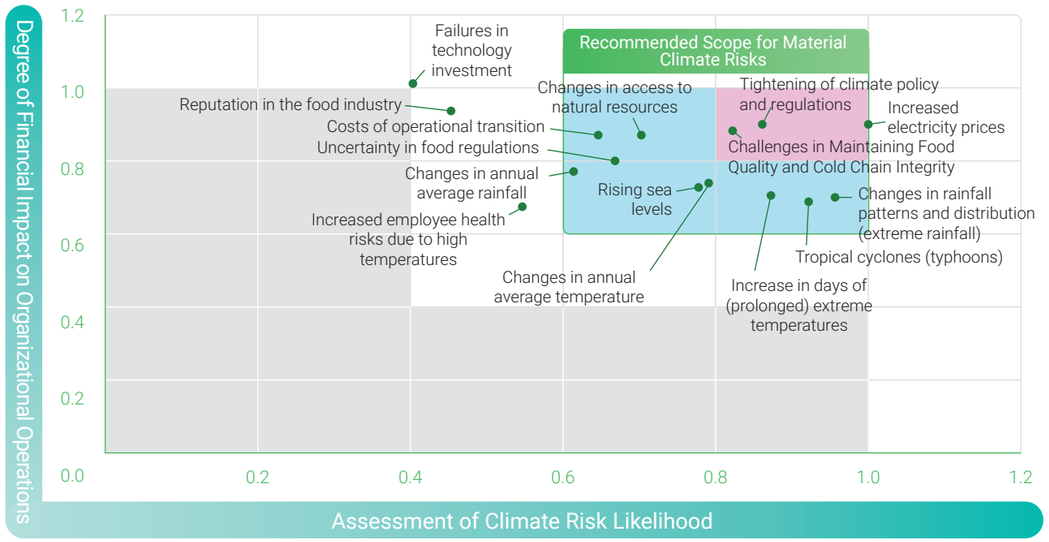
ID	WWF Indicators	Score (Dayuan Plant)	Score (Store Average)	ENCORE Category	Rating
1.2	Forest Productivity	N/A	N/A	Biomass Supply	Very High
2.2	Water Conditions	3.64	2.59	Water Purification	Very High
3.3	Pests and Diseases	4.5	N/A	Biological Control	Very Low
8.1	Media Review	5	4		

【Impact Factors】

Due to Hsin Tung Yang's relatively simple business model, the impact factor used for internal management is the category with the highest rating (Very High). Accordingly, pollution pressure is the only impact requiring internal monitoring.

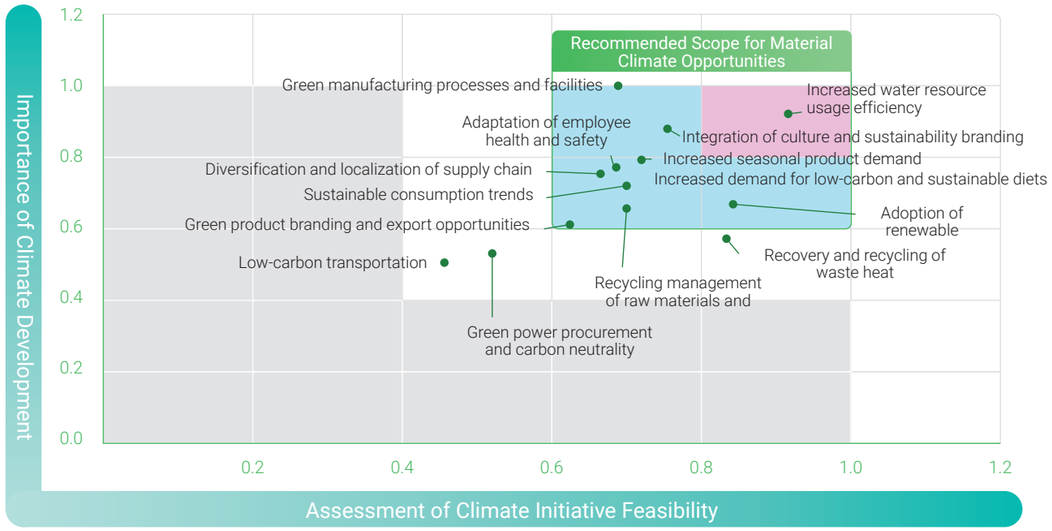
ID	WWF Indicators	Score (Dayuan Plant)	Score (Store Average)	ENCORE Category	Rating
5.4	Pollution Pressure	3.75	3.73	Nutrient Emissions (Nitrogen and Phosphorus)	Very High

Results of Hsin Tung Yang's Identification of Material Climate Risk Issues Based on TCFD



Degree	High	Moderate	Low
Number of Issues	3	9	3

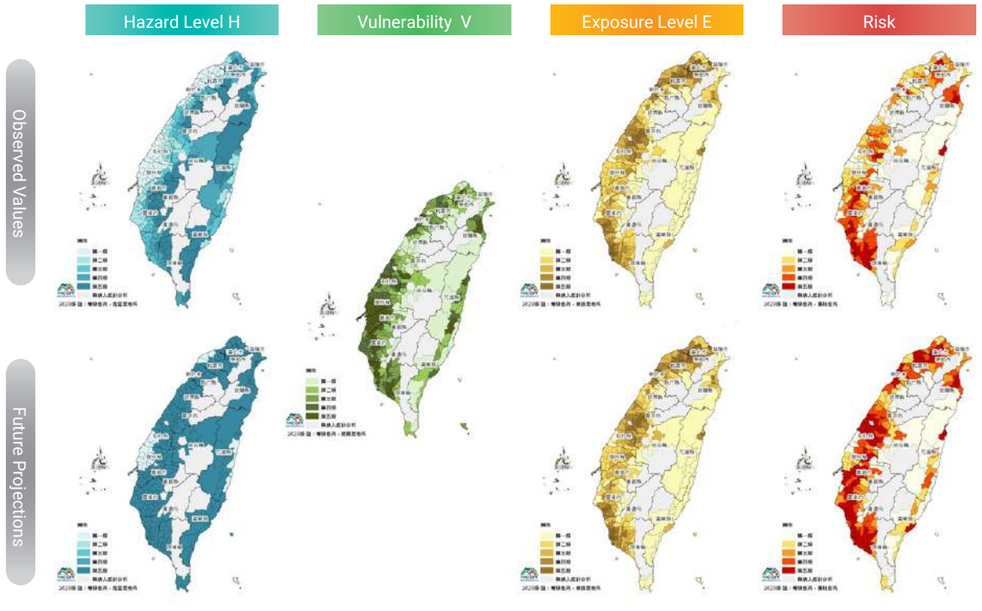
Results of Hsin Tung Yang's Identification of Material Climate Opportunity Issues Based on TCFD



Degree	High	Moderate	Low
Number of Issues	1	9	3

Hsin Tung Yang conducts climate change disaster risk assessments through the "Climate Change Disaster Risk Adaptation Platform" to analyze flood and landslide risks at each site and identify potential threats that may affect operations. The risks are primarily categorized into two major types: "flooding" and "slope land" risks. A tiered assessment is conducted for hazard and vulnerability to identify the degree of risk faced by each site. The assessment serves as the foundation for disaster prevention and adaptation strategies, enhancing Hsin Tung Yang's climate and nature resilience in operations and ensuring stable operations.

Comprehensive Flood Disaster Risk Map



(Figure Description): Following an assessment of high-impact locations, research findings indicate that flooding is the disaster requiring the greatest prevention efforts by Hsin Tung Yang.

Hsin Tung Yang Risk Results			
Database Name		Risk Result	
Climate Change Disaster Risk Adaptation Platform	Flood Risk Map	Level 5	
	Flood Hazard Level	Level 4	
	Flood Vulnerability Level	Level 3	
	Flood Hazard Exposure Level	Level 4	
	Slope Land Risk Map	Level 2	
	Slope Land Hazard Level	Level 2	
	Slope Land Vulnerability	Level 2	
	Slope Land Hazard Vulnerability Level	Level 2	
Ministry of Economic Affairs Geological Data Integration and Query System	Soil Liquefaction Potential	High-Risk Areas	Shin Kong Mitsukoshi Nanjing Store Counter, Xinyi store, Sanchong store, Sanchong office,Linsen Branch No. 1 and Siwei Branch
	Active Faults	Adjacent to Active Faults	Nantou Service Area, Dongcaotun Rest Stop

Flood Risk Map	Flood Hazard Level
55 locations	54 locations

Flood Vulnerability Level	Flood Hazard & Vulnerability Level
1 location	27 locations

Slope Land Risk Map	Slope Land Hazard Level
6 locations	9 locations

Slope Land Vulnerability	Slope Land Hazard Vulnerability Level
1 location	3 locations

Prepare: Develop Action Strategies and Targets for Addressing Natural and Climate Risks and Opportunities

Hsin Tung Yang follows the TCFD and TNFD frameworks to gradually establish management mechanisms for indicators and targets related to climate and nature risks and opportunities. These mechanisms serve as important assessment and management foundations for understanding the impacts of operational activities on the climate and natural environment. Hsin Tung Yang reviews target achievement annually to enhance its operational resilience in addressing climate and nature risks and opportunities.

Analysis of the Relationship Between Natural and Climate Risks and Opportunities and Hsin Tung Yang			
Impact Item		Impact and Significance to Hsin Tung Yang	Action Plan
Risks	Increasingly stringent climate policies and regulations	Government implementation of climate governance-related regulations and policies (such as carbon fee collection) may result in penalties for companies that fail to comply within the legally prescribed timeframe, leading to increased operating costs.	▪ Align with IFRS S1/S2 Sustainability Disclosure Standards → Establish **a financial quantitative model for climate risks in accordance with IFRS S1/S2** and strengthen internal control mechanisms for sustainability data. ▪ Implement a GHG Management System → Continue expanding the scope and boundaries of greenhouse gas inventories across all sites, while simultaneously planning an internal carbon pricing mechanism and **setting a target to reduce carbon emissions by 3% annually**. ▪ Establish a Climate Regulation and Sustainability Compliance Radar Mechanism → Complete an inventory of regulations related to climate, energy, packaging materials, and other areas, and **establish a quarterly tracking and committee reporting mechanism**.
	Challenges in food quality and cold chain preservation	Rising temperatures, unstable rainfall, the spread of pests and diseases, and the frequent occurrence of extreme climate events have caused significant fluctuations in the quality and shelf life of agricultural and livestock products, thereby increasing the costs associated with food manufacturing and cold chain management.	▪ Smart Temperature Control Management for Refrigeration and Freezing Equipment → Implement an **IoT-based smart temperature monitoring and real-time alert system**, while improving energy efficiency through equipment replacement. ▪ Food Waste Reduction and Packaging Material Reduction → Establish product waste reduction measures and a real-time data monitoring and feedback mechanism, and **implement low-carbon packaging designs**, such as the use of single-material packaging and FSC-certified paper.
	Rising electricity prices	Due to rising global average temperatures, corporate organizations have been forced to increase electricity consumption significantly to maintain product quality. As electricity consumption across Taiwan has doubled year over year, the government has actively promoted energy transition policies; consequently, as electricity prices have risen, the operating costs for these organizations have increased.	▪ Expansion and Self-Consumption of Renewable Energy → **Expand the solar power generation capacity at the Dayuan Plant and** transition from "feed-in sales" to "self-generation and self-consumption" to increase the annual electricity saving rate. ▪ Implement Energy-Saving Projects at High-Energy-Consumption Sites → Continue implementing ISO 50001 Energy Management System, **introduce EMS energy management systems, energy monitoring** technologies and services, replace high-energy-consumption equipment, and reduce peak electricity demand loads.
Opportu-nities	Improve water resource use efficiency	For high-water-consumption processes such as food production, cleaning, and cooling, Hsin Tung Yang implements water-saving and recycling systems (such as CIP circulating cleaning and water regeneration treatment) to improve water use efficiency and water recycling rates, thereby reducing water costs and contributing to the stability of raw water supply.	▪ Systematize Water Resource Recycling and Improve Recycling and Reuse Rates → The Dayuan Plant has established and continues to optimize **multiple water resource recycling systems** for can sterilization retorts, rainwater, and wastewater, improving water resource recycling and reuse rates as well as annual water savings.

Natural and Climate Risk and Opportunity Target Setting

Impact Item		Key Performance Indicator	2025 Achievement Status	Short-Term (2026)	Medium-Term (2030)	Long-Term (2050)
Risks	Increasingly stringent climate policies and regulations	Establish a sustainability and climate risk financial quantitative model aligned with the IFRS S1/S2 framework.	Identified 27 high flood-risk sites through preliminary TCFD/TNFD assessments.	Train or recruit professionals with expertise in IFRS S1/S2	Incorporate climate risk financial data into reports	Align with IFRS S3 Standards
		Enhance internal carbon management mechanisms in response to GHG Protocol inventories	Completed greenhouse gas inventories for 75 domestic sites, with 2025 established as the inventory base year.	Complete greenhouse gas inventory assurance for 75 domestic sites.	Implement an internal carbon pricing mechanism and gradually expand its application	Achieve net-zero carbon emissions
		Conduct an inventory of sustainability disclosure regulations and establish a quarterly tracking table	The Dayuan Plant has established a regulatory change impact tracking table.	Introduce sustainability management mechanisms at other sites	Improve sustainability regulatory compliance rate	Zero material penalties
	Challenges in food quality and cold chain preservation	Reduce the customer complaint rate for self-manufactured products to an annual average of <5.1 PPM	The average customer complaint rate for self-manufactured products was 4.94 PPM/year.	<4.90 PPM (Annual Average)	<4.8 PPM (Annual Average)	<4.5 PPM (Annual Average)
		educe the number of process abnormalities to an average of <10 cases/month	The average number of process abnormalities was 2.08 cases/month.	<2.00 cases (Monthly Average)	<1.95 cases (Monthly Average)	<1.90 cases (Monthly Average)
		Increase carbon reduction rate through packaging design	The Dayuan Plant has completely eliminated the use of PVC materials in product packaging.	Plan and develop a circular economy and reduce packaging materials at the source through packaging design	Prioritize the use of low-carbon packaging materials for gift boxes and pineapple cake product series	Prioritize the use of recycled materials for product outer packaging (excluding food-contact inner packaging)
		Implement an IoT-based smart temperature monitoring and real-time alert system while improving equipment energy efficiency	The Dayuan Plant completed 100% deployment of the IoT-based smart temperature control system.	Continue replacing refrigeration and freezing equipment and consolidate the cooling system of the main plant building	Evaluate the implementation of smart temperature control systems at each site	Achieve 100% smartification of refrigeration and freezing systems
	Rising electricity prices	▪ Increase the self-generation and self-consumption rate of solar photovoltaic power ▪ Increase annual electricity savings rate	The Dayuan Plant completed the installation of a 415.19 kWh solar power generation system, with 100% of generated electricity sold to Taiwan Power Company.	Install solar photovoltaic and energy storage systems at the main plant building to achieve the 10% green electricity installation target	Install solar photovoltaic capacity of 2,630 kWp and complete grid connection.	Install solar photovoltaic capacity of 4,000 kWp
		Implement the ISO 50001 Energy Management System	The Dayuan Plant has obtained ISO 50001 Energy Management System certification.	Continue implementation	Increase the coverage rate of sites obtaining certification (prioritizing sites with high revenue)	▪ Achieve at least 1% annual electricity savings ▪ Increase the self-generation and self-consumption rate of renewable energy to 100%
		Replace key high-energy-consumption equipment	Implemented ESCO technical services and planned the installation of a natural gas generator parallel connection system.	▪ Complete the construction of the natural gas generator parallel connection system ▪ Compile a replacement list of high-energy-consumption equipment	▪ Achieve at least 1% annual electricity savings ▪ Gradually replace high-energy-consumption equipment according to the equipment lists at each site	
		Implement an EMS energy management system to monitor the effectiveness of energy management technology services	Implemented an EMS energy management system, achieving annual electricity savings of 340,000 kWh, reducing carbon emissions by 160 metric tons CO2e, and lowering costs by NT$1,179 thousand.			
Opportunities	Improve water resource use efficiency	Water resource recovery and reuse rates	Invested a total of NT$5.6 million in water resource management, achieving annual water savings of 31,678 metric tons and a water-saving rate of 43%.	▪ The annual water recovery rate of the Dayuan Plant reached 44% ▪ Optimize existing water resource recycling facilities	Increase the water recycling and reuse rate by 1% annually	Achieve 100% recycling and reuse of process water at the Dayuan Plant

2.2.2 GHG Management Strategy

Hsin Tung Yang develops GHG management strategies based on the characteristics of different operating sites. To reduce the environmental impacts and effects caused by operational activities, Hsin Tung Yang completed organizational GHG inventories for all domestic sites in 2025. In terms of products, as of 2026, a total of six products have obtained the Ministry of Environment's Carbon Footprint Label and are sold at national freeway service areas, airport shopping malls, and various retail locations. Going forward, Hsin Tung Yang will continue promoting the target of reducing carbon emissions by 3% annually to achieve its long-term vision of net-zero carbon emissions by 2050.

Response to Climate Change

Operating Site	Current Implementation Measures	Future Plans	
	2025	Short-Term (2026)	Medium- to Long-Term (2027–2030)
Dayuan Plant	● Establish an annual greenhouse gas inventory mechanism ● Complete annual greenhouse gas inventory and external assurance, and set a target of reducing carbon emissions by 3% annually	● Continue promoting reduction projects ● Annual 3% reduction target	▲ Promote carbon offset projects ▲ Annual 3% reduction target
Headquarters	● Complete greenhouse gas inventory and external assurance	● Implement office energy-saving management	▲ Promote digital and paperless operations ▲ Evaluate replacement of outdated data center equipment and optimize through virtualization or cloud solutions ▲ Establish a waste data tracking and reduction target management mechanism
Sanchong Office			
National Freeway Service Area	● Complete greenhouse gas inventory and assurance ● Respond to the "green procurement" strategy by offering products certified with "carbon footprint" and "environmental labels" to encourage consumers to prioritize purchasing these products	● Promote the initiative for drivers to turn off their engines after idling for more than three minutes to reduce exhaust emissions ● In conjunction with Earth Day, organize environmental education activities featuring the characteristics of each service area to encourage the public to experience a green lifestyle	
Airport Shopping Malls			
Retail Counters (Street Stores)		● Continue responding to the Airport Energy Conservation and Carbon Reduction Initiative	
Retail Counters (Department Store Counters)		● Continue promoting and stocking Hsin Tung Yang self-manufactured products with "carbon footprint" labels	
Food and Beverage Services (Street Stores)	● Complete greenhouse gas inventory and assurance ● Prioritize the procurement of locally sourced ingredients for prepared food products to reduce carbon emissions from food miles	● Increase the proportion of locally sourced ingredient procurement ● Plan to introduce vegetarian/low-carbon cuisine menus	▲ Plan to obtain green restaurant certification
Food and Beverage Services (Department Store Counters)			

Note : 1."●" indicates that the initiative has been implemented or is planned for implementation; "▲" indicates that it has been partially planned or implemented; "■" indicates that implementation is not currently planned.

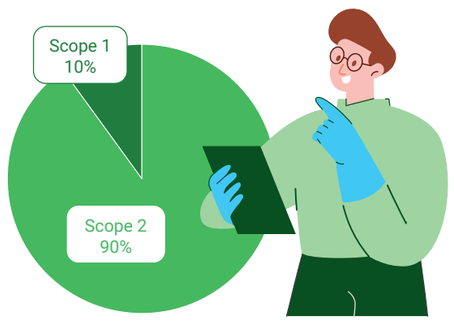
2. The implementation scope is determined based on whether each site promotes GHG inventories, carbon reduction, and other related carbon management measures.

3. All of the above operating sites have adopted the GHG Protocol standards for assurance.

Greenhouse Gas Inventory

Hsin Tung Yang Co., Ltd. initiated its first greenhouse gas inventory in 2016, beginning with the Dayuan Plant. In 2025, the Company expanded its inventory boundary to include all domestic operational sites, such as the headquarters, the Sanchong business office, national freeway service areas, airport shopping malls, department store counters, and street-level shops. Future plans include the gradual expansion of the inventory scope to incorporate Scope 3 emissions. In 2025, total greenhouse gas emissions amounted to **11,337.95 metric tons of CO_2e**, covering Scope 1 and Scope 2. In recent years, the Dayuan Plant has actively promoted energy-saving and carbon-reduction measures; consequently, both greenhouse gas emissions and emission intensity have decreased annually over the past three years, yielding significant results. (For detailed annual statistical data for the Dayuan Plant, please refer to Appendix I, Table 2-2, "Overview of Greenhouse Gas Emissions at the Dayuan Plant Over the Past Three Years.")

Hsin Tung Yang 2025 Greenhouse Gas Emissions Proportion



Overview of Hsin Tung Yang's Greenhouse Gas Emissions Over the Past Three Years			
Fiscal Year	2023	2024	2025
Inventory Boundary (Number of Sites)	Dayuan Plant: 1 site	Dayuan Plant: 1 site	75 operating sites across Taiwan
Scope 1 (metric tons of CO_2e)	435.085	270.078	952.898
Scope 2 (metric tons of CO_2e)	5,996.887	5,813.950	9,998.930
Total Emissions (metric tons of CO_2e)	6,431.972	6,084.028	10,941.828
Total Production Value (in thousands of NTD)	89.3	90.3	3,174.3
Emissions Intensity (metric tons of CO_2e per million NTD)	7.20	6.73	3.48

Note:

1. Inventory Standards: 2023–2024: ISO 14064-1:2018. 2025: GHG Protocol.
2. Inventory Boundary: 2023–2024: Dayuan Plant (excluding boundaries not related to factory production).

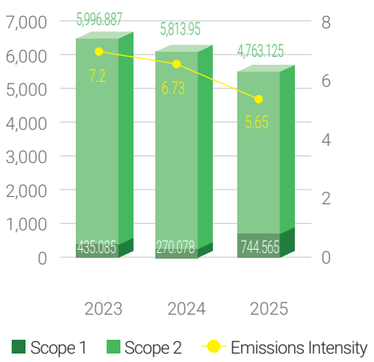
2025: Sites over which Hsin Tung Yang has 100% operational control, including the Dayuan Plant (excluding boundaries not related to factory production), office areas (including the Headquarters and Sanchong Office), National Freeway Service Areas (excluding leased tenant areas), Airport Shopping Malls (excluding leased tenant areas), retail stores (including department store counters), and street-store food and beverage services (including BORNGA; GyuB Yakiniku was not included in this calculation as it had been in operation for less than one year in 2025). A total of 75 operating sites were included.

3. Scope 1: Direct GHG emissions, including the use of gasoline, diesel, and liquefied petroleum gas, septic tanks, refrigerants, and other sources. Refrigerant fugitive emissions include those from refrigeration and freezing systems, chiller units, air conditioning systems, and other equipment. In 2025, refrigerant fugitive emissions totaled 259.2 metric tons CO_2e.
4. Scope 2: Energy indirect GHG emissions, including those from purchased electricity and steam.

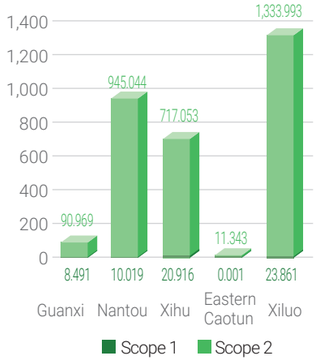
2023–2024: Total annual organizational greenhouse gas emissions ÷ annual total production value of the Dayuan Plant. 2025: Total annual organizational greenhouse gas emissions ÷ annual total production value.

5. From 2023 to 2025, no emissions of ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant gaseous emissions were generated.

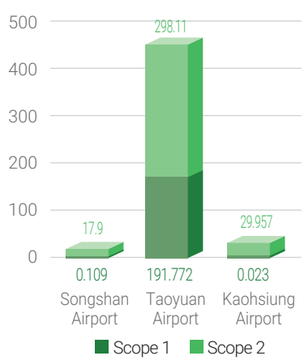
Dayuan Plant Greenhouse Gas Emissions 2023–2025



2025 Greenhouse Gas Emissions from National Freeway Service Areas



2025 Greenhouse Gas Emissions from Airport Shopping Malls



2.2.3 Mitigation Actions and Outcomes

Greenhouse Gas Reduction Statement and Reduction Pathway

o fulfill its corporate responsibility for environmental protection, Hsin Tung Yang has proposed feasible greenhouse gas reduction measures and specific targets, while simultaneously announcing the Hsin Tung Yang "Greenhouse Gas Reduction Statement and Commitment" on its official website. Hsin Tung Yang's Dayuan Plant conducted its first greenhouse gas inventory in 2016. Therefore, 2016 has been established as the base year for emissions reduction, with the inventory data from that year of 8,346.281 metric tons CO_2e used as the emissions reduction baseline. Starting from 2023, the Dayuan Plant plans to reduce emissions by 370 metric tons CO_2e annually. The Dayuan Plant has developed management mechanisms and a reduction roadmap based on two major aspects: "GHG Management" and "Energy Management," with the goal of achieving net-zero carbon emissions by 2050.

2016-2022 — Stage 1: Carbon Disclosure/Green Management

Promote Carbon Inventory and Reduction Actions
- Issue greenhouse gas management and reduction commitments and statements, and set reduction targets
- Implement ISO 14064-1, ISO 14067, and ISO 14046 water footprint inventories
- The Dayuan Plant's first-year baseline inventory recorded emissions of 8,346.281 metric tons CO_2e.

Establish a Green Factory Management System
- Establish Solar Power Generation Systems: The installed generation capacity of Warehouse A reached 283.2 kWp, and the installed generation capacity of Warehouse B reached 131.99 kWp.

First-Year Baseline Emissions: **8,346.281** metric tons CO_2e (**100%**)

2023-2030 — Stage 2: Carbon Emission Reduction/Green Digital Transformation

Strengthen Carbon Emissions Management Mechanisms
- Install a solar power generation system at the main factory building with a capacity of 2,630 kWp
- Implement an ISO 14064-2 greenhouse gas carbon offset project
- Implement an ISO 14068-1 carbon neutrality plan and statement

Digitalization-Oriented Energy Management
- Establish digitalized EMS energy management
- Implement energy-saving improvement measures for power systems
- Implement energy-saving improvement

Achieve a **35.46%** reduction in emissions by 2030 compared to 2016 (with an average annual reduction of **370** metric tons CO_2e **since 2023** and an average annual carbon reduction rate of **4.43%**)

Phased Emissions Target: **5,386.28** metric tons CO_2e (**64.54%**)

2031-2040 — Stage 3: Carbon Offset/Green Smart Transformation

Plan a Voluntary Carbon Offset Mechanism
- Implement energy-saving initiatives, apply for carbon credits, and execute carbon offset projects
- Establish an energy storage system

Industrial Energy Management and Green Smart Transformation
- Promote smart energy management mechanisms and systems
- Implement innovative circular economy measures

Achieve a 50% **reduction in carbon emissions** by 2040 compared to 2016 (with an average annual carbon reduction of **417.30** metric tons CO_2e and a carbon reduction rate of **5%**)

Phased Emissions Target: **4,173.141** metric tons CO_2e (**50%**)

2041-2050 — Stage 4: Carbon Negativity/Green Sustainability

Achieve a Low-Carbon, Sustainable, Smart Green Factory
- Introduce carbon-negative technology
- Promote Carbon Capture, Utilization, and Storage (CCUS) innovative technologies for carbon capture and storage
- Utilize natural carbon sinks to reduce atmospheric carbon levels
- Increase self-consumption of renewable electricity to 4,000 kWh

On track to achieve the 2050 Net-Zero Emissions target

Achieve net-zero emissions by 2050 compared to 2016

Phased Emissions Target: **0** metric tons CO_2e **(0%) Net Zero**

According to the second-phase carbon reduction pathway plan, compared with the 2016 emissions baseline of 8,346.281 metric tons CO_2e, emissions should be reduced to at least 7,236.281 metric tons CO_2e by 2025. The Dayuan Plant's total emissions in 2025 were 5507.670 metric tons CO_2e, representing a reduction of2838.611 metric tons CO_2e compared with 2016 (a reduction rate of 34%), exceeding the second-phase 2025 reduction target of 13.30%. To continue achieving the Dayuan Plant's emission reduction targets, Hsin Tung Yang continuously formulates and optimizes emission reduction management approaches, measures, and strategies, with the expectation of achieving net-zero carbon emissions by 2050.

Dayuan Plant Greenhouse Gas Reduction Management Measures and Targets			
Management Actions	Carbon Reduction Target	Implementation Procedure	2023–2025 Target Achievement Status
Replace low-efficiency chiller units [Note 1]	Reduce greenhouse gas emissions by 3%	▪ Implement energy-saving improvement projects for Phase 1 ice storage and low-temperature air conditioning systems	▪ Completed in 2023 ▪ Target achieved
Improve energy-efficient lighting fixtures [Note 2]		▪ Replace dormitory lighting fixtures with LED lighting fixtures ▪ Replace mercury lamps in the finished goods warehouse with energy-efficient engineering lighting fixtures ▪ Replace cutting room lighting fixtures with energy-efficient lighting fixtures	
Replace low-efficiency refrigeration units		▪ Phase 1 refrigeration and freezing system renewal and improvement project [Note 3] ▪ Implement energy-saving improvement project for the braised food plant's chiller unit [Note 4]	▪ Completed in 2024 ▪ Target achieved
Add timers or smart control modules		▪ Set air handling units to automatically shut down during evenings and holidays when not in use	
Implement high-efficiency gas engines		▪ Replace diesel generators with high-efficiency gas-fired generators [Note 5]	▪ Completed in 2025 ▪ Target achieved
Implement a waste heat recovery mechanism for condensate recovery equipment		▪ Implement energy-saving improvement projects for condensate recovery equipment in meat sauce cooking kettles ▪ Implement water quality improvement projects for air conditioning cooling water	

Note: Annual energy savings for the equipment were estimated by calculating the difference in performance data before and after the implementation of each measure; total annual carbon reductions were estimated accordingly.

1. Ice Storage and Low-Temperature Air Conditioning Reduction Calculation: Continuous monitoring and recording of operational data over 15 days by the research team of Associate Professor Ming-Tsun Ke from National Taipei University of Technology
2. Energy-Efficient Lighting Reduction Calculation: Lighting fixture wattage and clamp meter measurements
3. Refrigeration and Freezing System Reduction Calculation: Records from the EMS energy management system
4. Braised Food Plant Chiller Unit Reduction Calculation: Refrigeration unit wattage
5. Generator Reduction Calculation: Conversion of diesel and natural gas usage into heat value (TOE)

Climate Change Response Management Highlight Cases

Voluntary Carbon Credit Application	
Key Project Implementation Focus	In alignment with the national 2050 net-zero carbon emissions policy and Hsin Tung Yang's 2030 carbon reduction target, the Dayuan Plant applied for the Ministry of Environment's Voluntary Reduction Program through the project of "Replacing Air Conditioning Equipment with Higher-Efficiency Units."
Key Outcomes	A.After improvement, annual electricity consumption was significantly reduced from approximately 1.89 million kWh to approximately 1.10 million kWh, resulting in annual electricity savings of approximately 786,900 kWh and an electricity saving rate of 41.6%. B.The plant implemented the Ministry of Environment's Greenhouse Gas Voluntary Reduction Program in 2023 and submitted the reduction project plan to the Ministry of Environment on February 12, 2026, completing the submission process.

Participated in the 2023 "Large-Leading-Small Manufacturing Industry Low-Carbon and Intelligent Upgrade and Transformation Subsidy Program," organized by the Industrial Development Administration, MOEA.	
Key Project Implementation Focus	▪ **Mission Statement:**Hsin Tung Yang has continuously promoted green environmental protection and sustainable business transformation strategies over the years to achieve the national goal of net-zero carbon emissions by 2050 and develop a low-carbon, sustainable "smart green factory." ▪ **Implementation Approach:**Hsin Tung Yang proactively served as the lead company and adopted a "1-to-10" approach to mobilize its key partner suppliers and extended partner companies to participate in the low-carbon upgrade and transformation program.
Project Execution Details	▪ **Replace Hsin Tung Yang's internal equipment with energy-efficient equipment:**focusing on reducing energy consumption and improving production efficiency. Replacement equipment includes refrigeration and freezing systems, gas generator units, smart energy management systems, variable-frequency air compressors, lighting equipment, and other equipment. ▪ Promote the adoption of low-carbon technologies throughout the supply chain and simultaneously establish a greenhouse gas inventory implementation system.
Key Outcomes	▪ **Enhance Hsin Tung Yang's supply chain resilience management:**Reduce the supply chain's reliance on high-energy-consumption equipment while improving the food industry chain's ability to adapt to environmental changes and policy risks, creating stronger market competitiveness and risk resilience. ▪ **Expansion of Synergistic Effects:**The implementation of this program has provided a successful model for other suppliers, thereby encouraging more small and medium-sized enterprises to jointly participate in low-carbon operations and technology upgrades.

Quantifiable Benefits

Item	Year of Project Completion (N)	Item	Year of Project Completion (N)
Energy Savings Rate (%)	8.42%	Carbon Reduction Rate (%)	0.72%
Electricity Savings (kWh)	1,157,933	Carbon Reduction (Metric Tons of CO_2e)	759.1

2.3 Energy Management

2.3.1 Energy Management Strategy

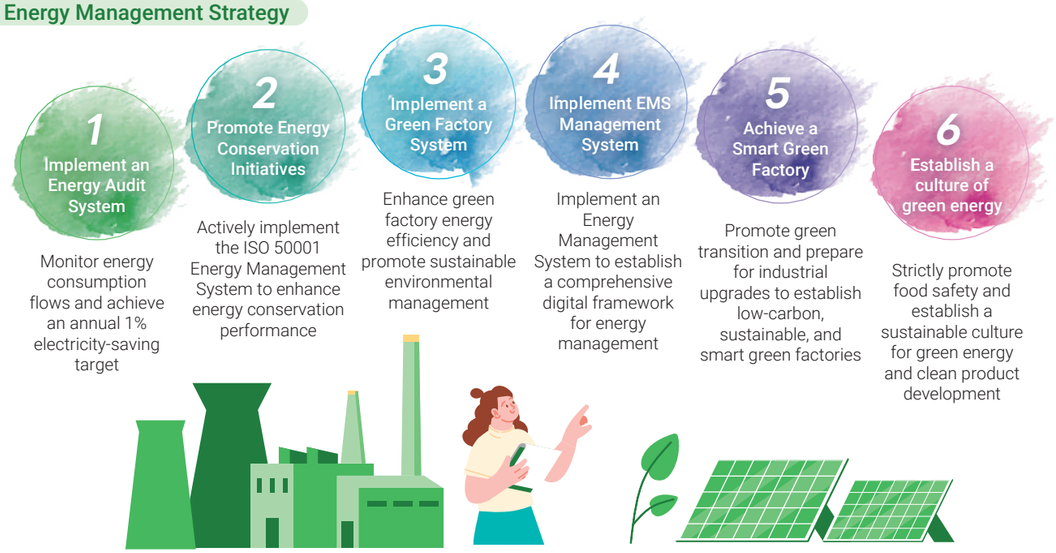
Energy Management

Operating Site	Current Implementation Measures	Future Plans	
	2025	Short-Term (2026)	Medium- to Long-Term (2027–2030)
Dayuan Plant	● Install solar panels at the plant site ● Obtain ISO 50001 Energy Management System certification	● Implement energy-saving improvement plans ● Digitize EMS energy management	● Increase the self-generation and self-consumption rate of renewable energy
Headquarters	● Replace lighting fixtures with LED or sensor-activated lighting fixtures	● Promote energy-saving electricity use among employees	
National Freeway Service Area	▲ Collaborate and coordinate with government agencies to install solar panels and introduce environmentally friendly building materials at some service areas ● The Xihu Service Area obtained ISO 50001 energy management system certification in 2023 ● Participate in the global "Earth Hour" lights-out campaign	● Promote heat source management at service areas ▲ After internal communication and evaluation, introduce ISO 50001 energy management systems at the Guanxi, Nantou, and Xiluo Service Areas	
Airport Shopping Malls	▲ Adopt energy-saving labeled lighting tubes in accordance with Taoyuan International Airport Corporation's policies and achieved third place in an electricity-saving competition	▲ Actively participate in joint carbon reduction initiatives led by Taoyuan International Airport and Kaohsiung International Airport	
Retail Counters (Street Stores)	● Introduce electronic signage, fully replace lighting fixtures with LED lighting, and apply for government energy-saving subsidies ▲ Incorporate building energy-saving designs into new store openings	▲ Promote replacement of refrigeration and freezing equipment to reduce energy consumption ▲ Manage air conditioning temperature settings in retail store areas	
Food and Beverage Services (Street Stores)	● Incorporate smoke exhaust and ventilation systems during store renovation ● Implement peak and off-peak management for lighting and air conditioning equipment	▲ Implement preventive equipment maintenance and abnormality monitoring management ▲ Introduce an energy management system, such as energy consumption data tracking and energy-saving target setting	

Note:1."●" indicates that the initiative has been implemented or is planned for implementation; "▲" indicates that it has been partially planned or implemented; "■" indicates that implementation is not currently planned.
2.Implementation Scope: Replacement of energy-efficient equipment, implementation of energy-saving and carbon reduction measures, or obtaining energy management certifications and other management measures.
3.Food service locations and retail counters in department stores are centrally managed by the department stores, while the Sanchong Office is primarily managed by the leased building.

In response to climate change trends and to advance sustainable development, Hsin Tung Yang has promotes its energy management policy based on six major foundations and implements a systematic management mechanism. In addition to introducing the ISO 50001 energy management system to monitor energy usage data in real time, Hsin Tung Yang also strictly implements an energy audit system to track energy usage flows and efficiency at the Dayuan Plant. The Company continues to promote energy-saving targets while reducing carbon emissions, thereby achieving its goal of developing a smart green factory.

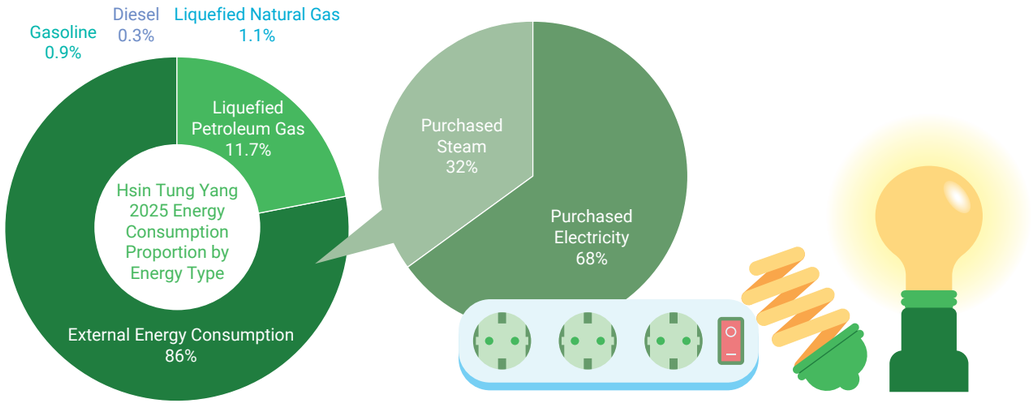
Energy Management Strategy



2.3.2 Energy Consumption Overview

GRI 302-1 GRI 302-2 GRI 302-3

In 2025, Hsin Tung Yang's total annual energy consumption was 106,380 GJ, with the primary energy sources being purchased electricity, purchased steam, and liquefied petroleum gas. Based on energy sources, Hsin Tung Yang's internal organizational energy consumption was approximately 14,920 GJ, while external organizational energy consumption was approximately 91,460 GJ. The Dayuan Plant has installed solar photovoltaic power generation equipment to produce renewable energy. From 2023 to 2025, 100% of self-generated renewable energy was sold to Taiwan Power Company. In the future, Hsin Tung Yang will continue to increase its renewable energy generation capacity and integrate it with the power grid, working toward the goal of achieving a 100% self-generation and self-consumption rate of renewable energy by 2050. The Company will also continue promoting energy efficiency improvements and low-carbon transformation. (For detailed annual statistics of the Dayuan Plant, please refer to Appendix 1, Table 2-4, "Overview of Internal and External Energy Consumption at the Dayuan Plant Over the Past Three Years.")



Overview of Hsin Tung Yang's Energy Consumption							
Energy/Year		2023		2024		2025	
		Energy Consumption (GJ)	Percentage (%)	Energy Consumption (GJ)	Percentage (%)	Energy Consumption (GJ)	Percentage (%)
Non-Renewable Energy Consumption	Gasoline	-	-	-	-	938	0.88%
	Diesel	-	-	-	-	314	0.30%
	Liquefied petroleum gas (LPG)	4,788	8.46%	4,969	8.17%	12,455	11.70%
	Liquefied nature gas (LNG)	-	-	-	-	1,213	1.14%
	Total (A)	4,788	8.46%	4,969	8.17%	14,921	14.03%
Renewable Fuel Consumption (B)		0	0%	0	0%	0	0%
Purchased Energy Consumption	Purchased Electricity	24,267	42.87%	24,253	42.20%	62,310	58.57%
	Purchased Steam	27,550	48.67%	28,245	49.15%	29,150	27.40%
	Total (C)	51,817	91.54%	52,498	91.35%	91,460	85.97%
Self-Generated but Not Consumed Energy (D)		0	0%	0	0%	0	0%
Sold Energy (E)	Solar Power Generation	1,762	100%	1,699	100%	1,744	100%
Total Energy Consumption (F)		56,605	100%	57,467	100.00%	106,380	100.00%
Annual Total Production Value (NT$ million)(G)		893	-	903	-	3,174	-
Energy Intensity (F/G)		63.39	-	63.64	-	33.52	-

Note:1.Data collection boundary for 2025: The Dayuan Plant (excluding boundaries not related to factory production), office areas (including the Headquarters and Sanchong Office), National Freeway Service Areas (excluding leased tenant areas), Airport Shopping Malls (excluding leased tenant areas), retail stores (including department store counters), and street-store food and beverage services (including BORNGA; GyuB Yakiniku was not included in this calculation as it had been in operation for less than one year in 2025). A total of 75 operating sites were included.

2.Total Internal Organizational Energy Consumption = Non-renewable energy consumption (A) + renewable energy consumption (B) + purchased electricity, heating, cooling, and steam consumed (C) + self-generated but not consumed electricity, heating, cooling, and steam (D) − sold electricity, heating, cooling, and steam (E). Hsin Tung Yang does not have self-generated but not consumed electricity, heating, cooling, and steam.

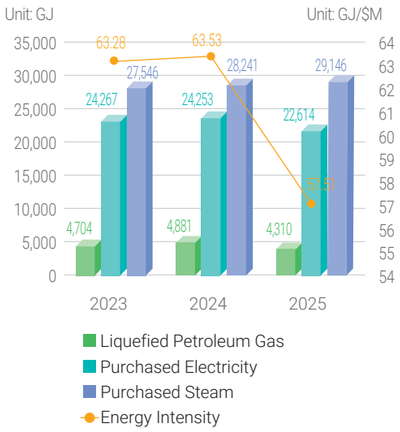
3.Energy Intensity: "Sales intensity" (unit: NT$ million) is used as the calculation basis. The primary reason is that the company's product categories are diverse and production volumes fluctuate significantly. To improve comparability across years and with industry peers, the calculation is based on the company's annual total production value. Calculation method: Total energy consumption GJ (F) ÷ Annual total production value (NT$ million).

4.Energy consumption is primarily measured in gigajoules (GJ). The energy conversion formula is: GJ = TOE (tons of oil equivalent) × 41.868.

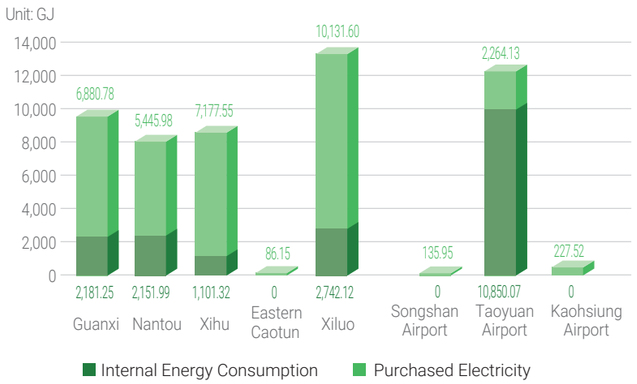
5.Renewable Energy Usage: The Dayuan Plant began installing solar photovoltaic equipment in 2025. Currently, 100% of the generated renewable energy is sold to Taiwan Power Company, and therefore there is no internal consumption of renewable energy.

6.Purchased Energy Usage: From 2023 to 2025, there was no data on purchased heating or purchased cooling.

2023–2025 Energy Consumption Overview of Dayuan Plant



2025 Energy Consumption Overview for National Freeway Service Areas



2025 Energy Consumption Overview of Airport Shopping Malls

Note: Internal energy consumption categories include gasoline, diesel, and liquefied petroleum gas.

2.3.3 Energy Conservation Initiatives and Outcomes GRI 302-4 GRI 302-5

To improve energy use efficiency, Hsin Tung Yang promotes energy management policies and strengthens energy-saving and carbon reduction measures. Through improving equipment energy efficiency, optimizing production processes, and implementing energy monitoring systems, Hsin Tung Yang reduces energy consumption and carbon emissions, thereby advancing corporate sustainable development.

Dayuan Plant Energy Conservation Initiatives and Results			
Project Item	Target Performance	Energy-Saving and Emission Reduction Results	Future Improvement Plans
Implemented in 2023 Improve energy use efficiency of lighting systems, air conditioning, and production process equipment	Planned to reduce electricity consumption by 1% in 2024 ▪ Dormitory lighting: Annual electricity savings of 7,488 kWh ▪ Warehouse lighting: Annual electricity savings of 4,536 kWh ▪ Production-area lighting: Annual electricity savings of 5,011 kWh ▪ Ice-storage air-conditioning system: Annual electricity savings of 786,890 kWh	Energy consumption reductions are calculated based on 2022 as the base year, with the difference before and after improvement used as the basis for calculating energy-saving and carbon reduction performance. Energy Reduction: Estimated annual electricity savings of approximately 2,900.49 GJ. [Note 2] Carbon Emission Reduction: Scope 2 (Purchased Electricity):Estimated annual reduction of 381.83 metric tons CO_2e. [Note 4]	Continue introducing high-efficiency equipment and smart energy management systems, while promoting process optimization and renewable energy assessments.
Implemented in 2025 Replace diesel generators with natural gas generators	Introduce high-efficiency gas generators and establish grid-connected monitoring. Based on estimates, diesel usage will be reduced by 100% in 2026. ▪ Diesel fuel calorific value: 0.8629/L ▪ Natural gas fuel calorific value: 0.871/M³	Reduction Base Year: The reduction performance in 2026 is estimated using 2025 as the base year. Reduction Calculation Basis: Daily reduction data are estimated based on equipment energy efficiency and power consumption, and annual reduction data are then projected. Energy Reduction: Prior to implementation, annual diesel consumption was approximately 208 kiloliters. After replacement, annual diesel consumption is estimated to decrease by approximately 7,508.82 GJ. [Note 2] Carbon Emission Reduction: Scope 1 emission sources are estimated to reduce by 158.73 metric tons CO_2e annually.	Continue improving energy use efficiency and gradually reduce the calorific value of fuel consumption to further enhance carbon reduction results.
Continue optimizing purchased steam use efficiency from 2023 to 2025	Plan to reduce purchased steam consumption by 1% in 2026.	From 2023 to 2025, improvements were made to reduce steam trap leakage. After full implementation in 2025, the year was established as the reduction base year and used as the basis for calculating energy-saving and carbon reduction performance. Energy Reduction: Estimated annual reduction of approximately 219.74 GJ/year in steam leakage. (Calculation method: Before improvement − After improvement = Saved steam amount) Carbon Emission Reduction: Scope 2 emissions are estimated to decrease by 20.22 metric tons CO_2e annually. [Note 4]	Continue evaluating the energy efficiency of steam equipment, reducing steam reheating energy consumption, and implementing optimized steam pressure control.

Note:1.The statistical method calculates relevant carbon reduction performance at the completion of each project. As Hsin Tung Yang aligns with international carbon management trends, its inventories primarily follow the GHG Protocol standards and adopt the global warming potential data provided in the Sixth Assessment Report (2021) of the United Nations Intergovernmental Panel on Climate Change (IPCC) as the basis for reduction calculations.

2.GJ Unit Conversion Formula: Purchased electricity: 1 kWh × 3.6 × 10-3 Diesel: Converted based on GJ = TOE × 41.868. One kiloliter of diesel oil equivalent = 0.9 metric tons of oil equivalent (TOE), and 0.9 × 41.868 = 37.8 GJ.

3.Carbon Emission Reduction Calculation Method: Estimated reduction/energy-saving data × emission factor × GWP.

4.Emission Factors Used for Carbon Reduction Calculations: Diesel: 2.6060 $kgCO_2e$/L. Data source: Latest lower heating value announced on March 11, 2025, by the Energy Saving Benchmark. Electricity: 0.474 kgCO2e/kWh. Data source: Electricity emission factor announced in 2024 by the Energy Administration, Ministry of Economic Affairs. Purchased steam: 0.257820486 t-CO_2e/ton. Data source: Emission factor provided by Dayuan Cogeneration Plant operators in 2024.

National Freeway Service Areas Energy Conservation Initiatives and Outcomes			
Project Item	Implementation Description	Energy-Saving and Emission Reduction Results	Future Improvement Plans
Full Implementation of LED Lighting	Replace all indoor and outdoor lighting fixtures with LED lighting fixtures at three airports.	Lighting electricity savings of 30%–50% Overall electricity consumption reduced by approximately 4%–6%	Implement smart lighting systems (sensor-based dimming)
High-Efficiency Air Conditioning (High EER)	Replace outdated air conditioning systems and introduce variable-frequency control	Air conditioning electricity savings of 15%–25% Overall electricity consumption reduced by approximately 5%–8%	AI temperature control and energy management system (EMS)
Peak and Off-Peak Electricity Usage Adjustment	Adjust equipment operation based on customer flow and time periods	Electricity savings of approximately 2%–3%	Implement demand response mechanisms
Cold Chain Equipment Optimization	Upgrade refrigeration and freezing equipment and improve efficiency.	Electricity savings of approximately 3%–5%	Adopt low-GWP refrigerants and IoT monitoring
Local supply chain	Reduce transportation and cold chain demand	Reduce other indirect emissions (Scope 3) by approximately 5%–10%	Promote products with carbon footprint labels

Airport Shopping Mall Energy-Saving Actions and Achievements			
Project Item	Implementation Description	Energy-Saving and Emission Reduction Results	Future Improvement Plans
Full Implementation of LED Lighting	Replace all lighting in retail counters and public areas across the three airport locations with LED lighting	Lighting electricity savings of approximately 30%–50%; overall electricity consumption reduced by approximately 4%–6% (approximately 29,000–44,000 kWh/year).	Implement smart lighting (sensor-based dimming)
High-Efficiency Air Conditioning (High EER)	Optimize air conditioning equipment and zoned control	Air conditioning energy savings have reached approximately 15% to 25%, and overall electricity consumption has decreased by approximately 5%–8% (approximately 36,000–58,000 kWh/year).	AI temperature control and load management
Operating Hours Adjustment	Adjust equipment operation based on flight schedules and passenger traffic	Electricity savings of approximately 2%–4% (approximately 15,000–29,000 kWh/year)	Introduce flight schedule-linked energy management
Cold Chain Equipment Optimization	Replace outdated refrigerated and frozen storage equipment	Electricity savings of approximately 3%–5% (approximately 22,000–36,000 kWh/year)	Low-GWP refrigerants + IoT monitoring
Local Supply Chain	Reduce transportation and cold chain reliance	Reduce other indirect emissions (Scope 3) by approximately 5%–10%	Promote products with carbon footprint labels

2.4 Water Resource Management

2.4.1 Water Resource Management Strategy

Water Resource Management			
Operating Site	Current Implementation Measures	Future Plans	
	2025	Short-Term (2026)	Medium- to Long-Term (2027–2030)
Dayuan Plant	● Establish diversified water resource recycling and management systems ● Install electronic water meters for water consumption monitoring and management	● Continue optimizing the water resource management system and set an annual water conservation target of 1%	
Headquarters Office	● Perform "grease trap cleaning and microbial dosing operations" once a month	▲ Evaluate the introduction of water-saving equipment and water consumption monitoring measures	● Promote water conservation culture in office areas and improve water use efficiency
National Freeway Service Area	▲ Some service areas have established wastewater treatment plants and cooperate with the public sector to promote "reclaimed water reuse"	● Continue increasing the wastewater recycling and reuse rate	● Expand the scope of water resource recycling and reuse
Retail Stores (Street Stores)	● Some stores regularly inspect water-use equipment and conduct water conservation campaigns		▲ All retail locations complete the establishment of water-use equipment maintenance and water conservation management procedures
Airport Shopping Malls	● Regularly clean drainage channels, grease traps, and other facilities ● Conduct sewage pipe dredging and cleaning operations during non-operating hours	▲ Evaluate the introduction of water-saving cleaning operation models	● Strengthen wastewater management and water conservation operation systems
Food and Beverage Services (Street Stores)	● Regularly inspect water-use equipment ● Implement water conservation campaigns	▲ Evaluate the introduction of high-efficiency water-saving equipment	● Improve water resource use efficiency

Note:1."●" indicates that the initiative has been implemented or is planned for implementation; "▲" indicates that it has been partially planned or implemented; "■" indicates that implementation is not currently planned.

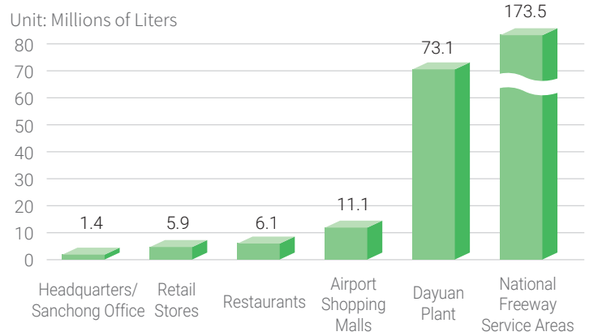
2.Implementation Scope: Replacement of energy-efficient equipment, implementation of energy-saving and carbon reduction measures, or obtaining energy management certifications and other management measures.

3.Food service locations and retail counters in department stores are centrally managed by the department stores, while the Sanchong Office is primarily managed by the leased building.

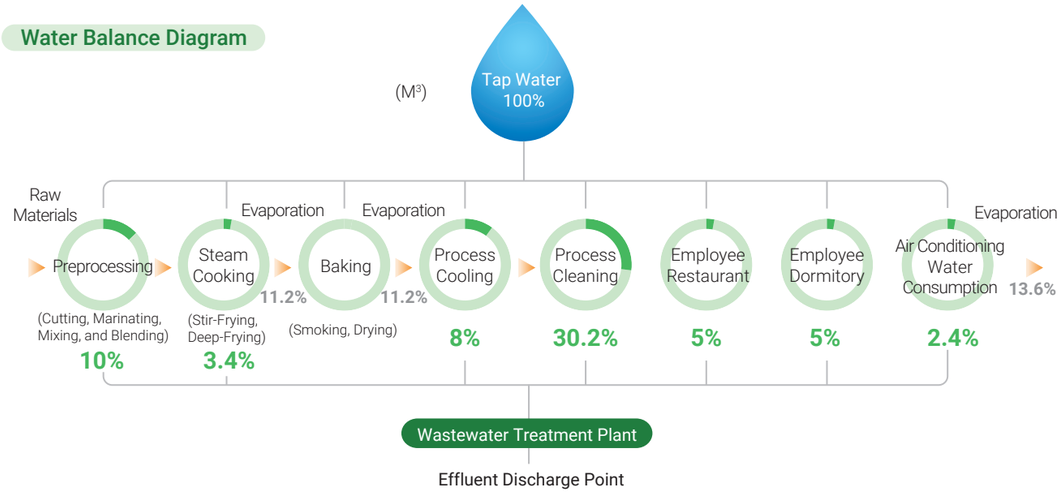
2.4.2 Overview of Water Resource Usage

In response to water resource risk management and sustainable operation needs, Hsin Tung Yang has implemented a water resource management policy at the Dayuan Factory since 2020 and established a diversified water resource recycling system. Through measures such as water conservation in production processes, rainwater and effluent recycling and reuse, and optimization of water circulation, the Company aims to improve water use efficiency. In 2025, total water consumption was 272 million liters. At the same time, to ensure the safety of recycled water reuse, all recycled water undergoes 100% discharge water quality testing to ensure that water quality exceeds national discharge standards. Hsin Tung Yang aims to continuously increase its recycling rate and reduce water use intensity per unit by 2030. (For detailed annual water usage statistics of the Dayuan Factory, please refer to Appendix 1, Table 2-4, "Water Usage Overview of the Dayuan Factory Over the Past Three Years.")

Water Consumption Overview of Hsin Tung Yang's Operating Locations



Water Balance Diagram



Hsin Tung Yang Water Consumption Overview				
Item	Water Source	2023	2024	2025
Total Water Withdrawal (million liters)	Water from third parties	74.05	72.22	272.00
Total Water Discharge (million liters)	Water from third parties	66.26	47.47	251.38
Total Water Consumption (million liters)	Water from third parties	7.79	24.75	20.62
Basis for Usage Intensity Calculation: Annual total operating revenue (NT$ million)		893	903	3,174
Water Usage Intensity (Sales Intensity)		0.0087	0. 0274	0.0065

Note:1.Data collection boundary: 2023 to 2024: Dayuan Plant. 2025: Hsin Tung Yang Co., Ltd.'s sites under 100% control are included within the same organizational boundary as its greenhouse gas inventory, covering business locations and office premises. As a result, its emissions intensity increased compared with 2024.

2.For all sites included in Hsin Tung Yang's 2023–2025 inventory, water withdrawal and discharge mainly consisted of water from third parties (supplied by water companies). There were no water withdrawal, discharge, or consumption data from surface water, groundwater, or seawater sources.

3.Water use intensity is calculated based on sales intensity. The primary reason is that the Company's product categories are diverse and production volumes fluctuate significantly. To improve comparability across years and with peers in the same industry, the Company uses annual total output value as the normalization indicator. The calculation method is: Total water consumption (million liters) ÷ Annual total output value (NT$ million).

2.4.3 Wastewater Management

Hsin Tung Yang promotes wastewater management measures in accordance with the principles of pollution prevention and water resource recycling and reuse. Dayuan Factory: A wastewater treatment system has been established for water quality monitoring to ensure that effluent quality exceeds national discharge standards, while continuously increasing the proportion of recycling and reuse. Freeway Service Areas and Airport Shopping Malls: Regular maintenance operations, including the installation of grease traps, drainage channel cleaning, and wastewater pipe unclogging, are conducted to maintain drainage systems and environmental hygiene. In the future, Hsin Tung Yang will plan to introduce advanced treatment technologies to enhance the quality of discharged water reuse and water resource management efficiency, gradually strengthening wastewater management and water resource recycling performance.

Wastewater Management Measures for Dayuan Plant

Sterilization Hot Water Recovery and Reuse

- Implementation of a Retort Hot Water Recovery System:Annual recycled water volume reached nearly 23,000 metric tons, with a recycling rate of 32.2%
- Strengthen the circular utilization of water resources within the plant

Wastewater Recycling and Treatment

- Improve recycled water quality: Introduce advanced wastewater and recycled water treatment equipment, enabling the recovery of 120 metric tons of water per day and reducing wastewater discharge by 43,800 metric tons annually
- Gradually expand water resource system applications: Expand applications to cooling and plant utility water uses

Implementation of a Wastewater Treatment System

- Optimize wastewater treatment: Ensure that effluent water quality exceeds national discharge standards
- Implement water quality monitoring and management mechanisms:Enhance wastewater management efficiency and continuously optimize equipment and monitoring mechanisms

Promote Product Water Footprint Verification

- Promote phased product verification under ISO 14067:
  1. Promote product carbon and water footprint verification
  2. Gradually expand to chilled products and dried meat product categorie

Effectiveness of Wastewater Management Actions at Hsin Tung Yang Operating Sites

National Freeway Service Area

Install new wastewater grease traps and implement operations according to high standards

Airport Shopping Malls

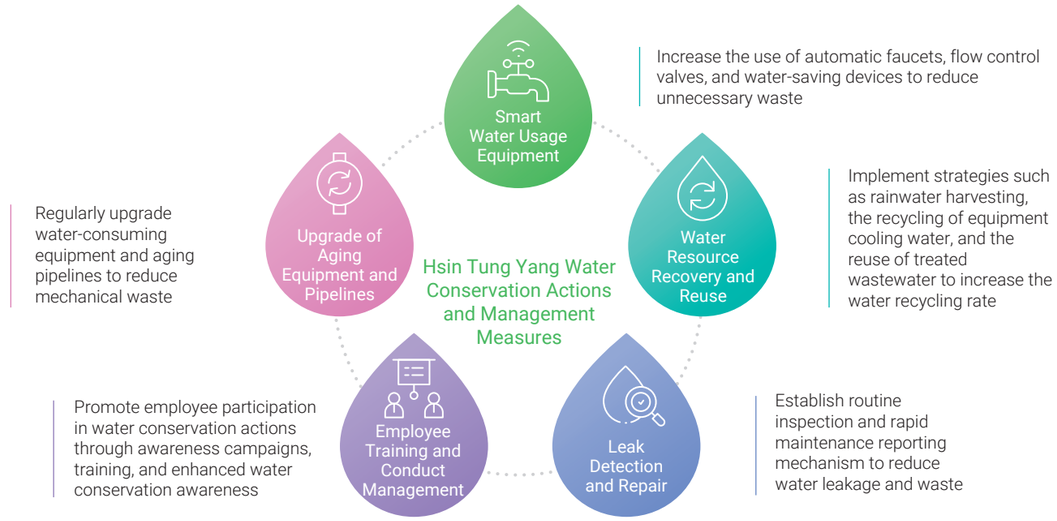
- Clean small grease traps daily; outsource cleaning of large grease traps weekly
- Conduct wastewater pipe unclogging 2–3 times annually
- Perform internal restaurant kitchen pipe cleaning as needed

Headquarters Office

Conduct "grease trap cleaning and microbial dosing operations" once a month at the grease traps beneath the kitchen」

2.4.4 Water Conservation Actions and Results

Hsin Tung Yang follows water resource management regulations and the ISO 14001 Environmental Management System, incorporating water conservation into its environmental management framework. The Company has also established water usage monitoring, statistics, and disclosure systems based on two key management principles—"improving water resource use efficiency" and "water conservation". Hsin Tung Yang promotes water conservation measures across its operating sites.



Dayuan Plant Water Conservation Initiatives and Results

Project Item	Water Conservation Initiatives and Outcomes	Future Improvement Plans
Rainwater and Effluent Recycling and Reuse System / 2021	▪ **Managed water sources include:** discharged water, wastewater, and water consumption ▪ **Water sources include:**raft foundation rainwater, sterilization kettle cooling water, and sewage effluent ▪ Canned food sterilization retorts cooling water recycling and reuse:Annual water savings of 23,000 metric tons ▪ Raft foundation rainwater recycling and reuse and seepage water recycling:Annual water savings of 3,100 metric tons ▪ Sewage effluent recycling and reuse:Annual water savings of 5,000 metric tons Implementing diversified water resource recycling and reuse projects is estimated to reduce carbon emissions by approximately 4.75 metric tons CO_2e annually. (The water resource emission factor is sourced from Taiwan Water Supply Corporation. (0.15 $kgCO_2e$.)https://www.water.gov.tw/esg/Contents?nodeId=8641)	▪ Introduce a water resource management system to precisely control water use efficiency ▪ Expand the scope of rainwater and reclaimed water recycling and reuse
Water Resource Recycling and Recovery Management Project / 2020	▪ **Water resource categories include:** hird-party water (tap water), rainwater, and recycled effluent Canned food sterilization retort cooling water recycling system Steam condensate recovery system and process cooling water circulation and reuse Installation of rainwater and raft foundation seepage water recycling systems Incorporation of treated sewage effluent into the recycling and filtration system After implementing the above policies at the Dayuan Factory, with 2016 as the base year for reduction calculations, the estimated annual recycled water volume after improvements is approximately 31,687 metric tons, with an overall recycling rate of 43%, effectively reducing water consumption.	▪ Continue optimizing the water resource recycling system ▪ Introduce advanced water resource treatment equipment to bring the quality of recycled water closer to that of tap water

2.5 Resource Circulation and Management

2.5.1 Waste Management Strategy GRI 306-1 GRI 306-2

Waste Management

Operating Site	Current Implementation Measures	Future Plans	
	2025	Short-Term (2026)	Medium- to Long-Term (2027–2030)
Dayuan Plant	● Promote pallet repair programs ● Utilize food processing sludge for biogas power generation ● Continue increasing the amount of waste recycled and reused	● Increase pallet reuse volume to 17 metric tons ● Reduce food processing sludge by 5% ● Achieve a waste reuse rate of 75%	● Increase pallet reuse volume to 20 metric tons ● Reduce food processing sludge by 10% ● Achieve a waste reuse rate of 80%
National Freeway Service Area	● Use biodegradable plastic bags ● Use eco-friendly tableware throughout food courts ▲ Introduce food waste processing machines at Xiluo and Guanxi Service Areas	● Had introduced ECOCO smart recycling machines at Nantou Service Area	● Eliminate disposable tableware at food service locations ● Establish a reusable cup rental system ▲ Introduce food waste processing machines at Nantou/Xihu Service Areas
Airport Shopping Malls	▲ Promote the single-use product reduction program (Taoyuan Airport 2030 Sustainable Action Plan) ▲ Promote the environmental 4R policy and implement waste and resource recycling classification and management (Taoyuan Airport 2030 Sustainable Action Plan)		
Retail Counters (Street Stores)	● Donation of near-expiry products and reuse of cardboard boxes, etc.	● Reduce near-expiry products through digitalized inventory management ● Promote the use of reusable logistics boxes as alternatives to cardboard boxes	● Establish a comprehensive food bank partnership network ● Achieve full circularity of retail store packaging materials
Retail Counters (Department Store Counters)		● Participate in department store ESG waste reduction evaluations ● Optimize waste sorting within counters	● Collaborate with department stores to achieve carbon-neutral retail counters ● Reduce counter packaging waste by 30%
Food and Beverage Services (Street Stores)	● Implement and promote government policies	● Strengthen campaigns to reduce the use of disposable takeout utensils ● Introduce a food waste weighing management system	● Transition to green restaurant certification ● Increase the proportion of food waste converted into bioenergy

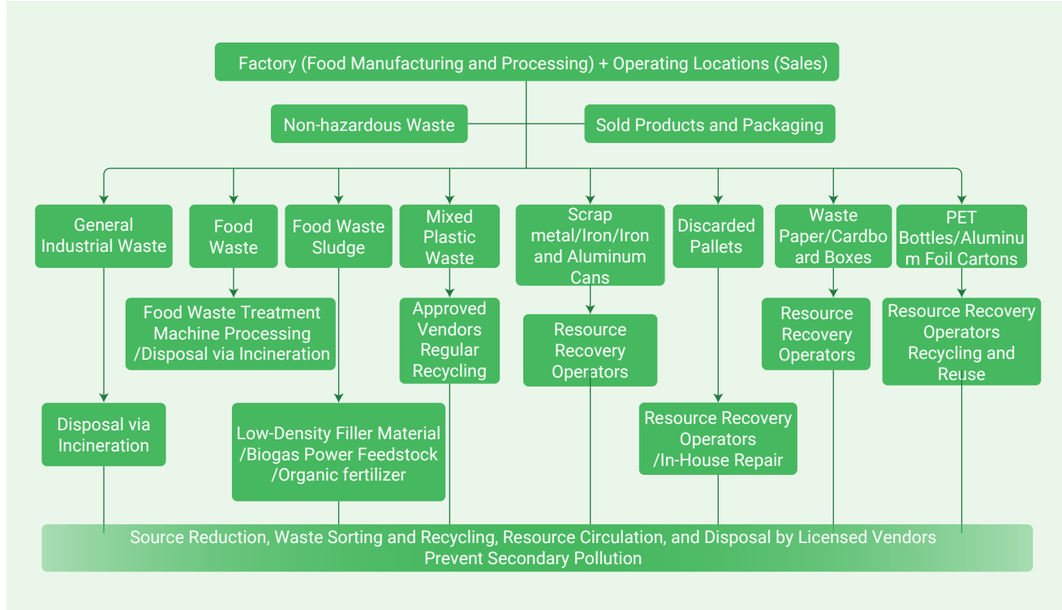
Note:1."●" indicates that the initiative has been implemented or is planned for implementation; "▲" indicates that it has been partially planned or implemented; "■" indicates that implementation is not currently planned.

2.Implementation scope: Management measures such as reducing packaging materials, introducing a circular economy, and handling near-expiry products.

3.Food service locations at department store counters are centrally managed by the department stores.

To reduce the impacts of waste generated from operations, Hsin Tung Yang has established "environmental protection" as a core element of its operations and conducts systematic management of waste generation sources, composition characteristics, and disposal pathways. For unavoidable waste generation, the Company implements internal waste sorting, compliant storage, screening, and disposal. At the same time, Hsin Tung Yang actively promotes source reduction, resource reuse, and innovative circular economy initiatives. From the product design stage, the Company reviews material use efficiency and reduces unnecessary packaging generation, while promoting circular economy and recycling and reuse measures through final disposal processes. These efforts strengthen full-process waste management, fulfill environmental responsibility, and enhance the Company's sustainable competitiveness.

Waste Management Procedure



Hsin Tung Yang Waste Management Mechanisms and Policies

Service Location	Management Item/Stage	Management Strategy
Dayuan Plant	Evaluation and Selection Mechanism for Outsourced Waste Disposal Contractors	Establish a strict auditing mechanism. Conduct on-site inspections before contract signing, verify online whether there are any penalty records, and confirm whether government permits and other relevant documents are available to ensure that third-party contractors properly handle waste in accordance with contracts and regulations.
	Source Reduction and Green Production (Reduce)	▪ 20% reduction in incinerated waste: Promote the separation and recycling of plastic packaging materials from general waste, reducing incinerated waste by approximately 20%. The current proper waste disposal rate has reached 100%. ▪ Packaging reduction: During the product design stage, proactively develop green packaging based on circular economy concepts by considering the "reduction of unnecessary packaging space and design." ▪ Green procurement: 100% of cardboard boxes used for in-house products are made from recycled paper.
	 Circular Economy Practices (Reuse & Recycle)	▪ Pallet repair: Since 2017, Hsin Tung Yang has promoted a wooden pallet repair program to repair partially damaged pallets and extend their service life. Pallets that can no longer be reused are recycled by qualified waste disposal contractors. More than 3,000 pallets were repaired in 2025. ▪ Food Rescue:Donate surplus food ingredients generated during the factory production process to the Department of Social Welfare Food Rescue Platform, near-expiry product discount platforms, and through partnerships with social welfare organizations.
	Real-Time Electronic Reporting and Tracking of Waste Flows	Strictly comply with regulations by using an electronic system to report and track waste flows in real time, ensuring lawful waste collection and disposal.

2.5.2 Waste Overview GRI 306-3 GRI 306-4 GRI 306-5

All waste generated by Hsin Tung Yang during its operations is 100% non-hazardous waste. Waste categories include general industrial waste, food processing sludge, mixtures of animal bones and residues (food waste), waste plastic packaging materials, waste cardboard boxes, and waste metal cans. All waste generated by Hsin Tung Yang is handled in strict compliance with regulatory requirements and is properly disposed of by qualified waste collection and treatment contractors to ensure that the waste management process complies with environmental protection and applicable regulatory requirements.

(Unit:metric tons)

Hsin Tung Yang Waste Statistics by Waste Composition

Waste Composition	Disposal Method	Disposal Boundary	Waste Generation Statistics		
			2023	2024	2025
General Industrial Waste	Incineration	100% off-site [Note 3]	159.57	146.08	287.24
Food processing sludge	Recycling and reuse for biogas power generation or as organic fertilizer	100% off-site	162.66	149.72	197.77
Mixture of animal bones and residues (food waste)	Food Waste Processor; Third-Party Collection and Disposal	On-site/Off-site	127.40	127.20	125.84
Waste plastic packaging materials	Recycling and reuse as plastic pallets or plastic bags	100% off-site	8.45	21.09	9.45
Waste paper / waste card-board boxes	Recycled and reused by third-party waste collection contractors	100% off-site	149.03	153.1	172.05
Waste iron / waste metal cans	Recycled and reused by third-party waste collection contractors	100% off-site	16.87	12.01	47.07
Total Waste Generated			623.98	609.2	839.42

Note:1.Data collection and inventory boundary: 2023–2024: Dayuan Factory. 2025: Dayuan Factory and Airport Shopping Malls (excluding leased counters).
2.No hazardous waste was generated at any of the operating sites included in the 2023–2025 data statistics.
3.General industrial waste from all operating sites is outsourced to qualified third-party waste collection contractors for off-site disposal.

(Unit:metric tons)

Statistics of Non-Hazardous Waste by Disposal Method

Year	Total Waste Generated	Incineration (excluding energy recovery)	Recycling and Reuse
2025	839.42	183.71	552.18
2024	609.2	146.08	463.12
2023	623.98	159.57	464.41

Waste Reduction Measures and Results

Dayuan Plant

Reduction Measures	Reduction Results
Implement waste sorting to increase the reuse rate	The waste reuse rate increased from 74% in 2023 to 75% in 2025.
Reduce product packaging layers	A green design mechanism was introduced during the product development stage, with "packaging material reduction," "single-material packaging," and "use of 100% recycled cardboard boxes in-house products" as key initiatives. These measures reduce packaging waste generation at the source and improve resource recycling efficiency.
Implement plastic reduction initiatives at Dayuan Factory	**Actual actions:**Hsin Tung Yang participated in the 2024 "Taiwan Plastic Reduction Transition Forum" and shared specific results. **Implementation measures:**Freeway Service Areas and airport stores switched to bamboo fiber straws, while plastic recycling and discontinuation of single-use tableware were implemented at the factory. In 2024, the Company achieved its plastic reduction target of more than 20 metric tons.

Freeway Service Areas

Reduction Measures	Reduction Results
Food waste treatment machines	 ▪ **Implementation sites:**Guanxi and Xiluo Service Areas. ▪ **Implementation policy:**Introduced food waste processing technology that received the Ministry of Economic Affairs Invention Gold Award, achieving efficient decomposition of 100 kg of food waste within 8 hours. This enables precise waste reduction performance, effectively optimizes operating costs, and implements circular economy practices.

Airport Shopping Malls

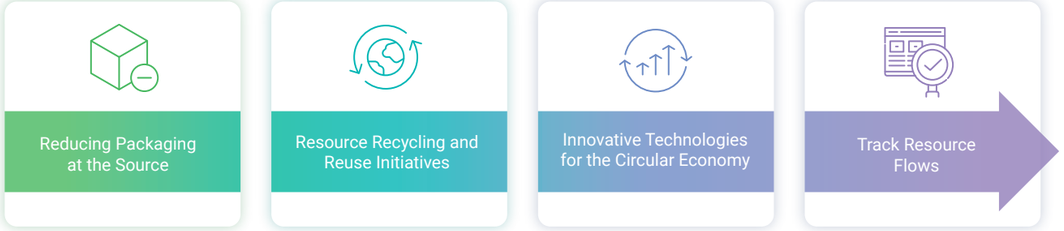
Reduction Measures	Reduction Results
Food Waste and Environmentally Friendly Resource Recycling Operations	 ▪ **Implementation sites:**Kitchen back-of-house management at the three major airport malls: Taoyuan International Airport, Taipei Songshan Airport, and Kaohsiung International Airport. ▪ **Implementation policy:**Implement centralized waste management at airport malls and collaborate with qualified contractors to carry out food waste resource recycling. Regularly coordinate with the competent authority (Taoyuan City Department of Environmental Protection, Dayuan District Team) for audits to ensure 100% compliance of the process.
Used Frying Oil Recycling and Oil Replacement Records	Record and replace cooking oil daily. All waste cooking oil is collected and recycled by licensed professional contractors. The Company independently completes environmental flow reporting to prevent waste oil from re-entering the food supply chain and establishes a transparent and traceable resource recycling system.

2.5.3 Resource Circulation and Outcomes

Circular Economy Promotion Strategy

Hsin Tung Yang incorporates circular economy concepts into "LCA full life cycle governance." During the research and development stage, the Company implements green design and prioritizes the use of recycled materials and environmentally certified materials. For end-of-life disposal, the Company applies technological innovation to convert waste into resources. Through full life cycle management, Hsin Tung Yang optimizes resource efficiency and implements low-carbon green production.

Circular Economy Promotion Strategy



Dayuan Plant Circular Economy Promotion Measures

Innovative Recycling and Reuse Strategies for Food Processing Sludge

- Recycle sludge and convert it into biogas power generation energy.
- Screen and provide process residues to cement plants for use as filler materials.
- Transfer materials to fertilizer plants for production of organic fertilizers.

A total of 249.43 metric tons of sludge was processed in 2025.

Promotion of Environmentally Friendly Packaging Design

- Reduce packaging layers and prioritize the use of single materials and clear recycling labels.
- Fully prohibit the use of PVC product packaging materials at Dayuan Factory.
- Introduce multifunctional gift box designs to enhance reuse value.

Since 2018, Hsin Tung Yang's premium pineapple cake packaging has eliminated PET inner liners, reducing the use of 3.628 million PET inner liners annually and a total reduction of 4.72 metric tons of PET consumption.

On-Site Reuse of Waste Plastics

- Recycle waste plastic packaging materials and remanufacture them into plastic bags and plastic pallets.
- 100% of recycled and remanufactured products are supplied for internal circular use.

Waste Cardboard Box Recycling and Reuse

- Fully adopt recycled cardboard boxes made from waste paper within the factory.
- Promote packaging recycling and reuse while ensuring product quality.

From 2023 to 2025, a cumulative total of more than 2.48 million recycled cardboard boxes were used.

Surplus Food Ingredient Reuse

- Continuous participation in the New Taipei City Food Rescue Donation Program since 2007.
- Utilize food-related expertise to connect with the material needs of disadvantaged groups.

Surplus food ingredients generated during meat production at the factory are collected periodically and donated to the Department of Social Welfare, which then distributes them to community meal service sites. The cumulative donations have reached 7,154 kg, with a total value of approximately NT$2.57 million.

Circular Economy Promotion Measures at Freeway Service Areas and Airport Shopping Malls

National Freeway Service Area
Sustainable Construction and Circular Space Practices

- Microclimate regulation: Install louvered green walls to optimize airflow and temperature control within the space.
- Building material resource recovery: Introduce recycled glass energy-saving bricks and plan the activation of old building materials through the "3R Environmental Protection Concept Park."
- Integration with environmental education: Combine low-carbon material applications with environmental green energy education to improve building energy efficiency.

Airport Shopping Malls
Used Frying Oil Recycling

- Food safety self-monitoring: Conduct total polar compound testing twice daily and maintain detailed records to implement source control.
- Compliant circular collection and transportation: 100% of waste oil is transferred to licensed contractors and reported through waste flow declarations to prevent the risk of re-entering the food supply chain.

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Performance Highlights

China Grain Products Research & Development Institute

Clean Label Certification Products Awarded

100% Additive-Free 6 products

Double Clean Label Certification 6 products

Horizon Original Pork Jerky, Green Peppercorn Pork Jerky, Original Beef Jerky, and other products

Ministry of Agriculture **Eatender**

Products Selected **11 products**

Braised Taiwanese black pork, seaweed-infused pure pork floss. Horizon Double-Clean Original Pork Floss, among other products

Food Industry Research and Development Institute

Taiwan Fun Food Award

Products Selected **7 products**

Hsin Tung Yang Horizon Double-Clean Green Sichuan Pepper Pork Jerky, Horizon Double-Clean Pure Pork Floss, among other products

Food Industry Research and Development Institute

Special Award–Clean Label Value

Products Selected **1 products**

Horizon Double Clean Label Green Peppercorn Beef Jerky, Taiwan Farm Industry Seaweed Pork Floss

TCFA
Taiwan Chain Franchise Association

Service Gold Award Certification

Stores Recognized for **2 years**

Freeway Bureau

"Highway Convenience: Food,Fun & Travel" Online Poll

Guanxi and Nantou Freeway Service Areas Selected

Best Food/Best Attractions/Best Shopping

No. 1

Management of Material Topics GRI 3-3

Policy Commitment	Hsin Tung Yang upholds the principle of "integrity and transparency" and, with "food science" as its core, is committed to developing products that align with health trends and are environmentally friendly. The Company has established a fully digitalized traceability system to ensure effective traceability across all stages, from source procurement to finished product delivery. Through this approach, Hsin Tung Yang implements food safety transparency and responsible marketing communications, providing innovative solutions that combine safety, nutritional value, and sensory quality.
Organizational Vision	Hsin Tung Yang regards "regulatory compliance" as the baseline and "seamless information connectivity" as its core objective, establishing transparent information and supply chain management mechanisms that exceed regulatory requirements. Through cross-disciplinary technology integration, the Company promotes clean-label products while achieving real-time linkage and verification of raw materials, production processes, and logistics. Hsin Tung Yang is committed to providing authentic, easy-to-understand, and science-based product labeling, ensuring that all products have clear and accurate traceability records, and that marketing claims are fully aligned with actual product content. By making integrity an indispensable component of its products, the Company aims to lead the industry toward sustainable and healthy development for all ages.

Material Topic	International Framework and Metrics
Product Traceability and Management	SASB <Processed Foods> Food Safety: FB-PF-250a.1, FB-PF-250a.2
GRI 416 Customer Health and Safety	SASB <Food Retailers and Distributors> Food Safety: FB-FR-250a.1, FB-FR-250a.2
Product Services and Innovation	N/A
Product Labeling and Marketing	SASB <Processed Foods> Product Labeling and Marketing: FB-PF-270a.1, FB-PF-270a.2, FB-PF-270a.3, FB-PF-270a.4
GRI 417 Marketing and Labeling	SASB <Food Retailers and Distributors> Product Labeling and Marketing: FB-FR-270a.1, FB-FR-270a.2, FB-FR-270a.3

Definition and Impact Description

Product Traceability and Management

【Definition】
Establish complete and transparent traceability information throughout the entire process, from farming, slaughtering, and production to sales, to implement food information transparency and traceability.

【Significance to the Organization】
The product traceability mechanism enables Hsin Tung Yang to monitor information and the flow of goods across all stages, from raw materials to final sales, thereby enhancing the efficiency of food safety management and strengthening consumer trust in the brand.

【Impact on External Parties】
Promote quality management and information disclosure throughout the supply chain, strengthen responsible management, and enhance the overall transparency and reliability of the food supply chain.

Product Services and Innovation

【Definition】
Committed to improving production processes, developing low-carbon sustainable products and multichannel services, while continuously strengthening communication, audit improvements, and incentive mechanisms.

【Significance to the Organization】
Through technological and formulation innovations, respond to market demands, optimize product quality, and expand into new markets to enhance operational resilience and long-term development capabilities.

【Impact on External Parties】
Provide consumers with diverse low-carbon choices that meet market demands, enhance the consumer experience, drive the development of the food industry and supply chain, and promote market competitiveness.

Product Labeling and Marketing

【Definition】
All food containers and external packaging feature clear, comprehensive labeling that proactively discloses information regarding product contents, nutritional components, allergens, and genetically modified organisms.

【Significance to the Organization】
hrough product labeling that exceeds regulatory requirements and diversified marketing channels, the Company fully discloses product and marketing information, reduces the risk of information asymmetry, and maintains stable operations and market competitiveness.

【Impact on External Parties】
Help consumers gain a comprehensive understanding of product ingredients and sources, enabling them to make informed consumption choices, thereby strengthening market trust and transparency of information within the food industry.

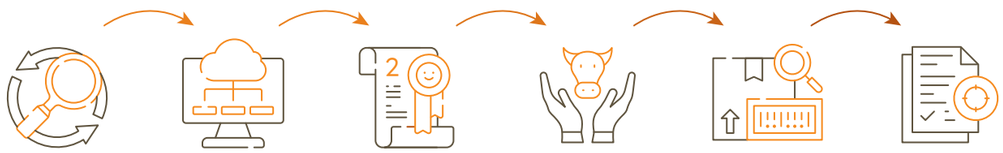
The management actions in this table were identified based on the material topics, with the development of healthy senior-friendly foods identified as an "opportunity," and strict traceability and labeling controls through ERP and compliance inspections identified as a "risk."

Management Actions	2025 Targets	2025 Action Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Establish an ERP Digital Traceability Chain for All Self-Manufactured Products	Implement the ERP tracking system for 100% of self-manufactured products	Completed 100% implementation of the ERP tracking system for the Company's self-manufactured products, achieving the goal of "one-click traceability" through integrated information management.	Achieved	▪ Continue implementing 100% digital tracking and management of self-manufactured products. ▪ Conduct traceability simulation audits with external organizations and contract manufacturers, with the goal of completing two-way assurance testing within 2 hours.	▪ **Supply chain digital integration:** Require at least 50% of key raw material suppliers to be incorporated into the digital traceability system. ▪ **Early warning system integration:**Combine ERP data with food safety risk databases to establish an "intelligent food safety early warning system."	Continue to follow Hsin Tung Yang's three sustainability principles: "Green Commitment," "Health and Peace of Mind," " Shared Prosperity through Companionship" to implement various initiatives.
Source Audits and Risk Classification Management for Critical Suppliers	Establish an "annual on-site audit system"	Established an "annual on-site audit system" for core raw materials and conducted on-site assurance of the authenticity of traceability records.	Achieved	▪ **On-site audit coverage:** Conduct 100% on-site audits for the top 20% of critical suppliers. ▪ **Digital certification management:**Ensure that all suppliers' third-party inspection reports (COA) are 100% linked with ERP batch numbers.	▪ **Introduce a real-time supplier performance scoring system:** Implement dynamic supplier classification management and prioritize the procurement of raw materials from high-performing suppliers. ▪ **Promote "origin verification" for key raw materials:**Use third-party assurance or digital tools to ensure that 100% of raw materials can be traced to specific origins or farms.	
Promote Healthy Reduction Formulations and Clean Labeling	Complete inspection of 100% of self-manufactured products	Completed inspection of 100% of self-manufactured products and eliminated the use of unnecessary artificial additives.	Achieved	Products with health-related claims account for 30% of annual new product launches.	Prioritize the implementation of clean formulation designs for major self-manufactured products and achieve 100% compliance with internally managed clean label standards.	
	Develop products that meet clean label standards and successfully obtain the necessary certification labels	Developed a cumulative total of 5 products that comply with clean formulation requirements and obtained certification label assurance.		Continue to launch clean formulation products and plan for subsequent certification label assurance	Accumulate 14 products obtaining third-party clean label certification.	

Management Actions	2025 Targets	2025 Action Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Promote the Development and Validation of Eatender	Complete development of designated products	Completed development of designated products.	Achieved	Participate in annual product selection activities.	Implement senior-friendly dietary solutions.	Continue to follow Hsin Tung Yang's three sustainability principles: "Green Commitment," "Health and Peace of Mind," " Shared Prosperity through Companionship" to implement various initiatives.
	Obtain product certification label assurance	Participated in the Ministry of Agriculture's "Eatender" selection program and successfully obtained product certification label assurance.		Complete the development of at least 2 new senior-friendly products.	Accumulate more than 15 products obtaining the Ministry of Agriculture's "Eatender" certification label.	
Responsible Product Labeling	Achieve a "0 violation, 0 penalty" inspection record for self-manufactured products	Implemented product labeling and compliance management across all product categories, achieving a "0 violation, 0 penalty" inspection record for self-manufactured products.	Achieved	▪ Ensure 100% of self-manufactured products comply with regulatory labeling requirements. ▪ Commission third-party professional organizations to conduct product labeling compliance spot checks on at least 3 products annually.	▪ Commission third-party inspection organizations to conduct labeling inspections on at least 5 products annually. ▪ Introduce electronic labels or traceability QR codes.	
Responsible Marketing Content	Achieve a "0 violation, 0 penalty" record for marketing content	One product violated the Act Governing Food Safety and Sanitation due to exaggerated advertising claims	Achieved	▪ Ensure 100% of marketing content complies with regulations and scientific evidence. ▪ For high-risk or key claim products, commission third-party assurance to conduct compliance reviews of at least 2 marketing content items annually.	▪ Ensure all external communication channels comply with responsible marketing principles. ▪ Increase annual marketing content review capacity to at least 3 items. ▪ Establish a marketing "scientific evidence support database" to ensure that marketing claims are supported by traceable experimental data or technical documentation.	

3.1 Product Traceability and Management

Product Traceability Management Strategy



- Establish a comprehensive traceability and tracking management system covering the entire "farm-to-table" process
- Integrate information into the ERP system and private cloud platform
- Strengthen dual verification through the Production and Sales Traceability Record and "Processed Food Distribution Traceability"
- Transparently disclose farm management and inspection information
- Provide consumers with real-time access to product traceability information
- Continuously enhance quality control and information transparency

3.1.1 Product Traceability Management Workflow

Product Traceability Management Strategy

To ensure consumers can purchase and consume products with confidence, Hsin Tung Yang integrates production and sales traceability records based on the "From Farm to Table" concept to enhance food information transparency and traceability. The Company has also introduced a full-process traceability system covering food production and sales, becoming the first company to obtain both TAP Agricultural Product Traceability and Processed Food Distribution Traceability certifications. Consumers can simply enter the production and sales traceability code shown on the product packaging or scan the QR code to access information on the livestock farm, processing, production, and distribution of the meat products. Hsin Tung Yang implements quality control and traceability at every stage, making food safety visible, providing consumers with confidence in their purchases, and enhancing brand trust.

Core Achievements of Hsin Tung Yang's Production and Sales Traceability Record (TAP) and Private Cloud Traceability Systems

Product results

A total of 7 products have obtained certification (3 sausage products, 2 pork floss products, and 2 ham products). In 2025, these products generated an output value of nearly NT$10.59 million and reached more than 115,000 consumers.

Supply chain integration

Successfully enabled 3 upstream suppliers to establish traceability systems. Supply chain partners include 4 livestock farms, 2 slaughtering and meat-cutting facilities, and 2 pork suppliers, located in Taipei, Taoyuan, Yunlin, Changhua, Tainan, and Pingtung.

Rigorous certification

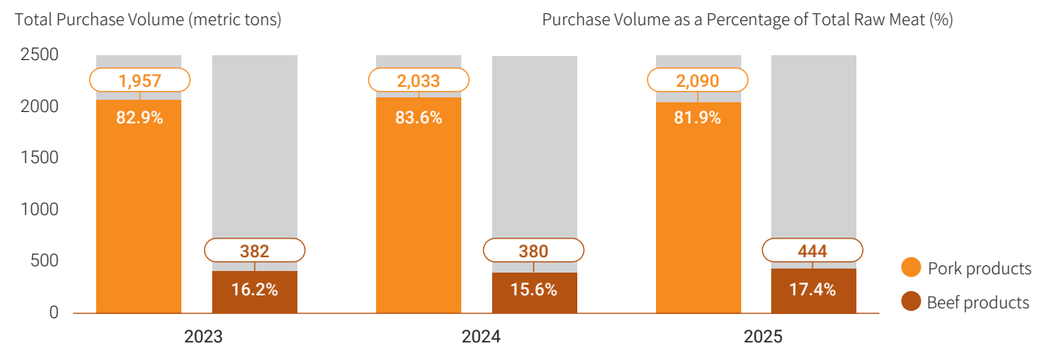
Assurance is conducted on a three-year cycle, with external audits performed by FSI International to rigorously assure production sites, medication safety, environmental sustainability, and hygiene at packaging facilities.

Product Traceability Management: ERP Information System

Hsin Tung Yang has established traceability management measures at every stage of food production. To digitalize and systematize product traceability information, the Company has integrated its systems with the government's public cloud platform, the Taiwan Food and Drug Administration (TFDA) "Food Traceability Online Registration System", the Ministry of Agriculture's TAP Agricultural Product Traceability certification system, and implemented an Enterprise Resource Planning (ERP) system. Through annual mock recall exercises, Hsin Tung Yang ensures that its traceability system can achieve 100% traceability of raw material sources and product distribution. The Company continues to enhance its traceability management practices and, as of the end of 2025, is able to complete the traceability and tracking of all relevant information for a specified product within 2 hours, ensuring both the effectiveness and timeliness of the system.

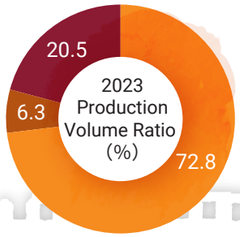
Hsin Tung Yang Co., Ltd. manages product traceability through its ERP food traceability system. In 2025, a total of 671 in-house products were covered by the system, accounting for 95.45% of all in-house product items at the Dayuan Plant; The total shipment weight of products covered by the traceability system was 3,521 metric tons, accounting for 95.2% of total production by weight."

Upstream Raw Material Traceability Categories and Ratios, 2023–2025



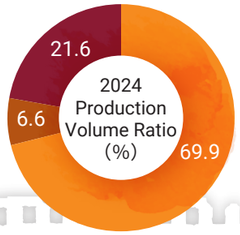
Note: [Traceability Standard] All raw meat is subject to traceability management in accordance with applicable regulations.

Downstream Product Traceability Categories and Ratios, 2023–2025



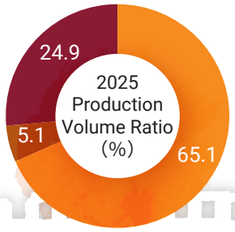
Annual Production Volume (metric tons)

Pork products	2,200.8
Beef products	191.4
Other	618.2
Total	3,010.4



Annual Production Volume (metric tons)

Pork products	2,236.7
Beef products	211.1
Other	691.9
Total	3,139.7



Annual Production Volume (metric tons)

Pork products	2,409.2
Beef products	190.9
Other	921.4
Total	3,521.5

Note: [Traceability Standard] Traceability is required by law for pork and beef products; Traceability for other products is implemented voluntarily.

Integration with the "Food Tracebook" Government Food Cloud Platform

Hsin Tung Yang has completed the registration and data establishment required by regulations on the "Food Tracebook" food business operator registration platform. The Company has uploaded relevant information for self-manufactured products from the Dayuan Plant to the "Food Tracebook 3.0" system and regularly reports procurement, production, shipment, and distribution flow data, implementing digital food information management and traceability mechanisms. In 2025, the total production volume of products uploaded to the "Food Tracebook 3.0" system reached 3,240.69 metric tons, accounting for 87.61% of all self-manufactured product output at the Dayuan Plant.

Establishment of the "Food Traceability Private Cloud" System

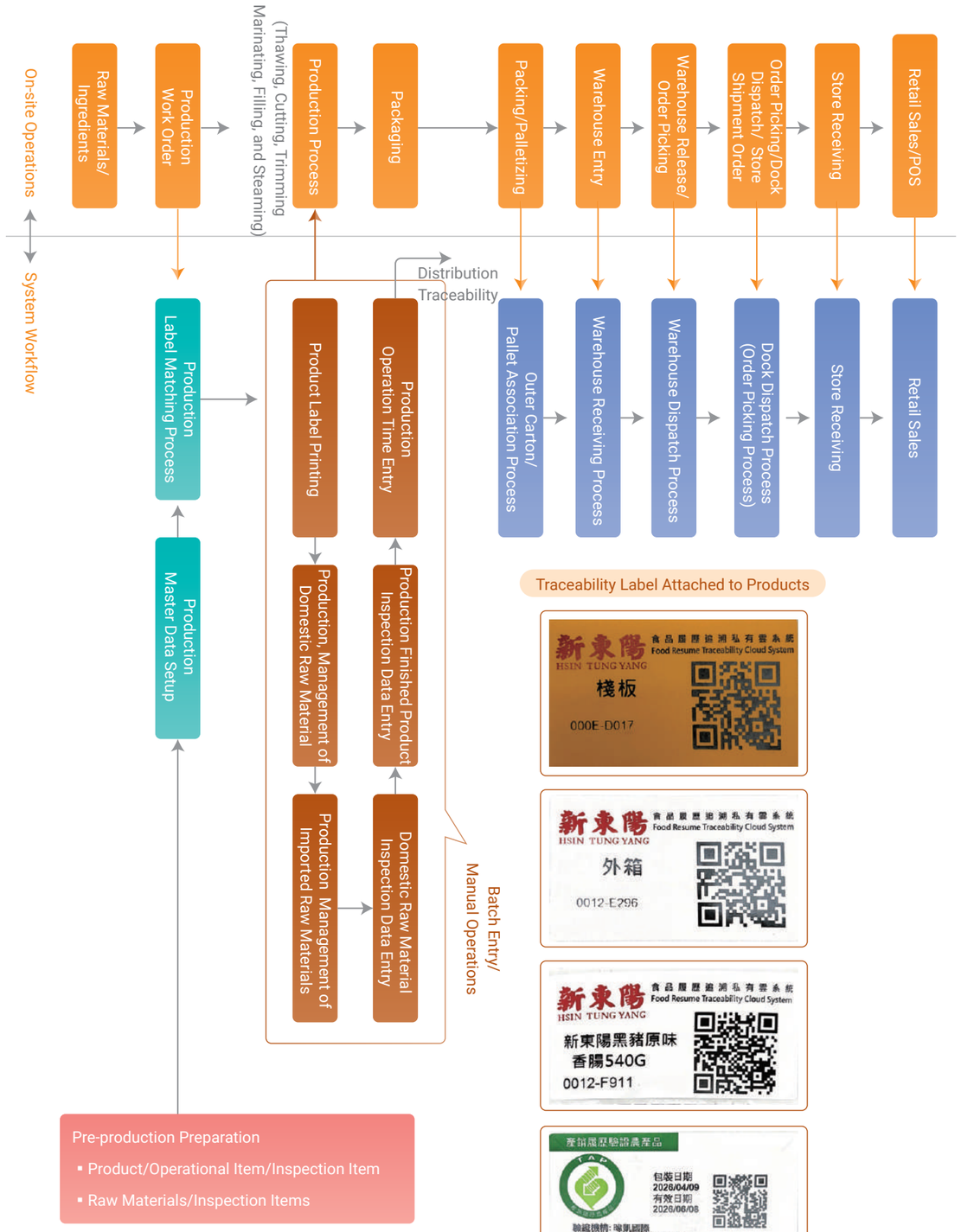
In 2013, Hsin Tung Yang collaborated with the Ministry of Economic Affairs Science and Technology Research and Development Program to implement the "Demonstration Project for the Establishment of a Private Cloud for Food Traceability and Product History Tracking within the Hsin Tung Yang System," continuously strengthening the digitalization of food traceability management. Through the system's automatic integration with external traceability platform information, Hsin Tung Yang has enhanced the efficiency of internal traceability controls. The Company has also connected with 10 industry partners to promote innovative development and collaborated with agricultural producers to gradually establish a comprehensive traceability system.

"Private Cloud Traceability System" Products

Hsin Tung Yang Black Boar

- Hsin Tung Yang Black Boar and Sorghum Wine Sausage
- Hsin Tung Yang Black Boar Garlic Sausage
- Hsin Tung Yang Black Boar Original Flavor Sausage
- Hsin Tung Yang Smoked Black Boar Ham
- Hsin Tung Yang Black Boar Rhine Ham

Product Traceability Management Workflow



Traceability Label Attached to Products

3.1.2 Production and Sales Traceability Record

Third-Party Assurance of Food Safety Management Systems

Hsin Tung Yang strictly complies with regulatory requirements and continues to adhere to internationally recognized food safety certifications, including ISO 22000, HACCP, and FSSC 22000. The Dayuan Plant has currently obtained multiple third-party international food safety management system certifications.

Dayuan Plant Food Safety Certification Summary

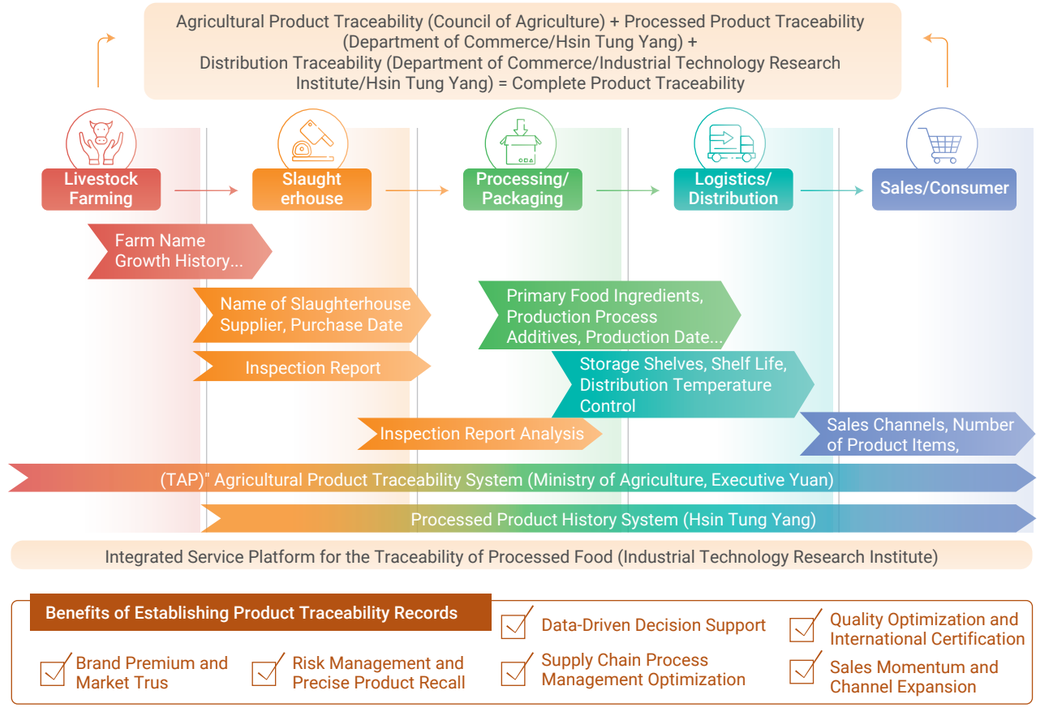
International Food Safety Management System Certifications Obtained	Assurance Validity Period	Product Categories Produced	2023 Total Production Volume (Metric Tons)	2023 Total Production Volume Percentage (%)	2024 Total Production Volume (Metric Tons)	2024 Total Production Volume Percentage (%)	2025 Total Production Volume (Metric Tons)	2025 Total Production Volume Percentage (%)
▪ ISO22000 ▪ HACCP ▪ FSSC22000	Valid Continuously	Processed Meat Products	1,564.5	52.1%	1,490.6	46.9%	1,502.9	40.6%
		Canned Products	890.9	29.7%	1,121.1	35.3%	1,250.2	33.8%
		Aquatic Products	58.3	1.9%	60.2	1.9%	62.3	1.7%
		Pastry Products	330.4	11.0%	326.8	10.3%	302.0	8.2%
		Snack Food Products	17.0	0.6%	21.3	0.7%	22.4	0.6%
Statistics			2,861.2	95.3%	3,020.0	95.0%	3,139.8	84.9%

Note: Production statistics are based on finished products shipped from the Dayuan Plant.

The first food company to establish a dual traceability system

Since 2007, Hsin Tung Yang has taken the lead in collaborating with the Department of Commerce of the Ministry of Economic Affairs and the Industrial Technology Research Institute to establish a comprehensive traceability system for products applying for certification. This system tracks the entire process—including raw materials, production, processing, and distribution—by maintaining detailed records of product and sales history. This initiative has not only strengthened food safety and consumer trust but has also fulfilled corporate accountability, establishing the Company as a leader in green food production.

Development History of Complete Product Traceability Records



Benefits of Establishing Product Traceability Records

- Data-Driven Decision Support
- Quality Optimization and International Certification
- Brand Premium and Market Trus
- Risk Management and Precise Product Recall
- Supply Chain Process Management Optimization
- Sales Momentum and Channel Expansion

TAP Agricultural Products Production and Marketing Traceability

Since 2007, Hsin Tung Yang has promoted the implementation of the "TAP Agricultural Products Production and Marketing Traceability" system to ensure the origin and quality of its agricultural products. Product quality has been gradually optimized through five major management dimensions. By 2025, Hsin Tung Yang had completed the implementation of the TAP system for a cumulative total of five items. In the future, Hsin Tung Yang will continue to establish TAP-certified products and sell them through its own retail stores.

"TAP Agricultural Products Production and Marketing Traceability" Management Process

1. Comply with the Taiwan Good Agricultural Practices	2. Real-Time Digital Recording of Production Information	3. Third-Party Assurance and Compliance Audits	4. Certification Management and Automated Traceability	5. Supply Chain System Integration and Connectivity
Standard Operating Procedures	Digitization of Operation Records	Verification Process Management	One-Click Traceability Inquiry	Supplier Classification System
Establish standardized operating procedures in accordance with the Taiwan Good Agricultural Practices (TGAP)	In real time, digitally record relevant information from each production stage	Establish inspection standards, conduct on-site audits, implement corrective actions for deficiencies, and perform re-reviews	Integrate product batch information from each stage through the ERP system	Implement a supplier classification mechanism and adopt differentiated procurement and management measures based on the results
Risk management	Batch Management Mechanism	Tracking Mechanism Enhancement	Certification Mark Control System	Sales Channel Information Integration
Establish a risk identification, monitoring, and abnormality reporting mechanism	Establish unique identification codes for each product batch to ensure that the source and distribution flow of each product batch can be traced and tracked	Establish improvement plans, responsibility assignments, and follow-up verification mechanisms	Control the scope of certification mark usage, accuracy, and validity period	Integrate supply, production, logistics, and sales information to enhance product traceability capabilities from the source to sales channels

TAP "Agricultural Products Production and Marketing Traceability" Products

Produced at Taiwan factories with adherence to HACCP and ISO 22000 international quality certifications

Hsin Tung Yang Taiwan Black Pork Sausage (Original/Garlic/Kaoliang Wine Flavors)

- Selects black pigs raised under Taiwan's contract farming program, adhering to the "golden ratio of fat-to-lean meat."

Hsin Tung Yang Traceable Pork Floss (200g/270g)

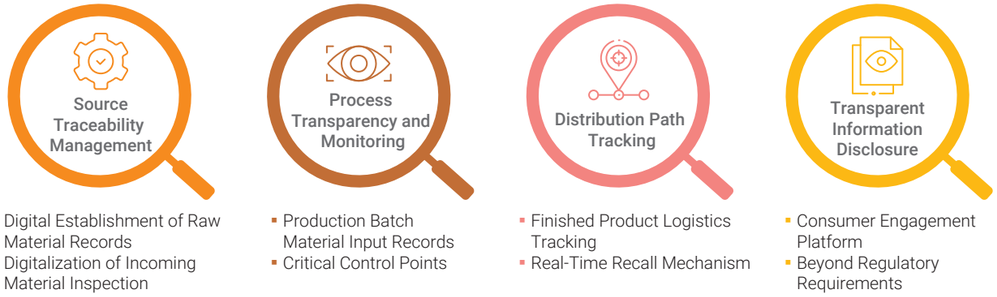
- Selects healthy hind leg pork from pigs that have passed CAS slaughter hygiene inspections, creating delicious pork floss with a fluffy texture and an enticing aroma

Hsin Tung Yang Traceable Pork Floss (200g/270g)

Establishment of the "Processed Food Distribution Traceability" System

Hsin Tung Yang responded to the government's U-Taiwan Program by promoting the "Processed Food Distribution Traceability Project." By connecting food manufacturers, logistics providers, and retailers, Hsin Tung Yang jointly established the "Processed Food Distribution Traceability Tracking System" to enhance transparency throughout the product process from factory shipment to sales and create a safer food consumption environment.

Establishment of the "Processed Food Distribution Traceability" System Procedures



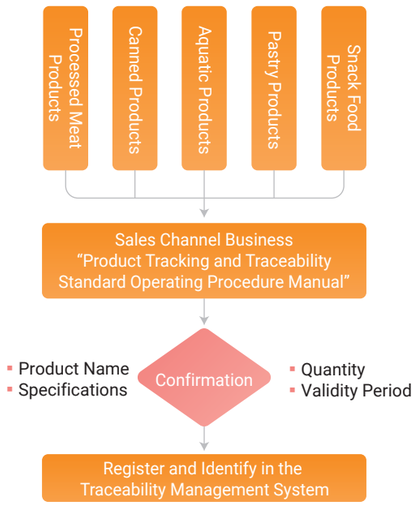
In recent years, the "Processed Food Distribution Traceability" system has continued to use QR Code labeling to maintain traceability records. In 2025, a total of 30,323 records of traceable food distribution records were recorded through the use of QR Codes。

3.1.3 Store Product Traceability

Store Product Traceability Process

Hsin Tung Yang implements traceability management for major products sold at its stores, including gift boxes and dried meat products. Upon receiving products, information such as product specifications and expiration dates is confirmed, and product identification information is recorded to track product sources and distribution flows. In 2025, 100% of food products shipped from the Dayuan Plant to stores were included in the evaluation and control scope of traceability management (product categories covered include processed livestock and poultry meat products, canned products, pastries, and others). By recording product identification information in the system for each batch of products received, Hsin Tung Yang can quickly trace product information and distribution channels in the event of a food safety incident, thereby reducing the impact on consumers' health and safety.

Store Product Tracking and Traceability Process Flowchart

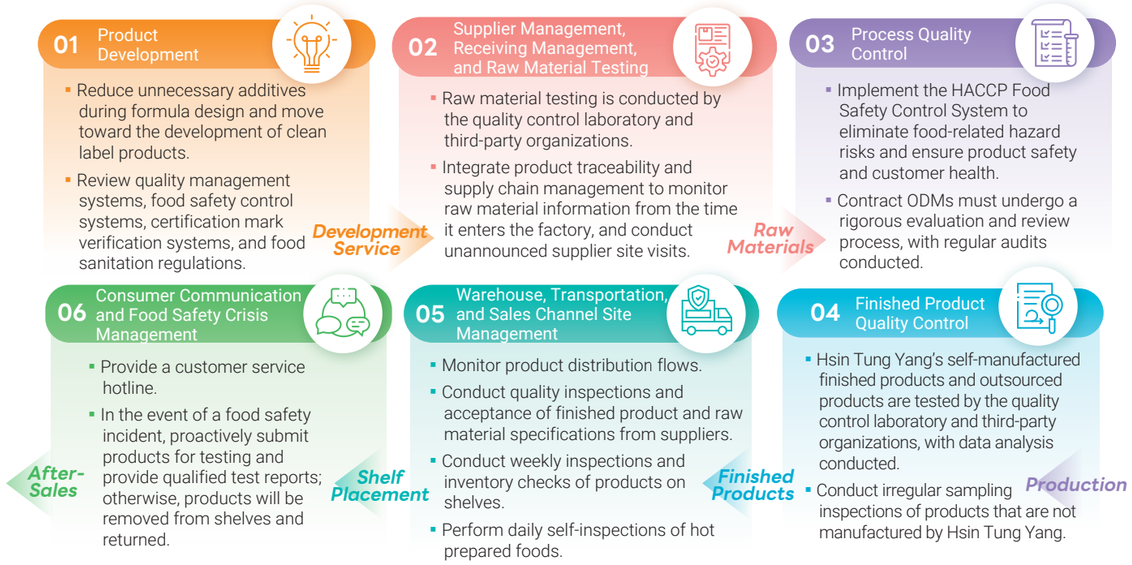


Six Major Food Safety Management Checkpoints Flowchart

3.2 Food Safety

3.2.1 Food Safety Management

Hsin Tung Yang upholds the core commitments of "conscientious production" and "prioritizing customer health" by establishing a cross-departmental "Food Safety Decision-Making Team" at both the production and distribution ends. From product development, raw material supply, production processes, finished product quality control, product shelf placement, to after-sales service, Hsin Tung Yang strictly implements food safety control measures across six major checkpoints. Hsin Tung Yang has established a comprehensive food safety management process at the Dayuan Plant and proactively introduced third-party assurance systems, including HACCP, ISO 22000, and FSSC 22000, embedding risk hazard control concepts into its management processes. To preserve its inherited production techniques and ensure cooking oil safety, for products manufactured at its own factories that involve the use of lard, Hsin Tung Yang uses domestically produced pork fat portions and renders the oil in-house, eliminating potential risks associated with externally purchased oils at the source. Through its rigorous commitment to quality, Hsin Tung Yang has consistently ensured product safety during past food safety incidents and continues to earn the trust of the public.



Food Safety Management Structure

Food safety management at Hsin Tung Yang Co., Ltd. is overseen by the President through regular monthly cross-division meetings, together with the Food Safety Decision-Making Team and Food Safety Team covering production and distribution operations. This framework provides comprehensive control over raw material receiving, production processes, and finished product release. To strengthen upstream control, the Company has established procedures including the Procurement Management Procedures and requires suppliers to provide product inspection reports, thereby enhancing quality and safety management for raw materials, packaging materials, and finished products. As part of its review and improvement mechanisms, the Food Safety Team holds an annual management review meeting and uses monthly meetings to review the implementation and progress toward objectives under management systems such as HACCP and ISO 22000. The team also closely monitors inspection nonconformities, improvements in response to customer complaints, and regulatory updates. Consumer feedback collected through the customer service hotline is promptly communicated to headquarters, production units, and business units to continuously strengthen the food safety management system.

Food Safety Management Structure Chart

President

Production Division (Food Safety Decision-Making Team)

Responsible for coordinating and maintaining quality management, hygiene management, ISO, CAS, HACCP process control systems, and their effectiveness among the various units within the factory.

- **Quality Control Hygiene Management Personnel**: Establish factory hygiene and quality standards, and conduct sampling
  - **Procurement**: Hygiene management for raw material procurement.
  - **Production Planning**: Hygiene management for production scheduling.
  - **Materials Management**: Warehouse hygiene management for raw material receiving and issuance.
  - **Production Site**: Hygiene management for production and packaging.
  - **Warehousing**: Warehouse and logistics hygiene management for finished product storage and distribution.
  - **Management**: Environmental hygiene management of the factory premises.
  - **Engineering**: Maintenance of production equipment and water quality.

Sales Channel Division (Food Safety Decision-Making Team)

Responsible for coordinating and maintaining food hygiene and safety, quality management, Good Hygienic Practices (GHP) guidelines, Food Safety Control System procedures (HACCP), and their effectiveness among the various departments within the Sales Channel Division.

- **Center for Food Safety and Sanitation Management**
  - Complete and submit the Food Safety Monitoring Plan self-inspection forms.
  - Assist with safety and hygiene management audits for retail counters.
  - Assist with audits of suppliers and externally purchased products.
  - Implement and supervise Good Hygienic Practices for Food.
  - Develop, implement, and supervise the Food Safety Control System.
  - Handle other matters related to food hygiene management and employee training.
- **Products**
  - Supplier management and audits.
  - Product procurement operation management.
  - Product audits.
  - Self-management and tracking and traceability.
  - Management and audits of private-label product counters.
- **Sales Channels (Stores, Counters, Freeway Service Areas, Airports)**
  - Finished products provided by suppliers.
  - Product purchasing, sales, and inventory management.
  - Site hygiene and safety.
- **Customer Service Department**: Customer complaints and consumer inquiries.

Food Safety Management System

Food Safety Management System Levels

Regulatory Baseline	Risk management	System Operations	Corporate Culture and Excellence
Mandatory Inspections	**Self-Inspection**	**Quality Assurance System**	**Self-Management**
The minimum level of inspections required by the Food Safety Act for specific industries.	Internal or outsourced inspections conducted by businesses on raw materials, semi-finished products, and finished products based on risk assessments, with the purpose of identifying potential risks at an early stage.	Through internationally recognized certification systems (e.g., ISO 22000 and HACCP), food safety management is elevated from "point-based" inspections to comprehensive process management.	Companies proactively implement standards that exceed regulatory requirements, integrating food safety into corporate governance and R&D culture.

Hsin Tung Yang conducts risk identification and assessment throughout the overall production and sales chain to establish self-management mechanisms and a "Food Safety Monitoring Plan," ensuring food hygiene and safety while actively pursuing domestic and international third-party certifications. Through strict control processes and regular education and training, Hsin Tung Yang ensures that all products comply with regulatory requirements.

To reduce the impacts of products on health and safety, Hsin Tung Yang continues to implement management measures across four major areas: employee management, workplace management, facility hygiene management, and quality assurance systems. Health and safety impact assessments are also conducted for major product categories. From 2023 to 2025, 100% of major product categories were included in health and safety impact assessments.

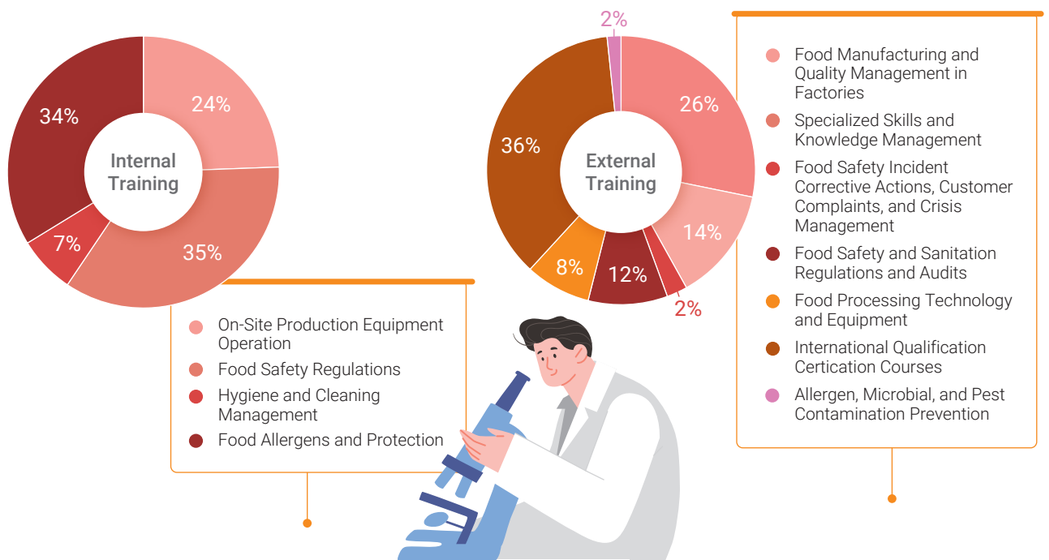
Benefits of Production Line Equipment Improvement Actions at the Dayuan Plant from 2023 to 2025

Category	Production Line	Plan Description
Production Quality Improvement	Low-Temperature Meat Product Production Line	In 2024, the low-temperature meat product production line fully implemented sausage quantitative filling and tying systems and an automatic ham quantitative filling system, improving filling accuracy and tying yield by approximately 10–20%.
Packaging Yield Improvement	Low-Temperature Meat Product Packaging Line	In 2023, outdated equipment was replaced with continuous automated packaging machines to reduce packaging abnormalities and quality issues. This process optimization covered 100% of the low-temperature meat product packaging line, significantly improving packaging sealing yield and integrity.
	Pork Floss and Dried Meat Packaging Lines	In 2024, high-sensitivity X-ray foreign object detection systems were added to both production lines. The optimization scope covered 50% of the pork floss and dried meat production lines, and the digital inspection accuracy rate of the installed production lines reached 100%. (Please add base year: 6/9)
	Pineapple Cake Packaging Line	In 2024, a packaging expiration date visual identification and detection system was added to the pastry production line. The digital inspection accuracy rate reached 100%, and the system reduced labor requirements by two personnel.
	Pork Floss Packaging Lines	For the can sealing process, in 2026, the pork floss packaging line is scheduled to fully implement a can seaming system for canned pork floss. The target is expected to reduce the unplanned downtime rate by 1% and decrease quality issues caused by can sealing errors.

Food Safety Education and Training

To enhance Hsin Tung Yang's food safety and hygiene management standards and improve the knowledge of management personnel, internal and external education and training courses are arranged annually to ensure that employees stay updated on the latest food safety technologies and regulatory information. In 2025, the total participation time was 1,335 hours, with a total of 1,082 participants. (For statistical data, please refer to Appendix 1, Table 3-1, "2025 Food Safety Education and Training (Internal and External).")

Food Safety Education and Training



Food Safety Regulatory Compliance

All in-house products of Hsin Tung Yang Co., Ltd. comply with food safety regulations, with proactive risk management measures also in place. The Dayuan Plant has established a regulatory change impact tracking table to review changes in food safety, packaging, environmental, and energy regulations on a quarterly basis and link them directly to corresponding departmental response measures. The Company has also established a comprehensive Food Safety Monitoring Plan under which in-house products, meals served at restaurants in its distribution channels, and water quality are regularly submitted to independent third-party organizations such as SGS for sampling and testing. From supplier audits and traceability management for raw materials and meat products to international management system certifications at the plant, including FSSC 22000, HACCP, and ISO 22000, as well as hygiene controls at retail locations, the Company has established a comprehensive and systematic food safety protection network.

Food Safety and Hygiene Regulatory Inspections from 2023 to 2025

Event Status	2023	2024	2025
Number of Raw Meat Samples Testing Positive for Beta-Agonists	0件	0件	0件

3.2.2 Quality Assurance and Inspection

2025 Hsin Tung Yang Laboratory Self-Inspection Results

Product Acceptance Rate	Raw Material Acceptance Rate
99.9%	97.7%
Sample size 2,035 entries	Sample size 907 entries

2025 Third-Party Inspection Results

Product Acceptance Rate	Raw Material Acceptance Rate
99.0%	100%
Sample size 178 entries	Sample size 96 entries

Strengthening Laboratory Testing

In addition to internal laboratory testing, Hsin Tung Yang regularly commissions third-party testing organizations to conduct safety inspections of self-manufactured products in accordance with annual sampling inspection plans and product risk characteristics. In 2025, Hsin Tung Yang invested approximately NT$6.81 million in product testing-related expenses, accounting for approximately 0.2% of Hsin Tung Yang's operating revenue. In the future, Hsin Tung Yang will continue to enhance laboratory testing capabilities and expand testing items, with the goal of obtaining laboratory accreditation qualifications. (For statistical data, please refer to Appendix 1, Table 3-2, "Inspection Results of Hsin Tung Yang's In-House Laboratory and Third-Party Organizations.")

Hsin Tung Yang Product Inspection Items

Hsin Tung Yang Laboratory Inspection Items

- General chemical analysis: Includes water activity, moisture, fat, protein, pH value, sugar content, salinity, acid value, and sulfur dioxide
- Microbiological testing: Includes total plate count, Escherichia coli/coliforms, Staphylococcus aureus, Salmonella, Listeria, fungi, and others
- Uses rapid screening reagents to conduct animal drug residue testing

Third-Party Testing Organization Inspection Items

- Heavy metals: Includes cadmium, mercury, lead, and others
- Microbiological testing: Includes Staphylococcus aureus, Salmonella, Listeria, Enterobacteriaceae, Escherichia coli, and others
- Preservatives (five acids) and sweeteners
- Eight major nutrition labeling values
- Hydrogen peroxide, nitrite, benzo[a]pyrene, ethylene oxide, and others

3.2.3 Food Sales Channel Management

Hsin Tung Yang has established a comprehensive product management system across all sales channels, with joint oversight by the headquarters, store personnel, and suppliers. Products displayed on shelves are inspected and inventoried weekly, and product inspection and assurance forms are completed for recordkeeping. Hsin Tung Yang also continues to improve the quality management of hot ready-to-eat foods at airport malls, highway service areas, and food service counters. Inspection and control procedures have been established for each location, with monthly sampling inspections conducted by third-party testing organizations. Daily self-inspections are also carried out, and all food service operations must be reviewed and approved by Hsin Tung Yang's "Food Service Review Team" before products can be sold.

Self-Management Protocol for Cooked Foods and Finished Products

1 Raw Material Management
- Raw materials are sourced from suppliers with quality certifications or approved inspection results
- Comply with food hygiene standards and regulations
- Establish supplier records and a complete traceability and tracking system

2 Receiving Management
- Expiration Inspection
- Visual Inspection

3 Storage Management
- Conduct temperature checks of refrigerated and frozen storage units three times daily
- Manage dry goods warehouses by installing temperature and humidity meters
- Implement pest control operations

4 Manufacturing Management
- Establish standard operating procedures
- Conduct oil quality testing twice daily for frying oil
- Conduct monthly sampling inspections by third-party testing organizations

5 Sales Management
- Cooked food products are prepared and sold on the same day
- Cover open-display foods with protective covers and conduct 24-hour video surveillance
- Conduct quarterly inspections of tableware

6 Disposal Management
- Items exceeding their shelf life are classified as food waste and recycled for disposal
- Place discarded products in a designated disposal area

▶Conduct irregular supplier factory visits and audits

▶Commission SGS to conduct quarterly sampling inspections of meals, tableware, water quality, and other items

▶Conduct frying oil quality testing twice daily using a "Total Polar Compound Tester" (Cooking Oil Tester)

▶Food service personnel strictly comply with hygiene operating standards

3.3 Innovative Products and Services

3.3.1 Product Innovation Management Strategy

Hsin Tung Yang adopts "LOHAS" as the core of its product innovation strategy and develops product plans based on six major strategies: "Green Environmental Protection," "Market Growth," "Topical Marketing," "Quality and Cost," "Customer Needs," and "Sales Expansion." New product planning integrates sales data, market trends, local ingredients, seasonal characteristics, and social welfare issues. Through innovative products, gift box designs, and customized product combination recommendations, Hsin Tung Yang provides healthier and more environmentally, socially, and people-friendly consumption choices.

Green Environmental Protection

Tengshe Nafu Gift Box

- Inheriting Yingge craftsmanship to create collectible value that transcends generations.

Horizon 100% Additive-Free Sausage Collection

- Obtained the highest-level 100% Additive-Free Clean Label Certification from the Food Industry Research and Development Institute.
- Contains no added nitrites or food additives.

Horizon Double Clean Series Pork Floss and Pork/Beef Jerky

- Pork floss uses extra virgin olive oil, contains no added 803 food additives, and all ingredients are clean ingredients.
- Obtained the Double Clean Certification from the Food Industry Research and Development Institute, becoming the first meat jerky product in Taiwan to receive the Double Clean Certification.

Market Growth

Braised Taiwanese Black Pork

- Received the 2025 "Eatender" certification, meeting the nutritional intake and ease-of-chewing needs of older adults while implementing the DEI (Diversity, Equity, and Inclusion) principles.
- Contains no added preservatives or artificial flavors, demonstrating care for consumer health.

Superior Quality

Hsin Tung Yang Traceable Pork Floss

- Implements the Ministry of Agriculture's dual production and sales traceability system, ensuring transparent and reliable full-process source traceability.
- Produced at Taiwan factories adhering to HACCP and ISO 9001 international quality certifications.
- Received the "Superior Taste Award" from iTQi (International Taste Institute) in 2022.

Hsin Tung Yang Healthy Pork Floss

- Selects healthy CAS-certified pigs as raw materials and uses stable, high-quality vegetable oil for roasting; uses naturally brewed soy sauce without additional salt.
- Adds glucosamine, wheat fiber, and fructooligosaccharides to aid digestion.

0–12 Year-Old Children's Pork Floss Series

- Product range includes: Baby Pure Pork Floss (for ages 1 and above), Toddlers Fine Pork Floss (for ages 1–2), and Children's Growth Pork Floss (for ages 4–12).
- Specially designed according to the nutritional needs of children at different developmental stages, with high protein, low fat, low sugar, and low sodium content.

Product Research and Development

Hsin Tung Yang actively invests in research and development, upholding the core principles of "legal compliance, quality first, and cost considerations." R&D expenses have increased annually over the past three years, reaching NT$5.6 million in 2025. The R&D team possesses many years of professional product development experience and continuously enhances its capabilities through external training sessions and seminars. In 2025, the total number of development projects undertaken across all categories reached 172 projects.

2025 Hsin Tung Yang Product R&D Highlights and Performance Statistics

Product R&D Investment Expenses	Total Number of Product Development Projects Accepted
NT$5.6million	172 projects

3.3.2 Clean and Healthy Products

Hsin Tung Yang LOHAS Style—Horizon Vitality Series Foods

In food research and development and innovation, Hsin Tung Yang focuses on the diverse characteristics and needs of consumers across different age groups and has developed the "horizon Vitality Series" products. The series has obtained 11 Clean Label certifications from the Food Industry Research and Development Institute (5 products with 100% Additive-Free Clean Label Certification and 6 products with Double Clean Certification). With the positioning of "Simple, Health-Conscious, and Health-Enhancing," the series responds to the market's growing demand for ingredient transparency and health awareness. In 2025, sales of products in this series totaled NT$11,464 thousand, accounting for 1.2% of the total production value of all self-manufactured products at the Dayuan Plant.

Food Industry Research and Development Institute Clean Label Certification

100% Additive-Free	Double Clean Label
CLEAN LABEL 100% 無添加	CLEAN LABEL
5 products	6 products

Clean Products with Health and Nutrition Labeling

Vitality Double Clean Sichuan Pepper Pork/Beef Jerky

Ultimate Cleanliness and Safety Assurance

Selects Taiwan pork hind leg meat free of ractopamine to create Taiwan's only meat jerky product awarded the Double Clean Certification. Strictly excludes 803 food additives to ensure pure quality.

100% Additive-Free Sausage Series

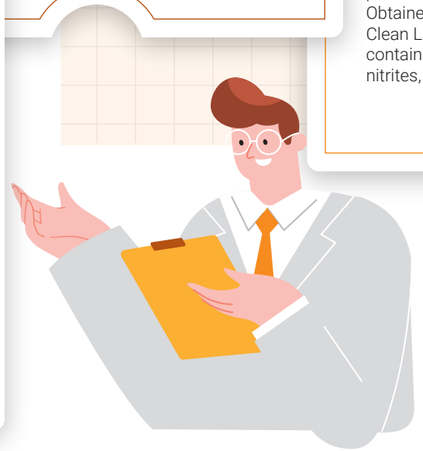
100% Additive-Free and Health Protection

Selects Taiwan-certified qualified pork with zero ractopamine. Obtained the 100% Additive-Free Clean Label Certification and contains no preservatives or nitrites, ensuring food safety.

Vitality Double-Clean Pure Pork Floss

Ultimate Cleanliness and Health Innovation

Pioneering the use of premium Extra Virgin olive oil and 100% additive-free clean soy sauce, while adhering to pure meat ingredients without adding soybean powder or 16 categories of additives.



Hsin Tung Yang Horizon Product Series

Awards and Recognition for Friendly Innovative Products

In response to the trend of an "Ageless Generation," Hsin Tung Yang has upheld the principles of "easy to eat, eat well, eat enough, and eat smart" since 2016. The Company continues to focus on two major needs: senior-friendly diets and clean, healthy diets, using these as the foundation for innovative product development. At the same time, Hsin Tung Yang actively challenges itself by applying for various awards. Through external expert evaluations and market promotion mechanisms, the Company continues to strengthen product competitiveness and implement sustainability concepts into product development and consumer experiences.

Eatender

11 Products Have Received Awards as of 2025

- Hsin Tung Yang Braised Taiwan Black Pork
- Xinle Algae-Powered Protein Drink
- Gold Coin Pork Jerky
- Horizon Double-Clean Original Pork Floss/Pork Jerky
- Seaweed Pork Floss/Pure Chicken Floss
- Hsin Tung Yang Original/Spicy Meat Sauce
- Thai-style Basil Flavored Pork
- Horizon 100% Additive-Free Three-Star Green Onion Sausage

Significance to Hsin Tung Yang | Responding to the chewing and protein needs of seniors, we developed fine-textured and functional products, such as traceable meat floss and healthy pork floss, to promote dietary care for the elderly.

Taiwan Fun Food Award

7 Products Have Received Awards as of 2025

- Vitality Double Clean Sichuan Pepper Pork Jerky/Beef Jerky
- Fish Floss/Meat Floss Sesame Rice Crisps
- Horizon Double-Clean Pure Pork Floss
- Horizon 100% Additive-Free Original Flavor/Flying Fish Roe Sausage

Horizon Double Clean Label Green Peppercorn Beef Jerky Was also awarded the "Special Award–Clean Label Value"

Significance to Hsin Tung Yang | Aligning with international trends, Hsin Tung Yang integrates "sustainability, carbon reduction, innovation, and diversity" into its products, refining the innovative value of Taiwanese food.

Carbon Footprint Labeling

Hsin Tung Yang green factories are central to its deepening of low-carbon production. As of 2025, a total of three key private-label products have completed carbon footprint and water footprint assessments and successfully obtained Product Carbon Footprint Labels. Through publicly disclosed and transparent product environmental data, Hsin Tung Yang actively promotes low-carbon and water-saving transformation, strengthening its commitment to green production and responsible consumption.

Carbon Footprint Labeling

A total of **3 products** obtained labels from 2023 to 2025

- Premium Pork Floss
- Spicy Meat Sauce
- Honey-Glazed Pork Jerky
- Original Beef Jerky
- Premium Pineapple Cake (Airport Exclusive)
- Horizon 100% Additive-Free Sausage

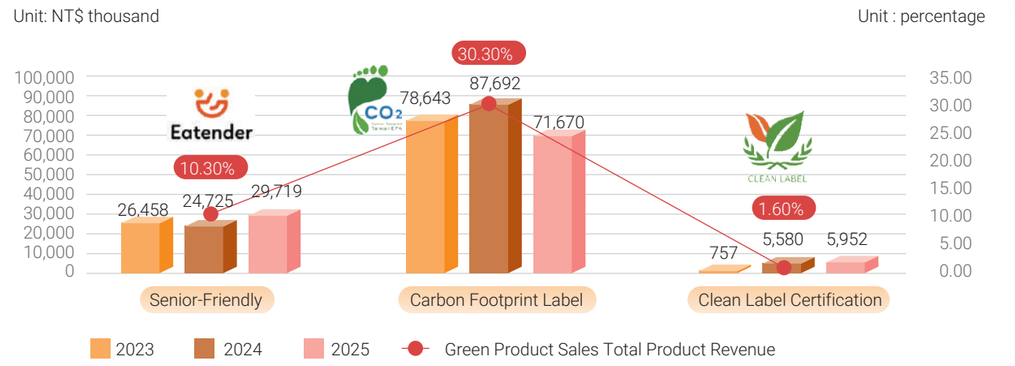
Obtain 3 additional carbon footprint labels in 2026

Significance to Hsin Tung Yang | Implement product carbon and water footprint inventories and transparently disclose data, continuously expand the scale of green products, and demonstrate the brand's commitment to promoting green consumption.

Green Revenue

Hsin Tung Yang upholds its commitment to protecting consumer rights and proactively introduces and obtains multiple credible and rigorous certifications. As of the end of 2025, Hsin Tung Yang had successfully obtained 11 Eatender Certifications and 12 certifications for the Food Industry Research and Development Institute's Double Clean Label and 100% Additive-Free Clean Label. As of April 2026, a total of 6 products had obtained the Ministry of Environment's Carbon Footprint Label. These hard-earned achievements reflect Hsin Tung Yang's dedication to quality and its commitment to safeguarding consumers. (Refer to Table 3-3, "Green Product Performance and Percentage of Total Product Revenue".)

Proportion of Hsin Tung Yang's Green Product Sales to Total Product Revenue



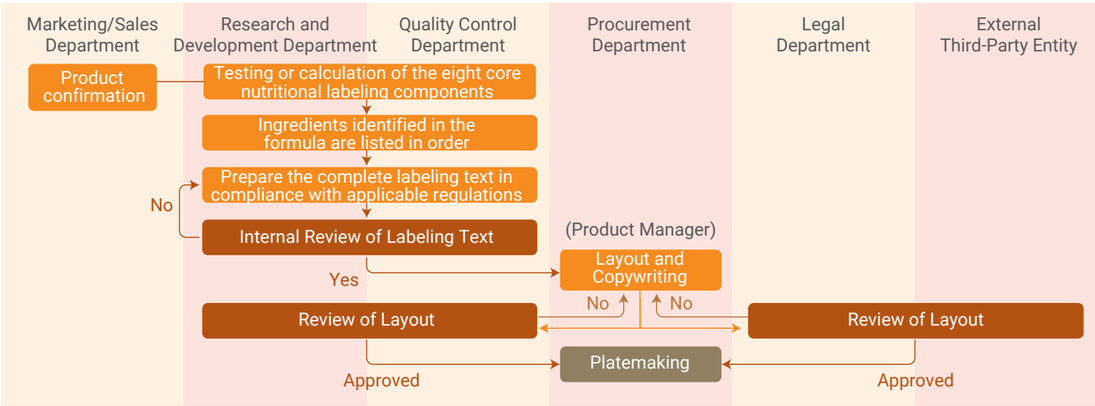
Note: Carbon footprint label statistics do not include sales of products that obtained carbon footprint labels in 2026. (In 2024, one product each in the jerky, sausage, and pineapple cake categories was submitted for review and obtained carbon footprint labels in April 2026.)

3.3.3 Brand Label Development and Review Process

Private-Label Product Labeling

For packaged products manufactured by Hsin Tung Yang, product labeling exceeds regulatory requirements and strictly complies with applicable regulations, providing comprehensive product information disclosure. Before being launched to the market, all products follow the "Finished Product Labeling Management Procedure" to ensure compliance with relevant requirements of the Act Governing Food Safety and Sanitation.

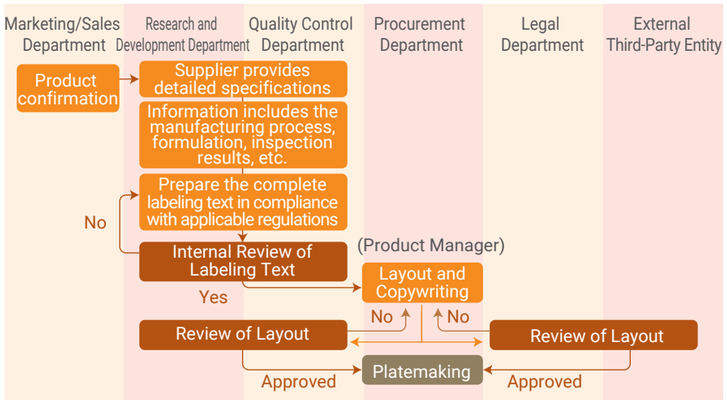
Hsin Tung Yang Review Procedure for Product Packaging Labeling for Self-Produced Products



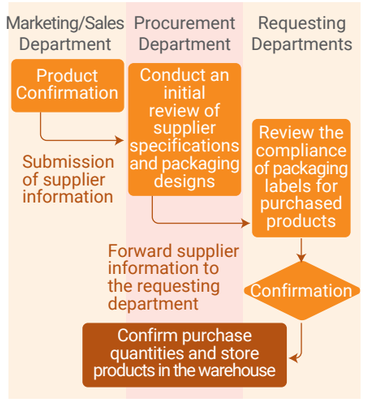
Product Labeling for Purchased and Contract-Manufactured Products

Through "procedural controls" and "supplier contract requirements," Hsin Tung Yang maximizes protection of consumers' rights when purchasing and consuming products, ensuring that all products sold by Hsin Tung Yang meet social responsibility standards. Contract-manufactured products undergo strict internal review, and suppliers are required to comply with relevant laws and regulations. Purchased products follow the principle of "compliance review" to ensure that packaging labels do not violate regulatory requirements. Both types of products must pass internal review procedures and may only be adopted after confirmation and approval.

Contract-Manufactured Product Packaging Label Review Process



Purchased Product Packaging Label Review Process



Product and Service Regulatory Compliance

Hsin Tung Yang compiled the regulatory compliance results for its self-manufactured branded products from 2023 to 2025. During this period, there were 0 cases of violations related to product and service information and labeling, 0 cases of penalties due to product labeling issues, 0 total product removals, and 0 metric tons of total product weight removed from shelves. However, only one product in 2025 was subject to regulatory action due to exaggerated and misleading advertising content. Regarding the incident involving inappropriate claims in the Facebook advertisement for Xynergy products in 2025, Hsin Tung Yang completed corrective actions immediately and strengthened its copy review process. The Company will continue to ensure that all product information and marketing advertisements comply with regulatory requirements and maintain the accuracy of related claims.

Violations Related to Product/Service Information and Labeling, Marketing Communications, and Other Issues from 2023 to 2025

Number of cases in which food labeling information did not comply with regulations [Note 1]	2023	2024	2025
Regulatory Requirements	0 cases	0 cases	0 cases
Product advertisements and related copywriting	0 cases	0 cases	1 cases [Note 2]

Note:1.Definition of event status: Events in which violations are verified through public sector inspections and result in requirements such as corrective actions within a specified period, product removal from shelves, recalls, fines, or other related measures.
2.In 2025, one product violated Paragraph 1, Article 28 of the Act Governing Food Safety and Sanitation. Hsin Tung Yang completed corrective actions within the required timeframe and paid a fine of NT$70,000. The penalty was imposed due to advertisements containing exaggerated and misleading claims. During the reporting period, the number of penalties imposed due to product labeling issues was 0 cases, and no products were removed from shelves as a result.

3.4 Marketing and Customer Relations

3.4.1 Brand Marketing Strategy

Marketing Strategy

Hsin Tung Yang upholds "food safety" and "quality management" as its core positioning and implements three major marketing strategies: "Products," "Channels," and "Brand Communication." Through diversified product offerings, integration of online and offline channels, and transparent product information, Hsin Tung Yang maintains stable market coverage. Hsin Tung Yang upholds "food safety" and "quality management" as its core positioning and implements three major marketing strategies: "Products," "Channels," and "Brand Communication." Through diversified product offerings, integration of online and offline channels, and transparent product information, Hsin Tung Yang maintains stable market coverage and effectively responds to consumers' expectations for health and integrity.

Local Marketing

Hsin Tung Yang upholds the philosophy of "buy local, eat local" and promotes its sustainability concepts through two major initiatives: "Local Sustainable Food Education" and "In-Depth Local Travel." By integrating local agricultural product promotion with membership management mechanisms, and through food and agriculture education as well as in-depth local experience activities, Hsin Tung Yang connects suppliers, consumers, and local business district resources to build a sustainable ecosystem in which the Company and local communities coexist and prosper together.

Two Major Directions for Local Marketing Initiatives

Education on Local and Sustainable Food

Promoted through a combination of knowledge sharing and hands-on experiences, with themed columns providing in-depth introductions to Taiwan's unique agricultural products and stories of their places of origin. This deepens customers' understanding of and connection with local agriculture, sustainable diets, and ingredient sources. In 2025, a total of 6 food and agriculture education lectures were held, with approximately 200 participants in total.

Strawberry Food and Agriculture Education Seminar

Kumquat Food and Agriculture Education Lecture

In-Depth Local Travel

Positioned freeway service areas as hub nodes connecting urban and rural areas, guiding consumers to experience local culture and industrial characteristics firsthand. The "National Highway Journey" sustainable in-depth travel activities were planned to provide educational value and cultural experiences. In 2025, a total of 3 local in-depth travel activities were held, with approximately 100 participants in total.

Xihu One-Day Tour

One-Day Tour of Yunlin

3.4.2 Digital Marketing and Social Media

Digital Marketing

In recent years, Hsin Tung Yang has utilized multiple platforms to establish a digital communication matrix. By replacing traditional paper-based promotions with digital messages and videos, and integrating digital promotional channels such as the LINE Official Account, Hsin Tung Yang Mobile Shopping App, EDMs, owned social media platforms, and video channels, Hsin Tung Yang not only enables targeted communications, interactive data analysis, and improved communication efficiency, but also reduces the Company's operational carbon footprint, incorporating sustainability goals into everyday customer engagement experiences.

LINE Official Account Promotion

Hsin Tung Yang actively develops social media engagement and upholds the core principles of "real-time interaction, segmented marketing, and deep connections." Through the LINE Official Account, Hsin Tung Yang assigns dedicated tags to different consumer groups for segmented management, promotes the latest information and sustainability-related marketing activities, and strengthens message response efficiency through differentiated communication channels to accurately meet consumer needs.

Story-Based Video Marketing

In 2025, Hsin Tung Yang promoted digital marketing through diverse owned social media platforms, integrating its brand positioning as a "collective national memory" with "Taiwanese flavors." Video content primarily featured warm, story-driven short films, short-form videos, and other formats. These efforts not only strengthened the brand's mission of social and cultural heritage preservation but also increased product visibility and digital engagement among younger and family consumer groups. In addition, Hsin Tung Yang promoted the "Supporting Local Young Farmers" initiative by producing themed "story videos" and sharing them across social media platforms.

Dynamic Video Sharing

Transformed traditional agricultural products into "topics" and "stories". Within three months of video release, the content achieved one million views. By creating new value for local agricultural products, the initiative supports young farmers in developing their careers in their hometowns.

YT IG

Static Text Sharing

The "Young Farmer Community" column was established on the Company's official website, which provides in-depth documentation of farmers' cultivation philosophies and environmentally friendly farming practices. Through a dual-track approach of "video traffic generation and text preservation," consumers can better understand the social value behind the products.

Story-Based Video Marketing Results

Topic	Implementation Description	Implementation Results
Showcasing Taiwan's Diverse Cuisine through Segmented Marketing	Collaborated with well-known culinary KOLs to demonstrate the application of Hsin Tung Yang products in everyday home cooking through diverse cooking methods.	"Japanese Tuna Rice Ball": Surpassed 100,000 views within one week after being released on YouTube. "Potato Zucchini Tuna Mille-Feuille": Exceeded 450,000 views on Instagram.
Fun Flavors of Taiwan Series	Creatively integrated everyday Taiwanese culture with Hsin Tung Yang products, demonstrating respect for different nationalities and groups through the concepts of "information equality" and "inclusive communication."	"Auspicious Pig Year," "Eighteen!," and "Mid-Autumn Moon Calendar" achieved a 12% share of overseas audiences on Meta platforms by the end of 2025, promoting the visibility of Taiwanese traditional culture within international communities.
Supporting Taiwan Local Young Farmers Program	Created new value for local agricultural products through storytelling, increased sales of local agricultural products, and established a sustainable business model that benefits the brand, young farmers, and consumers.	"Zeng Crispy Licorice Guava": Released on Hsin Tung Yang's Instagram in September 2025. As of the end of 2025, the content had attracted more than 1 million views.

Seasonal Publication Marketing Promotion

Each quarter, Hsin Tung Yang uses its marketing publication "Highway Travel & Shopping Guide" to provide feature columns introducing local agricultural specialty products available at each service area. This enables consumers to gain a deeper understanding of local and seasonal agricultural products, as well as the stories behind them, while encouraging consumers to support quality local agricultural products through their purchases.

Seasonal Publication Marketing Promotion

3.4.3 Digital Transformation and Customer Service

To respond to digital consumption trends and continuously enhance customer service experiences, Hsin Tung Yang actively promotes digital transformation. Through four major areas—digital platform development, logistics service optimization, smart membership management, and operational system upgrades—Hsin Tung Yang gradually improves its omnichannel retail system, enhancing overall operational efficiency and customer satisfaction.

Digital Transformation Initiatives and Outcomes

Mobile Shopping Platform Development and Service Enhancement

In 2021, Hsin Tung Yang launched the "Hsin Tung Yang Mobile Shopping" App, providing 24/7 online shopping services year-round to enhance shopping convenience and the brand's digital service experience.

Hsin Tung Yang Mobile shopping

Smart Membership Management and Data-Driven Marketing Applications

In 2023, Hsin Tung Yang implemented the LINE OA membership point integration mechanism and Emarsys segmentation marketing strategy, effectively enhancing member engagement and customer repurchase rates

Enhancing Logistics Services and Streamlining Delivery

In 2022, Hsin Tung Yang introduced the "Online Ordering and Convenience Store Pickup" service, integrating pickup mechanisms across four major convenience store chains.

Implementation of the Warehouse Management System

In 2025, the Warehouse Management System (WMS) was implemented to integrate order and shipping processes across all e-commerce channels

Expedited Order Processing Time

240 minutes Decreased to 6 minutes

Number of Manual Operations

6 units Reduced to 4 units

Mobile Payments and Smart Consumption

To meet consumers' diverse payment preferences, Hsin Tung Yang currently supports dozens of electronic payment methods (such as Apple Pay, Google Pay, LINE Pay, Easy Wallet, PX Pay Plus, and other payment methods). For physical consumption scenarios at highway service areas, stores, and airport shopping malls, Hsin Tung Yang collaborates with major payment platforms to launch co-branded promotions, improving checkout efficiency and providing tangible benefits to consumers

Benefits of Cloud-Based Invoices

Through paperless initiatives, Hsin Tung Yang issued 8.05 million cloud-based invoices in 2025. This "flavor trail" created through digital technology represents Hsin Tung Yang's tangible action in working together with consumers to protect the environment. While preserving the inheritance of great flavors, the initiative also reduces paper waste and carbon emissions. In addition to digital transformation on the technology side, Hsin Tung Yang also utilizes POS systems and digital signage implemented at stores to communicate information regarding environmental protection and social welfare initiatives to customers. Through diverse digital payment methods and information sharing, every consumption experience is transformed into a force supporting a green supply chain.

Cumulative Usage Statistics for Hsin Tung Yang's Electronic Invoice Carrier Usage

Cumulative through 2025

8.05 million

Accounting for 51% of Total Transaction Volume

Customer Relationship Management

Since 2018, Hsin Tung Yang has commissioned independent third-party organizations to conduct customer satisfaction surveys for freeway service areas and airport shopping malls, serving as an important basis for service optimization. In 2025, the average overall customer satisfaction score for highway service areas reached 88.97 points, while the overall customer satisfaction score for airport shopping malls was 82.8 points, demonstrating that customers continued to maintain positive evaluations of overall service quality.

Customer Relationship Management Policy

1. Member Management
Promote digital transformation through "data-enabled governance" and a "point-based circular economy."

2. Enhanced Customer Satisfaction
Consumer satisfaction surveys are conducted on a regular basis, gradually strengthening the overall quality of service.

3. Listening to Customer Feedback
Provide diverse and accessible communication channels to ensure that clients receive satisfactory solutions.

Customer Complaint Handling Procedures and Diverse Communication Channels

Hsin Tung Yang's customer groups include consumers, business partners, and operating units. To promptly understand customers' thoughts and feedback regarding products and services, Hsin Tung Yang provides diverse communication channels, enabling customers to make inquiries and communicate through accessible and convenient channels.

Product Packaging
All self-manufactured product packaging features the 0800 service hotline

Customer Satisfaction Survey
Consumer satisfaction surveys are conducted on an irregular basis

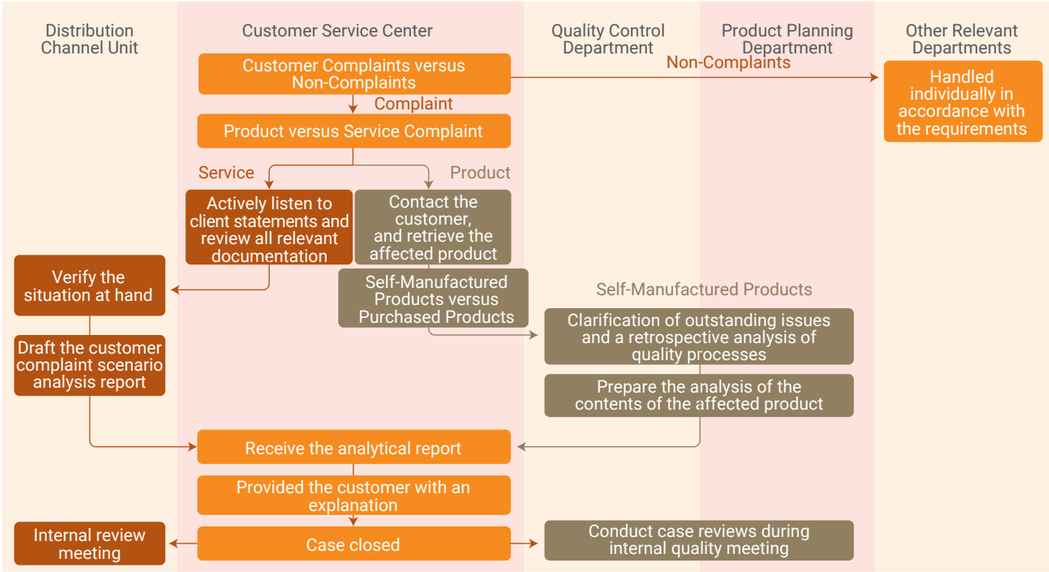
Suggestion Boxes
Suggestion boxes are available at physical retail channels

Social Media Platforms
Social Media Communications

Website Feedback
Hsin Tung Yang's official website provides consumers with a channel to provide feedback and share their opinions.

Customer Service Contact
Upon receiving the customer's feedback, the Customer Service Center contacts them pomptly to explain the proposed resolution

Hsin Tung Yang Customer Complaint Handling Procedures



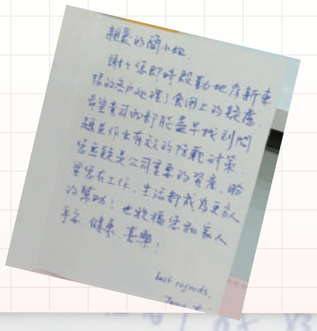
Customer Service with a Human Touch

The Customer Service Center not only resolves consumer issues but also serves as an important channel for brand crisis management and market intelligence. Hsin Tung Yang regularly holds review meetings and proactively shares consumer feedback collected from frontline interactions with departments including R&D, product planning, and product management, using this feedback as an important basis for product upgrades and optimization.

Exemplary Customer Service Experiences at Hsin Tung Yang

A consumer contacted the Customer Service Center, expressing the hope that customer service personnel could encourage their 5-year-old child to try Hsin Tung Yang Five-Nut Mooncake, helping the child gain confidence and be willing to explore different flavors. After receiving the request, the Customer Service Center prepared a child-friendly card with phonetic symbols added, creating a closer connection with the child and conveying the warmest care and thoughtfulness.

The Hsin Tung Yang Customer Service Center proactively provided at-home care and successfully transformed product concerns into customer trust. The team also reported frontline information to the R&D and quality control departments, implementing product improvements and fulfilling the core functions of brand crisis management and market intelligence.



Customer Service Portal

Customer Service Hotline：0800-011-367

3.4.4 Member Management

Member Management

Hsin Tung Yang regards membership management as an important strategic pillar for sustainable brand transformation. Through the two major dimensions of "data-enabled governance" and "point-based circular economy," Hsin Tung Yang integrates membership management with sustainability values, transforming digital marketing tools into mechanisms for creating sustainable value and building a membership ecosystem that combines economic benefits with social impact.

Implementation Aspect	Implementation Actions
Data-Enabled Governance	Utilizes data empowerment and membership point accumulation to optimize marketing efficiency and costs, while reducing resource waste and carbon emissions generated from paper-based promotional materials.
Point-Based Circular Economy	Enables members to redeem points for activities such as food and agriculture education lectures and in-depth local travel experiences, establishing a sustainable circular model of "Consumption × Participation × Local Support" to support local agriculture, local culture, and low-carbon tourism development.

3.5 Diverse Channel Services

Diverse Service Types

Hsin Tung Yang has established diverse service locations to provide consumers with convenient and exclusive services and experiences. Based on the characteristics of different operating locations, Hsin Tung Yang integrates on-site dining, travel and leisure services, seasonal limited-edition products, and other offerings. These locations also provide specialized services and a wide range of products for purchase, while supporting delivery options such as home delivery and in-store pickup, enabling customers to enjoy a high-quality shopping experience and meeting diverse consumer needs.

Stores

- Product selection
- Logistics and distribution
- Member management
- Exclusive holiday service

Department Store Counters

- Product selection
- Thoughtful add-on services
- Member management
- Logistics and distribution
- Exclusive holiday service

National Freeway Service Area

- On-site catering services
- Product selection customization
- Sustainable, hygenic, and accessible facilities
- Themed spaces and unique experiences

Airport Shopping Mall

- Convenient shopping
- Diverse product selection
- Integration of local specialties and culture

Street-Side Dining Stores

- Customer experience
- On-site freshly prepared/light meal offerings
- Multi-brand operations
- Member management
- A high-quality dining brand experience

Food and Beverage Service Counters

- On-site dining
- On-site customer support
- A diverse range of convenient payment methods
- Enhanced customer experience
- Integration of multichannel retail channels across store counters

3.5.1 Stores

Service Recognition

For two consecutive years, Hsin Tung Yang stores have received the First and Second "Service Gold Award Certification" from the Taiwan Chain Franchise Association (TCFA). This honor is evaluated across five major dimensions: "Service Hospitality," "Operational Capability," "Store Excellence," "Sales Capability," and "Team Service Capability," fully demonstrating Hsin Tung Yang's outstanding performance across multiple areas.

Thoughtful Store Services

Hsin Tung Yang integrates local care into store operations. Through proactive care and sincere service, frontline employees create a friendly environment that provides consumers with a safe and engaging shopping experience. Hsin Tung Yang values consumer needs and, from strict quality control to comprehensive service experiences, transforms stores into trusted locations that foster strong connections with local communities and the general public.

3.5.2 LOHAS Freeway Service Areas

To increase public awareness of environmental issues and encourage the joint implementation of sustainable actions, Hsin Tung Yang has progressively introduced environmental protection measures at its highway service areas since 2017. By optimizing services and implementing sustainability initiatives, Hsin Tung Yang enhances public environmental awareness while maintaining high-quality services and fulfilling its social impact in promoting sustainable development.

Xihu Service Area

Dreams Woven in Satoyama, a Hidden Habitat of the Leopard Cat

Guanxi Service Area

The Fragrant Grass Jelly Aromas of the Mountain Town Hakka Culture

Xiluo Service Area

Hometown of Grains, Cultural Heritage of Soy Sauce

Nantou Service Area

Forest Frolic · Owl's Journey · A Portrait of Nantou

Eastern Caotun Service Area

The Mountain Station; a Green Retreat into the 99 Peaks

One Freeway Service Area, One Distinctive Feature

Xihu Service Area

The only national freeway service area in Taiwan with a pedestrian overpass, integrating shallow mountain ecological stories with the agricultural heritage of Miaoli.

Dreams Woven in Satoyama, a Hidden Habitat of the Leopard Cat

Innovative and Sustainable Services

- **Ecological Conservation and Food and Agriculture Education:** Created the "Satoyama Magic Village" themed space and established a "Leopard Cat-Friendly Zone" to promote conservation concepts. Through the "Xihu Farm" vegetable gardens and pomelo-scented walking trail, implemented food and agriculture environmental education.
- **Knowledge Circulation and Digital Promotion:** Established a "Book Exchange Station" on the pedestrian overpass to promote the reuse of book resources, and introduced an "Interactive Video Wall" to provide national highway ecology and traffic safety education, enhancing travelers' sustainability awareness.
- **Flagship Inclusiveness and All-Age Care:** Established a "National Highway Flagship Nursing Room," leopard cat bus-themed guest seating, children's play area, driver rest area, and Muslim prayer room to provide diverse care experiences.
- **Smart Net Zero and Pet-Friendly Services:** 24-hour electric vehicle charging services and fully equipped facilities with biodegradable pet waste bags are provided. The service counter provides battery rescue and business support services to strengthen operational response capabilities.

Guanxi Service Area

The Fragrant Grass Jelly Aromas of the Mountain Town Hakka Culture

Hsin Tung Yang's northernmost operated service area incorporates traditional Hakka Sanheyuan architectural design, green landscapes, and smart construction techniques

Innovative and Sustainable Services

- **Green Building Practices and Ecological Landscapes:** Implemented green building practices incorporating vegetated walls and large floor-to-ceiling windows in the "Forest Flower Welcome Guest Seating Area"; maintained the "Formosan Eupatorium Butterfly Valley" and restored native plants.
- **Low-Carbon Agricultural Products and Sustainable Dining:** Established "Farm Sweetness" small farmer retail booths and promoted the low-carbon vegetarian industry-academia collaboration project "Vegetable. Food Joy."
- **Smart Green Energy and Environmental Coexistence:** Installed the first "food waste processing machine" at national freeway service areas and high-efficiency wastewater grease traps; also implemented PM2.5 purification and real-time air quality monitoring.
- **International Exchange and Cultural Heritage:** Formed a sister company partnership with South Korea's Daebo Distridubion to introduce popular Korean products, while incorporating the "Hakka Gateway" and tung blossom craftsmanship to demonstrate multicultural integration and the spirit of cultural inheritance.

Awards and Achievements

Received the "Healthful Diet Practice Award–Retail Channel Category–Outstanding

Received the "Every Household Has a Label, Together We Love Health" Quality Mark from Hsinchu County

Established a "Pet Dining Area" and pet-friendly lawn, and fully provided biodegradable pet waste bags.

Selected as the dual champion in the "Delicious Food" and "Fun Experiences" categories in the 2025 "National Freeway Convenience–Eat, Drink, Play, and Enjoy Online Poll"

Xiluo Service Area

Innovative and Sustainable Services

- Circular Culture and Resource Regeneration:
  Established the "Soy Sauce Jars" aesthetic guest seating area, incorporating the "Book Exchange Station," "Mazu Arrives," and "Pili Puppet Show" themed image walls to strengthen the inheritance of local culture.
- Low-Carbon Direct Sales Mechanism from Production Areas:
  Set up physical cold-chain booths at the "Farmers' Direct Sales Store" to support local production and local sales, shorten food miles, and reduce transportation carbon emissions.
- Joint Response through Green Dining Tables:
  Based on the concept of environmental friendliness, six food court counters jointly participated in the Green Dining Table initiative, providing an eco-friendly, low-carbon dining environment, reducing environmental impacts, and aligning with issues such as climate change, food safety, and the circular economy

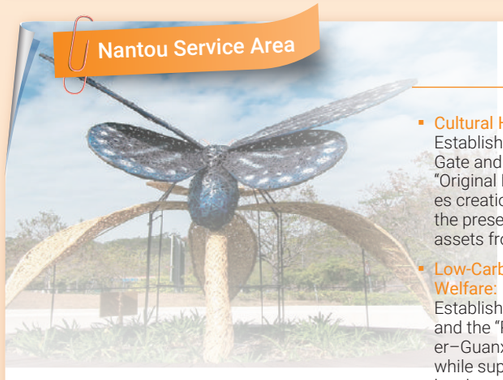
Hometown of Grains, Cultural Heritage of Soy Sauce

Integrating the Agricultural Heritage of Yunlin with the Century-Old Local Soy Sauce Industry Culture

綠食飯桌 Green Food

Promoting Source Reduction	Usage of Locally Sourced Ingredients	Promoting Food Waste Reduction through Thoughtful Ordering	Promoting Net-Zero Green Living	Employee Education and Training
No use of disposable tableware or single-use plastic tablecloths	Prioritizing the use of three types of domestic ingredients	Provide customized meal services	Posting of promotional materials in prominent locations to educate diners	Promote the meaning and concept of the Green Dining Table

Nantou Service Area



Innovative and Sustainable Services

- Cultural Heritage and Indigenous Art:
  Established the "LAMUNGAN" Rainbow Sky Gate and Indigenous Warrior Landmark. The "Original Nantou Gifts" specialty area introduces creations by Bunun artists, implementing the preservation and revitalization of cultural assets from indigenous communities.
- Low-Carbon Agricultural Products and Social Welfare:
  Established the "Farmers' Direct Sales Store" and the "Public Welfare Specialty Counter–Guanxin Garden," shortening food miles while supporting disadvantaged groups and local small-scale farmers, practicing social equity and responsible consumption.
- Biodiversity and Environmental Education:
  In conjunction with the "National Highway Butterfly Corridor" restoration initiative, created "Purple Spotted Butterfly Dance," a bamboo weaving landscape installation featuring the world's first purple crow butterfly to fly onto a highway service area, demonstrating a commitment to the 2050 net-zero target.

Selected as the champion in the "Great Shopping" category in the 2025 "National Highway Convenience–Eat, Drink, Play, and Enjoy Online Poll."

Received the Excellent Award in the Diverse Services Category of Nantou County's "2025 Outstanding Public Restroom" Program.

Received the Ministry of Environment's "2025 Outstanding Public Restroom Evaluation Program" Transportation Facilities Category–Excellent Award and Outstanding Cleaning Unit Award

Hsin Tung Yang Official Website–Freeway Service Area Introduction

Eastern Caotun Service Area

Innovative and Sustainable Services

- Gold-Level Green Building and Energy Self-Sufficiency:
  The building adopts a mountain-shaped pitched roof design and is equipped with solar optoelectronic panels to supply internal electricity needs. Thousands of native trees have also been planted to create an "ecological rest stop," implementing energy conservation and carbon reduction.
- Gender Equality and Star-Rated Friendly Restrooms:
  Equipped with high-standard gender-friendly restrooms, bidet toilets, Muslim-exclusive facilities, and a flagship nursing room, promoting gender equality and improving restroom quality for all ages.
- Local Co-Prosperity and Local Production and Sales Mechanism:
  Established a small farmer market and agricultural specialty product exhibition center to support local industries and shorten food miles, becoming a showcase hub for local tourism and agricultural transformation.
- Green Transportation and Smart Service Response:
  Introduced 6 high-speed charging stations to provide convenient electric vehicle charging, and established a 24-hour service counter offering emergency assistance and business support services, enhancing national highway travel safety and service efficiency.

The Mountain Station; a Green Retreat into the 99 Peaks

As Taiwan's first horizontally oriented national highway service area, it integrates the mountain landscape of 99 Peaks with the cultural imagery of Caoxiedun.

3.5.3 Sustainable Airport Shopping Malls

Building a Green Gateway Ecosystem Together

Hsin Tung Yang has operated airport shopping malls for more than 40 years, providing high-quality and sustainable service experiences for domestic and international travelers at Taipei Songshan Airport, Taoyuan International Airport, and Kaohsiung International Airport. Since 2016, Hsin Tung Yang has been a signatory to the Letter of Intent for the "Taoyuan International Airport Partner Joint Carbon Reduction Program." As a core member of the "Taoyuan International Airport Sustainable Airport Ecosystem," Hsin Tung Yang has now reached its tenth year of participation. During this period, the Company has fully supported and actively participated in the various sustainability strategies established by Taoyuan International Airport to obtain the Airport Carbon Accreditation (ACA) from the Airports Council International (ACI), serving as an indispensable partner in the transformation of Taiwan's international gateway.

Performance Benchmark: Distinguished Evaluation Award

Committed to pursuing excellence in quality, Hsin Tung Yang received an "Excellent" rating for both the Central Area Shopping Mall and the Comprehensive Shopping Mall it operates in the 2025 Taoyuan International Airport Shopping Mall Evaluation, demonstrating its strong integration of professional operations and sustainable services.

Innovative Sustainable Services at International Airport Shopping Malls

Airport Shopping Mall

Source Reduction and Digital Transformation

Since 2018, Hsin Tung Yang has ceased providing free plastic bags and has fully promoted cloud-based invoices to implement green consumption and paperless services

Social Return on Investment (SROI)

Allocated a portion of the pre-tax profit budget from shopping malls to implement local revitalization initiatives, ensuring that each public welfare investment generates social value beyond the allocated budget

Cultural Promotion: Art Exhibition Area

A special art exhibition area was planned on the north side of the 3F level of Taoyuan International Airport. The spatial design combines the varying shades and blending techniques of Chinese ink wash painting with modern artistic aesthetics, showcasing Taiwan's diverse local customs and culture to travelers and fulfilling the commitment to promoting local cultural assets

Comprehensive Inclusive Service Facilities

Business and Leisure: Provide dedicated massage chairs, meeting rooms, and other facilities to meet business and relaxation needs

Friendliness and Inclusion: Provide a children's play area to create a family-friendly space for visitors to stay

Healing and Relaxation Space: Traveler's Plaza

Collaborated with renowned artist Jimmy Liao to recreate the classic imagery of Turn Left, Turn Right at Taoyuan International Airport. Centered around shimmering pools and elegant swans as visual focal points, the space symbolizes the innocence and beauty of "believing in encounters." The public rest area has been transformed into a warm artistic landmark, presenting a healing and humanistic landscape at the gateway to the nation.

Airport Food Court

Circular Waste Management

Since 2012, we have implemented food waste resource recycling by cooperating with qualified recycling organizations to convert food waste into organic resources. Shopping mall restaurants have also fully installed water-saving equipment to enhance water resource management efficiency

Reusable Tableware and Plastic Reduction Results

Since 2012, Hsin Tung Yang has taken the lead in the industry by fully adopting reusable tableware in food court dining areas. To date, it has achieved a 100% ban on disposable tableware. In 2025, it further achieved the phased target of reducing single-use plastic products by 10%, with plans to increase the reduction rate to 20% in the first half of 2026

Operational Resilience and Service Enhancement

During the airport terminal renovation period, innovative marketing and brand introductions (such as the specialty coffee brand KafeD) enabled food and beverage revenue to continue growing by 2.13% in 2025. At the same time, Chinese, English, Japanese, and Korean bilingual menus were introduced to improve communication efficiency with international travelers.

Ingredient Traceability and Quality Assurance

Since 2018, Chen Hao Shih Inn Hakka Restaurant has continuously passed 2–3 star traceability restaurant certifications each year. We prioritize the procurement of Taiwan-grown hydroponic vegetables, locally traceable pork, and cage-free eggs, reducing food miles at the source.

Hsin Tung Yang has developed multiple innovative sustainable services based on the operational characteristics of airport shopping malls and airport food courts. During airport renovation periods, Hsin Tung Yang leveraged innovative marketing initiatives to achieve continued growth in food and beverage revenue, while continuously creating comprehensive, diverse, and inclusive comfortable spaces. These efforts enhance the sense of comfort for Taiwanese travelers returning home and allow visitors from other regions to experience Taiwan's innovative culture and local artistic heritage. By integrating services with cuisine and arts and culture, Hsin Tung Yang transforms the airport experience from merely passing through into a warm and healing journey.

Hsin Tung Yang Official Website–International Airport Shopping Malls Introduction

3.5.4 Channel Service Innovation

For external channel services, Hsin Tung Yang promotes internal and external innovation through approaches including system establishment, management communication, audits and improvements, and incentive implementation. The core focus is "how the brand extends its positive environmental and social impacts through partnerships." Through two major initiatives—"Channel Product Empowerment" and "Co-branded Promotion of Brand Sustainability Values through Channel Service Partners"—Hsin Tung Yang extends its sustainability concepts to channel partners, enhancing the resilience of its sustainable value chain and strengthening brand influence.

Hsin Tung Yang Channel Service Innovation Policies

Channel Product Enablement

- Collaboration on senior-friendly products
- Collaboration on carbon reduction products
- Collaboration on products with no artificial additives and gift boxes made from FSC-certified environmentally friendly materials

Co-branded Promotion of Brand Sustainability Values through Channel Service Partners

Collaborated with channel partners on sustainability initiatives through carbon emission reduction topics and ESG development momentum, promoting sustainability-related projects and enhancing industry competitiveness. Examples include joining the Carrefour Sustainability i Alliance as a partner promoting sustainability concepts, collaborating on the Carrefour World Flavor Festival, participating in PX Mart's Earth-Friendly Project, and implementing green factory labeling and marketing promotions with American-style warehouse store.

ch 4 Collaborative Engagement

4.1 Supply Chain Management 98

4.2 Sustainable Value Chain 107

4.3 Sustainable Procurement 110

Performance Highlights

GFSI-recognized food safety certification (FSSC 22000)

First Tier Supplier Total **33 suppliers**

First Tier Supplier Percentage Total **12.6%**

Council of Indigenous Peoples
LiMA Sustainability Indigenous Sustainability Award
Recipient of the 1st **Silver Award**

Sustainable Procurement Items
Cumulative total **6 items**

RSPO Sustainable Palm Oil, Traceable Pork, Carbon Footprint Labels, FSC-Certified Labels, Soy Ink Printed Paper Boxes, Recycled Paper Cartons

Raw Material and OEM Contract Manufacturing Suppliers
Environmental Sustainability Declaration and Agreement

Purchase Agreement Amount Signed
Purchase Amount Percentage
Reached **83%**

Local Procurement of Raw Materials for the Dayuan Plant
Accounting for **99%**

- 2024 "Product Procurement" Received the Ministry of Agriculture's"Corporate Sustainable Rural Co-Prosperity Award"
- 2024 Received the Agriculture and Food Agency, Ministry of Agriculture's "Outstanding Contribution to Agricultural Product Marketing Award for Enterprises and Organizations"

Policy Commitment	Promote green procurement, with priority given to products certified with the Environmental Label, Energy-Saving Label, and FSC, RSPO, and Green Building Materials labels.
Organizational Vision	Establish a sustainable supply chain management mechanism by incorporating environmental sustainability into the supplier screening process and ensuring that the materials used in products are environmentally friendly, thereby reducing harm to the environment and human health.

Management Actions	2025 Targets	2025 Cumulative Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Supplier Management and Auditing	Supplier evaluations completed for >90% of suppliers.	Supplier evaluations completed for 100% of suppliers.	Achieved	Complete supplier evaluations for 100% of suppliers. Conduct on-site audits for 90% of key raw material suppliers accounting for the top 25% of procurement spending.	Complete supplier evaluations for 100% of suppliers. Conduct on-site audits for 95% of key raw material suppliers accounting for the top 25% of procurement spending.	Complete supplier evaluations for 100% of suppliers. Conduct on-site audits for 95% of key raw material suppliers accounting for the top 50% of procurement spending.
Supplier Sustainability Commitment Letter Signing Rate	Contract signing rate >75%	Suppliers are required to comply with applicable laws and regulations stipulated in procurement contracts and promote environmental protection initiatives, energy conservation, carbon reduction, and environmental stewardship. The contract signing rate, based on procurement spending, reached 83%.	Achieved	ESG-related procurement contract signing rate, based on procurement spending, increases to 85%.	Have 60% of raw material suppliers sign the Supplier CSR Commitment Letter. ESG-related procurement contract signing rate, based on procurement spending, increases to 90%.	Have 70% of raw material suppliers sign the Supplier CSR Commitment Letter. ESG-related procurement contract signing rate, based on procurement spending, increases to 95%.
Promote Sustainable Procurement Initiatives	Sustainable procurement spending > NT$100 million	In 2025, sustainable procurement covered a total of six product categories (including raw meat/raw materials, packaging materials, printing inks, and externally sourced products), with procurement spending reaching NT$177 million.	Achieved	1. Reduce the use of plastic packaging materials for gift box inner trays. 2. Promote the use of solvent-free lamination for paper rolls used in the pineapple cake product line.	1. Achieve 80% adoption of solvent-free lamination for paper rolls used in the pineapple cake product line. 2. Hold a Supplier Conference on Promoting Sustainable Supplier Management every five years.	Continue to follow Hsin Tung Yang's three sustainability principles "Green Commitment," "Health and Peace of Mind," " Shared Prosperity through Companionship" to implement various initiatives.

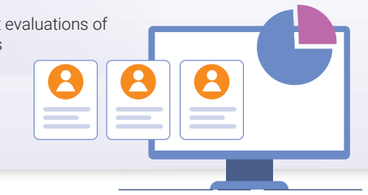
4.1 Supply Chain Management GRI 2-6

Hsin Tung Yang has established a comprehensive layout across the food value chain. Upholding a cooperative relationship of coexistence and mutual prosperity, Hsin Tung Yang regards each supplier as an important business partner. Through the establishment of the "Supplier Management Operating Procedures" and a rigorous raw material quality control mechanism, Hsin Tung Yang is committed to ensuring food safety and implementing sustainable development. By working together with supplier partners, Hsin Tung Yang continuously enhances product quality and brand image, providing consumers with safe and high-quality experiences.

Supplier Management Strategy

Hsin Tung Yang Supplier Management Strategy
(Including Product/OEM Contract Manufacturing Suppliers and Channel Partners)

Increase the signing rate for the Supplier Sustainability Commitment Letter	▪ Actively promote suppliers' signing of the "Environmental Sustainability Declaration" ▪ Encourage suppliers to jointly commit to concepts such as protecting the environment
Strengthen Raw Material Supply Resilience	▪ Procurement of "Made in Taiwan (MIT)" and "One Township, One Specialty" products and other items ▪ Procurement of products with six major types of green labels ▪ Reducing unnecessary packaging materials from the initial product design stage
Enhance ESG Screening Criteria for Suppliers	▪ The supplier audit mechanism has incorporated new ESG screening criteria year by year, such as food defense/fraud prevention plans
Promote Suppliers' Acquisition of Food Safety Certifications or Labels	▪ Conduct regular surveys of suppliers' certification/verification and label qualification status
Comply with Food Safety and Hygiene Regulations	▪ Require suppliers to provide "self-inspection reports" for all raw material deliveries ▪ Conduct regular monthly audit evaluations of suppliers and channel partners



Hsin Tung Yang follows its established "Supplier Management Strategy" to develop supplier management mechanisms for raw material suppliers, OEM suppliers, and store product suppliers. Hsin Tung Yang strictly complies with relevant food safety and sanitation management regulations. Through regular on-site inspections, grading evaluations, and supplier audits, Hsin Tung Yang provides guidance to suppliers for improvement within specified timeframes and encourages suppliers to actively obtain food safety and quality management certifications or labels, progressively enhancing food safety and product quality throughout Hsin Tung Yang's supply chain. To further enhance Hsin Tung Yang's value chain practices in sustainable development, ESG screening criteria have been incorporated into the "Supplier Review Mechanism." Centered around the Dayuan Plant, Hsin Tung Yang drives the supply chain to jointly conduct greenhouse gas inventories and implement energy saving and carbon reduction initiatives, strengthening the sustainability resilience of the Hsin Tung Yang brand and value chain.

4.1.1 Types of Partners

Retail Stores, Department Stores, and Channel Service Areas

- Store finished product suppliers (671 companies)

Includes: Food, agricultural products, non-food products, raw materials, importers, distributors, and dealers.

National Freeway Service Area, Airport Shopping Malls

- External Subcontractors (97 companies)

Includes: Branded dining establishments, local souvenirs, small-scale farmers at national highway service areas, and dedicated sales counters operated in partnership with county and city governments, among others.

Dayuan Plant

- Raw Material Suppliers (243 suppliers)
- OEM Contract Manufacturing Suppliers (16 suppliers)
- Finished Product Suppliers (19 suppliers)

Hsin Tung Yang operates a diverse range of business locations and sales channels, including Hsin Tung Yang retail stores, freeway service areas, and airport shopping areas. In 2025, there were a total of 243 raw material suppliers, of which 242 were Taiwanese manufacturers and trading companies, and only 1 was an overseas supplier (a German imported spice supplier). The local procurement ratio of raw materials for the Dayuan Plant reached 99.64%. For outsourced manufacturing, Hsin Tung Yang cooperated with a total of 16 OEM food production suppliers in 2025, all of which were Taiwanese food processing companies. The total number of finished product suppliers was 19.

Supplier Procurement Overview

Own-brand Products

Year	Supplier Type	Procurement/Service Category	Local Procurement		Non-local Procurement	
			Number of Suppliers	Percentage	Number of Suppliers	Percentage
2025	Raw material suppliers	Raw meat, raw materials, supplies, and consumables etc.	242	87.05%	1 supplier	0.36%
	OEM contract manufacturing suppliers	Contracted food processing manufacturers	16	5.75%	-	-
	Store finished product suppliers	Snack foods, tea products, bottled water, etc.	19	6.83%	-	-
		Total	277	99.64%	1 supplier	0.36%

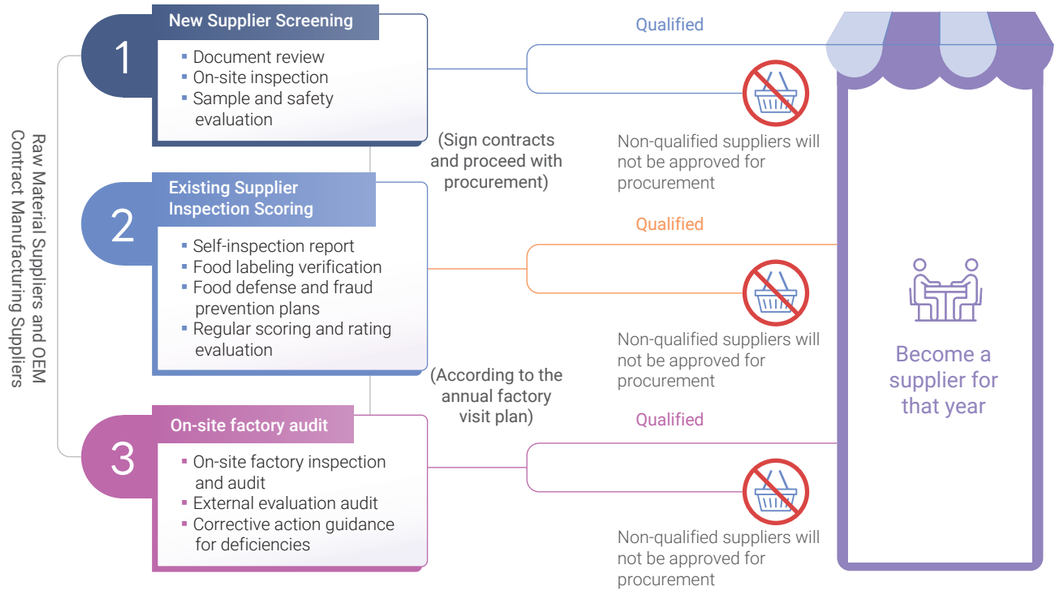
Retail Merchandise

Year	Supplier Type	Procurement Category	Number of Suppliers	Current Status of Local Procurement
2025	Store finished product suppliers	Food products, non-food items, raw materials, and supplies	671	Local procurement accounts for the majority, with only a small portion consisting of importers (39 suppliers).

4.1.2 Product Supplier Management

The suppliers of Hsin Tung Yang's private brand products and store products consist of three major categories: raw material suppliers, OEM suppliers, and store product suppliers. All suppliers are managed in accordance with the "Supplier Management Operating Procedures." Through mechanisms including selection, qualification reviews, document verification, and ongoing monitoring, Hsin Tung Yang ensures that product quality complies with relevant food safety and sanitation regulations and reduces quality risks within the supply chain. For deficiencies or non-conformities, Hsin Tung Yang continues to track improvement progress to enhance supply chain management effectiveness, maintain quality stability and brand reputation, and protect consumer rights.

Supplier Management Process at the Dayuan Plant

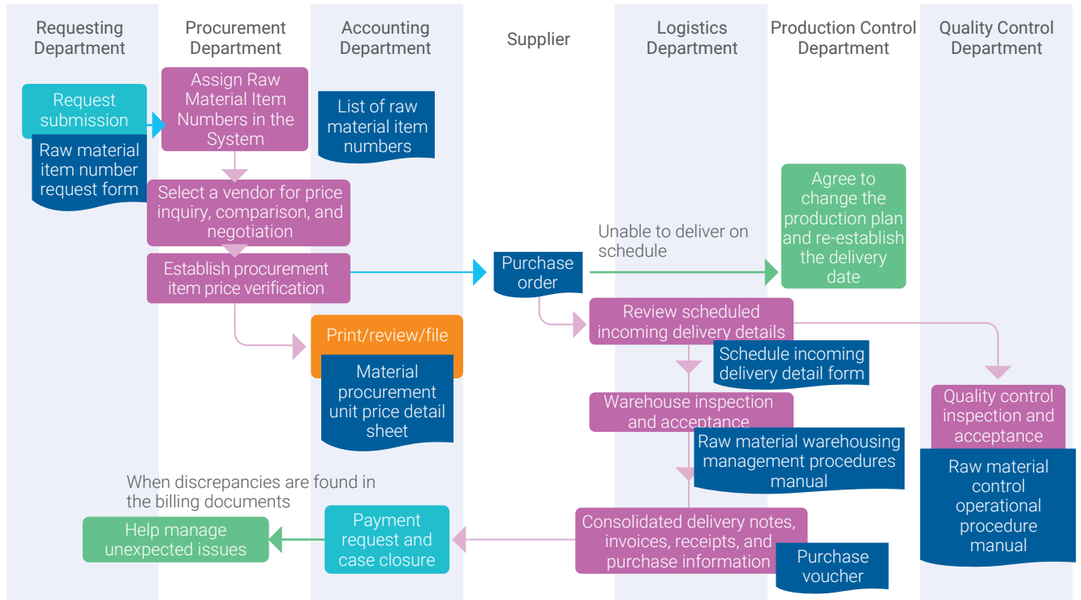


Sources for contacting new suppliers include supplier directories, supplier self-recommendations, industry referrals, information obtained through government agencies, and information collected through market research. When suppliers proceed to the review stage, they are required to submit the "Supplier Review Form" established by Hsin Tung Yang. The form specifies that suppliers shall adopt proactive management measures for environmental sustainability to reduce the operational impacts on the environment, including waste, wastewater discharge, air pollution, noise, hazardous substances, and pollution prevention and control. Relevant management measures must obtain discharge permits in accordance with applicable laws and comply with legally regulated standards.

Supplier Selection and Management Process

1. New Supplier Screening Process			
Management Approach	Examination/Screening Criteria	Screening Weight	Qualification Standards
(1)Initial Document Review	Business registration certificate, ISO, HACCP, CAS, TAP, etc.	Supplier Review Form ▪ Document review: 40% ▪ Quality control: 30% ▪ Service quality and other factors: 30% Imported Supplier Review Form ▪ Document review: 45% ▪ Price, quality, and service: 50% ▪ Other factors: 5% Business (Sole Proprietorship) Supplier Review Form ▪ Business operation status: 20% ▪ Product testing, delivery schedule, price, and abnormality handling capabilities: 50% ▪ Inspection reports from certified inspection organizations: 10% ▪ After-sales service and delivery: 20%	70 points or higher
(2)On-site Inspection	Business operation status, product quality control, equipment evaluation, cleanliness, production process technology, environmental protection-related aspects, etc.		
(3)Sample Request and Safety Evaluation	Applicability, safety, and characteristics		
(4)Supplier Evaluation	Document review, quality control, service quality, other factors, etc.		
2.Existing Supplier Management Process (Including New Suppliers)			
Management Approach	Examination/Screening Criteria		
(5)Delivery Quality Inspection	Livestock post-slaughter inspection records, quarantine certification documents, food permit notifications, inner packaging material testing, and migration test inspection reports		
(6)Product Labeling	Food nutrition and health labeling, advertising management labeling, etc.		
(7)Food Protection	Food protection measures and major food vulnerability risk prevention measures		
(8)Approval Registration	Conduct a comprehensive condition assessment based on the above evaluation items.		

Raw Material Management Process



Hsin Tung Yang conducts incoming material inspections and data collection for existing suppliers in accordance with the "Raw Material Management Operating Procedures." Based on supplier delivery conditions, the responsible departments consolidate overall procurement and payment reports through the procurement system to understand supplier cooperation levels, product quality standards, and delivery performance. Based on the collected data, suppliers are scored and classified into five levels (AA, A, B, C, and D). The actual total score is calculated by adding the scores for product quality, delivery schedule, and supply cooperation level.

Inspection and Scoring

Existing Supplier Inspection and Scoring				
Management Approach	Inspection/ Audit Items	Required Documents/Standards	Supplier Qualification Standards	Guidance and Improvement Management Measures
Food Labeling and Self-Inspection Reports	Domestic pork and chicken	▪ Slaughter certificates ▪ Drug residue inspection reports ▪ Microbiological inspection reports	Upon delivery, suppliers must provide: ▪ Certification documents ▪ Inspection reports	In 2025, the qualification rate under supplier audit standards reached 100% for all suppliers.
	Imported raw meat	▪ Overseas export certificates ▪ Import permits and customs declaration documents ▪ Animal and plant quarantine certificates		
	Inner packaging materials	▪ Material testing and migration test inspection reports	Inspection reports	
	General products	▪ "Commodity Labeling Act" ▪ "Act Governing Food Safety and Sanitation"	Comply with regulatory standards	
Raw Material Supplier Grade Evaluation Evaluation of OEM Suppliers	Product quality standards, product delivery performance, supplier cooperation level	The scoring weights of the "Supplier Incoming Material Evaluation Score Sheet" are as follows: Quality standards: 40% Product delivery performance: 30% Supplier cooperation level: 30% ▪ Score Levels： AA: 90 or above; A: 70~89; B: 60~69; C: 40~59; D: 39 or below	Qualified grade range: AA–B level	▪ Grade evaluations are reviewed once every two months ▪ Establish reward and penalty mechanisms through supplier tiered management

Raw Material and OEM Supplier Grade Written Evaluation

Hsin Tung Yang implements supply chain source management in accordance with the "Supplier Management Operating Procedures." Hsin Tung Yang conducts regular evaluations of raw material and OEM suppliers every two months. The evaluation items cover product quality, delivery performance, supplier cooperation level, and other factors. Through a five-level grading management system and reward and penalty mechanisms, the evaluations serve as a basis for promoting continuous supplier improvement.

2025 Supplier Evaluation Results:

- A total of 246 raw material suppliers were evaluated, achieving a 100% coverage rate; suppliers achieving Grade A or above accounted for approximately 97.97%.
- A total of 16 OEM suppliers were evaluated, with both the coverage rate and the proportion achieving Grade A or above reaching 100%.

2023–2025 Evaluation Results for Raw Material and OEM Suppliers

Level	2023	2024	2025	Reward and Penalty Methods
AA	185	158	182	▪ Increase order quantities ▪ Give priority consideration when outsourcing production of new products (or materials)
A	75	107	75	▪ Maintain current status
B	1	4	5	▪ Consider reducing order quantities ▪ Require suppliers to make improvements within a specified timeframe and conduct on-site visits for understanding ▪ Recommend improvement methods and continue guidance and observation for one month
C	-	1	-	▪ Suspend delivery transactions for three months after two consecutive evaluation results
D	-	-	-	▪ Suspend transactions for five months after one evaluation result
Total Number of Suppliers	261	270	262	
Audit Completion Rate (%)	100%	100%	100%	

3. Supplier On-site Factory Audits

Hsin Tung Yang conducts on-site factory audits through irregular annual sampling of suppliers that reach a specified transaction amount. The audit items include business operation status, raw materials, production processes, and finished product management. Suppliers are also required to provide documents such as sanitation management operating standards and third-party inspection reports. Improvement measures are implemented based on the audit results.

On-site Factory Audit

Management Approach	Audit Item Category	Required Documents/ Standards	Supplier Qualification Standards	Guidance and Improvement Management Measures
Document Management	Factory-related certifications	▪ Business registration certificate ▪ Relevant factory certifications	▪ Confirm whether the business registration certificate complies with requirements ▪ Quality and sanitation management system ▪ Sanitation management operating standards ▪ Inspection reports from third-party inspection organizations	**Require improvements within a specified timeframe:** Suppliers are required to propose corrective actions for deficiencies and complete improvements within the specified timeframe. **Initiate supplier replacement mechanism:** Replace suppliers that do not meet requirements.
On-site Factory	▪ Business operation status ▪ Quality control ▪ Equipment evaluation ▪ Cleanliness ▪ Raw material management ▪ Production process and finished product management	▪ Sanitation management operating standards ▪ Third-party inspection reports ▪ Environmental regulation handling measures and monitoring equipment	Evaluation grade scoring standards: A：120-110 B：109-100 C：99-90 D：89-80 E：Below 80 points	

Starting from 2023, Hsin Tung Yang has gradually increased the on-site factory visit coverage rate for raw material and OEM suppliers each year. In 2025, a total of 29 suppliers underwent on-site visits and audits, with purchases from these audited suppliers accounting for 19.10% of total raw material procurement. Hsin Tung Yang plans to conduct audits (or factory visits) for an average of 24 suppliers per month by 2030.

Number of Supplier On-site Factory Visits from 2023 to 2025

Category	2023	2024	2025
Number of Transaction Suppliers (200,000 or above)	155	145	146
Number of On-site Factory Visits	15	22	29
Number of Qualified Suppliers	15	21	29
On-site Factory Visit Qualification Rate	100%	95.45%	100%

Supplier Guidance and Performance Improvement

For suppliers with quality concerns, the Quality Control Department accompanies the supplier on factory audit visits and completes the "Supplier Evaluation Audit Report." In addition to scoring aspects such as the supplier's current operating status and quality control, audit deficiencies identified through on-site observations are documented. Suppliers are guided to provide a "Evaluation Deficiency and Improvement Response Letter" and complete improvements within the specified timeframe. Suppliers that fail to meet the requirements are placed on the pending evaluation list, and the audit results are provided to the Procurement Department as a reference for future cooperation.

Store Supplier Management

Retail Store Finished Product Supplier Product Evaluation Process

- **Supplier Information Evaluation**: Review Supplier Basic Information
- **Product Samples, Packaging, and Labeling**: Product Labeling Is Complete and Complies with Regulations
- **Food Testing Reports**: Third-party Testing Report Showing Compliance
- **Compliance with Relevant Food Safety Regulations**: Product Complies with Relevant Food Safety Regulations

The procurement process for finished products at Hsin Tung Yang stores begins with supplier negotiations. Through qualification reviews and inspections, market surveys, product evaluations, and product sales tracking, the process strictly complies with relevant regulations while enabling timely monitoring of product sales status and cycles.

Supplier Evaluation/Procurement Process

Retail Store Finished Product Supplier Product Procurement Process

4.1.3 Channel Partner Management

Through systematic guidance, evaluation, and communication mechanisms, Hsin Tung Yang continuously enhances the operational image and service quality of national highway service areas and airport shopping malls. Since 2009, Hsin Tung Yang has implemented a concession subcontractor evaluation system. Each month, SGS inspection and certification units are invited to conduct one on-site audit of concession counters in each service area. In addition, based on the overall performance evaluation of annual daily operation management and business performance, an annual Excellent Concession Counter Awards meeting is held to recognize outstanding concession counters and encourage continuous improvement, working together to enhance service quality and brand reputation.

Channel Partner Management Process

1 Pre-Occupancy Management

Confirmation of Corporate and Valuation Data
- Brand reputation verification
- Verification of basic company information

Certification, Inspection, and Commitment
- Verification of raw material origins
- Food safety inspection reports
- Fair and ethical contractual commitments

Education and Training
- Internal educational training for contractors of the national freeway and airport business division

2 Audit of Daily Operational Management Procedures

Third-party inspection and verification agencies are scheduled to conduct on-site audits and evaluations on a monthly basis

Product Management
- All items must pass the product application review before they can be sold
- Audit scope: Investigation of product pricing, product labeling, and sanitary inspection.

Employee Management
- Audit scope: Personnel service quality, operational performance, and other relevant metrics.

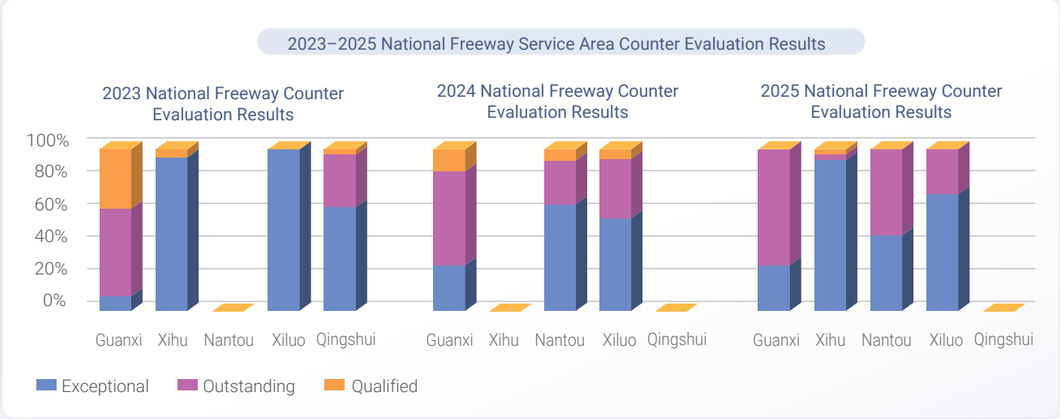
3 Performance Evaluation and Incentives

Service Counter Evaluation Criteria
- Daily operations
- Food safety assessment
- Percentage growth in concession sales

Incentives for Exceptional Performance Ratings
- An annual service counter meeting is held to present awards to those recognized for outstanding performance

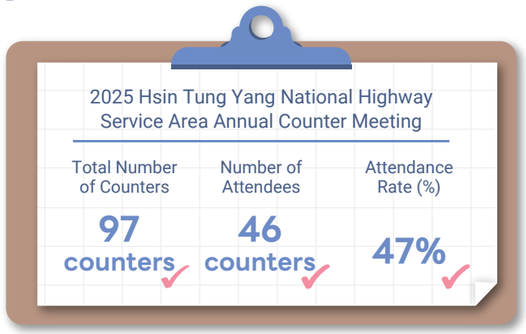
Audit and Evaluation Criteria for Channel Partners

Evaluation Item	Evaluation Unit	Evaluation Method	Weight	Audit Qualification Standards
Daily operations	Duty Supervisor	Scored according to the concession counter inspection score sheet	20%	Corresponding evaluation score levels: 90 points or above = Exceptional 85 points or above = Outstanding 80 points or above = Qualified
Food Safety Assessment	Third-party assurance entity (Such as SGS Taiwan Ltd.)	Monthly assessments conducted on an irregular basis	30%	
Concession Counter Performance Growth Percentage	Area Station Manager	Compared with the previous year's performance	50%	



Note:
1. The statistical data for the Nantou Service Area includes the Eastern Caotun Service Area. Due to renovations conducted at the Nantou Service Area in 2023 and the Xihu Service Area in 2024, data for those periods are unavailable. Regarding the Qingshui Service Area, the operating rights were transferred in 2024; consequently, only data for 2023 are provided.
2. Evaluation Criteria and Ratings: Exceptional—audit score of 90 or above; Outstanding—audit score of 85 or above; Qualified—audit score of 80 or above. Evaluation Items and Weighting: Daily Operations (20%), Third-party Verification Food Safety Evaluation (30%), and Counter Performance Growth Percentage (50%).
3. The evaluation result represents the average of the monthly evaluation scores recorded from January 2023 through December 2025.
4. Statistical data detailed in Appendix 1, Table 4-1: "2023–2025 Evaluation Results of National Freeway Service Area Concession Counters"

Annual counter conference



Hsin Tung Yang has been deeply engaged in the operation of national freeway service areas for many years and regards concession partners as a key element in shared brand growth. To ensure operational quality and service standards, Hsin Tung Yang holds an annual "Concession Counter Meeting" as a core platform for two-way communication, enabling management standards and operational goals to be effectively aligned.

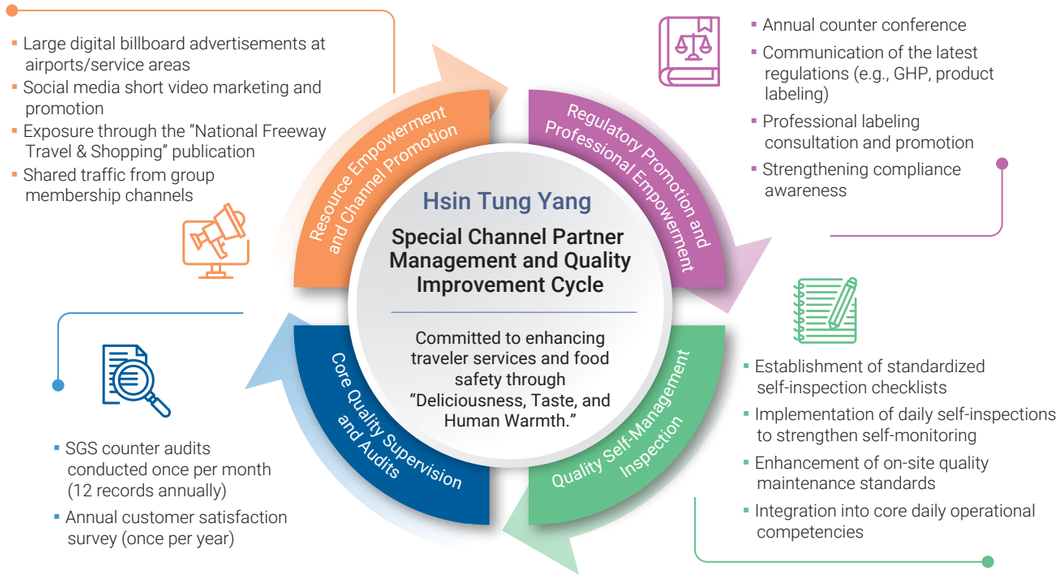
Note: (1) Attendance status explanation: Some partners operate concession counters across multiple channels (such as different service areas). To optimize communication efficiency, brand representatives are generally assigned to attend and participate on behalf of the brand. Due to this attendance arrangement, the attendance rate was approximately 50%.
(2) Please refer to Appendix Table 4-2, Annual National Freeway Service Area Concession Counter Meeting.

2025 Highlights and Achievements in Excellent Concession Counter Management

Food Safety and Quality Supervision	Completed a total of 60 inspections On-site audits of concession counters at 5 major national freeway service areas		Customer satisfaction exceeded 80% National freeway service areas and airport shopping malls
Regulatory Professional Empowerment	Quality Self-Management Inspection Framework Strengthened on-site concession counter quality control and proactively established (a self-management inspection mechanism)		Implemented Regulatory Communication Focused on GHP sanitation regulations and the Commodity Labeling Act
Channel Marketing Empowerment	Provided the "National Freeway Travel & Shopping" publication as a marketing medium	Introduced digital signage at airports and national freeway service areas	Leverage Synergies Between Social Media and Membership Programs Integrated membership and social media resources to assist local brands and concession counters

Management Cycle Framework for High-Performing Concession Counters

Hsin Tung Yang integrates the core values of "deliciousness, taste, and human touch" into specialized channels such as national freeways and airports and works together with concession counter partners to achieve shared growth. These management efforts not only translate into stable operational performance and satisfaction, but also safeguard a reliable food safety environment and high-quality experience for travelers, fulfilling its long-term commitment to growing together with suppliers.



Annual Excellent Concession Counter Recognition Event for National Freeway Service Areas

- **Purpose**：To strengthen cooperation with site partners and enhance service quality, Hsin Tung Yang holds the "Annual Excellent Concession Counter Selection and Recognition Event" on a regular basis each year.
- **Scope of Application**：Hsin Tung Yang's four major service areas and one rest stop.
- **Evaluation Items**：An evaluation team formed by the management unit conducts the selection and performs a comprehensive assessment of service etiquette, food safety and sanitation, environmental maintenance, and operational compliance.
- **Core Objective**：To inspire a sense of honor among concession counter partners and encourage suppliers to implement self-management through tangible rewards and public recognition

Optimizing Service Competitiveness: Encourage suppliers to proactively participate in training programs and strengthen the service resilience of frontline employees.

Implementing Quality Control: Incorporate food safety indicators into the evaluation process and ensure that products comply with regulatory standards.

Deepening Partner Relationships: Conduct regular engagement and public recognition to establish long-term cooperation based on mutual trust and mutual benefit.

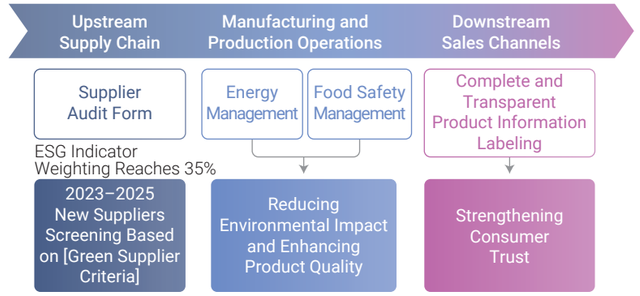
綠食飯桌 Green Food

Assisted Guidance for Six Food Service Concession Counters at Xiluo Service Area to Obtain the Environmental Protection Administration's "Green Food" Certification

Starting with the Xiluo Service Area, Hsin Tung Yang successfully assisted six concession counters in obtaining the Ministry of Environment's "Green Food Table" certification. In the future, Hsin Tung Yang plans to expand the green food service model to all of its national highway service areas.

4.2 Sustainable Value Chain

4.2.1 Sustainable Value Chain



Hsin Tung Yang integrates sustainability concepts into its business operations and comprehensively develops a sustainable value chain. The "Supplier Evaluation Form" incorporates ESG indicators, accounting for 35% of the weighting. Suppliers that meet three or more criteria are classified as "green suppliers" and are prioritized for procurement.

Hsin Tung Yang is committed to establishing a complete sustainable value chain by integrating sustainability concepts into all aspects of business operations and gradually building a sustainable value chain that balances economic, environmental, and social responsibilities.

Screening Criteria for "Green Suppliers" Among New Raw Material (Including OEM) Suppliers

Screening Category	Screening Item
Environmental Aspect	✓Outer packaging is made from recycled materials or is complete, clean, and complies with labeling regulations. ✓Has relevant treatment measures and monitoring equipment that comply with environmental regulations, such as wastewater treatment and air pollution control.
Societal Aspect	✓No child labor is employed.
Corporate Governance/ Regulatory Aspect	✓Provide specifications and inspection reports issued by third-party inspection organizations. ✓Provide third-party food safety audit reports or HACCP plans. ✓Possess food certification documentation (CAS, GHP, organic TAP, or others). ✓Provide customs declarations, import animal and plant inspection certificates, import permit notification documents, etc.
Other	✓Establish a food defense plan and a food fraud mitigation plan.

2023-2025 Screening Ratio for "Green Suppliers" Among New Raw Material (Including OEM) Suppliers

Year	2023	2024	2025
Number of New Raw Material Suppliers	22	22	17
Number of On-site Factory Visits	11	3	3
Number of Suppliers Meeting Green Supplier Criteria	21	18	16
Percentage (%)	95.45%	81.82%	94.12%

Note 1:According to the evaluation criteria in the "Supplier Evaluation Form," suppliers that meet three or more items among the "2025 ESG Screening Criteria for New Suppliers" are classified as green suppliers.

Note 2:Explanation of suppliers that did not meet the "Green Supplier" criteria in 2024: One supplier was a customer-designated supplier; the remaining three suppliers had annual transaction amounts ranging from NT$10,000 to NT$150,000. These suppliers mainly provided consumable materials or were involved in one-time cooperation projects and were not considered material transaction suppliers.

4.2.2 Commitment to Sustainability and Assessment

2025 Environmental Sustainability Declaration Signing Rate (%) of Partner Suppliers

Percentage of Procurement Amount from Raw Material and OEM Suppliers

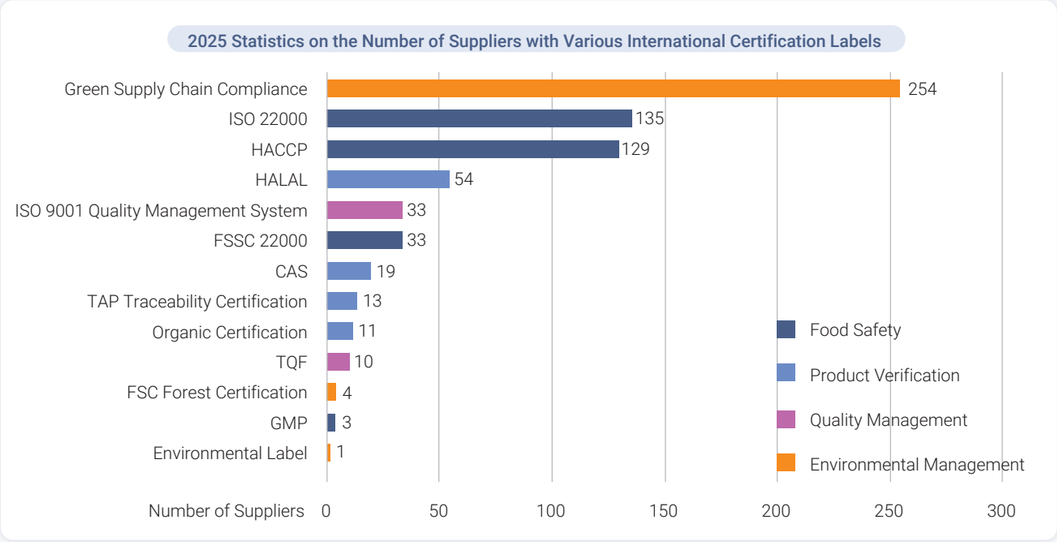
6.46 million ✓ **83%** ✓

Supplier Environmental Sustainability Declaration Signing

Hsin Tung Yang incorporates sustainable development strategies into procurement management and promotes the signing of the "Supplier Environmental Sustainability Declaration" by existing and new raw material and OEM suppliers. In 2025, in addition to implementing food safety and sanitation regulations, the "Procurement Contract" also specified green clauses requiring compliance with environmental protection regulations, enhancement of environmental awareness, and sustainable resource utilization, working together to reduce environmental impacts. In 2025, suppliers of raw materials (including OEM suppliers) that completed the signing accounted for 83% of the procurement value. In the future, Hsin Tung Yang plans to incorporate an ESG evaluation form and strategic guidelines into the contract signing process and further strengthen communication through supplier meetings, working together with supply chain partners toward sustainability.

Supplier Verification and Sustainability Communication

Hsin Tung Yang actively promotes a sustainable value chain and conducts annual surveys of raw material suppliers. The company encourages cooperative suppliers to actively obtain international standard certifications related to food safety and environmental sustainability, such as ISO, HACCP, traceability systems, organic certifications, and environmental labels, continuously enhancing supply chain management quality.



Statistical data detailed in Appendix 1, Table 4-3: "Verification Standards Met by Raw Material Suppliers from 2023–2025")

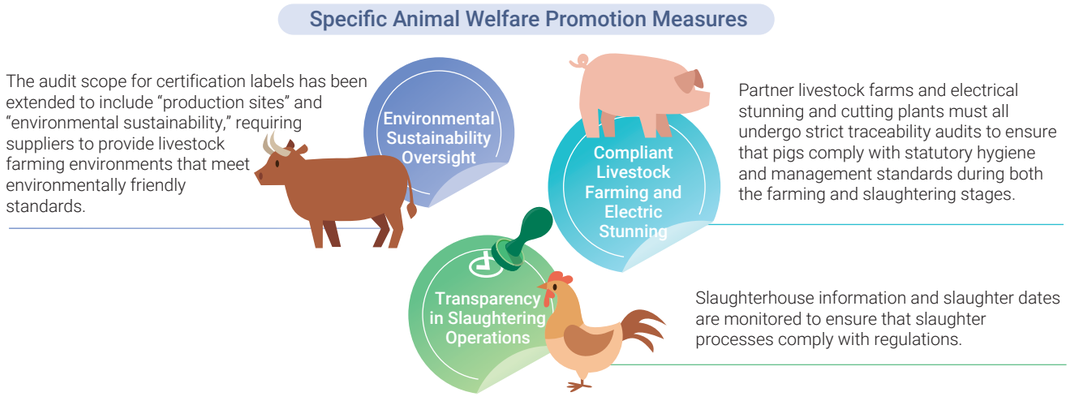
In 2025, a total of 33 first-tier suppliers obtained GFSI (Global Food Safety Initiative)-recognized certifications (FSSC 22000). The procurement amount of raw materials from these suppliers was approximately NT$117 million, accounting for 12.6% of the total number of procurement suppliers and 14.94% of the total food raw material procurement amount. The procurement amount has shown year-over-year growth over the past three years. In the future, Hsin Tung Yang will continue to strengthen its procurement capacity related to global food safety initiatives.

2023–2025 Procurement Amount from Suppliers with Food Safety Certifications Recognized by the Global Food Safety Initiative (GFSI)

Suppliers with GFSI-Recognized Food Safety Certifications	2023		2024		2025	
	Procurement Amount (NT$ thousand)	Food Raw Material Procurement Percentage (%)	Procurement Amount (NT$ thousand)	Food Raw Material Procurement Percentage (%)	Procurement Amount (NT$ thousand)	Food Raw Material Procurement Percentage (%)
FSSC 22000	88,429	12.52%	102,794	14.73%	116,979	14.94%

Animal Welfare

Hsin Tung Yang has long been committed to ensuring food safety and values transparency in raw pork production information. Through the use of production and sales traceability records of pork, Hsin Tung Yang can clearly identify the source of pigs, raising conditions, production and inspection processes, and other information. While implementing food safety traceability management, the Company also ensures that animals are treated with care.



4.2.3 Collaborative Carbon Reduction Actions

2025 Supplier Environmental Sustainability Targets and Achievements

Action	Implementation Results	Future Targets
Leading Smaller Suppliers by Example: Supplier Carbon Reduction Actions	Completed guidance for 10 suppliers to promote the introduction of low-carbon technologies into the supply chain Provided guidance on the introduction of ISO 14064-1:2018 and assisted suppliers in establishing carbon management mechanisms Reduced emissions by 759.1 metric tons CO_2e completed suppliers' Scope 2 emissions in 2024	Respond to relevant policies Promote the implementation of carbon reduction among suppliers
Increase the Signing Rate of the "Environmental Sustainability Declaration"	The 2025 procurement value signing rate reached 83% (including OEM suppliers) A total of 238 raw material suppliers completed signing (including OEM suppliers)	Achieve 60% of suppliers signing the commitment letter Promote the Supplier Sustainability Commitment Letter

Supplier Carbon Reduction Plan and Implementation Results

In 2023, Hsin Tung Yang participated as the lead company in the Ministry of Economic Affairs' Industrial Development Administration's "Assistance Program for Low-Carbon and Smart Upgrading and Transformation of Manufacturing Industries through Leading Smaller Suppliers by Example." Hsin Tung Yang led 10 major collaborating and disseminating suppliers in participating in the low-carbon upgrading and transformation program, which was successfully completed in 2025.

Large-Leading-Small Manufacturing Industry Low-Carbon and Intelligent Upgrade and Transformation Subsidy Program

Project Execution	▪ Replace Hsin Tung Yang's internal equipment with energy-saving equipment ▪ Promote the introduction of low-carbon technologies into the supply chain：Strengthen suppliers' awareness and ability to implement energy saving and carbon reduction through technical guidance. ▪ Establish a greenhouse gas inventory implementation system concurrently：Promote and assist some partners in completing the establishment of ISO 14064-1 greenhouse gas inventory data and establishing carbon management mechanisms.	Division of responsibilities at each level Food manufacturers and product packaging manufacturers: Low-carbon technology implementation and demonstration
Key Outcomes	▪ Enhance Hsin Tung Yang's supply chain resilience management：Reduce the supply chain's reliance on high-energy-consumption equipment while improving the food industry chain's ability to adapt to environmental changes and policy risks, creating stronger market competitiveness and risk resilience. ▪ Expansion of Synergistic Effects：The implementation of this program has provided a successful model for other suppliers, thereby encouraging more small and medium-sized enterprises to jointly participate in low-carbon operations and technology upgrades.	Food manufacturers and product packaging manufacturers: Improvement and optimization of existing equipment Food machinery manufacturers: Greenhouse gas inventory guidance
Key Outcomes	Strengthening Supply Chain Resilience Management Reduce the supply chain's reliance on high-energy-consuming equipment, enhance the food industry's ability to adapt to environmental changes, and strengthen market competitiveness and risk resilience	Synergy Diffusion Provide other suppliers with a successful example to follow and encourage more small and medium-sized enterprises to join the transition toward low-carbon operations and technological upgrading

4.3 Sustainable Procurement

4.3.1 Sustainable Procurement Plan

To enhance the sustainability management and procurement quality of raw materials, Hsin Tung Yang has established the "Supplier Management Procedures" and "Raw Material Procurement Management Procedures." These procedures strengthen suppliers' efforts to promote sustainable development and cleaner production and reduce the impacts of operations on the environment and ecosystems. Hsin Tung Yang has also incorporated green supplier criteria into its evaluation process and prioritizes procurement from green suppliers, ensuring the quality of products and services while mitigating environmental impacts and promoting the sustainable transformation of the food industry value chain.

Sustainable Procurement Strategy

1. **Prioritize the Procurement of Products with Environmental Labels**
   Prioritize the procurement of food and non-food products with "Carbon Labels, Carbon Reduction Labels, and Green Labels."
2. **Beverage Paper Cups Use FSC-Certified Environmentally Friendly Paper Materials**
   Beverage paper cups at airport shopping areas and National Freeway Service Areas have been replaced with environmentally friendly paper materials certified by the Forest Stewardship Council.
3. **Introduction of Waste Recycling and Circular Products**
   Development of cultural and creative products and handicrafts, with priority given to the introduction of recycled and circular products.
4. **Development of Reusable Eco-Friendly Bags Eco-Friendly Bags**
   Development of Hsin Tung Yang eco-friendly bags that meet diverse consumption scenarios and can be reused, actively supporting plastic reduction.
5. **Responsible Production and Clean Product Development**
   Responsible production and the development of food products with no additives or fewer additives to reduce impacts on the environment and health.
6. **Providing Sales Venues for Disadvantaged Groups**
   Providing venues for disadvantaged groups to sell their products and providing product commercialization guidance.

Hsin Tung Yang began procuring soy ink as early as 2004. By 2025, its sustainable procurement portfolio had grown to encompass six major product categories. The procurement value of food ingredients certified under third-party environmental or social standards as a percentage of total raw material procurement was as follows: RSPO-certified sustainable palm oil accounted for 0.25%, while pork with a Production and Sales Traceability Record accounted for 0.56%. For carbon footprint labeling, green packaging, and printing, Hsin Tung Yang Co., Ltd. prioritized the procurement of FSC-certified paper and packaging products. Among externally purchased goods, products using FSC-certified packaging accounted for 0.14% of the total procurement value, while products bearing Carbon Footprint Labels accounted for 1.19%; All catalogs were printed on FSC-certified paper, achieving a 100% adoption rate. In 2026, the Company also plans to switch all paper cups and cup sleeves used at its airport and freeway service area locations to FSC-certified paper. Going forward, it will continue to expand the range of sustainable products procured and increase the procurement share of existing sustainable product categories.

The Sustainable Procurement Items

Soy Ink Color Box Printing

Uses natural soybean oil instead of petroleum-based ink and features low volatile organic compound (VOC) emissions, easy deinking, and easy recyclability. It is environmentally friendly and complies with the SOY INK label certification of the American Soybean Association.

RSPO Sustainable Palm Oil

For ingredients used in Hsin Tung Yang's pastries (such as fruit fillings), priority is given to verified oils that comply with the Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification model. This certification strictly follows 7 principles, 39 criteria, and 144 indicators, protecting biodiversity and the rights and interests of local farmers at the source while ensuring information transparency and implementing responsible procurement management.

Traceable Pork

Emphasizes transparency of production information. The products have obtained certifications for the Traceable Agricultural Products (TAP) system, ISO 22000, and HACCP, implementing traceable food safety management.

Recycled Cardboard Boxes

The Dayuan Factory uses 100% recycled cardboard boxes for all self-manufactured products, actively reducing single-use waste and greenhouse gas emissions

Carbon Footprint Labeling

At stores in national freeway service areas and intercity bus transfer stations, priority is given to introducing beverages certified with the Ministry of Environment's "Product Carbon Footprint Label." Through the purchasing influence of its sales channels, Hsin Tung Yang strengthens Scope 3 supply chain carbon reduction management and guides green consumption trends in the market.

- Green Product Results：A total of 13 carbon-labeled beverages have been introduced to date, including well-known brands such as HeySong, Minute Maid, AGV, Royal Tea Garden, Super Supau, and Taiyen.

FSC-Certified Paper Materials

Priority is given to procuring products certified by the Forest Stewardship Council (FSC) to promote biodiversity and sustainable forest management.

- Food and beverage products：Stores in each national freeway service area and intercity bus transfer station introduce products with FSC-labeled packaging, such as Kuang Chuan (soy milk, rice milk, and rich milk tea) and Bomy Fruit and Vegetable Juices.
- Printed materials：Starting with the Mid-Autumn Festival in 2024, Hsin Tung Yang's three major seasonal catalogs—"Food Fashion Magazine," "Highway Mail-Order Magazine," and "Monthly Store Promotions"—have all used FSC-certified environmentally friendly paper materials.

2025 Sustainable Procurement Items Statistics			
Item	Category	Procurement Volume	Amount (NT$ thousand)
RSPO Sustainable Palm Oil	Raw materials	14,328 kg	1,787
Recycled Cardboard Boxes	Packaging materials	815,377 units	10,090
Soy Ink Color Box Printing	Printing ink	2,756,138 units	30,477
Traceable Pork	Raw meat	19,566 kg	3,976
Carbon Footprint Labeling	Purchased finished products	737,383 bottles	10,174
FSC-Certified Paper Materials	Purchased products	85,403 boxes	1,191
	Printed materials	452,597 copies	2,769

4.3.2 Local Procurement

Local Procurement Strategy

Hsin Tung Yang implements the concept of "consume local products produced locally" and continues to promote local procurement initiatives. The Company prioritizes the introduction of high-quality products produced domestically and featuring local characteristics, while encouraging consumers to choose these products. Through these efforts, Hsin Tung Yang supports the development of local industries in Taiwan and creates shared value with local farmers. By introducing products bearing the MIT (Made in Taiwan) and OTOP (One Town One Product) labels, Hsin Tung Yang expands the value and impact of local agricultural products and specialty products.

Introduction of Indigenous Products	Introduction of Indigenous products to increase labor demand in Indigenous communities through consumer demand and promote economic growth in Indigenous communities.
Collaboration with Top 100 Young Farmers and Local Artisans	Directly introducing self-produced products from the "Top 100 Young Farmers" and local agricultural product artisans, and providing guidance for the development of Hsin Tung Yang branded products.
Strengthening Local Procurement of Quality Products from Cities and Counties	Collaborating with "Local Quality Products from Cities and Counties" and government-certified "labeled products" to strengthen local procurement capabilities.
Introduction of MIT and OTOP Products	Introduction of products with the Ministry of Economic Affairs' MIT Smile Logo and OTOP (One Town One Product) featured products.

At the same time, the Company introduces products made by Indigenous peoples to promote local industrial development and the growth of tribal economies, putting into practice the sustainable value of shared prosperity between businesses and local communities。

Introduction of MIT and OTOP Products from the Ministry of Economic Affairs

MIT (Made in Taiwan) Label Products

Program Launch：Since 2012, Hsin Tung Yang has collaborated on the display and promotional activities of designated MIT label product areas.

Sales Channels	▪ Food Specialty Stores：Linsen Store, Dihua Store, and Daren Store ▪ National Freeway Service Areas：Guanxi Service Area, Xihu Service Area, Nantou Service Area, and Xiluo Service Area ▪ Airport Shopping Malls：Taipei Songshan Airport, Taiwan Taoyuan International Airport, and Kaohsiung International Airport
Year-Round Promotional Activities	▪ National Freeway Service Areas：Periodically organize markets and specialty experience activities, inviting the MIT mascot Chaobao and using prize-based quizzes to help the public better understand the purpose of MIT and its products. ▪ Airport Shopping Malls：Collaborate with manufacturers to launch customized MIT products, enabling consumers to understand the practicality and design concepts of MIT products.
Label Promotion, Marketing, and Guidance Activities	▪ Use diverse owned-media channels to share the origins and related knowledge of MIT, brand stories, and product design concepts. These efforts communicate to consumers that, in addition to being manufactured in Taiwan, the MIT label also represents energy saving and carbon reduction, the promotion of local employment, quality and safety assurance, and other values.

OTOP Label Products (One Town One Product)

Program Launch：Since 2011, Hsin Tung Yang has collaborated on the display and promotional activities of designated OTOP label product areas.

Sales Channels	▪ National Freeway Service Areas：Guanxi Service Area, Xihu Service Area, Nantou Service Area, and Xiluo Service Area ▪ Airport Shopping Malls：Taiwan Taoyuan International Airport, and Kaohsiung International Airport
Product Display Methods	▪ Establish permanent OTOP product display and sales areas in stores and sell products that meet different needs and characteristics based on the customer profiles of different sales channels.

Procurement of Domestically and Internationally Certified Products

Government-Certified "Labeled Products"

Collaborating with local governments to promote certification labels, strengthening local procurement, and displaying and selling local products and specialties at different sales locations.

Collaborative Partner Agencies
- Agricultural Technology Research Institute "Agricultural Processed Products"
- Agriculture and Food Agency of the Ministry of Agriculture "Premium Rice Gift Products"

Collaborative Partners in Various Cities and Counties

Northern Region: 桃園好農 Taoyuan Agriculture

Central Taiwan: 豐味苗栗 MIAOLI FLAVOR; 品味南投 TASTING NANTOU; 100 CHANGHUA SELECT

Southern Region: 米時光 禮不凡 Taiwan Rice A Gift Worth Sharing; 嘉義優鮮 CHIAYUM; 雲林良品 YUNLIN GOODS

Procurement of Green Mark Certified Products

Food and Beverage
- Kuang Chuan beverage product line
- Bomy Fruit and Vegetable Juices
- HeySong beverage product line
- AGV Digestive Tea and Barley Tea
- Royal Tea Garden Each Morning Healthy Green Tea
- Taiyen Ocean Alkaline Ionized Water

Lifestyle and Cultural & Creative Products
- Lion alcohol-based markers and other office supplies that comply with environmental standards

Deepening Local Agricultural Engagement and Building a Sustainable Value Chain

Hsin Tung Yang has long viewed national freeway service areas as important hubs connecting urban and rural areas and is committed to promoting local agriculture, culture, and ecology. By prioritizing the employment of local residents to increase employment opportunities and establishing long-term partnerships with farmers, Hsin Tung Yang strives to achieve a vision of shared benefits for businesses, local producers, and consumers.

Local Young Farmer Collaboration Action Plan

Local Procurement and High-Quality Product Development

Use contract farming to directly connect with local small-scale farmers and develop high-quality agricultural products with distinctive local characteristics.

100%
Local Ingredients
Launch of Local Agricultural Product (Dried Fruit)

Integration of Production and Sales Traceability Records

- Develop "Tu Wang Lai Pastry" (Taiwanese Pineapple Cake) using pineapples from Nantou
- Procure locally distinctive ingredients to produce specialty sausages

Creating Professional Sales Platforms—"Small Farmer Map" and "Farmers' Direct Sales Outlets"

Hsin Tung Yang has established dedicated areas within its national freeway service areas to shorten the distance from farm to table and increase the visibility of agricultural products

Developing a Small Farmer Specialty Products Map

Bring high-quality agricultural products from across Taiwan into national freeway service areas,creating a cultural window that showcases the vitality of Taiwan's land

Establishing "Farmers' Direct Sales Outlet" Counters

- The "Nong Tian Wei" and "Bi-Lü Farm" counters were established to offer a curated selection of fresh produce and processed goods
- Encourage face-to-face interactions between farmers and travelers, creating a more personal connection between producers and consumers

Supporting Young Farmers and Promoting Creative Activities

In response to agricultural transformation and the return of young people to their hometowns, we invest a diverse range of resources to provide long-term support

Local Young Farmer Markets

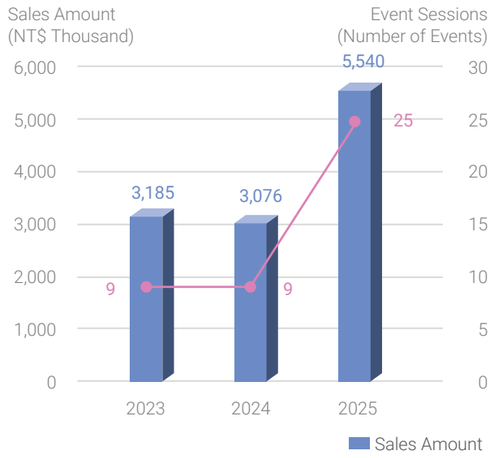
- Promote the markets through freeway service area publications and social media Help young farmers expand their sales channels.
- Establish industry–government–academia collaboration mechanisms to promote young farmer empowerment programs

2025 Results of Local Young Farmer Market Events

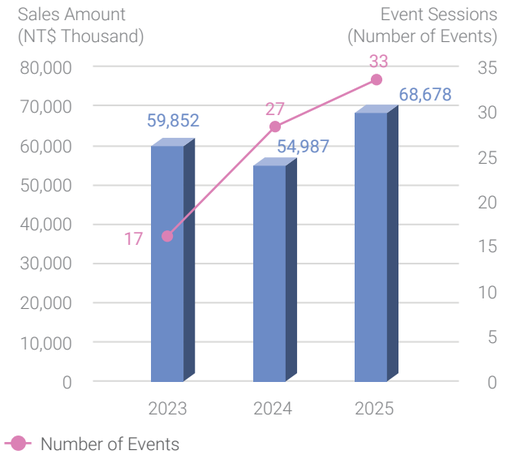
Total Number of Events	Total Sales Revenue	Overall Growth Rate
58 events	7,421 million	75%

Hsin Tung Yang has long cultivated relationships with local small-scale farmers and continues to collaborate with the "Top 100 Young Farmers" and local agricultural product artisans. In addition to directly incorporating their products into Hsin Tung Yang's own-manufactured products, the Company also connects them with and provides guidance to processing facilities to develop Hsin Tung Yang-branded products. Through market activities, Hsin Tung Yang effectively drives the value of local agricultural products, fulfilling its corporate commitment to supporting local agriculture.

Statistics on the Number of Market Events and Sales Amounts Over the Past Three Years



Statistics on the Number of Pop-up Farmer Counter Events and Sales Amounts Over the Past Three Years



Environmental Education Promotion Plan with Local Small-Scale Farmers and Associations

- Collaborate with Xihu Service Area and the Leopard Cat Conservation Association to jointly promote products related to "environmental education initiatives."
- Work with local small-scale farmers to jointly promote "environmentally friendly agricultural products," conveying the concepts of the "Satoyama Initiative" and "environmental friendliness."

Supporting Indigenous Products

Hsin Tung Yang follows the "Indigenous Products and Services Procurement Incentive Mechanism" established by the Council of Indigenous Peoples to procure Indigenous products and services. In alignment with Hsin Tung Yang's sustainability responsibilities and ESG goals, the Company seeks to create a sustainable collaboration model that generates shared benefits for the Company, Indigenous brands, and society. In 2025, Hsin Tung Yang received the Silver Award at the 1st LiMA Sustainability Awards.

ch 5

The Spirit of Companionship

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Performance Highlights

The Taiwan Institute for Sustainable Energy (TAISE)
Corporate Sustainability Manager Certification
Personally led by the President
Cumulative certifications obtained to date
23 employees

Department of Labor, Taoyuan City Government
Green Occupational Health and Safety Family
Dayuan Factory established the group
Collaborating with **18 companies**
Organizing **7 activities**
with **280 total participants**

Taiwan Chain Franchise Association
Service Angel Award
Received by personnel at the Dayuan Plant and the Hsinchu Store, totaling
2 employees

Age-Friendly Employer Certification for Middle-Aged and Older Adults
Recognized for three consecutive years by Taipei City Government
Inaugural recognition by Taoyuan City Government

Taipei Chamber of Commerce 79th Merchants' Day
Outstanding Service Practitioner Award
Received by **9 employees**

Workforce Development Agency, Ministry of Labor
Received the Award for the Fourth Time
TTQS Talent Development Quality Management System
Silver Medal

Creating an Age-Friendly Workplace

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

Dedicated HR Support
Establish a dedicated HR contact to coordinate age-friendly measures for middle-aged and older employees

Policy Announcements
Post notices on bulletin boards prohibiting age discrimination and provide suggestion boxes

Active Recruitment
Actively participate in local government recruitment events and clearly indicate that applications from middle-aged and older candidates are welcome

Specialized Training
Develop individualized onboarding training and OJT training roadmaps for newly hired middle-aged and older employees, with a comprehensive training system and simplified training materials

Implementation of Assistive Devices
Introduce hardware and software assistive devices to support job redesign

Mentorship and Knowledge Transfer
Adopt a mentorship system to facilitate knowledge transfer and encourage middle-aged/older employees to share their experience

Post-Retirement Reemployment
Provide mechanisms for reemploying retirees and engaging them in part-time knowledge transfer

Intergenerational Exchange
Regularly hold "Intergenerational Exchange Days" to promote cross-generational collaboration

Accessible Assistive Devices and Facilities

Steel-toed safety footwear

Electric pallet truck

工廠自動化產品
重量檢測機

折合式斜坡板

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

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

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

Management of Material Topics GRI 3-3

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

International Framework and Metric

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH

Occupational Health and Safety GRI 403 Occupational Health and Safety

Definition and Impact Description

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

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

5.1 Human Resources and Development

Talent Management Strategy

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

Talent Management Strategy

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

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

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

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

5.1.1 Talent Recruitment and Workforce Composition

GRI 2-7 GRI 2-8

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

Employee Distribution

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

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

5.1.2 Talent Management

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

Employee Management Systems and Measures

Talent and Organizational Systems Management

Human Resources Management System

1. Establish comprehensive personnel regulations in accordance with the Labor Standards Act.
2. Clearly define job responsibilities and job grade structures.
3. Provide opportunities for internal promotion and job rotation.

Recruitment and Hiring

1. Diverse recruitment channels
2. Standardized selection process (resume screening, interviews, and aptitude assessments)
3. Ensuring the right person is placed in the right position

Performance Evaluation System

1. Establish department-specific KPI performance indicators
2. Conduct regular performance evaluations each year
3. Link evaluation results to bonuses and promotions
4. Establish a performance evaluation rewards and disciplinary system

Talent Cultivation and Development & Occupational Safety Management

Education and Training

1. New Employee Training (Company culture, product knowledge, and service procedures)
2. On-the-job training (professional skills and food safety)
3. Leadership and Management Training for Supervisors
4. Establish mechanisms to promote continuous learning

Occupational Health and Safety

1. Implement Occupational Health and Safety management
2. Provide regular safety education and training
3. Establish food hygiene and quality control systems
4. Provide a safe working environment and protective measures

Compensation and Benefits Mechanisms

Compensation and Benefits Policy

1. Salary Structure: Base salary + performance bonuses + year-end bonus
2. Seasonal bonuses
3. Labor Insurance and National Health Insurance and pension contributions
4. Employee product purchase benefits and discounts

Employee Care and Welfare Activities

1. Employee gatherings and year-end celebrations
2. Employee trips
3. Provide measures to support work–life balance

A Diverse and Inclusive Workplace

Diversity and Equality

1. Prohibit discrimination based on gender, age, and other factors
2. Provide equal employment opportunities
3. Establish a diverse and inclusive workplace environment

Labor-Management Communication Framework

1. Establish employee grievance channels
2. Conduct regular employee satisfaction surveys each year
3. Enhance transparency in internal communications and information sharing

Performance Evaluation and Management

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

Performance Evaluation Implementation Methods

1 Performance Management System Structure

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

2 Performance Indicator Setting (KPI)

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

3 Performance Evaluation Process

- Evaluation Cycle: Primarily conducted annually or semiannually
- Evaluation Methods: Supervisor evaluation and self-assessment
- Evaluation Criteria: Work performance, professional attitude, teamwork, and collaboration.

4 Performance Rating and Application of Results

- Performance is categorized into different levels
- and applied to: salary adjustments, bonus distributions, promotions and job reassignments, and talent development and training planning, etc.

5 Performance Feedback and Review Meeting Mechanism

- Conduct regular performance review meetings
- Provide specific feedback and recommendations for improvement
- Assist employees in setting goals for the next stage

6 Incentive, Rewards, and Disciplinary System

- Establish a recognition program for outstanding employees
- Implement store performance competitions and incentive programs
- Provide coaching or improvement plans for employees who violate regulations or demonstrate poor performance

7 Digital Performance Management

- Implement a human resources management system
- Integrate store POS data for performance analysis
- Enhance the transparency of performance evaluations

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

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

Service Angel Awards in Previous Years

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

Public Recognition

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

20-Year Service Award

10-Year Service Award

5-Year Service Award

Outstanding Store Manager Award

5.1.3 Talent Cultivation and Development

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

Talent Cultivation Strategy and Focus Areas

Employee Level	New Hire Period	Cor Competencies	Professional Competencies		Management Competencies	Job Rotation	Self-Directed Learning	
Senior Management + Successors	New Employee Training	Innovation and Adaptability Integrity and Honesty Customer-centricity Quality Management + Instructor Training	Based on each department's annual training plan.	-	▪ Crisis Management ▪ Change Management ▪ Business Management ▪ Strategic planning	Employee and Supervisor Rotation Program	Foreign Language Certification Incentive Program	Policy for Salary Adjustment Based on Employees' Educational Qualification Changes During Employment
Middle Management + Successors				【General Training Course】 ▪ Time Management ▪ Communication and Presentation ▪ Project Management ▪ Team Collaboration ▪ Target Managemen 【Core Competency Courses 】 Market Positioning and Product Orientation	▪ Leadership and Governance ▪ Planning Skills ▪ Work Instruction Skills ▪ Problem Analysis and Adaptability ▪ Conflict Resolution Skill			
Frontline Employees + Successors					MTP Management Competency Training Program			
General Employees				【Basic General Training】 ▪ Time Management ▪ Communication and Presentation	-	-		

Education and Training Measures and Management System

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

Development Area	Training Program Description	Training Results
Sustainability Talent Core Competency Training—TTQS Training	To enhance its momentum for green transformation, the Hsin Tung Yang Dayuan Plant integrated the Workforce Development Agency, Ministry of Labor's "Enterprise Human Resources Enhancement Program" to introduce the "Talent Quality-management System (TTQS)." From establishing a talent management system, selecting instructors, and planning courses to evaluating the transfer of learning outcomes, a rigorous education and training system was established to integrate sustainability concepts and professional skills into employees' career development.	A full series of training programs was conducted at the plant, and multiple carbon reduction projects were also promoted. As a result, the Company received multiple sustainability awards, including: ▪ 2020 AREA Asia Responsible Entrepreneurship Awards, "Green Leadership Award" ▪ 2021 Bureau of Energy, Ministry of Economic Affairs, "Energy Conservation Benchmark Award—Silver Award" ▪ 2021 Environmental Protection Administration, "National Enterprise Environmental Protection Award—Silver Award" ▪ 2025: Received the Ministry of Labor's "TTQS Assessment—Silver Medal" for the fourth time ▪ As of April 2026, a total of six product carbon/water footprint inventories had been completed and certificates obtained, and carbon footprint labels had also been obtained.

Sustainable Talent Development

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

Integrity
Cultivate talent with strong professional ethics, ensure transparent ESG information disclosure, and fulfill commitments to stakeholders

Creativity
Apply sustainability thinking to promote the circular economy, develop sustainable, eco-friendly, and age-friendly products, and enhance the industry's competitive advantage

Agility
Through professional training, understand climate risk trends, proactively develop response measures, and enhance organizational resilience

Sustainability
Through seed talent's day-to-day decision-making across departments, translate environmental protection and social engagement into concrete actions

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

Hsin Tung Yang Sustainability Talent Development Strategy and Results

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

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

2025 Implementation Results

A total of 21 people participated in the first training program

Employee Sustainability Achievements Concrete Implementation

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

2025 Implementation Results

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

Substantive Benefits Professional Incentives

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

2025 Implementation Results

A total of 23 employees received the Sustainability Certification Position Allowance

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

Establishment of Succession Development Plan and Key Talent Identification

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

Succession Planning and Talent Development Process Flowchart

Position Benchmarking	Talent Assessment Implementation	Management Capability Inventory	Succession Pipeline Development
Define competency standards for key management positions	Use external assessment tools to analyze management and leadership capabilities and personality traits	Assess the current capabilities and competency gaps of potential successors	Rank candidates and develop Individual Development Plans (IDPs) and training strategies

Succession Development Plan Implementation Measures and Performance Results

Development Stage	Implementation Description	Key Milestones/Expected Outcomes
Talent Standards and Assessment Inventory	Established "Position Benchmark Standards" for key management positions and conducted management and leadership competency assessments and organizational diagnostics for potential successors.	▪ Completed management competency assessments, evaluation report analyses, and interviews for 50 department-level managers. ▪ Completed the establishment of standards for 10 designated management positions, as well as management and leadership competency assessments and organizational diagnostic analyses for potential successors.
Assessment Tool Application	Introduced external objective management assessment tools, including leadership potential and personality trait assessments.	Through data-driven analysis, identified the strengths and areas for development within the talent pool.
Development Plan and Talent Pipeline	Based on the assessment results, conducted interviews with current managers, aligned on position standards, prioritized candidates, and developed "Individual Development Plans (IDPs)".	▪ Expected to complete the identification and developme nt prioritization of successor candidates for department-level positions and complete 30 Individual Development Plans in the first half of 2026. ▪ Plan to launch management competency assessments for section-level personnel and candidate prioritization for specific department-level positions in the second half of 2026.
Long-Term Talent Strategy	Combined the current status of the talent pool to define future recruitment directions and the allocation of key training resources.	Established a stable talent pipeline, reduced operational risks associated with key positions, and moved toward the long-term goals of talent sustainability and corporate sustainability.

Establishment of Knowledge Transfer and Core Skill Training Mechanisms

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

Training and Knowledge Transfer Process Flowchart

External Professional Guidance	Seed Instructor Development	Management Policy Establishment	Internal Training Material Development	Core Operations Training	Skills and Experience Transfer
Invite external experts or consultants to provide specialized training and establish a foundation in core competencies	Select high-potential employees to receive consultant coaching and translate practical experience into training knowledge	Establish the "Internal Instructor Management Policy" to institutionalize lesson-plan development and teaching mechanisms	Have internal instructors develop dedicated training materials focused on key operational areas, such as store operations	Conduct large-scale employee training for key operational periods, such as major holidays	Through internal instruction, ensure that core expertise and service quality are disseminated throughout the organization

Training and Experience Transfer Implementation Overview

Internal instructors delivered a total of 42 training sessions from 2023 to 2025.

A cumulative total of 866 employees participated in training from 2023 to 2025.

Key Training Topics
Three Major Holiday Product Training for Stores 5-Day On-the-Job Training (OJT) for Stores New Employee Orientation Training

Industry–Academia and Work-Study Cooperation Programs

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

Data Collection Item	2023	2024	2025
Cooperation Program Type	Cooperative Education, Industry-Academia Collaboration, and Off-Campus Internships		
Total Number of Partner Schools	8 schools cumulatively	9 schools cumulatively	11 schools cumulatively
Partner Schools	Chung Shan Industrial and Commercial School, National Pingtung University (which operates two campuses), Cheng Shiu University, Jinwen University of Science and Technology, Yu Da University of Science and Technology, Chihlee University of Technology, Takming University of Science and Technology, Hsing Wu University, Min-Sheng University of Science and Technology, Kainan University, and Tung-Tai Senior High School		
Annual Number of Students Trained	35 students + 15 (Overseas Students at Taoyuan International Airport)	20 students + 5 (Overseas Students at Taoyuan International Airport)	25 students + 2 (Overseas Students at Taoyuan International Airport)
Total Number of Students Trained to Date	586	611	638
Collaborating Departments	Marketing, Distribution, Business Administration, International Business, and Food and Beverage		
Internship/Practicum Locations	National Freeway Service Areas, Stores, and Airport Shopping Areas		
ncentive Program Details	▪ Complimentary room and board were provided throughout the internship ▪ Graduation bonus	▪ Opportunities to represent the Company at their alma mater for recruitment and experience sharing ▪ Opportunities for internal promotion and job rotation within the Company	
Retention Incentive Program	Post-graduation employment tenure is combined for calculation		
Graduate Retention Headcount	4	5	3

5.2 Employee Rights and Benefits

5.2.1 Employee Rights

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

Benefit Category	Benefit Program	Program Description
Employee Well-Being	▪ Employee travel subsidies ▪ Marriage and childbirth congratulatory gifts ▪ Hospitalization and illness condolence payments for employees ▪ Employee housing	▪ Employees who have completed three months of service are eligible for one employee trip per year. ▪ Free employee dormitories are provided at the Dayuan Plant and National Freeway Service Areas.
Holiday and Birthday Support	▪ Gift certificates for the three major holidays and birthdays ▪ Spring banquet and prize drawing	▪ Gift certificates are distributed during holidays ▪ Long-serving employees are recognized at the spring banquet and receive additional opportunities to participate in the prize drawing
Health Support	▪ Annual free health examinations ▪ On-site health consultations with occupational health nurses ▪ Health lectures	▪ Occupational health nurse health consultation program: Doctors and nurses are stationed on-site each month to provide consultation services. ▪ Health lectures on various topics are held periodically.
Insurance Services	▪ Labor and health insurance ▪ Group insurance ▪ Employee fidelity insurance	Since 2023, Hsin Tung Yang has obtained employee fidelity insurance based on employees' job levels and approval procedures to diversify operational risks.
Bereavement Support	▪ Employee illness and injury condolence payments ▪ Work-related disability and death condolence payments	Company representatives present flowers and provide condolence payments
Leave Support	▪ Parental leave ▪ Leave without pay ▪ Family care leave	A comprehensive leave system is implemented in accordance with the Labor Standards Act and included in the Employee Work Rules. Employees may apply for leave without pay in situations such as childcare, serious illness or injury, or major personal emergencies.
Retirement Support	▪ Retirement financial planning seminars for middle-aged and older employees ▪ Post-retirement reemployment system	▪ Seminars on topics related to middle-aged and older employees and retirement planning are held periodically ▪ A reemployment mechanism and part-time employment opportunities are provided for retirees, encouraging middle-aged and older employees to share their experience ▪ Establish a dedicated HR contact to coordinate age-friendly measures for middle-aged and older employees

Note:Foreign employees are entitled to the same benefits

Employee Parental Leave Applications and Return-to-Work Overview

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

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

5.2.2 Remuneration and Benefits GRI 2-21 GRI 2-30

Executive Management Total Compensation Ratio

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

2023–2025 Annual Total Compensation Ratio

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

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

Employee Compensation

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

2023–2025 Average and Median Salaries

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

2023–2025 Compensation Ratio Between Male and Female Employees in the Same Positions/Job Grades

Year	2023		2024		2025	
Gender	Male	Female	Male	Female	Male	Female
Senior Executives	1.43	1	1.47	1	1.34	1
Middle Management	0.98	1	1	1	1.02	1
First-Line Management	1.09	1	1.09	1	1.01	1

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

Collective Agreements

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

5.2.3 Diversity and Inclusion

Human Rights Policy

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

Human Rights Policy	
Policy Item	Policy Description
Compliance with Labor Laws and Regulations	Comply with the applicable laws and regulations of the countries or regions where each operating site is located, ensuring that the Company, business partners, and suppliers do not employ child labor or prisoners in the course of their operations and do not engage in forced labor or use corporal punishment. Support employees in maintaining their physical and mental health. Employees who work four hours are provided with at least 0.5 hours of rest.
Workplace Human Rights Protection	Embrace the diversity of all employees and do not discriminate against any legally protected employee or job applicant based on any characteristic, including gender, skin color, race, ethnicity, nationality, beliefs, age, marital status, sexual orientation, gender identity and expression, disability, pregnancy, military service status, or political affiliation, thereby implementing equal employment opportunity.
Opposition to Workplace Discrimination, Bullying, and Harassment	To protect gender equality in employment, eliminate discrimination, and prevent sexual harassment, Hsin Tung Yang has established and published the "Measures for the Prevention of Sexual Harassment and Procedures for Grievances and Disciplinary Actions" on its internal website. Relevant awareness and training courses are held on an ongoing basis, with a total of 124 attendances at awareness sessions in 2025.
Harmonious Labor–Management Relations	▪ Hold four labor–management meetings annually and elect labor–management representatives in accordance with the law; employ persons with disabilities, Indigenous peoples, individuals seeking reemployment, and middle-aged and older workers. ▪ Actively participate in joint employment fairs for middle-aged and older workers, promote the policy and messaging of "Age-Friendly Employment for Middle-Aged and Older Workers" through various recruitment channels, and prioritize opening job vacancies to these groups. In 2025, Hsin Tung Yang also obtained "Age-Friendly Enterprise Certification for Middle-Aged and Older Persons" from both Taipei City and Taoyuan City. ▪ Establish "Communication and Grievance Channels" procedures to collect opinions through an employee email grievance mailbox and dedicated telephone hotline.
Healthy and Safe Workplace	▪ In accordance with Occupational Safety and Health Act laws and regulations, regularly review employee health, workplace safety risks, and compliance with occupational safety and health policies, and promptly correct or report any potential threats. ▪ Promote a friendly workplace, conduct job redesign, and plan and provide time- and labor-saving assistive equipment. ▪ Serve as a corporate representative for the Job Redesign Guidelines Manual for Suppliers in the Wholesale and Retail Industries and Other Industries, sharing the Company's experience in implementing job redesign initiatives.

Diversity and Equality Policy

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

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

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

A Supportive Workplace Environment
Provide accessible facilities, flexible working hours, nursing rooms, and parental leave to support work–life and family balance.

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

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

Overview of Diversity and Equality Implementation

Foreign Employees		
Item	Implementation Policy	Implementation Measures
Benefits	Basic Salary and Statutory Protections	▪ Provide basic wages, overtime pay, and leave in accordance with the Labor Standards Act ▪ Provide Labor Insurance and National Health Insurance coverage and make contributions to the Labor Pension Fund ▪ Provide occupational safety and health education and protective measures ▪ Assist in providing the necessary documents for international money transfers
	Daily Living and Accommodation Assistance	▪ Provide employee dormitories for foreign employees ▪ Assist with administrative matters such as applying for residence permits and work permits ▪ Provide assistance with adapting to daily life ▪ Provide motorcycle and electric motorcycle parking shelters and designated parking spaces
	Food and Health Care	▪ Provide employee meals or meal allowances ▪ Adjust employee meals based on the dietary cultures of different nationalities to prevent foreign employees from experiencing health issues due to dietary habits ▪ Provide regular annual health checkups, necessary medical assistance, and guidance on seeking medical care
	Education, Training, and Development	▪ Provide pre-employment training and on-the-job professional development ▪ Provide opportunities for skill enhancement
Communication Channels	Multilingual Communication Mechanisms	▪ Provide employee handbooks in employees' native languages (such as Vietnamese and English) ▪ Assign multilingual supervisors at the workplace ▪ Use visual SOPs to reduce language barriers
	Care and Meetings	▪ Periodically convene general meetings for foreign employees, gathering employees by nationality to announce relevant rules and regulations ▪ Collect the opinions and needs of foreign employees during these meetings ▪ Foreign employees may seek first-line assistance from supervisors and the Administration Depart-ment if they have questions or encounter problems ▪ The employment agency and Administration Department supervisors proactively provide care and conduct interviews with foreign employees who require assistance
	Feedback and Grievance Channels	▪ Establish grievance mailboxes (physical or online) ▪ Provide an anonymous grievance mechanism
	Digital and Real-Time Communication Tools	▪ Use communication software (such as LINE groups) to publish announcements ▪ Establish dedicated groups for foreign employees ▪ Provide real-time translation tools to facilitate communication
	Labor–Management Communication and Representation Mechanisms	▪ Provide channels for expressing opinions through labor–management meetings ▪ Safeguard foreign employees' rights to participate and have their interests represented
Employee Care Mechanisms	Creating a Diverse and Inclusive Workplace	Through comprehensive living support, respect for cultural differences, and multilingual communication mechanisms, assist foreign employees in quickly adapting to the work and living environment. Establish accessible channels for expressing opinions and strive to create a fair, safe, and inclusive workplace.

Group photo of foreign employees participating in an employee outing

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

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

Diverse Workforce Stories

Reemployment of Middle-Aged and Older Workers and the Value of Knowledge Transfer

Women's Development and Building an Equal Workplace

Integration of Employees of Multiple Nationalities into the Workplace and Promotion of Cultural Diversity

Story Description

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

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

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

ESG Significance

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

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

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

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

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

5.3 Occupational Health and Safety

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

5.3.1 Occupational Health and Safety

Occupational Safety and Health Management System

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

Explanation of the Occupational Safety and Health Management System[S(1.1] at the Dayuan Plant	
Scope of Applicable Sites	Dayuan Plant
Covered Personnel and Proportion	Employees (272 / 82.4%); non-employees (58 / 17.6%)
Management Information and Operational Matters	Establish operational procedures for environmental, safety, and health policies and objectives; hazard identification and risk assessment; regulatory compliance; outsourcing and contractor management; performance monitoring and measurement; internal audit implementation and planning; management review; and continual improvement.
Internal Employee Engagement Mechanism	Worker representatives attend the Occupational Safety and Health Committee once every quarter. Matters evaluated and discussed include: worker participation and consultation mechanisms; hazard identification and impact assessment; planning measures to address environmental, safety, and health risks and opportunities; evaluating the effectiveness of education and training needs; determining matters requiring communication and the methods of implementation; and investigating the causes of nonconformities and determining corrective actions.
Internal Employee Communication Mechanisms	▪ Environmental, Safety, and Health Communication and Feedback Form：Employees may express their opinions through the "Environmental, Safety, and Health Communication and Feedback Form." The Company consolidates feedback in the "Environmental, Safety, and Health Internal and External Communication List" and uses it as a reference for improving the environmental, safety, and health management system. ▪ Submission by Worker Representatives to the Committee：Worker representatives collectively raise matters through their attendance at the Occupational Safety and Health Committee, which meets once every quarter. ▪ Regular Meetings and Policy Awareness Announcements：Relevant responsible units make announcements through policy notices and regular meetings, including morning meetings, weekly meetings, and monthly meetings, and also communicate with various units through training sessions and other occasions.
Communication Mechanisms for Non-Employees	▪ Feedback Collection Methods：Collect opinions through the "Environmental, Safety, and Health Communication and Feedback Form," with the responsible units consolidating the feedback. ▪ Policy Disclosure Methods：Publish the occupational safety and health policy on the Company's official website and communicate through the customer service mailbox, telephone, fax, and other channels.

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

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

Organizational Structure and Responsibilities of the Occupational Health and Safety Committee

Feedback Receipt and Communication → Feedback Compilation and Response → Feedback Handling → Policy Announcement and Disclosure

Worker Representatives
Represent internal employees in participation, communication, and consultation regarding occupational safety, health, and environmental information

Responsible Department
Collect feedback from non-employees (customers, contractors, outsourced service providers, and government agencies) and complete the "Environmental, Safety, and Health Communication Feedback Form"

Plant Operations Department
Collect and respond to internal and external environmental feedback

Office of Occupational Health and Safety
Compile and respond to internal and external environmental feedback

Occupational Health and Safety Committee
Formulate policies and improve management mechanisms in response to internal and external Occupational Health and Safety concerns.

- Internal: Communicate through announcements on the internal website and bulletin boards, regular meetings such as morning meetings, weekly meetings, and monthly meetings, as well as education and training.
- External: Announce information on Hsin Tung Yang's official website to facilitate effective communication and provide customer service contact information

Occupational Safety and Health Risk Management

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

Occupational Health and Safety Risk Assessment and Management Process

Identification Frequency：Update Identification Every Three Years

Assessment Triggers

- Changes that may affect the environment, safety, and health, such as changes in the work environment, changes to routine operations, increases in the use of chemicals, or changes involving flammable gases.
- Changes to environmental, safety, and health laws and regulations that affect on-site operational management.
- Feedback from relevant interested parties.
- New environmental, safety, and health risks arising from the establishment of machinery/equipment/tools or management regulations as a result of target programs.
- Improvement measures proposed in response to specific environmental, safety, and health abnormalities.

Incident Reporting and Investigation Process

Establish an "Incident Reporting Procedure." If a material occupational accident occurs, the competent authority must be notified within 8 hours, and an incident investigation team is activated to analyze the cause.

Assessment Process

Risk Assessment Timing and Considerations
↓
Identify All Operations or Engineering Projects
↓
Identify Hazards and Consequences
↓
Confirm Existing Protective Measures
↓
Assess the Risks of Hazards
↓
Assess the Frequency of the Operation | Assess the Likelihood of Occurrence | Assess the Severity of the Consequences
↓
Determine the Risk Level
↓
Determine Whether the Risk Is Acceptable
Yes → Conduct Regular or Irregular Monitoring and Measurement
No ↓
Determine Risk Control Measures and Opportunities for Improvement
↓
Confirm the Residual Risk After Implementing Control Measures
↓
Conduct Regular or Irregular Monitoring and Measurement

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

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

Risk Identification Results

Risk Issue	Affected Parties	Impact Level	Preventive/Mitigation Measures	Planned Implementation/Implementation Results
Ergonomic Hazards (Musculoskeletal Injuries)	Handling and packaging personnel	Moderate risk	Provide material-handling assistance tools; implement job rotation to avoid prolonged repetitive movements; arrange ergonomic hazard prevention seminars.	▪ Conduct health care interviews with high-risk groups.
Psychosocial Hazards	All personnel, store personnel, and management personnel	Moderate to high risk (Stress, anxiety, burnout, and turnover)	Establish an Employee Assistance Program (EAP), a mental health counseling mechanism, reasonable working-hours management, workplace bullying prevention and control measures, and supervisor training on employee care.	▪ Reduce employee stress and turnover rates ▪ Improve job satisfaction and employee engagement ▪ Reduce workplace conflicts and complaints
Physical Hazards	Factory workers, equipment operators, and back-of-house store personnel	Moderate to high risk (Hearing impairment, heat-related injuries, slips, falls, or impacts)	Noise protection; management of high-temperature work; equipment safety guards; regular equipment inspections; workplace lighting improvements; and slip-prevention measures.	▪ Relevant preventive measures have been implemented at all sites to ensure employee safety.
Chemical Hazards	Cleaning personnel, production line employees, and quality control personnel	Moderate to high risk (Poisoning, respiratory irritation, and skin injuries)	Chemical labeling and SDS management; installation of ventilation equipment; personal protective equipment (gloves and masks); education and training; and substitution with less toxic substances.	▪ Reduce the risk of chemical exposure ▪ Prevent occupational diseases
Biological Hazards	Food-handling personnel, warehouse personnel, and cleaning personnel	Moderate risk (Risk of infection, allergic reactions, or food contamination)	Personal hygiene management; cleaning and disinfection of work areas; pest control; health examinations; and food safety management systems (e.g., HACCP).	▪ Reduce the risk of infection and contamination

Occupational Safety and Health Education and Training

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

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

Hsin Tung Yang Green Safety and Health Family Established in 2024: Dayuan Plant Director Ji Kun-Rong Receiving the Certificate

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

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

Employee Occupational Injury Statistics

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

5.3.2 Employee Care and Communication

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

Employee Health Services

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

Dayuan Plant Occupational Health Nursing On-Site Service Upgrade—Comprehensive Workplace Health Protection Program

Year/ Implementation Items	Assignment of Workers to Appropriate Work (headcount)	Follow-Up on Abnormal Health Examination Results and Health Guidance (headcount)	Maternal Health Protection (headcount)	Ergonomic Hazard Prevention (headcount)	Prevention of Abnormal Workloads (headcount)	Work Fitness for Middle-Aged and Older Workers (headcount)
2023	5	185	3	1	32	16
2024	7	151	4	14	11	12
2025	4	163	3	3	7	15

Breastfeeding and Breast Milk Collection Room Facilities

Headquarters

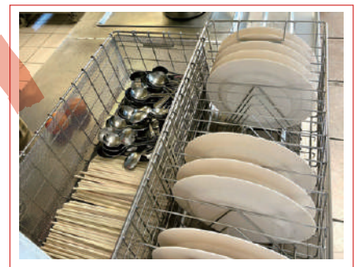
Equipped with comprehensive breastfeeding and lactation facilities to provide employees with a comfortable and secure environment.

Dayuan Plant

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

Employee Cafeteria and Recreational Facilities

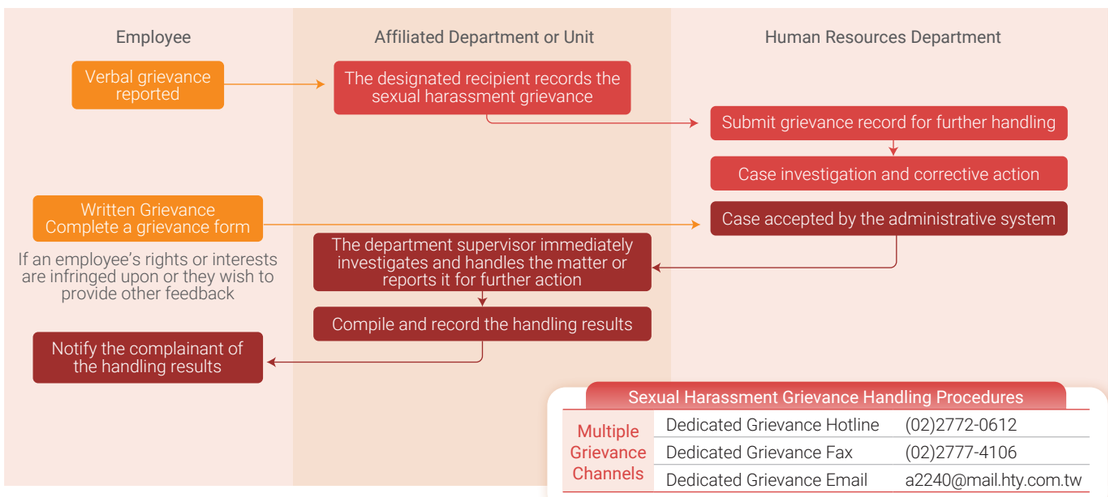
Hsin Tung Yang's headquarters and Dayuan Plant both have dedicated employee cafeterias, providing employees with a quality alternative to eating out. Professional chefs prepare nutritious meals consisting of "four dishes and one soup" fresh each day, ensuring that employees can enjoy balanced nutrition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



Sexual Harassment Grievance Handling

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

Procedures for Handling Sexual Harassment Grievances



Sexual Harassment Grievance Handling Procedures		
Multiple Grievance Channels	Dedicated Grievance Hotline	(02)2772-0612
	Dedicated Grievance Fax	(02)2777-4106
	Dedicated Grievance Email	a2240@mail.hty.com.tw

ch6

Affinity for Mutual Prosperity

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Performance Highlights

"Passing on Love" Charity Gift Box Donation Program

Cumulative Total: 93,000 Cans/Boxes

Total Value: NT$24 million

Sustainable Local Tours:Community Care Program

5 Sessions Conducted to Date

More than 500 older adults served

Cooking and Food Education Program for Rural Children

More than 300 persons

More than 200 children supported

Supporting Small-Scale Farmers Through Over a Decade of Local Pomelo Procurement

"Doing Good with Pomelos" Mid-Autumn Charity Sale

More than 1,800 kg purchased annually

Guided Children and Families on a Cultural Tour of Dihua Street

5 Sessions Conducted to Date

More than 200 participant visits

- Over 160 recipient organizations supported to date
- More than 2,000 participant visits since the launch of the festival program

Policy Commitment	Passing on the warmth of culinary traditions and human connections, the Company is committed to responding to stakeholder expectations through concrete and measurable actions, ensuring that charitable resources are aligned with local needs and demonstrating its long-term commitment to local communities.
Organizational Vision	Building on Hsin Tung Yang's brand values of "Deliciousness, Quality, and Human Warmth," the Company transforms social engagement into impactful sustainability initiatives through four strategic pillars: cultural heritage, educational support, local engagement, and sustainability in practice.

Management Actions	2025 Targets	2025 Cumulative Performance	Achievement Status	Short-term Targets (2026)	Mid-term Targets (2030)	Long-term Targets (2050)
Preserving Chinese Culinary Culture	▪ Organized six festival and food education events.	▪ Enhanced public awareness of Chinese culinary culture and sustainable diets through festival and food education programs. ▪ Organized a cumulative total of more than 18 festival and food education events, with over 500 participants.	Achieved	Hold 6–8 festival and food education programs annually, engaging 300 participants each year.	Hold 6–8 festival and food education programs annually, with cumulative participation reaching 500 participants during the period from 2027 to 2030.	Continue to follow Hsin Tung Yang's three sustainability principles: "Green Commitment," "Health and Peace of Mind," " Shared Prosperity through Companionship" to implement various initiatives.
Education and Support	▪ Launched career exploration programs for adolescents	▪ Provided underprivileged adolescents with stable school-to-work transition support and internship opportunities. ▪ Held two career exploration and workplace experience programs for adolescents and children, with cumulative participation reaching 26 participants.	Achieved	Hold youth career exploration programs annually, engaging more than 20 participants each year.	Provide more than 60 underprivileged youth with opportunities to participate in career exploration programs on a cumulative basis during the period from 2027 to 2030.	

Guided by its brand values of "Deliciousness, Quality, and Human Warmth," Hsin Tung Yang leverages the resources of its headquarters and retail network together with the philanthropic strengths of the Mai's Hsin Tung Yang Foundation to create shared value for society. The Company believes that culture is sustained through meaningful experiences, while underprivileged groups need support to envision a brighter future. Only when people develop a deeper connection to the land and greater care for society can sustainability truly take root. Centered on four strategic pillars—cultural heritage, educational support, local engagement, and sustainable practices—and driven by the core equation of "People × Compassion × Flavor," Hsin Tung Yang is committed to fostering shared prosperity by empowering individuals, strengthening family connections, and enhancing community resilience.

Hsin Tung Yang's Social Impact Roadmap

Four Core Pillars

Cultural Heritage

Preserving Experiences, Passing On Human Warmth

Educational Support

Deep Engagement, Shared Learning, Shared Prosperity

Local Engagement

Caring for the Land, Committed to Society

Sustainability in Action

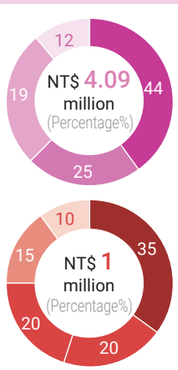
Volunteer Action, Rooting Kindness in Communities

Social Impact Hierarchy Targets

- **Individual Level** — Building Children's Confidence
- **Family Level** — Strengthening Family Connections
- **Societal Level** — Building Community Resilience

Distribution of Social Investment Resources in 2025

Hsin Tung Yang and the Mai's Hsin Tung Yang Foundation leverage their respective organizational strengths to maximize social impact through complementary resources. Hsin Tung Yang focuses on community outreach initiatives and supporting local smallholder farmers, while the Mai's Hsin Tung Yang Foundation is dedicated to cultural and educational programs, scholarships, assistance for underprivileged groups, and in-kind donations. Together, their complementary efforts enable goodwill to take root through long-term engagement and support. Hsin Tung Yang's key initiatives include the "Doing Good with Pomelos" charity campaign, the establishment of charitable retail counters, and collaborations with local farmers' associations and young farmers. (For detailed results, please refer to Section 6.5.)



Corporate Headquarters

- In-Kind Donations to Vulnerable Groups
- Financial Donations to Vulnerable Groups
- Local Sustainability Initiatives
- Donations for Educational Resources

Mai's Hsin Tung Yang Foundation

- Local Sustainability Initiatives
- Domestic Scholarships and Grants
- Holiday Donations to Vulnerable Groups
- Annual Cultural and Educational Programs
- Support for Vulnerable Groups

Doing Good with Pomelos

Highway Farmers

Young Farmers' Market

Charity Counter

Mai's Hsin Tung Yang Foundation

Since its establishment in 1984, the Mai's Hsin Tung Yang Foundation has remained committed to its founding principle of "Giving Back to Society." The Foundation primarily supports underprivileged children and youth under the age of 18. This long-standing commitment to nurturing the next generation has been demonstrated through its enduring partnership with Hsing Fu Children's Home, an organization with deep historical ties to Hsin Tung Yang. At the same time, the Foundation extends Hsin Tung Yang's expertise in the food industry to benefit society by carrying out initiatives centered on four core themes—culture, education, sustainability, and care—transforming its core values into long-term, consistent support for communities.

Hsing Fu Children's Home: : Hsin Tung Yang's Enduring Commitment to Children

Established in 1991, the Hsing Fu Children's Home was named in memory of Hsin Tung Yang founder Mr. Mai Hsin-fu, fulfilling his wish to care for children without stable family support. The then-President Mr. and Mrs. Mai personally oversaw the construction of the home, hoping to provide children affected by family hardship with a nurturing environment where they could grow up in safety, care, and happiness.

This long-standing connection has made the Hsing Fu Children's Home the primary beneficiary of the Mai's Hsin Tung Yang Foundation's child and youth care initiatives. For decades, in addition to providing consistent financial and resource support, the Foundation has organized two signature annual programs that bring employees and volunteers together to engage directly with the children, ensuring that this spirit of care continues to flourish.

August | Community Care and Sustainable Local Tour：
Employees are invited to form volunteer teams that accompany children on ecological walks and nature-based learning experiences. Through shared exploration, the program fosters environmental awareness while strengthening children's connection with the local community and the natural environment.

December | Year-End Thanksgiving Concert：
Participated annually in the Year-End Thanksgiving Concert organized by the Hsing Fu Children's Home, providing children with a welcoming stage to showcase their talents and build self-confidence. Through music, performances, and meaningful interactions, the event shares warmth and encouragement while celebrating the spirit of gratitude and giving.

ESG Website QR code

Four Core Action Plans

Preserving Chinese Culinary Culture

Strategy	With festivals and food culture at its core, Hsin Tung Yang creates cultural learning spaces that combine education and interactive experiences through hands-on activities.
Action	Co-organize Lantern Festival events with the Taipei Xia-Hai City God Temple, while continuing to promote the Pork Floss Classroom.
Historical Results	Through its physical locations, including retail stores, highway service areas, and airports, Hsin Tung Yang has engaged more than 2,000 participant visits, transforming traditional culinary craftsmanship into an experience shared across generations.

Education and Support

Strategy	Through scholarships, food education programs, and workplace experiential learning, Hsin Tung Yang provides comprehensive support for disadvantaged students, enabling them to pursue their education with confidence while exploring career development.
Action	Since 1984, Hsin Tung Yang has continuously awarded scholarships and integrated internship opportunities at Taoyuan International Airport retail facilities, food waste reduction initiatives, and gamified interactive activities to further develop students' professional skills and life competencies.
Historical Results	The food education program has benefited more than 500 teachers, students, and older adults in rural communities. More than 90% of participating interns reported improvements in workplace communication skills and confidence in their career development.

Local Engagement

Strategy	Through cultural walking tours, participation in local festivals, and exchanges with young farmers, Hsin Tung Yang transforms local communities into learning spaces that cultivate children's sense of connection to the land and social responsibility.
Action	Beginning with the offering of hand-stirred pork floss at the Birthday Celebration Festival of the Taipei Xia-Hai City God Temple, Hsin Tung Yang continues to promote cultural tours in Dadaocheng and deepen local engagement by promoting student food and agricultural education programs across various regions.
Historical Results	A total of six food and agricultural education activities have been organized, establishing a model that integrates "cultural walking tours × local agricultural products" and fostering stronger connections between the public, local culture, and agriculture across different fields.

Support for Vulnerable Groups

Strategy	By integrating nutritional support, emergency relief supplies, and educational assistance, Hsin Tung Yang has established a comprehensive care platform that responds to the practical needs of vulnerable groups.
Action	Launched the "Passing on Love" Charity Gift Box Program, partnered with social welfare organizations to distribute festive supplies and sponsor Lunar New Year reunion meals; Long provided scholarships to support financially disadvantaged students.
Historical Results	The "Passing on Love" Charity Gift Box Program has accumulated donations totaling more than NT$24 million; over five consecutive years, Hsin Tung Yang has supported Lunar New Year reunion meals for 48 organizations; and cumulative scholarships for disadvantaged students have exceeded NT$3 million.

6.1 Cultural Heritage

Hsin Tung Yang regards the preservation and transmission of Chinese culinary culture as its core corporate social responsibility. The Company is committed to transforming traditional festivals, folk craftsmanship, and the profound heritage of Chinese culinary traditions into immersive experiences for modern lifestyles. Through three key initiatives—Festival Programs, Festival Care, and Culinary Culture Education—it advances sustainability by integrating cultural preservation, public welfare, and social engagement.

6.1.1 Festival Programs

Festivals serve as emotional bonds within Chinese communities and represent a valuable cultural foundation. Guided by its spirit of craftsmanship, Hsin Tung Yang integrates the preservation of traditional craftsmanship with hands-on cultural experiences during major festive occasions, including the Lantern Festival, Cold Food Festival, Dragon Boat Festival, and Mid-Autumn Festival. Through these initiatives, the Company enables participants to gain a deeper understanding of the history and customs behind these traditional celebrations. Since the program was launched in 2020, it has attracted a cumulative total of more than 2,000 participants, successfully creating an intergenerational learning platform where cultural heritage can take root and continue to flourish in modern society.

The Lantern Festival

Master Lantern Festival Artisan | Passing on Traditional Culture Through Family Tangyuan-Making Experiences

- Two to three sessions are held annually, with **more than 100** families served in 2025.

Traditional craftsmanship is transformed into an educational resource through on-site instruction in traditional Yuanxiao (rice-flour dumplings) rolling techniques led by Hsin Tung Yang's master artisans. This initiative operated on both public welfare and cultural outreach, successfully attracting families, domestic travelers, and international tourists.

Taipei Xia-Hai City God Temple

The Dragon Boat Festival

- Two to three sessions are held annually, with **more than 100** participants each year.

Each year, Hsin Tung Yang invites children from nonprofit organizations to participate in Dragon Boat Festival activities that integrate festival stories, culinary culture, and hands-on zongzi-making workshops, enabling children to gain a deeper understanding of the cultural significance of the Dragon Boat Festival through experiential learning. The program has also been extended to the Youth Social Housing Community in Wanhua District, Taipei City, where Dragon Boat Festival-themed tabletop games are introduced to engage older adults from the local community, fostering intergenerational interaction and shared enjoyment.

GOOD FRIEND MISSION, Guardian National Association

GOOD FRIEND MISSION

Mid-Autumn Festival

Reunion Under the Full Moon

- Since its launch in 2021, the program has been held annually for five consecutive years, inviting children from nonprofit organizations to make handmade mooncakes.
- In 2025, participating children were invited to take part in both the visual design of the mooncake gift box and the production of handmade mooncakes. The completed limited-edition mooncake gift boxes were presented to long-standing supporters of the GOOD FRIEND MISSION.

Cold Food Festival

Spring Flavors: Discovering Local Heritage

- Through a cultural heritage tour of Dihua Street and a hands-on spring roll-making experience, children are introduced to the historical origins of the Cold Food Festival.

Dandelion Hope Foundation
Let Love Turn Caring Association

6.1.2 Festival Care

Wherever There Are Chinese Communities, There Is Human Warmth

For more than 20 years, Hsin Tung Yang has carried out its Festival Care Program, providing food products and daily necessities during major festive occasions—including Chinese New Year, the Dragon Boat Festival, the Mid-Autumn Festival, and Christmas—to disadvantaged families, social welfare organizations, special education institutions, and long-term care facilities across Taiwan.

- Donation Scale：From 2023 to 2025, the Company's operations across Taiwan donated goods with a total value exceeding NT$6 million.
- Tailored Support：In addition to the Company's signature products, locally inspired foods and nutritional supplies are provided based on the specific needs of recipient organizations.

Extending Care Across the Sea: Supporting Offshore Communities and Disaster-Affected Areas

Disaster Relief Support

In 2025, Hsin Tung Yang expanded relief efforts for communities affected by the Hualien earthquake. The number of recipient organizations increased from one to nine, enabling the Company to provide enhanced material assistance and ongoing care to more disaster-affected families as they rebuilt their lives, while delivering sustained support and compassion.

Christmas Giving Initiative

Since 2019, donated supplies have been packaged as Christmas gifts to bring festive warmth to recipients. In 2024, the initiative was expanded for the first time to Jibei Island, Penghu, providing children in the offshore community with specially prepared Christmas gift boxes and roasted turkey.

Future Plans

Continue to provide timely nutritional support to rural and remote communities, disaster-affected areas, and other regions with special needs, in coordination with on-site visits conducted by volunteers and non-profit organizations.

To Mai's Hsin Tung Yang Foundation

勵馨基金會 The Garden of Hope Foundation

We sincerely thank the Mai's Hsin Tung Yang Foundation for its unwavering support through 15 consecutive years of in-kind donations. Every year, the Foundation accompanies the women and children served by the Garden of Hope Foundation by preparing special gifts for the Dragon Boat Festival, Mid-Autumn Festival, Christmas, and the Lunar New Year. Each thoughtfully prepared gift from Hsin Tung Yang carries the spirit and blessings of the festive season, and social workers deliver this heartfelt care to the families they serve. Every year's donation is carefully selected and thoughtfully curated, with a variety of items that reflect genuine care and consideration. Rather than simply providing supplies, these gifts feel like meaningful presents prepared for cherished friends, allowing recipients to experience a sense of dignity and respect. As one mother served by the Foundation sincerely shared: "It truly makes me happy to feel seen."

6.1.3 The Chinese Culinary Culture

Hsin Tung Yang promotes processed food education through its signature product, pork floss, helping consumers better understand processed foods by emphasizing ingredient traceability, transparent production processes, and cultural interpretation. Through these efforts, the Company seeks to dispel common misconceptions about processed foods while fostering sustainable dietary practices.

Pork Floss Academy

Cultural Experience Program

Since 2024, Hsin Tung Yang has launched its Hand-Stirred Pork Floss Experience at its Dihua 100 store in Dadaocheng, inviting families and nonprofit organizations to experience the traditional pork floss roasting process firsthand while learning how to select high-quality pork.

Harmony Home Association,
GOOD FRIEND MISSION,
Guardian National Association

School-Based Food and Agricultural Education

Hsin Tung Yang incorporates its Pork Floss Production Machine into intergenerational food and agricultural education programs, bringing together e-commerce students, older adults, young farmers, and chefs to demonstrate the complete journey from farm to processing to the dining table.

Chien Hsin University of Science and Technology

Imperial Kitchen Hand-Stirred Pork Floss Tribute Experience

- **Integrating Local Faith and Traditional Craftsmanship**
  In conjunction with the birthday celebration of the City God (Chenghuang) and the annual "City God's Birthday" religious procession, Hsin Tung Yang organizes a Hand-Stirred Pork Floss Experience.
- **Putting the Virtuous Cycle into Practice**
  The pork floss prepared by participants is presented as a birthday tribute to the City God and is subsequently donated in its entirety as part of the Summer Relief Program to support disadvantaged local families, effectively integrating cultural tradition with meaningful charitable action.

Taipei Xia-Hai City God Temple

6.2 Educational Support

At Hsin Tung Yang, education means providing comprehensive support. For children and young people navigating their school years, life transitions, or challenging circumstances, we offer educational support that combines financial assistance, daily care, and capability development, empowering them to build resilience and thrive as the next generation.

6.2.1 Student Financial Assistance Program

Removing Barriers Through Education, Empowering Every Student's Future | Advancing Educational Equity to Transform Lives

Sustained Educational Support (Recurring Scholarship Program)

- **Long-Term Support in Taiwan**
  Since 1984, Mai's Hsin Tung Yang Foundation has worked with organizations including the Taiwan Fund for Children and Families and World Vision Taiwan to support economically disadvantaged students and families and help children learn and grow in a positive environment. To ensure that children from disadvantaged backgrounds can pursue their education without financial concerns, the Foundation has allocated more than NT$200,000 each year since 2011 to a dedicated scholarship program for students from low-income families in Taiwan, providing them with reliable, long-term educational support.

Taiwan Fund for Children and Families
World Vision

- **Educational Support for Rural Communities Overseas**
  Since 2021, Hsin Tung Yang's subsidiary in Mainland China has provided financial assistance to Xi'an Tie Yi High School to support students from economically disadvantaged families in rural and remote areas. By fully covering tuition and school-related fees throughout their three years of senior high school, the program helps ensure that financial hardship does not interrupt students' education. From 2021 to 2025, the Company contributed a cumulative total of approximately RMB 1 million to support this initiative.

Xi'an Tie Yi High School

Targeted Assistance for High-Risk Families (Occupational Accident and Rural Community Initiatives)

Freeway Bureau

- **"A Legacy of Love"**
  More Than a Decade of Continuous Support Through its "A Legacy of Love" initiative, Hsin Tung Yang has provided more than 10 years of financial assistance and long-term companionship to families affected by the 2015 National Freeway occupational accident.
- **Creating a Virtuous Cycle of Giving：**
  One of the beneficiaries—a girl who was in elementary school when she first received support—has since grown into adulthood and now actively participates in charitable initiatives herself. Her journey demonstrates how corporate care can inspire beneficiaries to give back to society.

"A Legacy of Love" Story Link

6.2.2 Career Exploration Experience

Empowering Young People to Embrace New Challenges at Life's Crossroads

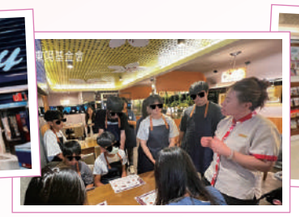
The junior and senior high school years are a critical period for students to lay the foundation for their future careers. Hsin Tung Yang provides internship opportunities before students enter the workforce, guiding them to understand how store employees serve and communicate with customers. These experiences help students develop a sense of workplace identity and become a stabilizing force in society.

Airport Retail Career Exploration Experience

Envisioning the Future: Taoyuan International Airport Retail Career Exploration Program

Inspiring Young People to Shape Their Future Careers

- Leveraging its retail operations at Taoyuan International Airport, Shin Tung Yang launched its first Airport Retail Career Exploration Program in 2025
  Under the one-on-one mentorship of experienced Hsin Tung Yang employees, 11 junior and senior high school students gained hands-on experience in both retail and food service operations. Following the program, nearly 90% of participants reported greater confidence in their future career development.



GOOD FRIEND MISSION

勵友中心的回饋

To Mai's Hsin Tung Yang Foundation

It Takes the Support of the Whole Community to Help Children Grow Up Well

We sincerely thank the Mai's Hsin Tung Yang Foundation for recognizing the needs of young people and joining us in creating meaningful and enriching experiences for the children and youth served by the GOOD FRIEND MISSION. By sharing its expertise, Hsin Tung Yang has introduced food and agricultural education through hands-on activities such as making mooncakes, wrapping rice dumplings, and experiencing the traditional process of producing fragrant pork floss. Through these interactive experiences, children not only learn about culinary traditions but also gain a deeper understanding of the cultural significance of traditional festivals. With the guided tours of the Hsin Tung Yang Airport Shopping Malls, Hsin Tung Yang provided young people with the opportunity to explore Taiwan's international gateway firsthand. Through one-day career exploration experiences, students broaden their understanding of diverse career paths and plant the seeds of future aspirations. This dual commitment to life education and career development has given these young people greater confidence and a clearer sense of direction as they move forward. We sincerely thank Hsin Tung Yang for standing with us as a steadfast partner in supporting children and youth on their journey to grow and thrive.

Children's Career Exploration Experience at Retail Stores

2025 Entrepreneurship Summer Camp: Young CEO Program

Observation × Communication × Teamwork

- Cultivating Foundational Entrepreneurial Competencies
  The Linsen retail store was transformed into a "Young CEO" Entrepreneurship Summer Camp, reflecting the commitment to giving back to society and fostering sustainable brand development. The program engaged 15 children and 12 parents in a series of activities, including brand experience sessions and gift box design workshops, to build fundamental business knowledge and strengthen teamwork skills.

6.3 Local Engagement

6.3.1 Community Engagement and Environmental Education Journey

Learning Through Connection: A Shared Learning Experience Rooted in People and Compassion

Since 2020, every August August during the summer break, the Company has mobilized employees and community partners to form volunteer teams, providing long-term, consistent intergenerational companionship for children at Hsing Fu Children's Home. Through hands-on activities such as beach cleanups, ecological guided walks, and farm exploration, the program enables children to cultivate environmental stewardship through experiential learning in natural settings while strengthening their connection to Taiwan's land and environment.

Our Journey

2025 | Nurturing Hearts Through Food and Travel: A Shared Learning Journey from Cultural Understanding to Food Appreciation | Zhongzhen New Village, Taoyuan, Peifang Farm

Cultural Immersion × Food and Agricultural Education × Ecological Observation

- Peaceful Coexistence and Inclusion
  Local students served as young tour guides, sharing the history of the Kuomintang (KMT) Lost Army communities of the Golden Triangle, enabling participants not only to learn about this unique cultural heritage but also to become active contributors to its preservation and transmission.
- From Farm to Table
  Participants entered the fields to harvest and prepare ingredients firsthand, transforming the abstract concept of food appreciation into a tangible experience through hands-on agricultural activities.

Hsing Fu Children's Home

Historical Activities

2024 Lowland Forest Adventure

Discovering Nature's Resilience Through Ecological Restoration

Alibang Ecological Farm, Shiding

2023 Coral our Earth

Beach Cleanup and Coral Reef Restoration with Over 100 Participants

National Museum of Marine Science and Technology, Keelung

2020 Beach Cleanup Initiative

Protecting Loggerhead Sea Turtle Habitats and Exploring Wetland Ecosystems

Lize Sand Dunes, Yilan

2022 A Promise to Seabirds

Stream Exploration and Water Resources Education

Baimi River and Alishi Stream in Su'ao Township

Note: Due to the COVID-19 pandemic, the annual community engagement and local sustainability program was suspended in 2021.

幸福愛兒園

Stakeholder Feedback

To Hsin Tung Yang

We are deeply grateful for Hsin Tung Yang's unwavering support over the past four decades, which began in 1987 when the Company helped acquire the land for the establishment of our children's home. The home was named after Mr. Mai Hsin-Fu, the founder of Hsin Tung Yang, symbolizing the hope that every child will grow up with happiness and a brighter future. Today, this spirit of care has been carried forward by current President Mr. and Mrs. Mai Sheng Yang and the Hsin Tung Yang team. Through their long-term companionship and heartfelt engagement, they continue to support the children of Hsing Fu Children's Home as they grow with confidence in a caring environment. In addition, donation receipt boxes placed at Hsin Tung Yang's operating locations and retail stores across Taiwan have quietly brought together the goodwill of countless customers, providing enduring support for our daily operations over the years.

To Mai's Hsin Tung Yang Foundation

We sincerely thank the Mai's Hsin Tung Yang Foundation for its long-standing commitment to planning enriching and educational experiential activities. From beach cleanups, river cleanups, and marine ecological conservation in the early years to recent guided tours of multicultural communities and hands-on farm harvesting experiences, the Foundation has led children beyond the classroom to deepen their understanding of ecology, the land, and diverse historical and cultural backgrounds. These thoughtfully designed activities, together with the Foundation's warm companionship, have become invaluable nourishment for the children's growth. They have not only fostered values of compassion and friendship but also empowered the children to explore the world with confidence and embrace a brighter future. We extend our heartfelt appreciation once again to the Mai's Hsin Tung Yang Foundation for its enduring support and dedication, which has provided the children with more opportunities to discover the world, better understand themselves, and experience the warmth of love and kindness.

6.3.2 Cultural Tour of Dihua Street

Reconnecting with the Land Through Dadaocheng as a Living Classroom

Since 2021, the historic Hsin Tung Yang Dihua 100 Store, a Baroque-style heritage building, has served as the hub for transforming the Dadaocheng district into a cultural experience venue through locally guided walking tours and sensory-based experiential activities, thereby fostering a renewed sense of place and cultural identity.

Dadaocheng Cultural Heritage Guided Tours and Family Experience Program

Hosted the "Dihua 100 Summer of Gratitude – Family Appreciation Lunch" community dining event in 2025.

- Between 2021 and 2025, a total of 15 guided tour and experiential activities were organized, engaging more than 400 children and family participants.
- Integrated Dadaocheng cultural heritage tour guides and professional instructors, while collaborating with multiple social welfare partners, including the Taipei Adventist Foundation, 1919 Food Bank, GOOD FRIEND MISSION, and Harmony Home Association.

The Guardian - National Association for Children and Family

6.3.3 Food and Agricultural Education

Engaging with the Land to Rediscover the Origins of Food

Hsin Tung Yang has long been committed to promoting food and agricultural education. Through partnerships with farms and schools, participants are guided to reconnect with the land through hands-on experiences, fostering respect for the land, a sense of responsibility, and a deeper understanding of the relationship between food and its origins.

Food and Agricultural Education Program – A Learning Journey from Farm to Table

Advancing Sustainability and Strengthening Connections with the Land

- Promoted the principles of "Food Waste Reduction, Slow Food, and Whole-Food Utilization" to cultivate awareness of environmental protection, organic agriculture, and low-carbon diets. In collaboration with local farmers' associations, Taoyuan Municipal Longtan Senior High School, and Peifang Organic Farm, multiple food and agricultural experiential activities were organized for diverse participant groups ranging from elementary school students to university students.

Peifang Organic Farm, Longtan Senior High School, Taipei Adventist Hospital, Beishi Elementary School, and Hua Xun Elementary School

6.4 Support for Vulnerable Groups

6.4.1 Passing on Love

Legacy of Love Philanthropic Program: A Long-Term Commitment to Caring and Giving

Since 2015, Hsin Tung Yang has launched the Legacy of Love charitable gift box campaign annually during the Lunar New Year and Mid-Autumn Festival, inviting the public to participate in charitable giving. Leveraging its core competencies in the food industry, the Company fulfills its "Buy One, Donate One" commitment: for every Legacy of Love gift box sold, Hsin Tung Yang donates one package of high-quality, nutritious food products, delivering the generosity of consumers to those in need. As of 2025, through the collective support of consumers, a total of 93,282 cans/gift boxes had been donated, with the cumulative donation value reaching NT$24,741,046.

Seasonal Care Initiatives: Addressing the Needs of Vulnerable Communities

Lunar New Year: Supporting the healthy growth and development of disadvantaged children

In collaboration with charitable organizations, we donate high-quality protein-rich food products, including sailfish floss and canned tuna in water, to help meet the nutritional needs of children.

World Peace Association, Andrew Food Bank

Mid-Autumn Festival: Bringing companionship and festive warmth to older adults facing the "three losses" (loss of family support, health, and financial security)

ocusing on older adults experiencing the "three losses"—loss of family support, physical disability, and dementia—the Company provides easily digestible, nutrient-rich meat floss and ready-to-eat meal pouches to enhance their nutritional intake and improve their quality of life through better nutrition.

Eden Social Welfare Foundation, Huashan Social Welfare Foundation

1919 Food Bank Relief Food Packages: Overcoming Storage and Geographic Barriers

Hsin Tung Yang has maintained a long-term partnership with the 1919 Food Bank to ensure that donated food supplies are efficiently delivered to families and individuals in need across Taiwan.

Website Link

- Standardized Relief Food Packages：Through dedicated sections on the Hsin Tung Yang Action Shopping App and the Company's official website, individual donations are transformed into standardized food packages containing nutritious, shelf-stable food products.
- Addressing Storage Challenges：For beneficiary households without access to refrigeration, canned foods and ready-to-eat meal pouches are provided to ensure food supplies can be safely stored and used over an extended period.
- Targeted Distribution of Relief Supplies：Leveraging the professional distribution network of the 1919 Food Bank, public donations are delivered directly to families in need throughout Taiwan.

6.4.2 Public Welfare Initiatives

Hsin Tung Yang and the Mai's Hsin Tung Yang Foundation have long been committed to advancing public welfare through a wide range of initiatives, including in-kind donations, sponsorships, scholarships and educational grants, volunteer services, and the organization of charitable activities. Building on its core strengths in the food industry, Hsin Tung Yang actively promotes food and agricultural education while supporting disadvantaged communities, rural and underserved areas, children, and older adults. In recent years, the Company's public welfare efforts have further expanded to include the fields of arts, culture, education, and sports events. Going forward, Hsin Tung Yang will continue to broaden the reach of its public welfare initiatives, extending care and support to those who need it most.

Area of Public Welfare

	Collaborative Partners	Initiatives over the Years
Nutrition and Food Care	▪ Public welfare organizations across Taiwan ▪ New Taipei City Department of Social Welfare	▪ Lunar New Year Reunion Meal Program: For five consecutive years (2021–2025), we implemented the Lunar New Year Reunion Meal Donation Program, contributing more than NT$320,000 in total to support 48 social welfare organizations and families. ▪ Long-term support for the New Taipei City Food Sharing Program through donations of high-quality meat products. ▪ Promoted festive cultural initiatives to preserve traditional cultural heritage. ▪ Organized food culture education and experiential activities.
Support for Rural Development	▪ Taipei Adventist Foundation ▪ Kaohsiung Joy Baby Community Association ▪ Xincheng Township, Hualien County	▪ Donated supplies to support free medical outreach services and handicraft programs in rural communities. ▪ Donated supplies to support after-school companionship programs for children in rural communities. ▪ Donated the Happy Rural-Urban Shuttle Bus to remote areas in Hualien in 2022.
Education for Schoolchildren	▪ World Vision ▪ Taiwan Fund for Children and Families ▪ Taipei Adventist Foundation	▪ Since 2011, we have provided long-term sponsorship for student scholarships, with cumulative contributions exceeding NT$3 million. ▪ Supporting the sustainable local community initiative through companionship activities at Hsing Fu Children's Home. ▪ Donated supplies to support the Taiwan Adventist Foundation's Children's Summer Camp.
Arts and Cultural Education	▪ C.F.E.E. Association ▪ Hsing Fu Children's Home ▪ Second Life Film and Omnimedia Co., Ltd.	▪ Since 2019, we have supported the Impression Yongkang Painting Competition held at Yongkang Park in Taipei City through the donation of event supplies. ▪ Participated annually in the Thanksgiving Concert for Hsing Fu Children's Home. ▪ Sponsored the film Second Life, which tells the story of a visually impaired swimmer successfully crossing Sun Moon Lake.
Sporting Events	▪ Guans Elementary School ▪ CTBC Brothers Baseball Team ▪ Huashan Social Welfare Foundation	▪ Long-term sponsorship of the baseball team at Guans Elementary School, Hsinchu County ▪ Sponsorship of the CTBC Brothers Baseball Team ▪ Sponsorship of the Huashan Social Welfare Foundation's 2025 Celebrity Charity Baseball Game through Financial Support and Donations of Charity Bazaar Supplies

6.5 Channel Influence

Leveraging the strategic advantages of its transportation hub locations, Hsin Tung Yang transforms airports into platforms for arts and cultural exchange while developing freeway service areas into gateways that connect travelers with local culture. Through the strength of its distribution channels, Hsin Tung Yang brings together travelers, young farmers, and schoolchildren in rural communities, putting its sustainability commitments to culture, education, and local engagement into meaningful action.

6.5.1 Airport Shopping Malls

Taoyuan International Airport

Turn Left, Turn Right | Creating the "Traveler's Plaza" Art Space

In collaboration with Jimmy Liao's creative team, Hsin Tung Yang created "Traveler's Plaza," an art installation themed on Turn Left, Turn Right in Terminal 1 of Taoyuan International Airport. The installation aims to offer travelers a welcoming experience infused with the essence of Taiwan, creating a soothing atmosphere while transforming the airport's rest area into a cultural gateway.

Taoyuan International Airport

Christmas Afternoon Music Celebration

Hsin Tung Yang invited Golden Melody Awards–nominated duo Dandan Maomao to deliver a special live performance, complemented by light refreshments for travelers. The event showcased the airport's role as a vibrant space for cultural engagement while enriching the overall travel experience.

CHIAYUM

Partnered with CHIAYUM, the agricultural branding initiative of the Chiayi County Government, to establish a dedicated retail section, bringing premium agricultural specialties from Chiayi directly to travelers.

Taipei Songshan Airport

Taipei Philharmonic | Christmas Concert

Invited the Taipei Philharmonic Youth Orchestra to perform, providing a platform for young musicians to showcase their talent.

Autumn Moon | Mid-Autumn Festival Music Celebration

Invited visually impaired performers from the The Heartlight Foundation to perform, promoting the values of diversity, inclusion, and social equity.

6.5.2 National Freeway Service Area

United Support Across Four Freeway Service Areas: Guanxi, Xihu, Nantou, and Xiluo

Doing Good with Pomelos

For 10 consecutive years, the Company has organized a Mid-Autumn Festival charity sale, purchasing more than 1,800 kilograms of locally grown pomelos annually. In recent years, leopard cat-friendly pomelos have also been introduced. All proceeds are donated to local schools and social welfare organizations in need, supporting both ecological conservation and disadvantaged communities.

Freeway Mazu Pilgrimage

For four consecutive years, Hsin Tung Yang has partnered with Xiluo Guangfu Temple and the Freeway Bureau to organize the "Mazu Blessings for Safe Journeys on the Freeway" pilgrimage event, integrating Taiwan's unique freeway religious culture with the promotion of road safety.

Yunlin Goods

Long supported the marketing and distribution of Yunlin Goods by establishing dedicated retail sections and organizing seasonal promotional fairs during major holidays. These initiatives transform premium agricultural products into popular gift items while helping local smallholder farmers expand their market channels.

Farmers' Direct Sales Market / Young Farmers' Market

High-visibility sales platforms within its freeway service areas, encouraging direct interaction between farmers and travelers and enabling road users to support local farmers through their purchases.

Street Performers

Long provided free performance venues for street performers, including disadvantaged and performers with disabilities, helping them secure stable income opportunities and livelihoods.

Guanxi Service Area

Pickled Mustard Greens Festival and Dried Persimmon Festival

Regularly hosts local cultural festivals that celebrate Hsinchu's distinctive agricultural heritage and Hakka traditions. The Dried Persimmon Festival, held only during the autumn and winter seasons, showcases seasonal dried persimmons produced under the influence of Hsinchu's renowned Jiujiang Wind and traditional Hakka craftsmanship. In addition, the Pickled Mustard Greens Festival, now in its 13th consecutive year, recreates the traditional mustard greens drying process and offers complimentary pickled mustard greens soup, providing travelers with an immersive experience of Hakka culinary culture through the nation's freeway network.

Taoyuan Agriculture

In partnership with the Department of Agriculture, Taoyuan City Government, we established a dedicated exhibition and retail area featuring 15 locally produced agricultural specialty products. By leveraging its extensive retail network, the Company supports young farmers in expanding opportunities in both the domestic tourism and international markets.

Integrating Local Hakka Cultural Experiences

Creates an immersive Hakka cultural experience through Hakka music, language learning, authentic Hakka cuisine, and locally inspired lunch boxes, promoting appreciation of the region's rich cultural heritage.

Earth Day | Sharing Homegrown Tree Seedlings

In celebration of Earth Day, the Company provides self-cultivated tree seedlings, including Buddhist pine (Podocarpus macrophyllus) and Japanese fern tree (Nageia nagi), free of charge to the public. Since 2016, approximately 2,200 seedlings have been distributed.

Xihu Service Area

The Flavors of Miaoli

In partnership with the Miaoli County Government, Hsin Tung Yang established a dedicated retail section at the Xihu Freeway Service Area, introducing an initial selection of 14 carefully curated local agricultural products and processed food items. The initiative helps promote high-quality local produce to consumers across Taiwan.

Pomelos at Xihu

The Xihu Freeway Service Area serves as a core sales platform for local pomelos, providing a convenient marketing channel that connects premium Xihu pomelos directly with road users while generating tangible economic benefits for local farmers.

Leopard Cat–Friendly Ecological Education

Centered on the concept of Satoyama living in harmony with nature, Hsin Tung Yang has established a leopard cat–friendly service area through landscape design, ecological education, and public donation initiatives. Together with travelers, the Company is committed to protecting the leopard cat habitat in Taiwan's low-elevation hill landscapes.

Nantou Service Area

Providing Complimentary Charity Bazaar Venues

Provides complimentary venues for social welfare organizations to host Lunar New Year charity bazaars, helping transform public goodwill into meaningful support and tangible resources for communities in need.

Indigenous Peoples Cultural Month

For more than ten consecutive years, Indigenous Peoples Month has been held, offering a rich experience of tribal culture through traditional song and dance performances, as well as exhibitions of craftsmanship.

Green Plum Festival

Each April, Hsin Tung Yang partners with the Xinyi Township Farmers' Association to host a seasonal Plum DIY Workshop, inviting travelers to experience the sweet-and-tangy flavors of spring while learning about local plum culture.

Xiluo Service Area

Supporting Sheltered Employment Through Every Purchase

A dedicated Hearty Farm Charity Counter has been established at the service area, providing individuals in sheltered employment with a platform to showcase and sell agricultural products and build confidence in the workplace.

Black Soybean Festival

For three consecutive years, we have partnered with the Agriculture and Food Agency, Ministry of Agriculture, together with local agricultural organizations, to transform the Xiluo Freeway Service Area into a hub for promoting soybean culture.

Promoting Yunlin Agricultural Products | Bananas & Cabbages

In partnership with the Yunlin County Government, Hsin Tung Yang promotes locally grown fresh produce through product showcases and creative culinary demonstrations. Consumers can also purchase featured products via the official "Jiu Ai Yunlin" online platform, supporting farm-to-consumer distribution, reducing food miles, and strengthening local agriculture.

6.5.3 Retail Counters

Stores

Hsing-Fu Children's Home Donation Box Invoice

Donation boxes are installed at all retail stores and counters, with all proceeds donated to Hsing Fu Children's Home.

"Freeway Travel & Shopping Guide" | Seasonal Publication

Through its quarterly publication, Freeway Travel & Shopping Guide, Hsin Tung Yang showcases seasonal agricultural specialties and featured products while promoting seasonal events held at freeway service areas. The publication raises public awareness of Taiwan's local agricultural products and transforms freeway service areas into sustainable platforms for promoting local industries.

Appendix I：ESG Information

Table 1-1: Historical Operating and Financial Performance

Unit: NT$ thousands

Historical Operating and Financial Performance			
Item	2023	2024	2025
Operating Revenue (A)	3,550,539	3,492,585	3,452,753
Operating Cost (B)	1,853,567	1,790,607	1,818,137
Net Income After Tax	73,389	129,877	13,571
Net Profit Margin (%)	2.07	3.72	0.03
Retained Earnings	602,823	658,469	709,120
Earnings per Share (NT$)	0.83	1.48	0.15
Return on Equity (%)	2.35	3.90	0.30
Return on Assets (%)	1.43	2.38	0.01
Total Government Financial Assistance Received	35	25	13
Employee Wages and Benefits (C)	451,148	517,041	537,152
Payments to Providers of Capital (D)	88,000	44,000	44,000
Donation (E)	7,197	4,583	4,096
Payments to Government (F)	4,228	152	2,386
Economic Value Retained (G)=(A-B-C-D-E-F)	1,146,399	1,136,202	1,046,982

[Note 1] Payments to Providers of Capital: Total Amount of Dividends Distributed

[Note 2] Government financial assistance includes only childcare subsidies, maternity check-up leave subsidies, and paternity leave subsidies, and therefore represents no shareholding in the Company's ownership structure.

Table 2-1: Statistics on the Production Volume of Dayuan Plant Obtaining Independent Third-Party Assurance Related to Food Safety

International Food Safety Management System Assurance Items	Assurance Validity Period	2023		2024		2025	
		Total Production Volume (Metric Tons)	Total Production Volume Percentage (%)	Total Production Volume (Metric Tons)	Total Production Volume Percentage (%)	Total Production Volume (Metric Tons)	Total Production Volume Percentage (%)
▪ ISO 9001 ▪ ISO 22000 ▪ HACCP ▪ FSSC 22000	2026/11/16	2,861	95%	3,020	95%	3,140	85%

Product Type	Product Item
Livestock and Poultry Meat Processing Products	Ham, Chinese-style sausage, Western-style sausage, bacon, chicken floss, pork floss, Chinese cured pork, and canned pork products
Aquatic Products	Fish floss
Pastry Products	Pineapple cake production line, handmade fruit pastry production line, mung bean cake, frozen mung bean cake, mooncakes, new year rice cakes
Snack Food Products	Bamboo shoots with beans, roasted jerky, stir-fried jerky, and shredded pork

Table 2-2: TNFD Sensitive Area Location Analysis for Hsin Tung Yang's Operating Sites

Category	Adjacent Areas	Operating Site	Distance (km)
Locally Significant Wetland	The Nangang 202 Arsenal and its surrounding significant wetlands	Hoja Popcorn Chicken (Department Store Food Counter)	1.7

Category	Adjacent Areas	Operating Site	Distance (km)
Nationally Significant Wetlands	Significant wetlands within the Tamsui river basin	Tamsui Branch (Retail Store)	0.2
		Dihua 100 (Retail Store)	0.3
		Sanchong Branch (Retail Store)	0.3
		Sanchong Office (Business Location)	0.4
		Yonghe Branch (Retail Store)	0.5
		Xining Branch (Retail Store)	0.5
		Wuchang Branch (Retail Store)	1
		Shin Kong Mitsukoshi Taipei Main Station Front Store (Department Store Counter)	1.1
		Shin Kong Mitsukoshi Nanjing Store (Department Store Counter)	1.5
		Xinyi Branch (Retail Store)	1.6
		Banqiao Branch No. 2 (Retail Store)	1.6
		Banqiao Branch No. 1 (Retail Store)	1.6
		Linsen Branch No. 1 (Retail Store)	1.8
Nationally Significant Wetlands	Taoyuan's Reservoir and Canal Important Wetland	SOGO Zhongli Department Store Counter (Department Store Counter)	0.7
		Zhongli Branch No. 1 (Retail Store)	1.4
		Phase 1 Food Court Taiwan Specialty Products Collection (Airport Shopping Mall Store)	1.5
		Phase 1 Chen Hao Shih Inn Hakka Restaurant (Airport Shopping Mall Store)	1.5
		Phase I Indigenous Fine Arts and Crafts Exhibition and Sales Area (Airport Shopping Mall)	1.5
		Phase I Travel and Cultural Creative Lifestyle Center (Airport Shopping Mall)	1.5
		Phase I Exhibition and Sales Area for Popular Local Specialty Products (Airport Shopping Mall)	1.5
		Phase I Formosa Delicacies Specialty Street (Airport Shopping Mall)	1.5
		Phase I Taiwan Specialty and Handicraft Exhibition and Sales Pavilion (Airport Shopping Mall)	1.5
		Phase I Traveler's Boutique (Airport Shopping Mall)	1.5
		Phase I Zhen-Ching Feng-Wei Store (Airport Shopping Mall)	1.5
		Phase I Food Court (Airport Shopping Mall)	1.5
		Phase I Taiwan Specialty Products Pavilion (Airport Shopping Mall)	1.5
		TaiMall Taoyuan Concession (Department Store Counter)	1.5
National Park	Shoushan National Nature Park	Siwei Branch (Retail Store)	1

Table 2-3: Overview of Hsin Tung Yang Dayuan Plant's Greenhouse Gas Emissions Over the Past Three Years

Year	2023	2024	2025
Scope 1 (metric tons of CO_2e)	285.550	270.081	744.545
Scope 2 (metric tons of CO_2e)	5,886.146	5,791.505	4,763.125
Total Emissions (metric tons of CO_2e)	6,171.696	6,061.586	5,507.670
Total Production Value (NT$ thousand)	893,079.401	903,267.582	974,793.691
Emissions Intensity (metric tons of CO_2e /NT$ million)	6.91	6.71	5.65

Note:

- Emission intensity calculation: Annual total greenhouse gas emissions ÷ the Dayuan Plant's annual total production value.
- In accordance with the Ministry of Environment's reporting requirements, *the Total Emissions (Total Reported Emissions) represent the sum of the emissions from all individual emission sources, with the final value rounded to three decimal places.

Table 2-4: Overview of Internal and External Energy Consumption at the Dayuan Plant over the Past Three Years

Energy/Year		2023		2024		2025	
		Energy Consumption (GJ)	Percentage (%)	Energy Consumption (GJ)	Percentage (%)	Energy Consumption (GJ)	Percentage (%)
Non-Renewable Energy Consumption (A)	Gasoline	-	-	-	-	89	0.16%
	Diesel	-	-	-	-	286	0.50%
	Liquefied petroleum gas (LPG)	4,788	8.46%	4,969	8.17%	4,444	7.85%
	Total (A)	4,788	8.46%	4,969	8.17%	4,818	8.51%
Renewable Fuel Consumption (B)		0	0%	0	0%	0	0%
Purchased Energy Consumption (C)	Purchased Electricity	24,267	42.87%	24,253	42.20%	22,614	39.97%
	Purchased Steam	27,550	48.67%	28,245	49.15%	29,150	51.52%
	Total (C)	51,817	91.54%	52,498	91.35%	51,764	91.49%
Sold Energy (D)	Solar Power Generation	1,762	100%	1,699	100%	1,744	100%
Total Energy Consumption（E= A+B+C-D）		56,605	100%	57,467	100%	56,582	100%
Annual Total Production Value (NT$ million)		893	-	903	-	975	-

Note:1.The Dayuan Plant did not use renewable energy, purchased heating or purchased cooling during the reporting period from 2023 to 2025.

2. All electricity generated from the Dayuan Plant's on-site solar photovoltaic system was sold to Taiwan Power Company. Accordingly, there was no self-generated but unconsumed electricity, heating, cooling, or steam.

Table 2-5: Statistics on Energy Saving Performance by Type of Operating Site

Energy Saving Performance of the Dayuan Plant (2023–2025)				
Item	Number of Case	Annual Energy Savings	Unit	Converted to Joules (J)
Replacement of Conventional Lighting Systems with LED Lighting	3	17,035	kWh	Approximately 61.34 GJ
Improvements to Air Conditioning and Process Equipment	5	1,213,885	kWh	Approximately 4,370.77 GJ
Boiler Fuel Switched from Fuel Oil to Cleaner Fuel (Natural Gas)	1	208	kL (kiloliters)	Approximately 7,514.6 GJ
Improvement of the Utilization Efficiency of Purchased Cogeneration Steam	3	78,432.46	Kilogram	Approximately 219.74 GJ

Note: 1 kWh = 3.6×10^6 joules (J); 1 kiloliter of oil equivalent (kLOE) = 0.9 metric tons of oil equivalent = 37.8 GJ.

Energy Saving Performance of National Freeway Service Areas (2023–2025)				
Item	Number of Case	Annual Energy Savings	Unit	Converted to Joules (J)
2023 Energy-Saving Measures	4	412,806	kWh	1.49×10^{12}
2024 Energy-Saving Measures	4	577,929	kWh	2.08×10^{12}
2025 Energy-Saving Measures	4	743,051	kWh	2.67×10^{12}

Energy Saving Performance of Airport Shopping Mall (2023–2025)				
Item	Number of Case	Annual Energy Savings	Unit	Converted to Joules (J)
2023 Energy-Saving Measures	3	43,793	kWh	1.58×10^{11}
2024 Energy-Saving Measures	3	58,391	kWh	2.10×10^{11}
2025 Energy-Saving Measures	3	72,989	kWh	2.63×10^{11}

Note:1.The total annual electricity consumption of the three airport commercial facilities was approximately 729,889 kWh. The energy-saving rates were reasonably estimated based on the characteristics of commercial facilities, increasing progressively from 6% to 10%.

2.Conversion formula: 1 kWh = 3.6×10^6 J

3.The data presented are standardized estimates of energy-saving performance. An Energy Management System (EMS) will be implemented in the future to further improve data accuracy.

Table 2-6: Statistics of Water Consumption for the Dayuan Plant

Item	Water Source	2023	2024	2025
Water Withdrawal (million liters)	Water from third parties	74.05	72.22	73.82
Water Discharge (million liters)	Water from third parties	66.26	47.47	53.20
Water Consumption (million liters)	Water from third parties	7.79	24.75	20.62

Note:1.Third-party water sources primarily consisted of municipal tap water.
2.From 2023 to 2025, the Dayuan Plant did not conduct any water withdrawal from or water discharge to surface water, groundwater, or seawater. Therefore, no related statistical data are available.

Table 3-1: 2025 Food Safety Education and Training (Internal and External)

Category	Course Category	Training Hours	Participants (Person-times)
Internal Training	On-Site Machinery and Production Equipment Operation Training	266	146
	Food Safety and Hygiene Regulations and Standards Training	384	384
	In-Plant Sanitation and Hygiene Management Training	74	149
	Food Allergen Management and Food Defense Training	369	369
	Subtotal	1,093	1,048
External Training	Food Safety and Hygiene Regulations, Requirements, and Audit Essentials	28	5
	Food Processing Technology and Equipment Operation	19	3
	Food Manufacturing and Quality Management	64	7
	Prevention and Management of Allergen, Microbial, and Pest Contamination	4	1
	Correction of Food Safety Anomalies, Resolution of Customer Complaints, and Crisis Management	6	1
	International Certification Programs (HACCP and CAS Certification)	88	15
	Other Specialized Skills and Knowledge Management Training	33	2
	Subtotal	242	34
	Total	1,335	1,082

Table 3-2: Inspection Results of Hsin Tung Yang's In-house Laboratory and Third-Party Testing Laboratories

2025 Hsin Tung Yang Laboratory Self-Inspection Results			
Category	Inspection Items	Sample Size	Pass Rate
Product	Microbiological Analysis	2,035	99.85%
Raw Materials	Drug Residues / Microbiological Analysis	907	97.68%

2025 Third-Party Inspection Results			
Category	Inspection Items	Sample Size	Pass Rate
Product	Microbiological Analysis / Heavy Metals / Drug Residues	178	98.88%
Raw Materials	Drug Residues / Migration Testing	81	100%
Materials	Dissolution Testing	15	100%

Statistics of 2025 Hsin Tung Yang Laboratory Expenditure (Unit: NT$ thousand)		
Category	Expenditure Item	Expenditure Amount
Product Testing	Outsourced Testing Expenses	1,386.30
Equipment Maintenance	Equipment Depreciation	69.88
Others	Other Expenditures (including personnel expenses and miscellaneous expenses)	5,352.90
Total Amount		6,809.08
Share of Hsin Tung Yang's Operating Revenue (%)		0.2%

Note: Calculated based on operating revenue of NT$3,452,950 thousand as reported in Hsin Tung Yang's 2025 separate financial statements.

Table 3-3: Statistics of the Proportion of Hsin Tung Yang's Green Product Sales and Total Product Revenue

Green Certification Labels	Issuing Organization	2023		2024		2025	
		Sales	Percentage	Sales	Percentage	Sales	Percentage
Senior-Friendly Eatender	Ministry of Agriculture	26,458	3.40%	24,725	3.10%	29,719	3.80%
Carbon Footprint Label[Note 2]	Ministry of the Environment	78,643	10.20%	87,692	11.00%	71,670	9.10%
Clean Label	China Grain Products Research and Development Institute	757	0.10%	5,580	0.70%	5,952	0.80%
Total Revenue and Proportion of Green Products		105,858	13.80%	117,996	14.80%	107,341	13.60%[Note 1]

Note：1.Due to the temporary suspension of product shipments during the integration of external retail channels (PX Mart and RT-Mart), as well as adjustments to the Company's product portfolio, the revenue share of green products declined to below 14% in 2025.
2.Carbon footprint label statistics do not include sales of products that obtained carbon footprint labels in 2026. (In 2024, one product each in the jerky, sausage, and pineapple cake categories was submitted for review and obtained carbon footprint labels in April 2026.)

Table 4-1: 2023–2025 National Freeway Service Area Counter Evaluation Results

Service/Area		Guanxi		Xihu		Nantou (including Dongcaotun)		Xiluo		Qingshui	
		Number of Counters	Percentage	Number of Counters	Percentage	Number of Counters	Percentage	Number of Counters	Percentage	Number of Counters	Percentage
2023	Outstanding	2	9.1%	20	95.2%	—	—	35	100%	22	64.7%
	Good	12	54.5%	1	4.8%	—	—	0	0%	11	32.4%
	Qualified	8	36.4%	0	0%	—	—	0	0%	1	2.9%
	Total	22	100%	21	100%	-	-	35	100%	34	100%
2024	Outstanding	7	29.2%	—	—	12	66.7%	21	58.3%	—	—
	Good	14	58.3%	—	—	5	27.8%	13	36.1%	—	—
	Qualified	3	12.5%	—	—	1	5.6%	2	5.6%	—	—
	Total	24	100%	-	-	18	100%	36	100%	-	-
2025	Outstanding	7	29.2%	24	92.4%	10	47.6%	26	72.2%	—	—
	Good	17	70.8%	1	3.8%	11	52.4%	10	27.8%	—	—
	Qualified	0	0%	1	3.8%	0	0%	0	0%	—	—
	Total	24	100%	26	100%	21	100%	36	100%	-	-

Note:1.The evaluation result represents the average of the monthly evaluation scores recorded from January 2023 through December 2025.
2.Evaluation Criteria and Ratings: Exceptional—audit score of 90 or above; Outstanding—audit score of 85 or above; Qualified—audit score of 80 or above.
3.Evaluation Items and Weighting: Daily Operations (20%), Third-party Verification Food Safety Evaluation (30%), and Counter Performance Growth Percentage (50%).
4.Due to renovations conducted at the Nantou Service Area in 2023 and the Xihu Service Area in 2024, data for those periods are unavailable. Regarding the Qingshui Service Area, the operating rights were transferred in 2024; consequently, only data for 2023 are provided.

Table 4-2: National Highway Service Area Annual Counter Meeting

Year	Total Number of Counters	Number of Attendees	Attendance Rate (%)[Note 1]
2023	121[Note 2]	50	41%
2024	98	56	57%
2025	97	46	47%

Note:1.Attendance status explanation: Some partners operate concession counters across multiple channels (such as different service areas). To optimize communication efficiency, brand representatives are generally assigned to attend and participate on behalf of the brand. Due to this attendance arrangement, the attendance rate was approximately 50%.
2.The number of concession counters in 2023 includes the Qing Shui Service Area; therefore, the number of concession counters was higher compared with 2024 and 2025.

Table 4-3: Statistics on Raw Material Suppliers Meeting Verification Standards (2023–2025)

Category	Verification Criteria Met	2023		2024		2025	
		Number of Suppliers	Procurement Percentage (%)	Number of Suppliers	Procurement Percentage (%)	Number of Suppliers	Procurement Percentage (%)
Food Safety	ISO 22000	130	50%	138	51%	135	51.53%
	HACCP	120	46%	128	47%	129	49.24%
	FSSC 22000	30	11%	32	12%	33	12.6%
	GMP	2	1.1%	3	1.13%	3	1.15%
Product Verification	TAP Production and Sales Traceability Record	11	4%	12	4%	13	4.96%
	CAS	17	7.1%	18	7.2%	19	7.25%
	Organic Certification	11	4.3%	11	4.1%	11	4.2%
	HALAL	55	21.1%	55	20.5%	54	20.61%
Quality Management	ISO 9001	31	12%	36	13%	33	12.6%
	TQF	8	3%	11	4%	10	3.82%
Environmental Management	FSC (Forest Stewardship Council) Certification	4	2%	4	1%	4	1.53%
	Environmental Label	1	0.36%	1	0.39%	1	0.38%
	Compliant with Green Supply Chain Requirements	253	97%	261	96.7%	254	96.95%

Table 4-4: Local Young Farmer Market Event

Year	2023		2024		2025	
	Number of Events	Sales Amount (NT$ thousand)	Number of Events	Sales Amount (NT$ thousand)	Number of Events	Sales Amount (NT$ thousand)
Market Events	9	3,185	9	3,076	25	5,540
Temporary Farmers' Booths	17	59,852	27	54,987	33	68,678
Total	36	63,037	33	58,063	58	74,218

Table 5-1. Distribution of Employees by Work Location

Year	2023				2024				2025			
Work Location	Northern Region	Central Region	Southern Region	Eastern Region	Northern Region	Central Region	Southern Region	Eastern Region	Northern Region	Central Region	Southern Region	Eastern Region
Total Number of Employees	811	221	46	0	834	191	45	0	828	202	43	0
Number of Permanent Employees	811	221	46	0	834	191	45	0	828	202	43	0
Number of Temporary Employees	0	0	0	0	0	0	0	0	0	0	0	0
Number of Employees Without Guaranteed Hours	0	0	0	0	0	0	0	0	0	0	0	0
Number of Full-Time Employees	684	175	30	0	687	144	28	0	683	143	28	0
Number of Part-Time Employees	127	46	16	0	147	47	17	0	145	59	15	0

Note:1.The Northern Region comprises Taipei City, New Taipei City, Keelung City, Taoyuan City, Hsinchu County, Hsinchu City, and Yilan County. The Central Region comprises Miaoli County, Taichung City, Changhua County, Nantou County, and Yunlin County. The Southern Region comprises Chiayi County, Chiayi City, Tainan City, Kaohsiung City, and Pingtung County. The Eastern Region comprises Hualien County and Taitung County.

2.Employee numbers are calculated as of the end of the reporting period (December 31 of each year).

3.Employee statistics cover the 76 operating locations within the reporting boundary of this report.

Table 5-2: Distribution of Management Level

Employee Diversity (Percentage %)		2023			2024			2025		
		Management	Non-management	All Employees	Management	Non-management	All Employees	Management	Non-management	All Employees
Gender	male	50	254	304	66	231	297	61	228	289
	female	156	429	585	155	407	562	149	416	565
Age	Under 30 years old	24	226	250	15	214	229	10	198	208
	30–50 years old	127	294	421	141	270	411	136	293	429
	Over 50 years old	55	163	218	65	154	219	64	153	217
Others	Employees with Disabilities	3	10	13	3	8	11	3	10	13

Note: Employees with disabilities are disclosed as a separate category. Their headcount is already included in the gender and age statistics.

Table 5-3: New Hire Statistics

New Hire Statistics		2023		2024		2025	
		Number of Employees	Percentage of New Hire to Total Number of Employees	Number of Employees	Percentage of New Hire to Total Number of Employees	Number of Employees	Percentage of New Hire to Total Number of Employees
Gender	Male	56	6.30%	63	7.33%	74	8.67%
	Female	128	14.40%	118	13.74%	144	16.86%
Age	Under 30 years old	86	9.67%	84	9.78%	95	11.12%
	30–50 years old	81	9.11%	76	8.85%	93	10.89%
	Over 50 years old	17	1.91%	21	2.44%	30	3.51%
Others	Employees with Disabilities	2	0.22%	2	0.23%	6	0.70%
	Total	184	20.70%	181	21.07%	218	25.53%

Note:1.Gender: The new hire rate by gender = Number of newly hired male (female) employees / Total number of full-time employees employed as of the end of December of the reporting year

2.Age: The new hire rate by age group = Number of newly hired employees in each age group / Total number of full-time employees employed as of the end of December of the reporting year

3.Employees with Disabilities: The new hire rate for employees with disabilities = Number of newly hired employees with disabilities during the reporting year / Total number of full-time employees employed as of the end of December of the reporting year

Table 5-4: Employee Turnover Statistics

Employee Turnover Statistics		2023		2024		2025	
		Number of Employees	Percentage of Employee Turnover to Total Number of Employees	Number of Employees	Percentage of Employee Turnover to Total Number of Employees	Number of Employees	Percentage of Employee Turnover to Total Number of Employees
Gender	Male	60	6.75%	68	7.92%	72	8.43%
	Female	122	13.72%	144	16.76%	115	13.47%
Age	Under 30 years old	90	10.12%	86	10.01%	68	7.96%
	30–50 years old	76	8.55%	97	11.29%	83	9.72%
	Over 50 years old	16	1.80%	29	3.38%	36	4.22%
Others	Employees with Disabilities	3	0.34%	4	0.47%	4	0.47%
	Total	182	20.47%	212	24.68%	218	21.90%

Note:1.The turnover rate by gender = Number of employee departures / Total number of full-time employees employed as of the end of December of the reporting year.

2.The turnover rate by age = Number of employee departures / Total number of full-time employees employed as of the end of December of the reporting year.

3.The turnover rate by employees with disabilities = Number of employees with disabilities who left the Company during the reporting year / Total number of full-time employees employed as of the end of December of the reporting year.

Table 5-5: Non-Employees

Year/Gender	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Number of Non-Employees	3	1	4	23	34	57	20	38	58

Note:1.Non-employees include dispatched personnel, kitchen assistants, security guards, and other personnel. Their actual job responsibilities may be adjusted flexibly according to business needs.

2.The number of non-employees is reported as of the end of the reporting period (December 31, 2025).

3.The number of non-employees in 2023 was significantly lower than in 2024 and 2025 because the production scale in 2023 met expectations. Following the flexible allocation of internal human resources, production capacity requirements were adequately fulfilled, resulting in no demand for dispatched personnel or other non-employee workers.

Table 5-6: Employee Training Hours Statistics

Year			2023	2024	2025
By Employee Level	Management	Training Hours (Hour)	4,577	5,335	3,250
		Year-end Headcount (Person)	230	251	335
		Average Training Hours (Hours)	20	21	22
	Non-management	Training Hours (Hour)	1,923	1,201	3,564
		Year-end Headcount (Person)	923	887	2,026
		Average Training Hours (Hours)	3	2	3
By Job Category	Operations Management	Training Hours (Hour)	2,782	3,319	1,836
		Year-end Headcount (Person)	147	168	159
		Average Training Hours (Hours)	19	20	6
	Administrative Management	Training Hours (Hour)	3,718	3,217	4,978
		Year-end Headcount (Person)	840	804	2,242
		Average Training Hours (Hours)	33	29	31
Total Hours of Education and Training			6,500	6,536	6,814
Total Year-end Headcount			1,078	1,070	1,073
Average Training Hours			6.03	6.12	6.35

Note:1.Management refers to managers at the Store Manager, Deputy Store Manager, Section Manager, and above levels.

2.Operations Management refers to training provided to management personnel, including Store Managers and Deputy Store Managers, focusing on daily operations management, employee performance management, etc.

3.Administrative Management refers to project-based training provided to entry-level, mid-level, and management trainee personnel responsible for executing projects, as well as education and training related to administrative support functions.

4.Average training hours are calculated as follows: Total training hours recorded as of the end of each reporting year (December 31) / Total number of training participants, including both current employees and employees who left the Company during the reporting year, as of December 31 of the respective year.

Table 5-7: Employee Diversity Group Statistics

Employee Diversity Group Statistics by Region (2023–2025)									
Year	2023			2024			2025		
Employee Group	Male	Female	Total	Male	Female	Total	Male	Female	Total
Domestic Employees	220	526	746	214	504	718	199	500	699
Domestic Employees with Disabilities	5	8	13	4	7	11	5	8	13
Domestic Indigenous Employees	2	7	9	1	7	8	1	10	11
Foreign Employees	77	44	121	78	44	122	84	47	131

Table 5-8: Overview of Occupational Safety and Health Education and Training

Operating Sites	Item	2023		2024		2025	
		Session	Number of trainees	Session	Number of trainees	Session	Number of trainees
Headquarters	Workplace Unlawful Infringement	5	350	10	356	14	496
	Subtotal	5	350	10	356	14	496
Dayuan Plant	Workplace Unlawful Infringement	3	124	1	26	0	0
	Health Promotion (including Ergonomics and Physical & Mental Health Promotion)	1	31	2	65	1	45
	Internal CPR + AED First Aid Training	1	27	1	2	2	5
	General Occupational Safety and Health Education and Training	3	105	1	32	2	137
	Tobacco Hazard Prevention	0	0	1	22	1	16
	Hazard Communication Training for Chemicals	2	18	1	32	2	75
	n-service Training for Forklift Operators	0	0	1	31	0	0
	In-service Training for Hazardous Operations Supervisors (including Organic Solvents, Oxygen Deficiency, Dust Hazards, and Specified Chemical Substances)	0	0	1	4	0	0
	Subtotal	10	305	9	214	8	278
Total		15	655	19	570	18	774

Note:1.The statistics on the number of training sessions and participants at the headquarters cover all operating sites of Hsin Tung Yang.

2.Type A Occupational Safety and Health Supervisors are assigned to the airport stores, highway service areas, and headquarters, while Type C Occupational Safety and Health Supervisors are assigned to all retail stores. These arrangements exceed regulatory requirements, and regular inspections and refresher training are conducted.

3.Employees at the Taoyuan International Airport Central Terminal Commercial Area obtained 27 professional certifications related to food and beverage services and 15 certifications related to safety and protection. The Company also actively encourages food and beverage supervisors to attend the HACCP-60A training program to strengthen their food safety knowledge.

Table 5-9: Overview of Emergency Disaster Response Education and Training

Operating Site	2023		2024		2025	
	Session	Number of trainees	Session	Number of trainees	Session	Number of trainees
Headquarters	1	250	1	250	1	250
Dayuan Plant	2	114	2	292	2	115
Airport	0	0	3	245	4	253
National Freeway Service Area	11	236	12	244	12	221
Total	14	600	18	1,031	19	839

Note:1.The statistics on the number of training sessions and participants at the headquarters cover employees on the 8th and 11th floors.

2.The statistics on the number of training sessions and participants at the Dayuan Plant cover all plant employees.

3.The statistics on the number of training sessions and participants at the airport cover employees at Hsin Tung Yang's airport retail stores and offices. No training was conducted at the airport in 2023 due to the COVID-19 pandemic.

4.In addition to emergency response training, airport training also included in-service occupational safety and health training for first aid personnel, the International Airport Disaster Prevention Specialist Training Program, and workshops on critical infrastructure security protection drills.

5.The statistics on the number of training sessions and participants at the highway service areas cover employees at Hsin Tung Yang's retail stores and offices.

Table 5-10: Occupational Injury Statistics (Headquarters)

Category	Item		2023	2024	2025
Employee	Total Hours Worked (Hours)	Female	1,201,472	457,032	443,656
		Male	472,056	1,200,824	1,241,184
		Total	1,673,528	1,657,856	1,684,840
	Number of Recordable Occupational Injuries (including Fatalities and Serious Occupational Injuries)	Female	2	0	1
		Male	1	1	1
		Total	3	1	2
	Occupational Injury Fatality Rate		0	0	0
	Serious Occupational Injury Rate		0	0	0
	Recordable Occupational Injury Rate		1.79	0.60	1.19
Non-Employees	Total Hours Worked (Hours)	Female	0	0	0
		Male	0	0	0
		Total	0	0	0
	Number of Recordable Occupational Injuries (including Fatalities and Serious Occupational Injuries)	Female	0	0	0
		Male	0	0	0
		Total	0	0	0
	Occupational Injury Fatality Rate		0	0	0
	Serious Occupational Injury Rate		0	0	0
	Recordable Occupational Injury Rate		0	0	0

Note:1.Occupational Injury Fatality Rate = (Number of Fatalities Resulting from Occupational Injuries / Total Hours Worked) × 1,000,000

2.Serious Occupational Injury Rate = (Number of Serious Occupational Injuries (excluding fatalities) / Total Hours Worked) × 1,000,000

3.Recordable Occupational Injury Rate = (Number of Recordable Occupational Injuries (including fatalities and serious occupational injuries) / Total Hours Worked) × 1,000,000

4.Definition of Serious Occupational Injuries: Serious occupational injuries are defined in accordance with the Occupational Safety and Health Act and the Occupational Accident Reporting Regulations, including incidents involving a fatality, three or more injured persons, or one or more persons requiring hospitalization.

5.Recordable Occupational Injuries: Recordable occupational injuries are defined in accordance with the Occupational Safety and Health Act and the Occupational Accident Reporting Regulations. They include, but are not limited to, injuries requiring medical treatment (other than first aid only), injuries resulting in lost workdays (lost-time injuries), work restrictions or job transfers, hospitalization, and occupational diseases.

6.Non-employees include cleaning personnel, delivery personnel, contractors, subcontractors, etc.

7.The occupational injury and working hours statistics for employees and non-employees at the headquarters cover all operating locations, including personnel at the highway service areas, airport retail stores, sales outlets, and street-side restaurants.

Table 5-11: Occupational Injury Statistics (Dayuan Plant)

Category	Item		2023	2024	2025
Employee	Total Hours Worked (Hours)	Female	327,466.0	323,989.5	320,836.5
		Male	342,507.5	334,038.5	342,789.0
		Total	669,973.5	658,028.0	663,625.5
	Number of Recordable Occupational Injuries (including Fatalities and Serious Occupational Injuries)	Female	0	0	0
		Male	0	0	0
		Total	0	0	0
	Occupational Injury Fatality Rate		0	0	0
	Serious Occupational Injury Rate		0	0	0
	Recordable Occupational Injury Rate		0	0	0
Non-Employees	Total Hours Worked (Hours)	Female	455	5,146	3,385.5
		Male	599	7,430.5	7,428
		Total	1,054	12,576.5	10,813.5
	Number of Recordable Occupational Injuries (including Fatalities and Serious Occupational Injuries)	Female	0	0	0
		Male	0	0	0
		Total	0	0	0
	Occupational Injury Fatality Rate		0	0	0
	Serious Occupational Injury Rate		0	0	0
	Recordable Occupational Injury Rate		0	0	0

Note:1.Occupational Injury Fatality Rate = (Number of Fatalities Resulting from Occupational Injuries / Total Hours Worked) × 1,000,000

2.Serious Occupational Injury Rate = (Number of Serious Occupational Injuries (excluding fatalities) / Total Hours Worked) × 1,000,000

3.Recordable Occupational Injury Rate = (Number of Recordable Occupational Injuries (including fatalities and serious occupational injuries) / Total Hours Worked) × 1,000,000

4.Definition of Serious Occupational Injuries: Serious occupational injuries refer to incidents involving a fatality, three or more injured persons, or one or more persons requiring hospitalization.

5.Recordable Occupational Injuries: Recordable occupational injuries refer to work-related injuries that do not meet the criteria for a serious occupational injury but result in more than one lost workday.

6.Non-employees include outsourced personnel, such as dispatched workers.

Appendix II: International Disclosure Frameworks

i.GRI Content Index

Statement of Use	This report has been prepared in accordance with the GRI Standards. The reporting period covers the 2025 fiscal year (January 1, 2025, to December 31, 2025).
GRI Universal Standards	GRI 1: Foundation (2021)
GRI Sector Standards	N/A

GRI 2: General Disclosures 2021

Disclosure Items	Disclosure Indicators		Reference Chapters	Page Number	Omission / Remarks
Organization and Reporting Practices	2-1	Organizational details	0.1 About This Report 1.2.1 Organizational Structure	P.2 P.22	-
	2-2	Entities included in the organization's sustainability reporting	0.1 About This Report	P.2	-
	2-3	Reporting period, frequency and contact point	0.1 About This Report	P.2	-
	2-4	Restatements of information	0.1 About This Report	P.2	-
	2-5	External assurance	0.1 About This Report	P.2	-
Activities and Workers	2-6	Activities, value chain and other business relationships	0.4 Management of Sustainable Development 1.1.2 Value Creation 4.1 Supply Chain Management	P.11 P.20 P.98	-
	2-7	Employee	1.1.1Talent Recruitment and Workforce Composition Appendix I: ESG Information	P.119 P.158	Table 5-1. Distribution of Employees by Work Location
	2-8	Workers who are not employees	5.1.1 Talent Recruitment and Workforce Composition Appendix I: ESG Information	P.119 P.160	Table 5-5: Non-Employees
Governance	2-9	Governance structure and composition	1.2.2 Board of Directors	P.24	-
	2-10	Nomination and selection of the highest governance body	1.2.2 Board of Directors	P.24	-

Disclosure Items	Disclosure Indicators		Reference Chapters	Page Number	Omission / Remarks
Governance	2-11	Chair of the highest governance body	1.2.1 Organizational Structure 1.2.2 Board of Directors	P.22 P.24	-
	2-12	Role of the highest governance body in overseeing the management of impacts	0.4 Management of Sustainable Development	P.11	-
	2-13	Delegation of responsibility for managing impacts	0.4 Management of Sustainable Development	P.11	-
	2-14	Role of the highest governance body in sustainability reporting	0.4 Management of Sustainable Development	P.2 P.11	-
	2-15	Conflicts of interest	1.2.2 Board of Directors	P.24	-
	2-16	Communication of critical concerns	1.2.2 Board of Directors	P.24	-
	2-17	Collective knowledge of the highest governance body	1.2.2 Board of Directors	P.24	-
	2-18	Evaluation of the performance of the highest governance body	1.2.2 Board of Directors	P.24	-
	2-19	Remuneration Policies	1.2.2 Board of Directors 5.2.2 Remuneration and Benefits	P.24 P.127	-
	2-20	Process to determine remuneration	1.2.2 Board of Directors 5.2.2 Remuneration and Benefits	P.24 P.127	-
	2-21	Annual total compensation ratio	1.2.2 Board of Directors 5.2.2 Remuneration and Benefits	P.24 P.127	-
Strategy, policies, and practices	2-22	Statement on sustainable development strategy	0.2 Message from the Management	P.4~P.5	-
	2-23	Policy Commitment	0.2 Message from the Management 1.2.3 Upholding Integrity	P.4~P.5 P.27	-
	2-24	Embedding policy commitments	0.4 Management of Sustainable Development 1.2.3 Upholding Integrity	P.11 P.27	-
	2-25	Processes to remediate negative impacts	1.2.3 Upholding Integrity	P.27	-
	2-26	Mechanisms for seeking advice and raising concerns	1.2.3 Upholding Integrity	P.27	-
	2-27	Compliance with Laws and Regulations	1.2.3 Upholding Integrity	P.27	-
	2-28	Membership associations	1.2.2 Board of Directors	P.24	-
Stakeholder Engagement	2-29	Approach to stakeholder engagement	0.4 Management of Sustainable Development	P.11	-
	2-30	Collective bargaining agreements	5.2.2 Remuneration and Benefits	P.127	-

GRI Topic Standards Disclosures

Disclosure Indicators		Reference Chapters	Page Number	Omission / Remarks
GRI 3-1	Process to determine material topics	0.4 Management of Sustainable Development	P.11	-
GRI 3-2	List of material topics	0.4 Management of Sustainable Development	P.11	-
Material Topic				
Corporate Governance				
GRI 3-3	Management of material topics	1 The Foundation of Commitment	P.18	-
GRI 205：Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	1.2.3 Upholding Integrity	P.27	-
	205-2 Communication and training about anti-corruption policies and procedures	1.2.3 Upholding Integrity	P.27	-
	205-3 Confirmed incidents of corruption and actions taken	1.2.3 Upholding Integrity	P.27	-
GRI 206：Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2.3 Upholding Integrity	P.27	-
Energy Management				
GRI 3-3	Management of material topics	2 The Virtue of Circularity	P.34	-
GRI 302：Energy 2016	302-1 Energy consumption within the organization	2.3.2Overview of Energy Consumption Appendix I: ESG Information (Table 2-4)	P.51 P.155	Table 2-4: Overview of Internal and External Energy Consumption at the Dayuan Plant over the Past Three Years
	302-2 Energy consumption outside of the organization	1.3.2Overview of Energy Consumption Appendix I: ESG Information (Table 2-4)		
	302-3 Energy intensity	2.3.2 Overview of Energy Consumption Appendix I: ESG Information (Table 2-4)		
	302-4 Reduction of energy consumption	1.3.2Energy Conservation Initiatives and Outcomes Appendix I: ESG Information (Table 2-5)	P.53	Table 2-5: Statistics on Energy Saving Performance by Type of Operating Site
	302-5 Reductions in energy requirements of products and services	2.3.3 Energy Conservation Initiatives and Outcomes	P.53	-
Resource Circulation and Management				
GRI 3-3	Management of material topics	2 The Virtue of Circularity	P.34	-
GRI 306：Waste 2020	306-1 Waste generation and significant waste-related impacts	2.5.1 Waste Management Strategy	P.58	-
	306-2 Management of significant waste-related impacts	2.5.1 Waste Management Strategy	P.58	-
	306-3 Waste generated	2.5.2 Overview of Waste	P.60	-
	306-4 Waste diverted from disposal	2.5.2 Overview of Waste	P.60	-
	306-5 Waste directed to disposal	2.5.2 Overview of Waste	P.60	-
Product Traceability and Management				
GRI 3-3	Management of material topics	3 The Source of Assurance	P.64	-
GRI 416：Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	3.1 Product Traceability	P.66	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Product Traceability	P.66	-
Product Services and Innovation				
GRI 3-3	Management of material topics	3 The Source of Assurance 3.3 Innovation in Products and Services	P.64 P.78	-
Product Labeling and Marketing				
GRI 3-3	Management of material topics	3 The Source of Assurance	P.64	-
GRI 417：Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	3.3.3 Private-Label Product Labeling	P.82	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	3.3.3 Private-Label Product Labeling	P.83	-
	417-3 Incidents of non-compliance concerning marketing communications	3.3.3 Private-Label Product Labeling	P.83	-
Occupational Health and Safety				
GRI 3-3	Management of material topics	5 The Spirit of Companionship	P.118	-
GRI 403：Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.3.1 Occupational Health and Safety	P.130	-
	403-2 Hazard identification, risk assessment, and incident investigation	5.3.1 Occupational Health and Safety	P.130	-
	403-3 Occupational health services	5.3.2 Employee Care and Communication	P.134	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3.1 Occupational Health and Safety	P.130	-
	403-5 Worker training on occupational health and safety	5.3 Occupational Health and Safety Appendix I: ESG Information (Table:5-8)	P.130 P.161	Table:5-8、Overview of Occupational Safety and Health Education and Training
	403-6 Promotion of worker health	5.3.2 Employee Care and Communication	P.134	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3.1 Occupational Health and Safety	P.130	-
	403-8 Workers covered by an occupational health and safety management system	5.3.1 Occupational Health and Safety	P.130	-
	403-9 Work-related injuries	5.3.1 Occupational Health and Safety Appendix I: ESG Information (Table:5-10 & 5-11)	P.130 P.162	Table:5-10 Overview of Occupational Safety and Health Education and Training Table:5-11 Occupational Injury Statistics (Dayuan Plant)
	403-10 Work-related ill health	5.3.1 Occupational Health and Safety	P.130	-

ii. SASB Standards Index

Processed Foods

Indicator Code	Disclosure Indicators	Relevant disclosure 2025	Reference Chapters
Disclosure Topic: Energy Management			
FB-PF-130a.1	(1)Total Energy Consumed (Unit: Gigajoules, GJ)	Operational Energy Consumption: 106,380 GJ	2.3.2 Overview of Energy Consumption
	(2)Percentage of Grid Electricity (Unit: %)	52% (54,963.65 GJ)	
	(3)Percentage of Renewable Energy (Unit: %)	0%. In 2025, the Dayuan Plant generated a total of 1,743 GJ of renewable electricity, all of which was sold to Taiwan Power Company.	
Disclosure Topic: Water Management			
FB-PF-140a.1	(1)Total Water Withdrawal (Unit: 1000m³/ %)	271.3	2.4.2 Overview of Water Resource Usage
	Percentage of Water Withdrawn in Areas with High or Extremely High Baseline Water Stress (Unit: %)	0	
	(2)Total Water Consumed (Unit: 1,000萬m³)	19.92	
	Percentage of Water Consumed in Areas with High or Extremely High Baseline Water Stress (Unit: %)	0	

Note: Neither the Dayuan Plant nor any operating sites withdraw or discharge water in areas experiencing water stress.

FB-PF-140a.2	Number of Incidents of Non-compliance Associated with Water Quality and Water Consumption Permits, Standards, and Regulations (Unit: cases)	▪ Water pollution: 0 cases. ▪ Soil and groundwater contamination: 0 cases.	2.4.3 Wastewater Management
FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water resource efficiency was identified as a high-impact climate-related opportunity in Hsin Tung Yang's TCFD opportunity assessment. Accordingly, in 2025, Hsin Tung Yang established a diversified water resource recycling program and management system to optimize the collection, management, and reuse of rainwater, raft foundation water, wastewater, and treated effluent.	2.2.1 Nature and Climate Risk Assessment 2.4 Water Resource Management
Disclosure Topic: Food Safety			
FB-PF-250a.1	Global Food Safety Initiative (GFSI) Audit: (1) Non-conformity Rate and (2) Corrective Action Rate for (a) Major Non-conformities and (b) Minor Non-conformities	In 2025, the Dayuan Plant underwent an audit under the Global Food Safety Initiative (GFSI) scheme. No major or minor non-conformities were identified.	-
FB-PF-250a.2	Percentage of Raw Materials Sourced from First Tier Supplier Facilities Certified under a GFSI-Recognized Food Safety Certification Program (Unit: %)	A total of 33 first tier suppliers of the Dayuan Plant were certified under a GFSI certification (FSSC 22000). The procurement value of food raw materials sourced from these certified suppliers accounted for 12.6%.	4.2.2 Commitment to Sustainability and Assessment 4.3.1 Sustainable Procurement Plan
FB-PF-250a.3	(1)Total Quantity of Products Subject to Food Safety Violation Notices (Unit: metric tons)	In 2025, the Company received one notification of non-compliance with the Act Governing Food Safety and Sanitation. The case involved misleading advertising for Xynergy on Facebook. The total weight of the products involved was 0 metric tons. Upon receiving the notification, the Company immediately implemented corrective actions by revising and strengthening the advertising content. The corrective action completion rate reached 100%.	3.2.1 Food Safety Management 3.2.1 Food Safety Management
	(2)Corrective Action Rate (Unit: %)		
FB-PF-250a.4	(1)Number of Publicly Announced Product Recalls (Unit: Number of Cases)	In 2025, no incidents involving product withdrawals or recalls occurred.	
	(2)Total Weight of Recalled Food Products (Unit: metric tons)		
Disclosure Topic: Health and Nutrition			
FB-PF-260a.1	Revenue from Products Promoted with Health and Nutrition Claims (Unit: NT$ thousand)	In 2025, the total revenue generated from sales of self-manufactured products bearing health and nutrition claims amounted to NT$48,931.46 thousand.	3.3.1 Product Innovation Management
FB-PF-260a.2	Discussion of the Process for Identifying and Managing Products and Raw Materials Related to Consumer Nutrition and Health Concerns	Through its proprietary brand "Horizon", the Company promotes Clean Label products free from added ingredients, responding to increasing consumer demand for ingredient transparency and heightened health awareness.	3.3.2 Product Labeling and Marketing

Indicator Code	Disclosure Indicators	Relevant disclosure 2025	Reference Chapters
Disclosure Topic: Product Labeling and Marketing			
FB-PF-270a.1	(1)Percentage of Advertisements Targeted at Children (Unit:%)	In 2025, the Company did not conduct any advertising targeting children for its products or promotional materials. Accordingly, the percentage was 0%.	-
	(2)Percentage of Advertisements Targeted at Children for Products that Comply with International, National, Regional, or Industry Guidelines on Children's Diets (Unit:%)		
FB-PF-270a.2	(1) Revenue from Products Containing Genetically Modified Organisms (GMOs) (Unit: NT$ thousand)	Hsin Tung Yang did not sell any products containing genetically modified organisms (GMOs), including both self-manufactured and externally sourced products.	-
	(2) Revenue from Non-Genetically Modified Products (Unit: NT$ thousand)	Hsin Tung Yang generated revenue of NT$974,794 thousand from the sale of non-genetically modified food products, including both self-manufactured and externally sourced products.	
FB-PF-270a.3	Number of Incidents of Non-compliance with Industry or Competent Authorities for Product Labeling and Marketing	In 2025, there was one incident of non-compliance related to product marketing and advertising information. The incident involved false advertising on Facebook for the Xynergy product, which constituted a violation of Article 28, Paragraph 1 of the Act Governing Food Safety and Sanitation. Hsin Tung Yang completed the required corrective actions within the prescribed timeframe and paid a fine of NT$70 thousand.	3.3.2 Product Labeling and Marketing
FB-PF-270a.4	Total Monetary Losses Resulting from Legal Proceedings Related to Labeling or Marketing Practices (Unit: NT$ thousand)		
Disclosure Topic: Packaging Life Cycle Management			
FB-PF-410a.1	(1)Total Weight of Packaging Materials (Unit: metric tons)	In 2025, the total weight of packaging materials procured by Hsin Tung Yang, including cartons, inner liners, and inner bags, amounted to 31,462.33 metric tons.	2.5 Resource Circulation and Management
	(2)Percentage of Packaging Materials Made from Recycled or Renewable Materials (Unit: %)	No relevant measures have been implemented to date. The Company continues to evaluate the feasibility of adopting such materials in the future.	
	(3)Percentage of Packaging Materials that are Recyclable, Reusable, or Compostable (Unit: %)		
FB-PF-410a.2	Discussion of Strategies to Reduce the Environmental Impacts of Packaging Throughout Its Life Cycle	The Company has implemented packaging reduction initiatives and procured 100% environmentally certified recycled paper cartons. The Dayuan Plant has implemented environmentally friendly packaging design by optimizing its production process to reduce the use of PET inner liners, resulting in a total reduction of 4.72 metric tons of PET consumption.	2.5.1 Waste Management Strategy 2.5.3 Resource Circulation and Outcomes
Disclosure Topic: Environmental and Social Impacts of the Raw Material Supply Chain			
FB-PF-430a.1	Percentage of Food Raw Materials Certified to Third-Party Environmental or Social Standards, by Standard (Unit: %)	In 2025, we procured palm oil certified by the Roundtable on Sustainable Palm Oil (RSPO), with total procurement expenditures of approximately NT$1,787 thousand, accounting for 0.23% of the Dayuan Plant's total raw material procurement.	4.3.1 Sustainable Procurement Plan
FB-PF-430a.2	Supplier Social and Environmental Responsibility Assessments: (1) Rate of Non-conformities and (2) Rate of Corrective Actions for (a) Major Non-conformities and (b) Minor Non-conformities	▪ Existing and new suppliers of raw materials and OEM manufacturers are audited and evaluated once every two months. In 2025, the evaluation pass rate for raw material suppliers and OEM manufacturers reached 100%, with all suppliers achieving evaluation scores of 60 or above. ▪ In 2025, on-site audits were conducted at 29 raw material suppliers, achieving a 100% pass rate.	4.1.2 Product Supplier Management 4.2.2 Commitment to Sustainability and Assessment
Disclosure Topic: Raw Material Sourcing			
FB-PF-440a.1	Percentage of Food Raw Materials Sourced from Areas with High or Extremely High Baseline Water Stress (Unit: %)	In 2025, 245 of Hsin Tung Yang's raw material suppliers (99.9%) were sourced domestically in Taiwan, while one supplier provided imported spices from Germany. According to the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), neither Taiwan nor Germany falls within areas classified as having high or extremely high baseline water stress. Accordingly, 0% of Hsin Tung Yang's raw materials in 2025 were sourced from regions with high or extremely high baseline water stress.	4.1.1 Types of Partners
FB-PF-440a.2	List of Priority Food Ingredients and Discussion of Sourcing Risks Related to Environmental and Social Considerations	The risks associated with the sourcing of food ingredients have been identified and addressed in Section 2.2.3 Risk Identification and Management Measures. The Company has established action plans and defined short-, medium-, and long-term targets in the following key areas: Circular management of raw materials and packaging, Responding to the growing demand for low-carbon and sustainable diets, Enhancing supply chain diversification and local sourcing.	4.1.1 Types of Partners 2.2.1 Nature and Climate Risk Assessment
Performance Indicators			
FB-PF-000.A	Weight of Products Sold (Unit: metric tons)	In 2025, Hsin Tung Yang utilized its ERP system to ensure product traceability across 631 product items. Of these, 90.6% of all self-manufactured products produced at the Dayuan Plant were covered by downstream food traceability, representing a total shipment volume of 3,139.8 metric tons.	3.1.1 Product Traceability Management
FB-PF-000.B	Number of Production Facilities (Unit: Location)	1 location, Hsin Tung Yang Dayuan Plant (No. 11, Dagong Rd., Dayuan Dist., Taoyuan City)	1.2.1 Organizational Structure

Food Retailers and Distributors

Indicator Code	Disclosure Indicators	Relevant disclosure 2025	Reference Chapters
Disclosure Topic: Fleet Fuel Management			
FB-FR-110a.1	Fleet Fuel Consumption (Unit: GJ)	Hsin Tung Yang does not own or operate a vehicle fleet.	2.2.2 Greenhouse Gas (GHG) Management Strategy
	Recycled Percentage(Unit: %)	0%	
Disclosure Topic: Air Pollutant Emissions from Refrigeration			
FB-FR-110b.1	Total Global Scope 1 Emissions from Refrigerants (Unit: tCO_2e)	Total emissions from refrigerants amounted to 70.1 tCO_2e.	2.2.2 Greenhouse Gas (GHG) Management Strategy
FB-FR-110b.2	Percentage of Refrigerant Leakage from Refrigerants with Zero Ozone Depletion Potential (ODP) (Unit: %)	100%	
FB-FR-110b.3	Average Refrigerant Leakage Rate(Unit: %)	5%	
Disclosure Topic: Energy Management			
FB-FR-130a.1	(1)Operational Energy Consumption (Unit: GJ)	Operational Energy Consumption: 105,703.47 GJ	2.3.2 Overview of Energy Consumption
	(2)Percentage of Grid Electricity (Unit: %)	52%（54,963.65 GJ）	
	(3)Recycled Percentage (Unit: %)	0%. In 2025, the Dayuan Plant generated a total of 1,743 GJ of renewable electricity, all of which was sold to Taiwan Power Company.	
Disclosure Topic: Food Waste Management			
FB-FR-150a.1	(1)Weight of Food Waste Generated (Unit: metric tons)	In 2025, the total weight of food waste generated was 735.89 metric tons.	2.5.2 Overview of Waste
	(2)Percentage of Food Waste Diverted from the Waste Stream (Unit: %)	In 2025, a total of 552.18 metric tons of food waste was diverted through waste management processes, representing a diversion rate of 75.04%.	
Disclosure Topic: Data Security			
FB-FR-230a.1	(1)Number of Data Breaches (Unit: cases)	0 case	1.4.2 Information Security
	(2)Percentage of Data Breaches Involving Personal Data (Unit: %)	0%	
	(1)Number of Customers Affected (Unit: person)	0 person	
FB-FR-230a.2	Description of Practices for Identifying and Responding to Data Security Risks	In accordance with the ISO/IEC 27001 Information Security Management System (ISMS), Hsin Tung Yang has established management procedures and implemented action plans to strengthen information security governance. The Company's annual information security initiatives include website vulnerability scanning, server vulnerability scanning, social engineering simulation exercises, and information security verification.	
Disclosure Topic: Food Safety			
FB-FR-250a.1	High-Risk Food Safety Violation Rate (Unit: %)	In 2025, one violation of the Act Governing Food Safety and Sanitation was recorded. During the reporting period, there were no incidents involving product withdrawals or recalls.	3.2.1 Food Safety Management
FB-FR-250a.2	(1)Number of recalls(Unit: Number of Cases)		
	(2)Number of Units Recalled (Unit: Number of Cases)		
	(3)Percentage of Recalled Units that were Own-Brand Products (Unit: %)		
Disclosure Topic: Product Health and Nutrition			
FB-FR-260a.1	Revenue from Products Promoted with Health and Nutrition Claims (Unit: NT$ thousand)	In 2025, the total revenue generated from products labeled with health and nutritional claims amounted to NT$48,931.46 thousand.	3.3.1 Product Innovation Management
FB-FR-260a.2	Discussion of the Process for Identifying and Managing Products and Raw Materials Related to Consumer Nutrition and Health Concerns	Through its proprietary brand "Horizon", the Company promotes Clean Label products free from added ingredients, responding to increasing consumer demand for ingredient transparency and heightened health awareness.	3.3.2 Product Labeling and Marketing

Indicator Code	Disclosure Indicators	Relevant disclosure 2025	Reference Chapters
Disclosure Topic: Product Labeling and Marketing			
FB-FR-270a.1	Number of Incidents of Non-compliance with Industry or Competent Authorities for Product Labeling and Marketing (Unit: Number of Cases)	In 2025, there was one incident of non-compliance related to product marketing and advertising information. The incident involved false advertising on Facebook for the Xynergy product, which constituted a violation of Article 28, Paragraph 1 of the Act Governing Food Safety and Sanitation. Hsin Tung Yang completed the required corrective actions within the prescribed timeframe and paid a fine of NT$70 thousand.	3.3.2 Product Labeling and Marketing
FB-FR-270a.2	Total Monetary Losses Resulting from Legal Proceedings Related to Labeling or Marketing Practices (Unit: NT$ thousand)		
FB-FR-270a.3	(1) Revenue from Products Containing Genetically Modified Organisms (GMOs) (Unit: NT$ thousand)	Hsin Tung Yang did not sell any products containing genetically modified organisms (GMOs), including both self-manufactured and externally sourced products.	-
	(2) Revenue from Non-Genetically Modified Products (Unit: NT$ thousand)	Hsin Tung Yang generated revenue of NT$974,794 thousand from the sale of non-genetically modified food products, including both self-manufactured and externally sourced products.	
Disclosure Topic: Labor Practices			
FB-FR-310a.1	(1) Average Hourly Wage and (2) Percentage of In-Store and Distribution Center Employees Earning the Minimum Wage, by Region	Implemented in accordance with applicable legal requirements.	5.2.2 Remuneration and Benefits
FB-FR-310a.2	Percentage of Current Employees Covered by Collective Bargaining Agreements	The Company has not entered into any collective bargaining agreements.	5.1.1 Talent Recruitment and Workforce Composition
FB-FR-310a.3	(1) Number of Work Stoppages and (2) Total Idle Days	N/A	
FB-FR-310a.4	Total Monetary Losses Resulting from Legal Proceedings Related to Violations of Labor Laws and Regulations	N/A	
Disclosure Topic: Management of Environmental and Social Impacts in the Supply Chain			
FB-FR-430a.1	Revenue from Products Certified to Third-Party Environmental or Social Sustainability Standards (Unit: NT$ thousand)	In 2025, the Company generated NT$107,341 thousand in green revenue.	-
FB-FR-430a.2	(1) Percentage of Revenue from Cage-Free Eggs (Unit: %)	Hsin Tung Yang does not directly or indirectly sell egg products. Therefore, the percentage of revenue derived from cage-free eggs was 0%.	-
	(2) Percentage of Revenue from Pork Produced Without Gestation Crates (Unit: %)	Hsin Tung Yang does not directly engage in livestock farming or the sale of live animals. Based on procurement records and supplier surveys, 100% of the pork used in Hsin Tung Yang's self-manufactured pork products in 2025 was sourced from pigs raised without the use of gestation crates.	
FB-FR-430a.3	Discussion of the Strategy for Managing Environmental and Social Risks (Including Animal Welfare) in the Supply Chain	Environmental and social risks within the supply chain are addressed in Section 2.2.1, Risk Identification and Management Measures. The Company has established action plans and defined short-, medium-, and long-term objectives to strengthen supply chain diversification and local sourcing.	2.2.1 Nature and Climate Risk Assessment 4.2.2 Commitment to Sustainability and Assessment
FB-FR-430a.4	Discussion of the Strategy for Reducing the Environmental Impacts of Packaging	The Company has implemented packaging reduction initiatives and procured 100% environmentally certified recycled paper cartons. The Dayuan Plant has implemented environmentally friendly packaging design by optimizing its production process to reduce the use of PET inner liners, resulting in a total reduction of 4.72 metric tons of PET consumption.	2.5.1 Waste Management Strategy 2.5.3 Resource Circulation and Outcomes
Performance Indicators			
FB-FR-000.A	(1)Number of Retail Locations (Unit: Locations)	25 Retail Stores 17 Airport Retail Stores	1.2.1 Organizational Structure
	(2)Number of Distribution Centers (Unit: Location)	11 Department Store Counters 5 National Freeway Service Areas 1 Bus Terminal Outlet 2 Street-Side Dining Stores 12 Food & Beverage Counters	
FB-FR-000.B	(1)Total Retail Floor Area (Unit:m^2)	8,622.21 m^2	-
	(2)Total Distribution Center Floor Area (Unit:m^2)	N/A	
FB-FR-000.C	Number of Commercial Fleet Vehicles (Unit: Vehicles)	The Dayuan Plant does not own or operate a commercial vehicle fleet. All distribution and transportation services are provided by qualified third-party logistics providers.	-
FB-FR-000.D	Revenue Ton-Kilometers Traveled (Unit: tkm)	In 2025, distribution and transportation vehicles traveled a total of 415,643.5 ton-kilometers.	

iii.Task Force on Climate-related Financial Disclosures (TCFD) Index

Core Disclosure	Disclosure Items	Reference Chapters
Governance	(A)Describe the Board's oversight of climate-related risks and opportunities.	2.2.1 Nature and Climate Risk Assessment
	(B)Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	(A)Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	
	(B)Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
	(C)Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management	(A)Describe the organization's processes for identifying and assessing climate-related risks.	
	(B)Describe the organization's processes for managing climate-related risks.	
	(C)Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management framework.	
Indicators and Targets	(A)Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2.2.1 Nature and Climate Risk Assessment
	(B)Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2.2.2 Greenhouse Gas (GHG) Management Strategy
	(C)Describe the targets used by the organization to manage climate-related risks and opportunities and performance against those targets.	2.2.1 Nature and Climate Risk Assessment

Appendix III:Taiwan Stock Exchange "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"

Sustainability Disclosure Indicators (Applicable to entities whose revenue from the food industry and catering services accounts for 50% or more of their total operating revenue)

No.	Indicator	Unit	2025 Relevant Content	Relevant Chapters	Page number
1	Assessment and improvement initiatives undertaken to enhance food hygiene, safety, and quality, covering employees, operational sites, sanitation management of facilities, and quality assurance systems, as well as the principal product and service categories affected and the corresponding percentage.	Percentage (%)	Hsin Tung Yang has established the Food Safety Decision-Making Team and Food Safety Team for its production and distribution operations. Through annual review meetings and monthly meetings, these teams continually review food safety management mechanisms, management system objectives, and applicable regulatory requirements. The Company has also established management procedures, including the Procurement Management Operating Procedures, and requires suppliers to provide product test reports to strengthen quality and safety management for raw materials, packaging materials, and finished products. In 2025, internal and external food safety training totaled 1,335 participation hours across 1,082 attendances, enhancing employees' food safety awareness and professional competencies. Health and safety impact assessments covered 100% of major product and service categories in 2025.	3.2.1 Food Safety Management 3.2.2 Quality Assurance and Inspection 3.2.3 Food Sales Channel Management	P.73-P.77
2	Categories and number of incidents involving non-compliance with regulations concerning the health and safety of products and services, as well as regulations governing product and service information and labeling, together with the number of product withdrawals/recalls and the total weight of products withdrawn/recalled.	Number of incident, metric tons (t)	In 2025, Hsin Tung Yang recorded one incident of non-compliance with the Act Governing Food Safety and Sanitation and regulations governing product and service information and labeling; There were no incidents of product withdrawals or recalls.	3.3.3 Private-Label Product Labeling and Review Process	P.83
3	Percentage of total procurement sourced from products certified to internationally recognized product responsibility standards, categorized by certification standard.	Percentage (%)	At Hsin Tung Yang Dayuan Plant, purchases of RSPO-certified sustainable palm oil accounted for 0.25% of the total raw material procurement value. For green packaging, and printing, Hsin Tung Yang prioritized the procurement of FSC-certified paper and packaging products. Among externally purchased goods, products using FSC-certified packaging accounted for 0.14% of the total procurement value. All catalogs were printed on FSC-certified paper, achieving a 100% adoption rate.	4.3.1 Sustainable Procurement Plan	P.111
4	Percentage of products manufactured at facilities that have obtained independent third-party assurance and certification to internationally recognized food safety management system standards.	Percentage (%)	In 2025, products covered by food safety certifications (HACCP, ISO 22000, and FSSC 22000) at Hsin Tung Yang Dayuan Plant totaled 3,140 metric tons by weight, representing 84.9% of total production volume.	2.1.2 Green Factory 3.1.2 Production and Sales Traceability Record	P.38 P.70
5	Number and percentage of suppliers audited, audit criteria, and audit results.	Number of suppliers, Percentage (%)	In accordance with its supplier management system, Hsin Tung Yang regularly conducts document-based evaluations and on-site audits of raw material and OEM suppliers. In 2025, document-based evaluations were completed for 246 raw material suppliers and 16 OEM suppliers, achieving 100% coverage for both categories; Among them, 97.97% of raw material suppliers and 100% of OEM suppliers received ratings of Grade A or above. On-site audits were also completed for 29 raw material and OEM suppliers, yielding a 100% pass rate. Purchases from these audited suppliers accounted for 19.10% of total raw material procurement value.	4.1.2 Product Supplier Management	P.102
6	Status of product traceability and tracking management implemented in accordance with regulatory requirements or on a voluntary basis, and the percentage of such products relative to all products.	Percentage (%)	Hsin Tung Yang manages product traceability through its ERP food traceability system. In 2025, a total of 671 in-house products were covered by the system, accounting for 95.45% of all in-house product items at the Dayuan Plant; The total shipment weight of products covered by the traceability system was 3,521 metric tons, accounting for 95.2% of total production by weight.	3.1.1 Product Traceability Management	P.67
7	Status of the Food Safety Laboratory established in accordance with regulatory requirements or on a voluntary basis, including testing items, testing results, related expenditures, and the percentage of such expenditures relative to net operating revenue.	Reporting currency, Ratio (%)	Since 1988, Hsin Tung Yang has operated a food testing laboratory in accordance with applicable regulations and managed product quality and food safety through testing performed by its in-house laboratory and commissioned third-party professional institutions. In 2025, expenditures on laboratory operations and outsourced testing accounted for 0.2% of operating revenue. For testing items and results, please refer to "CH3 The Source of Assurance - 3.2.2 Quality Assurance and Inspection."	3.2.2 Quality Assurance and Inspection	P.76
8	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate.	Gigajoules (GJ), percentage (%)	In 2025, the total energy consumption of Hsin Tung Yang was 106,380 GJ; Purchased electricity consumption totaled 62,310 GJ, accounting for 58.57% of total energy consumption. In 2025, Hsin Tung Yang did not consume any renewable energy from either internal or external sources. Accordingly, the renewable energy utilization rate was 0%.	2.3.2 Overview of Energy Consumption	P.51-52
9	Total water withdrawal and total water consumption	Thousand cubic meters (1,000 m^3)	Total water withdrawal amounted to 271.30 m^3 Total water consumption amounted to 218.10 m^3	2.4.2 Overview of Water Resource Usage	P.55
10	Weight of products sold and number of production facilities	Metric tons (t), Number of production facilities	Hsin Tung Yang operates only one production facility in Taiwan—the Dayuan Plant (No. 11, Dagong Rd., Dayuan Dist., Taoyuan City) In 2025, the total sales volume of packaged goods sold by Hsin Tung Yang's various retail channels and stores to end consumers reached 7,228 metric tons. Food and Beverage Service Business Locations: 16 sites	1.2.1 Organizational Structure	P.22

Appendix IV:Glossary and Abbreviations

英文	中文
ACA （Airport Carbon Accreditation)	機場碳認證
ACI (Airports Council International)	國際機場協會
AMOT (Association of Agro-Mastery of Taiwan)	台灣農業跨領域發展協會
AREA (Asia Responsible Enterprise Awards)	亞洲企業社會責任獎
CAS (Taiwan Premium Agricultural Products)	台灣優良農產品驗證
Clean Label	潔淨標章
Eatender	銀髮友善食品
ERP (Enterprise Resource Planning)	企業資源規劃系統
FSC (Forest Stewardship Council)	森林管理委員會
FSSC (Food Safety System Certification)	食品安全系統驗證
GFSI (Global Food Safety Initiative)	全球食品安全倡議
GHP (Good Hygiene Practices)	食品良好衛生規範
GMP (Good Manufacturing Practice)	優良製造規範
HACCP (Hazard Analysis and Critical Control Point)	危害分析重要管制點
IEAT (Importers and Exporters Association of Taipei)	台北市進出口商業同業公會
LAMUNGAN	布農族語-「埡口」(山脈交錯的最低點)，發音近似「拉姆槓」，位於國道三號北上約231.7公里處的南投服務區山壁地標
LiMA	南島語系與原住民-「手」或數字「五」，象徵原住民族用雙手(五根手指)創造的精緻工藝與文化
LINE OA (Official Account)	品牌企業LINE官方帳號
MIT (Made in Taiwan)	台灣製造
MTP (Management Training Program)	管理才能培訓課程
OTOP (One Town One Product)	一鄉鎮一特色
POS (Point of Sales)	銷售時點情報系統
RSPO (Roundtable on Sustainable Palm Oil)	棕櫚油永續發展圓桌組織
SRF (Solid Recovered Fuel)	固體再生燃料
TAISE (Taiwan Institute for Sustainable Energy)	台灣永續能源研究基金會
TAP (Traceable Agricultural Products)	農產品履歷
TCCS (Taiwan Center for Corporate Sustainability)	台灣企業永續研訓中心
TCSA (Taiwan Corporate Sustainability Awards)	台灣企業永續獎
TCFA (Taiwan Chain Stores and Franchise Association)	台灣連鎖暨加盟協會
WMS (Warehouse Management System)	倉儲管理系統

Appendix V:Independent Assurance Opinion Statement

Crowe

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會計師有限確信報告

新東陽股份有限公司　公鑒：

新東陽股份有限公司民國 114 年度永續報告書，業經本會計師針對新東陽股份有限公司所選定之績效指標執行確信程序竣事，並出具有限確信報告。

確信標的資訊與適用基準

新東陽股份有限公司所選定之績效指標(以下簡稱確信標的資訊)與適用基準，請詳附件一「確信標的資訊彙總表」。

管理階層之責任

管理階層之責任係依照臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」及全球永續性報告協會(Global Reporting Initiatives，GRI)發布之通用準則、行業準則及主題準則編製確信標的資訊，且維持與確信標的資訊編製有關之必要內部控制，以確保確信標的資訊未存有導因於舞弊或錯誤之重大不實表達。

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序與所獲取之證據，對確信標的資訊是否未存有重大不實表達取得有限確信，並出具有限確信報告。相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。

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本會計師係基於專業判斷規劃及執行確信程序，以獲取相關確信標的資訊之有限確信證據，且任何內部控制均受有先天限制，因此未必能查出所有業已存在之重大不實表達。本會計師執行確信程序包括：

- 對參與編製確信標的資訊之管理階層及相關人員進行查詢，以瞭解編製確信標的資訊之政策、流程、內部控制及資訊系統，以辨認可能存有重大不實表達之領域；
- 對確信標的資訊選取樣本進行檢查、驗算、重新執行及分析性程序等程序，以取得有限確信之證據。

先天限制

由於諸多確信項目係屬非財務資訊，相較於財務資訊之確信受有更多先天限制，故該等資訊之相關性、重大性與正確性之解釋可能涉及更多管理階層之重大判斷、假設與解釋，不同利害關係人對該等資訊亦可能有不同之解讀。

獨立性及品質管理規範

本會計師及所隸屬會計師事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本會計師所隸屬會計師事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

確信結論

依據所執行之程序與所獲取之證據，本會計師並未發現確信標的資訊在所有重大方面有未依照適用基準編製而須作修正之情事。

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其他事項

本確信報告出具後，新東陽股份有限公司對任何確信標的資訊或適用基準之變更，本會計師不負就該等資訊重新執行確信工作之責任。

國富浩華聯合會計師事務所

會計師：

林志榮

民國 115 年 8 月 10 日

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附件一

「確信標的資訊彙總表」

編號	確信項目	指標敘述	對應章節	適用基準
一	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號一	為改善食品衛生、安全與品質，而針對其從業人員、作業場所、設施衛生管理及其品保制度等方面進行之評估與改進及所影響之主要產品與服務類別與百分比	3.2.1 食品安全管理 3.2.2 品質與檢驗 3.2.3 通路食品販售管理	114 年針對其從業人員、作業場所、設施衛生管理及其品保制度等方面進行之評估與改進及所影響之主要產品與服務類別與百分比
二	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號二	違反有關產品與服務之健康與安全法規及未遵循產品與服務之資訊與標示法規之事件類別與次數、產品下架次數及下架產品總重量	3.3.3 品牌自製標示與審核流程	114 年違反有關產品與服務之健康與安全法規及未遵循產品與服務之資訊與標示法規之事件類別與次數、產品下架次數及下架產品總重量
三	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號三	採購符合國際認可之產品責任標準者占整體採購之百分比，並依標準區分	4.3.1 永續採購計畫	114 年採購符合國際認可之產品責任標準者占整體採購之百分比，並依標準區分
四	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號四	經獨立第三方驗證符合國際認證之食品安全管理系統標準之廠房所生產產品之百分比。	2.1.2 綠色工廠 3.1.2 產銷履歷	114 年獨立第三方驗證符合國際認證之食品安全管理系統標準之廠房所生產產品之百分比

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編號	確信項目	指標敘述	對應章節	適用基準
五	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號五	對供應商進行稽核之家數及百分比、稽核項目及結果	4.1.2 產品供應商管理	114 年供應商進行稽核之家數及百分比、稽核項目及結果
六	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號六	依法規要求或自願進行產品追溯與追蹤管理之情形及相關產品占所有產品之百分比	3.1.1 產品溯源管理	114 年產品追溯與追蹤管理之情形及相關產品占所有產品之百分比
七	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號七	依法規要求或自願設置食品安全實驗室之情形、測試項目、測試結果、相關支出及其占營業收入淨額之百分比	3.2.2 品質與檢驗	114 年度食品安全實驗室之情形、測試項目、測試結果、相關支出及其占營業收入淨額之百分比
八	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號八	消耗能源總量、外購電力百分比、再生能源使用率	2.3.2 能源使用概況	114 年消耗能源總量、外購電力佔消耗能源百分比、再生能源佔消耗能源百分比
九	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號九	總取水量及總耗水量	2.4.2 水資源使用概況	114 年總取水量及總耗水量

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編號	確信項目	指標敘述	對應章節	適用基準
十	臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」第四條附表一之一編號十	售出產品重量、生產設施場所數量	1.2.1 組織架構	114 年售出產品重量、生產設施場所數量

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新東陽
HSIN TUNG YANG