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HANTECH BIO-TECH

2025 HANTECH BIO-TECH Sustainability Report

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About the Report

Hantech Bio-Technology Co., Ltd. (hereinafter referred to as "Hantech Bio-Tech" or "the Company") focuses on the R&D and contract manufacturing of health supplements. Upholding the business philosophy of "Integrity and Excellence, Professionalism and Innovation, Sustainability and Co-prosperity", the Company actively promotes practices across the three dimensions of Environmental, Social, and Governance (ESG), demonstrating its commitment to creating shared value and achieving sustainable prosperity beginning from the manufacturing end.

Starting in 2024, the Company issued its 1st Sustainability Report, disclosing its actions and achievements in health supplement development, operational management, and social responsibility. In the future, the Company will continue to integrate its core business with ESG and work together with stakeholders from all sectors to jointly build a sustainable blueprint. Through the Report, the Company hopes to enable all parties to understand our efforts in sustainability and social responsibility, as well as our determination to continuously improve. For more real-time sustainability information, please visitthe Company's website. (https://www.htbios.com/)

Reporting Period and Organizational Scope

Information Disclosure Period

Unless otherwise specified, the data and information disclosed in the Report are primarily based on the year 2025 (January 1 to December 31, 2025). To ensure completeness and comparability of information, certain performance data are traced back to 2023 or extended to the latest information in 2026.

Information Disclosure Boundary

The financial performance in the Report is prepared in accordance with the IFRS and covers the Company and its subsidiaries. Environmental and social performance is primarily disclosed based on the Company's operating sites[1] in Taiwan. If there is industry relevance or financial materiality, relevant data from other subsidiaries may also be included.

Report Preparation Principles

Sustainability Performance

The content of this report is prepared in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies" issued by the Taipei Exchange, and follows the 2021 GRI Standards issued by the Global Reporting Initiative (GRI), the AA1000 Accountability Principles, the Processed Foods (FB-PF) industry disclosure standards of the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD). These frameworks serve as the basis for disclosure (please refer to the Appendix for a detailed index comparison table).

Financial Performance

Audited and certified by Deloitte & Touche in accordance with the IFRS. Unless otherwise stated, all amounts are presented in NTD.

Note: Operating sites in Taiwan include the Xihu Headquarters, Operations Headquarters, Logistics Center, Xihu Plant 2, Xihu Warehouse 2, and Yuanlin Plant.

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About the Report

Report Review

The information or data in the Report is compiled and collected by the respective responsible departments, consolidated by the Sustainable Development Team, reviewed by supervisors, and approved and released by Chairman. Some data is sourced from the Company's annual shareholders' meeting report, government agencies, and publicly available information to ensure completeness and objectivity.

To ensure the reliability of the content, the Company commissioned an independent third-party assurance provider, Ernst & Young, to perform limited assurance on specific key performance information in accordance with the Assurance Standards No. 3000. The limited assurance report is included in the appendix of the Report.

Publication Date

The Company published its inaugural Sustainability Report in August 2025 and will regularly publish annual Sustainability Reports going forward. To download past reports, please visit the Sustainability section of the Company's official website.

Current version publication date: August 2026

Next version publication date: Scheduled for publication in August 2027

Major Changes in the Report

During the preparation of this report, the Company reviewed historical water resource statistics and identified that the statistical basis for 2024 water withdrawal and water discharge required redefinition; adjustments have been made accordingly.

The total water withdrawal for 2024 disclosed in the 2024 report was 159.38 million liters, which has been restated to 24.69 million liters, representing a reduction of 134.69 million liters. The total water discharge for 2024 disclosed in the 2024 report was 158.47 million liters, restated to 23.78 million liters, representing a reduction of 134.69 million liters. The water withdrawal intensity for 2024 disclosed in the 2024 report was 0.000213, restated to 0.000033. The restated figures serve as the baseline for trend analysis and historical comparisons.

Contact Information

If you have any feedback or suggestions regarding the Report, you are welcome to contact us and share your valuable opinions.

HANTECH BIO-TECHNOLOGY CO., LTD.

Contact Person: Wei-fen Shih

Address: No. 101, Gongye Rd., Xihu Township, Changhua County

Tel.: (886) 4-8811181

Email: ht-ar07@htbios.com

Company Website: Hantech Bio-Tech Official Website

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2025 Hantech Bio-Tech ESG Overview

Annual Sustainability Performance Highlights

- Starting in June 2024, the water-saving effect reached approximately **1,000** tons of water per month.
- Starting in 2025, alongside ongoing Scope 1 and Scope 2 GHG inventories, the Company will progressively expand its inventory scope to encompass Scope 3 emissions.
- Plan to install a solar power generation system, scheduled to be officially commissioned in 2026.

- Continue to promote employee training and career development, with total training hours reaching **3,940** hours in 2025.
- Promote the "Xihu Local Marketing Project," prioritizing the use of local agricultural products from Xihu and incorporating local specialties (e.g., chives and grapes) into high-value-added functional beverages, reaching more than **2,000** local residents and visitors and strengthening engagement between the brand and the community.
- Actively participate in community activities and care for disadvantaged groups (e.g., supporting the winter relief charitable donation fund under the "Tianxin Shengxian Academy Disadvantaged Care Program," and donating **169** "Holiday Meal Additions for Elderly People Living Alone," **176** "Mother's Day Cakes – Joint Fundraising," **181** "Dragon Boat Festival Food Collection and Love Delivery," and **183** "Charity Pineapple Cake Joint Fundraising" packages).

- There were no penalties imposed by competent authorities for violations related to anti-competitive behavior or monopolistic practices.
- Obtained **15** patents.
- Completed the development and implementation of a new pouch type, enhancing innovation in product packaging to meet diverse customer needs and expand application scenarios.

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Message from the Chairman

Hantech Bio-Tech began with Chinese herbal trading in 2007 and has consistently upheld the spirit of "Integrity and Excellence". From raw material development, product R&D, to process innovation, the Company continuously refines its technologies and incorporates service design concepts, integrating upstream, midstream, and downstream resources to provide comprehensive professional services. By staying attuned to industry trends, the Company has built a complete value chain in the liquid packaging field.

As extreme climate events intensify, environmental changes are having a profound impact on human life and the future of generations. Enterprises are at a critical moment of transformation and responsibility. In response to environmental challenges and societal expectations, Hantech Bio-Tech upholds the core values of "Integrity and Excellence, Professionalism and Innovation, Sustainability and Co-prosperity". The Company not only continues to cultivate its core business and expand technological boundaries, but also redefines the meaning of corporate growth: shifting from merely pursuing revenue expansion to committing to a sustainable vision of environmental symbiosis and shared prosperity with society.

In 2025, Hantech Bio-Tech achieved consolidated revenue of NTD 778,543 thousand, demonstrating solid operational performance. We further strengthened our ESG actions by advancing energy efficiency, promoting local culture, supporting local agriculture, and enhancing employee care and knowledge transfer. We actively reduce the environmental impact of production by optimizing processes and improving energy efficiency, effectively managing carbon emissions and fulfilling our commitment to green manufacturing. At the same time, we comprehensively promote energy conservation and carbon reduction, water resource management, and resource circularity, while strengthening employees' environmental awareness to embed sustainability into daily operations.

The success of Hantech Bio-Tech would not be possible without the dedication and efforts of every colleague. We have always believed that people are our most important asset. Therefore, we are committed to fostering a diverse, inclusive, and growth-oriented workplace where every employee can thrive and reach their full potential. We also prioritize the health and well-being of our employees, creating a trustworthy working environment and driving the enterprise's continued, stable progress.

On the path toward sustainable development, we work hand in hand with stakeholders including suppliers, customers, employees, and the community. Establish long-term and stable partnerships to ensure product quality and responsible production; maintain close communication with customers to respond to market trends and consumer needs; share resources with the community; and actively participate in public welfare and environmental initiatives to strengthen local connections and achieve a win-win outcome for both the Company and society. We believe that collaboration with stakeholders not only enhances corporate resilience but also lays a solid foundation for a sustainable future.

HANTECH BIO-TECHNOLOGY CO., LTD.
Chairman, Yu-Lin Li

Looking ahead, Hantech Bio-Tech will continue to build on professional expertise, drive progress with innovative services, and uphold sustainable values. We will deepen our sustainability culture, strengthen employee engagement, foster shared understanding, and work with all stakeholders to achieve balanced economic, social, and environmental development, jointly creating a harmonious and brighter future.

With sincere appreciation, we extend our best wishes. Peace and happiness

Chairman

August 2026

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2025 Hantech Bio-Tech ESG Overview

Awards and Honors

2022

Chairman Li, Yu-Lin was honored as one of the Top 100 MVP Managers by "Manager Today".

2024

Recognized in CRIF Taiwan's 2024 edition of "Top 5000 Largest Enterprises in Taiwan"

Ranked 15th in the "Fast100" by CommonWealth Magazine

Received the "11th D&B Taiwan Elite SME Award"

Received recognition from the Taipei Exchange "Multi-level Support Growth Model Award"

Received the "2024 Buying Power Social Innovation and Startup Procurement Award" from the Ministry of Economic Affairs

2025

Dual recognition from the 18th TCSA "Taiwan Sustainability Performance Award" and "Taiwan Corporate Sustainability Award – Silver"

Received the International Taste Institute (ITI) Superior Taste Award – Rose Collagen Drink

Obtained the D&B business certification certificate (D-U-N-S Registered™)

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2025 Hantech Bio-Tech ESG Overview

Technological Innovation and Patent Certification

2023

- "Low-temperature nano pearl powder dry grinding device" awarded German patent 202023101155
- "Pearl ultrasonic cleaning device" awarded German patent 202023101618
- "Return-air conveyor device" awarded Taiwan patent I819903
- "Food packaging pouch" awarded Taiwan patent D228906

2024

- "Food packaging pouch" awarded Taiwan patent D229823
- "Heat dissipation structure of a film-roll bag-making filling packaging machine" awarded Taiwan patent M653242
- "Bag-clamping device of a film-roll bag-making filling packaging machine" awarded Taiwan patent M653241
- "Single-heating cold-fill manufacturing method for functional jelly products" awarded Taiwan patent I866379
- "Food packaging pouch" awarded Taiwan patent D235392

2025

- "Ultrasonic Pearl Cleaning Device" received Taiwan Patent No. 3146819
- "Patented Dry Cryogenic Nano-Grinding Device for Pearl Powder" received Taiwan Patent No. 3146816
- Obtained multiple packaging-related patents covering multi-depth heterogeneous sealing technology, food packaging structure design, and process equipment innovation, demonstrating continuous advancement in product development and process technology

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Company Profile

Hantech Bio-Tech focuses on the R&D and contract manufacturing of liquid dietary supplements, and gel-type health foods. Upholding the philosophy of sustainable management, the Company continues to drive product innovation and process optimization, assisting brand clients in responding to diversified market demands while ensuring compliance with food safety standards. With strong R&D capabilities and rigorous quality management, the Company has established industry-leading production technologies, offering efficient, stable, and competitive contract manufacturing solutions for health supplements.

The Company provides one-stop ODM/OEM services covering raw material development, formula design, product manufacturing, packaging, and after-sales support, ensuring clients a comprehensive and high-quality contract manufacturing experience. To fulfill the concept of green manufacturing, Hantech Bio-Tech also plans to adopt high-efficiency and environmentally friendly equipment, optimize production processes, and promote water-saving measures in manufacturing to achieve water resource recycling and reuse, thereby reducing the environmental impact of operations and achieving the goal of sustainable business development.

Quality and safety are the fundamental pillars of Hantech Bio-Tech's operations. The Company has obtained multiple international certifications, including ISO 22000, HACCP, Health Food GMP, and HALAL, ensuring that products comply with regulatory and stringent food hygiene requirements. The Company firmly believes that with a professional R&D team, comprehensive quality control, and continuous innovation, it will continue to create value for customers, drive industry advancement, and share the achievements of sustainable development with society.

Company Profile

Stock Code: 1294

Full Name of the Company	HANTECH BIO-TECHNOLOGY CO., LTD.
Date of Establishment	October 22, 2007
Headquarters	No. 101, Gongye Rd., Xihu Township, Changhua County
Capital	NTD 305,716 thousand
Annual Revenue	NTD 778,543 thousand
Number of employee	186 people
Main Business	▶ R&D and manufacturing of functional beverages and health supplements ▶ ODM and OEM contract manufacturing of functional beverages ▶ Development of functional food raw materials

The Foundation of Health; A Trusted Choice

Hantech Bio-Tech is committed to providing high-quality, stable, and sustainability-oriented contract manufacturing solutions for health supplements. Leveraging years of accumulated expertise and technical capabilities, the Company tailors product formulas and dosage form designs based on customer needs. Through efficient production management and strict quality control, we enhance product competitiveness while balancing production efficiency and environmental responsibility, working together to drive the health industry toward green manufacturing and sustainable development.

Corporate Core Values

01 **Integrity**
We value trust and commitment, uphold corporate ethics and principles of transparent governance, and build long-term and solid partnerships with customers, employees, and partners.

02 **Professional**
Possessing comprehensive R&D, production, and quality control capabilities, we provide high-quality, customized ODM/OEM services, assisting customers in steadily expanding their market presence.

03 **Innovation**
Continuously invest in product upgrades and process improvements, combining market insights with technological applications to develop diversified, trend-aligned health products.

04 **Inclusion**
Implement environmental protection, employee care, and social responsibility, working together with the supply chain and stakeholders to create shared value and promote mutual prosperity and symbiosis between the Company and society.

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Operating Sites and Market Deployment

Hantech Bio-Tech's operating headquarters is located in Changhua County, Taiwan. The Company has cultivated the Taiwan health supplement market for many years and is actively expanding its international business footprint. Its current operating scope covers Hong Kong, Malaysia, and Singapore. The Company is committed to providing high-quality ODM/OEM contract manufacturing services for functional beverages, with services extending to domestic and international raw material development, professional proposals, formula design, finished or semi-finished product contract manufacturing, and after-sales support. This comprehensive one-stop integrated service system has enabled the Company to establish a solid contract manufacturing network and brand trust foundation in both domestic and overseas markets.

The Company continues to strengthen its brand influence and global market presence, expand its customer base, and drive international development. In the ASEAN market, the Company focuses on the high acceptance of health beverages among local consumers and the continuously growing market demand, promoting the development of sterilized soft-pouch beverages designed to meet local preferences.

Given that advanced packaging and sterilization processing technologies are not yet widespread in Southeast Asia, the Company has initiated market assessments and begun discussions with potential partners to actively expand into emerging markets. Compared with the local market, which primarily uses glass bottles and jelly products, Hantech Bio-Tech leverages its leading packaging and sterilization technologies to introduce product formats that are convenient, innovative, and environmentally advantageous. This approach demonstrates significant market differentiation and penetration potential, effectively enhancing overall competitiveness.

In the China market, sterilized soft-pouch beverages are highly favored by consumers, and a solid sales foundation has been established in recent years through direct selling and e-commerce channels. The Company has entered the market with stable product quality and flexible market strategies, continuously expanding sales channels and brand influence. This strengthens the Company's international presence and advances its dual goals of internationalization and sustainable development.

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Key Milestones

2007 Establishment of HANTECH BIO-TECHNOLOGY CO., LTD.

2010
- Passed the ISO 9001:2008 quality assurance certification

2013
- The product sterilization procedure has passed the Food Industry Research and Development Institute's (FIRDI) safety certification for heat distribution and heat penetration

2015
- Zhongshan Plant in Yuanlin passed the ISO 22000 and HACCP quality assurance certification
- Obtained "Level 2 Certification for Food Sanitation and Safety Management System" from the Ministry of Health and Welfare
- Guilu essence (tortoise shell and deer antler gelatin) and pearl powder received the Symbol of National Quality for three consecutive years (2013-2015)

2016
- Introduction of the HALAL and TQF certification system
- "Pearl powder" products obtained HALAL certification

2017
- Obtained the "Canned Food Sterilization Measurement Technology" license from the Food Industry Research and Development Institute
- Passed the "Level 2 Quality Assurance and Expansion Program" certification by the Ministry of Health and Welfare

2019
- Subsidiary Han Chih Technology Co., Ltd. established

2020
- Publicly issued shares on the Taipei Exchange
- Established a wholly-owned subsidiary, Biowise Biotechnology Co., Ltd.
- Obtained the Health Food GMP Certificate issued by the Food and Drug Administration, Ministry of Health and Welfare

2021
- Xihu Main Plant commenced formal mass production and obtained international ISO 22000 and HACCP quality certifications
- Approved for TPEx listing by the Taipei Exchange, with stock code 1294.

2022
- Registered for Emerging Stock trading on the Taipei Exchange

2024

Note: For Hantech Bio-Tech's reforms over the years and more up-to-date information, please refer to the Company's official website.

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01

Sustainability Strategies and Practices

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PERFORMANCE HIGHLIGHTS

→ In 2025, the Sustainable Development Committee reported the implementation status of sustainability initiatives to the directors a total of **3** times.

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1.1 Corporate Sustainability Policy and Commitment

Vision and Mission

Safeguarding health, leading sustainability through innovation

Under conditions of limited resources and increasingly severe climate change, the importance of environmental protection continues to grow, and sustainable development has become a shared goal across industries. Hantech Bio-Tech upholds the core philosophy of "giving to create a better society" and the vision of "a pioneer in health and innovation." The Company is committed to providing high-quality, sustainability-oriented contract manufacturing services for health supplements, safeguarding consumer health through professional technology and rigorous quality management, while actively promoting green manufacturing and environmental sustainability practices.

Since its establishment in 2007, Hantech has integrated Eastern and Western health concepts and adhered to a people-oriented corporate culture, continuously strengthening dual-track development in R&D and quality, and dedicating itself to creating safe, innovative, and effective health supplement solutions. We collaborate with domestic and international partners to introduce advanced processing technologies, and have obtained international certifications including ISO 22000, HACCP, GMP, and HALAL, fully ensuring product quality and food safety.

In response to market trends and customer needs, we continue to promote R&D innovation and develop a diversified product portfolio, helping customers create differentiated competitive advantages and maintaining a leading position in Taiwan's production capacity for sterilized soft-pouch functional beverages. In the face of rising global health awareness and environmental challenges, the Company actively promotes energy conservation and carbon reduction, water resource management, and the use of recyclable packaging materials, focusing on six major development pillars including "green manufacturing", "product responsibility", "R&D innovation", "a friendly workplace", "ethical corporate management" and "social prosperity", and comprehensively advancing sustainable development. We embed sustainability principles into every aspect of R&D, production, governance, and stakeholder engagement, continuously expanding positive impact and moving forward together with all partners toward a shared and better future.

We believe that doing every task diligently and honoring every commitment with sincerity are the achievements we are most proud of.

Sustainability Strategy Planning

Hantech Bio-Tech upholds the three core ESG principles of environmental protection (Environment), social responsibility (Social), and corporate governance (Governance), integrating sustainability into all aspects of operational management as the core guideline for the Company's long-term development. The Company focuses on enhancing contract manufacturing technology and quality for health supplements, adheres to principles of ethical corporate management, values employee well-being, and gradually builds a robust sustainability framework through strengthened governance and innovation, striving to create long-term positive impact for society and the environment.

For seven categories of stakeholders and 15 sustainability issues, the Company conducted internal and external questionnaire surveys and consulted professional advisors to assess positive and negative impacts. A total of eight material issues were identified, including 1 environmental issue, 5 social issues, and 2 governance issues, which serve as the basis for prioritizing sustainability management actions.

To effectively control potential risks, the Company evaluates tolerable thresholds based on the materiality principle to prevent possible losses, and has established the "Risk Management Policies and Procedures" to build a risk monitoring framework covering areas such as operations, compliance, and climate risks. The Company continues to optimize response mechanisms to safeguard stakeholder interests, enhance corporate resilience and overall value, and achieve optimal resource allocation.

Looking ahead, Hantech Bio-Tech will continue to advance the following strategies:

- Strategies aligned with SDGs: Refer to the UN SDGs to establish internal action indicators and implement specific measures aligned with the corresponding goals.
- Enhance data management and disclosure transparency: Gradually build data foundations such as carbon inventory and energy usage, strengthening stakeholder communication and the reliability of reporting.
- Deepen engagement with employees and the supply chain: Through internal training, supplier conferences, and ESG evaluations, drive the expansion of sustainability responsibility from individual actions to organization-wide implementation.
- Introduce innovation and digital tools: Apply automation, intelligent monitoring, and systemized management platforms to enhance sustainability management effectiveness.
- Review and refine strategies annually: Integrate internal reviews and external consultant recommendations to regularly review ESG goals and implementation effectiveness on a rolling basis.

Hantech Bio-Tech is committed to continually refining sustainability strategy planning with a responsible corporate mindset, deepening cooperation with internal and external stakeholders, and creating a future that benefits the economy, society, and the environment.

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Advance sustainability strategies to create a better future

Strategy review

Regularly review and refine strategies to ensure their effectiveness

Innovative tools

Use automation and smart monitoring to improve efficiency

Deepen employee and supply chain engagement

Interact with stakeholders through training and activities

Data management

Develop carbon and energy data to enhance transparency and trust

Strategy Correspondence

Align internal actions with SDGs to promote sustainable development

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1.2 Sustainable Governance Structure

Sustainability Evolution and Organization

To effectively integrate the sustainability philosophy into corporate governance and daily operations, Hantech Bio-Tech established the Corporate Social Responsibility Best Practice Principles in 2021 as guidance for promoting corporate responsibility and sustainable operations. In response to the amendments to relevant directives issued by the competent authority in 2022, the Board of Directors resolved to formally rename the "Principles" as the "Sustainable Development Best Practice Principles" and simultaneously revise certain provisions to strengthen the governance framework and enhance the effectiveness of sustainability management. This measure aims to ensure that the Company possesses the capability to respond and continuously improve when facing multiple challenges such as climate and environmental change, social responsibility and corporate governance.

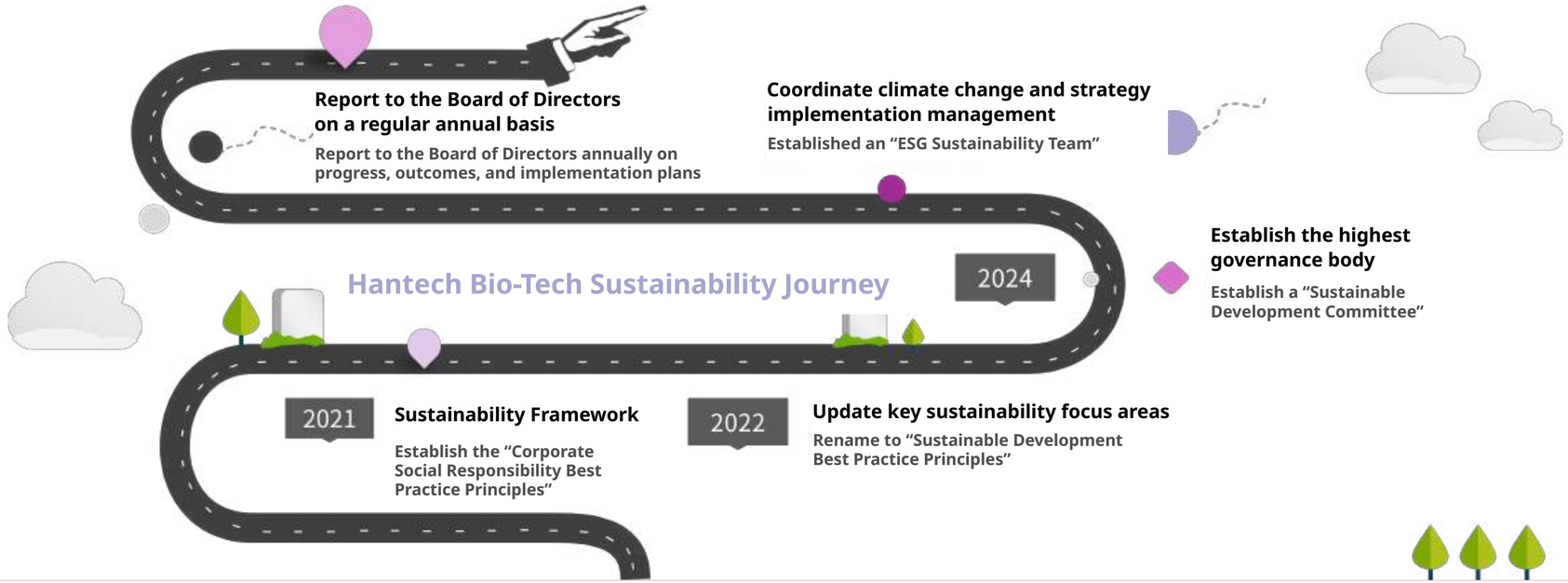
In the future, the Company will continue to promote internal training, establish sustainability policies and conduct regular evaluations. All sustainability management guidelines will also be submitted to management for review and adjustment to establish a sound sustainability promotion mechanism and deepen the implementation of sustainability values.

To further implement sustainable governance, the Company officially established the "Sustainable Development Committee" in 2024. The Board of Directors serves as the highest governance body for sustainability issues, and, based on the three ESG core dimensions of environment, social and governance, plans departmental responsibilities and execution directions.

Serves as the highest governance body for sustainability issues and plans the responsibilities and implementation directions of each department based on the three core ESG dimensions of environment, social, and governance. At the same time, under the guidance of the Chairman, the "ESG Sustainability Task Force" was established to coordinate matters related to climate change and risk issues, ensuring that climate targets are implemented and continuously optimized. The Task Force is responsible for identifying and managing material sustainability issues, promoting strategy implementation and performance tracking, reporting progress to the Sustainable Development Committee on a regular basis, and reporting results and implementation plans to the Board of Directors at least once a year. Through a clear governance mechanism and operating procedures, Hantech Bio-Tech continues to deepen sustainability values, strengthen organizational resilience and responsible governance capabilities, and move toward a more forward-looking corporate sustainability blueprint.

2025 Status of Operations

In 2025, the Sustainable Development Committee reported to the Board of Directors 3 times, covering matters including the identification and management of sustainability-related issues (including climate change risks and opportunities), tracking the progress of sustainability initiatives, the establishment of annual sustainability goals and plans, and the scheduling of the 2025 audit plan. In addition, during the process of formulating the annual budget and business plans, the Company incorporates environmental concepts were incorporated into product design and packaging strategies based on market trends and needs, promoting the use of recyclable packaging materials to reduce environmental impact and work with customers toward sustainability goals.



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1.3 Stakeholder Communication and Materiality Analysis

Stakeholder Communication

Hantech Bio-Tech understands that business operations are not only about operating performance and profitability, but must also take into account the impacts on environment, social and corporate governance (ESG). We are committed to maintaining honest and transparent communication with stakeholders to ensure that corporate decisions take into account diverse needs and achieve the value goal of advancing both operations and sustainability. To strengthen the identification and management of material sustainability issues, Hantech Bio-Tech referenced the GRI Standards and followed the AA1000 Stakeholder Engagement Standards as the communication framework.

Through the five principles of the AA1000 Stakeholder Engagement Standards, namely responsibility, influence, attention, diverse perspectives and dependency, stakeholders are evaluated from three dimensions: interaction frequency, cooperation relationship and degree of impact. Internal meetings, interviews and questionnaire surveys are conducted, followed by in-depth discussions by the Sustainable Development Committee and senior management, to identify 7 major stakeholders: Employees, shareholders, customers, suppliers, government agencies, communities, and financial and insurance institutions, ensuring a sound communication mechanism and responding to the concerns of all parties.

In addition, to deepen communication, Hantech Bio-Tech has established a contact channel on its official website to provide an immediate feedback and two-way communication platform. Since 2024, the Company has prepared an Annual Sustainability Report to comprehensively present performance and commitments across the three major dimensions of environment, society and governance, and, through continuous communication and collaboration, work together with stakeholders to promote sustainable development.

2025 Communication Channels and Effectiveness with Stakeholders:

Stakeholders: Employee

Issues of Concern	Communication Methods and Channels	Communication Frequency	2025 Engagement Results
Occupational Safety and Health Friendly Workplace	▶ Labor-management Meetings ▶ Welfare Committee Meetings ▶ Company website, bulletin board, internal communication mailbox, and social media platforms ▶ Morning Meeting ▶ Annual Performance Evaluation ▶ Education and Training ▶ Safety and health education and training ▶ Quality Monthly Meetings	▶ Occupational Health Nurse 4 times per month; Plant Physician 4 times per year ▶ Quarterly ▶ Quarterly ▶ Occasionally ▶ Weekly ▶ Quarterly ▶ Annually ▶ Twice a yea ▶ Monthly	▶ Nursing personnel for labor health services provided 28 services, totaling 56 hours ▶ Personnel related to labor health services (physical therapist) provided 20 services, totaling 40 hours ▶ Physician for labor health services provided 4 services, totaling 8 hours ▶ Held 4 labor-management meetings ▶ Held 9 Welfare Committee meetings ▶ A total of 0 cases were received through the complaint mailbox ▶ Held 51 morning meetings ▶ The proportion of employees receiving annual performance evaluations reached 100% ▶ Total annual training hours: 3,940 hours; total participants: 1,779 people ▶ Total annual training hours: 591 hours; total participants: 336 people ▶ Held 12 quality monthly meetings

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Stakeholders: Shareholders

Issues of Concern	Communication Methods and Channels	Communication Frequency	2025 Engagement Results
Product Quality and Safety Talent Attraction and Retention Ethical Corporate Management	▶ Annual General Shareholders' Meeting, investor conference ▶ Participate in domestic and international investor conferences and communication meetings. ▶ Respond to questions from investors and analysts through multiple channels and regularly compile feedback.	▶ Annually ▶ Annually ▶ Occasionally	▶ Establish positive interactions and robust oversight mechanisms with shareholders and investment institutions to safeguard shareholders' equity. ▶ Through interaction with investors and listening to their suggestions, use the feedback as an important reference for future development strategies.
	▶ Disclose material information in real time through MOPS and the official website.	▶ Regular reporting in accordance with regulations	▶ Publish annually the financial statements, shareholders' meeting annual report, and sustainability report.

Stakeholders: Customers

Issues of Concern	Communication Methods and Channels	Communication Frequency	2025 Engagement Results
Product Quality and Safety Customer Relationship Management Information Security Management and Customer Privacy	▶ Major Abnormality Reporting System ▶ Customer Audit ▶ Quality Report and Technical Support	▶ Real-time ▶ Occasionally ▶ Occasionally	▶ In the event of a major quality abnormality, activate the immediate reporting mechanism, with Quality Assurance conducting the investigation and reporting progress. The Company has no record of major food safety incidents or product recalls. ▶ Cooperate with customers' food safety audits, with Quality Assurance responsible for reception and providing SOPs, inspection records and improvement plans. Assisted customers in completing a total of 11 third-party audits in 2025, with a 100% pass rate. ▶ Actively communicate with key customers to strengthen mutual understanding and consensus on product risks and regulations. Cooperate with customers' on-site inspections a total of 14 times in 2025.
	▶ Industry Exhibitions and Forums	▶ Annually	▶ 2025 Vitafoods Asia in Thailand (exhibition visit) ▶ 2025 Hi Japan (exhibition visit) ▶ 2025 BIO Asia-Taiwan Exhibition (exhibitor)
	▶ Proactive Contact ▶ Referral from Existing Customers ▶ Business Review Meetings with Customers ▶ Regular Customer Visits ▶ Customer Satisfaction Survey ▶ Customer Complaint Handling	▶ Weekly ▶ Monthly ▶ Occasionally ▶ 20 times per month ▶ Annually ▶ Annually	▶ Number of new customers increased by more than 50 ▶ Developed more than 8 types of sales channels and conducted transactions with over 100 customers. ▶ Customers conducted 72 on-site factory visits. ▶ Visit more than 20 customers per month. ▶ Collected 164 responses, with an average satisfaction score of 9.25. ▶ All customer complaints during the year were properly handled and closed

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Issues of Concern	Communication Methods and Channels	Communication Frequency	2025 Engagement Results
Stakeholders: Suppliers			
Product Quality and Safety Ethical Corporate Management	▶ Communicate quality requirements and safety standards (acceptance criteria) with suppliers. ▶ Supplier Delivery Compliance Rate ▶ Supplier evaluation/on-site audit and guidance	▶ Occasionally ▶ Quarterly ▶ Annually	▶ Completed 120 document reviews and on-site evaluations ▶ Q1 pass rate: 99.13%, Q2 pass rate: 98.86%, Q3 pass rate: 98.47%, Q4 pass rate: 99.00%
Customer Relationship Management	▶ Integrity Commitment, Supplier Sustainability Questionnaire	▶ Supplier sign-back	▶ Signing rates were 88.5% and 48.57%, respectively
	▶ Online Intelligent Supply Chain Collaboration Platform	▶ Occasionally	▶ A total of 2,201 online purchase orders
Stakeholders: Government agencies			
Information Security Management and Customer Privacy Ethical Corporate Management	Friendly Workplace Occupational Safety and Health	▶ Official Correspondence ▶ Regulatory Briefings	▶ Occasionally ▶ Occasionally	▶ The Company continues to maintain good communication with the competent authorities, carries out various reporting and inspection procedures in accordance with regulatory requirements, and actively participates in policy briefings and related meetings to stay abreast of the latest regulatory trends.
Stakeholders: Communities			
Water Resource Management Friendly Workplace	Occupational Safety and Health	▶ Organization of community activities and daily interactions ▶ Social Communication Software	▶ Occasionally ▶ Occasionally	▶ Participated in Xihu Township's "Once-in-24-Years Jianjiao Festival" event ▶ Sponsored community activities in Xixi Village, Xihu Township
Stakeholders: Financial and insurance institutions			
Product Quality and Safety Talent Attraction and Retention	Friendly Workplace	▶ Tel, Email ▶ Financing Application Documents	▶ Occasionally ▶ Occasionally	▶ In response to the requirements of financial and insurance institutions with which the Company conducts business regarding the transparency of sustainability information, collect and provide more comprehensive sustainability disclosure information to enhance transparency in credit and insurance reviews

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Identification of Material Topics

Hantech Bio-Tech adheres to international sustainability standards and emerging trends, referencing the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards, the United Nations Sustainable Development Goals (SDGs), and the Task Force on Climate-related Financial Disclosures (TCFD) framework. At the same time, by analyzing the sustainability issues of benchmark companies in the industry and combining them with the Company's operational development strategies and stakeholders' areas of concern, the impact level of each sustainability issue is evaluated. Through systematic management and multiple assessments, ensure that SDGs are integrated with real actions to enhance corporate resilience and sustainable competitiveness. To ensure the timeliness and accuracy of sustainability issue identification, Hantech Bio-Tech conducts a materiality analysis every two years and continuously monitors changes in the industry and regulatory environment during the analysis cycle to determine whether existing material issues need to be adjusted. Through systematic management and multiple assessments, ensure that SDGs are integrated with real actions to enhance corporate resilience and sustainable competitiveness. The most recent materiality analysis was completed in 2024. Please refer to the following for relevant information (the next materiality analysis will be conducted in 2026):

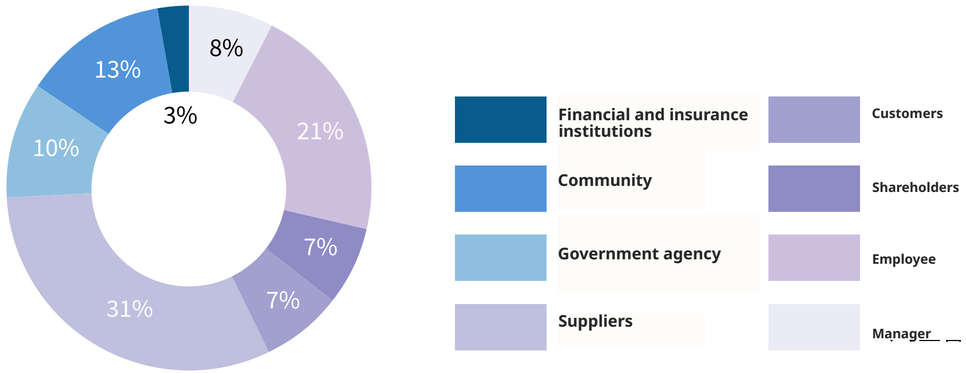
STEP 1 Collection of Potential Sustainability Issues

With reference to international sustainability standards and trends, and taking into comprehensive consideration the characteristics of the Company's industry, the following 15 actual and potential sustainability issues covering the three ESG dimensions are summarized:

E Environmental	S Social		G Governance	
▶ Energy Management ▶ Water Resource Management ▶ Waste Management ▶ Climate Change Risks	▶ Friendly Workplace ▶ Occupational Safety and Health ▶ Talent Attraction and Retention	▶ Information Security Management and Customer Privacy ▶ Customer Relationship Management	▶ Supplier Management ▶ Operational Performance ▶ Ethical Corporate Management	▶ R&D and Technology Innovation ▶ Product Quality and Safety ▶ Raw Material Management

STEP 2 Stakeholder Concern Survey

Hantech Bio-Tech further identified the actual and potential positive and negative impacts that each sustainability issue summarized in the first stage may have generated or may generate in the future on the economy, environment and people (including human rights). A survey on the issues was conducted in Chinese for internal supervisors and the 7 categories of external stakeholders identified. After excluding invalid questionnaires, a total of 233 valid responses were collected (with a response rate of 83.51%). Including internal supervisors (18 responses), employees (49 responses), shareholders (16 responses), customers (17 responses), suppliers (73 responses), government agencies (24 responses), communities (30 responses), and financial and insurance institutions (6 responses).



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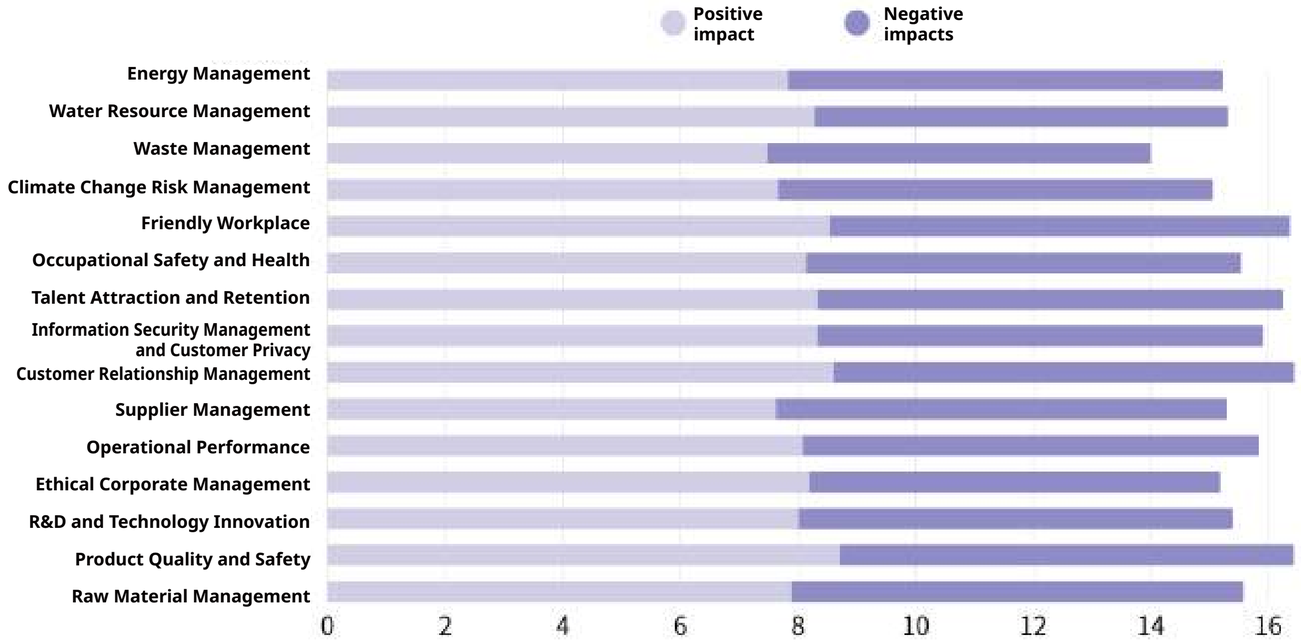
STEP 3 Analysis and Identification of Material Issues

After conducting a detailed questionnaire survey and stakeholder engagement, Hantech Bio-Tech carried out a weighted assessment based on the level of concern from various parties, identifying the potential impact and significance of each issue to the Company. Following discussions by senior management and an in-depth analysis incorporating industry trends, the materiality of the issues was reviewed and adjusted. Ultimately, 8 key sustainability issues for 2024 were identified as the Company's focus areas for future development.



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STEP 4 Reporting and Disclosure

In 2025, to build on the results of the materiality analysis and deepen sustainable governance, the ESG Sustainability Team reviewed the material issues identified in 2024 and submitted them to senior management for confirmation. After comprehensively considering the industry environment during the year, changes in sustainable development trends, and changes in international standards, it was assessed that the scope of the existing issues remained comprehensive and appropriate, with no additions, deletions, or adjustments required. At the same time, the Company continues to collect stakeholder feedback through diverse communication channels and, under the supervision of the Board of Directors, ensures that material issues are aligned with its sustainability strategy. The management approaches, policy commitments, targets, and implementation status of the 8 material issues have been disclosed in this report for reference by all stakeholders and incorporated into the direction for advancing long-term sustainability policies, serving as an important basis for long-term sustainability initiatives to support the Company's steady development.

2024 Material Topics Impact Description (no changes to the issues carried forward in 2025)

Material Issues		Description of Positive/Negative Impacts		Corresponding GRI Standards	Topic Chapters
E Environmental					
Water Resource Management	+	Improve Water Efficiency	▶ Install additional water resource recycling systems to enhance water reuse efficiency. ▶ Reduce process water risks and wastewater discharge costs. ▶ Introduce water-saving devices to strengthen daily water conservation management. ▶ Post reminder signs to raise employees' awareness of water conservation. ▶ Strengthen corporate environmental image and regulatory compliance capability.	GRI 303 Water and Effluents	4.2 Environmentally Friendly Management
	−	Increased Costs	▶ The initial construction and maintenance costs of the water resource recycling system are high, and the system's energy consumption also increases the carbon footprint. ▶ If wastewater is not properly treated, it may cause environmental impact and penalties. ▶ Water-saving devices may affect water-use convenience and reduce employee satisfaction		
S Social					
Customer Relationship Management	+	Enhanced Brand Image	▶ Gain deeper understanding of customer needs and provide customized services. ▶ Regularly communicate with customers to strengthen cooperative relationships. ▶ Improve customer satisfaction and retain existing customers. ▶ Attract potential customer groups and expand market presence. ▶ Drive enhanced brand image and steady business growth.	GRI 416 Customer Health and Safety	3.2 Product Quality and Customer Management

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Material Issues		Description of Positive/Negative Impacts		Corresponding GRI Standards	Topic Chapters
S Social					
Customer Relationship Management	−	Loss of Customer Trust	Risk of failing to meet customer needs: ▶ Reduce customer satisfaction and trust. ▶ Increase the risk of customer complaints and handling costs. ▶ Damage the Company's reputation and market competitiveness. ▶ Cause order reductions and decline in business performance. ▶ Adverse to the Company's long-term stable development.	GRI 416 Customer Health and Safety	3.2 Product Quality and Customer Management
Friendly Workplace	+	Retain Outstanding Talent	▶ Establish SOP guidelines to enhance employee efficiency and team cohesion. ▶ Provide a safe and comfortable environment and health care to create a sense of security. ▶ Inspire employee potential and improve work performance. ▶ Attract and retain outstanding talent. ▶ Strengthen corporate competitiveness and the foundation for sustainable development.	GRI 406 Non-discrimination GRI 407 Freedom of Association and Collective Bargaining GRI 408 Child Labor GRI 409 Forced or Compulsory Labor GRI 410 Security Practices GRI 411 Rights of Indigenous Peoples	5.2 Diverse and Inclusive Working Environment
	−	Decline in Employee Satisfaction	▶ Insufficient hardware facilities reduce workplace friendliness. ▶ Limited quality and selection of meals affect employee satisfaction. ▶ Lack of childcare resources and insufficient competitiveness in salaries and benefits may reduce employees' willingness to stay. ▶ These issues may affect overall morale and stability, thereby impacting work performance and organizational development.		
Information Security Management and Customer Privacy	+	Information Fully Protected	▶ Establish a comprehensive information security management system and mechanisms. ▶ Conduct regular audits and drills to strengthen defense capabilities. ▶ Ensure customer privacy and prevent data breaches. ▶ Enhance the Company's Reputation and Brand Image	GRI 418 Customer Privacy	2.3 Risk Management 3.2 Product Quality and Customer Management

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Material Issues		Description of Positive/Negative Impacts		Corresponding GRI Standards	Topic Chapters
S Social					
Information Security Management and Customer Privacy	−	Decline in Operational Stability	▶ If the system is unable to defend against external attacks, it may lead to operational shutdowns and damage to the Company's reputation. ▶ Data leaks may result in legal claims. ▶ Internal risks include malicious destruction and operational errors. ▶ External threats arise from viruses and hacker attacks. ▶ Natural disasters (such as typhoons and earthquakes) may also affect information security and threaten operational stability.	GRI 418 Customer Privacy	2.3 Risk Management 3.2 Product Quality and Customer Management
Talent Attraction and Retention	+	Enhance Employee Happiness	▶ Provide competitive reward and remuneration systems to motivate employee performance. ▶ Implement comprehensive benefits and care measures to enhance employee happiness. ▶ Retain high-quality talent and reduce turnover rate. ▶ Build a cohesive and competitive team.	GRI 401 Employment GRI 402 Labor/ Management Relations GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity	5.1 Human Resource Management
	−	Talent Loss Risk	▶ Remuneration and benefits system lacks competitiveness. ▶ Career development and working environment are insufficient, leading to talent loss and an increase in turnover rate. ▶ Affect the Company's competitive advantage and organizational stability. ▶ Improper human resource management or workplace injustice may damage the corporate image. ▶ Adverse to future talent recruitment and long-term development.		
Occupational Safety and Health	+	Improve Employee Health Level	▶ Zero occupational injuries, creating a safe and secure working environment. ▶ Reduce sick leave and occupational injury rates to maintain stable operational progress. ▶ Prevent occupational disease and enhance overall employee health level. ▶ Improve work efficiency and productivity.	GRI 403 Occupational Health and Safety	5.3 Employee Health and Safety
	−	Legal Litigation Risk	▶ Occupational injuries and diseases affect productivity and increase operating costs. ▶ Damage the Company's reputation and brand image. ▶ Failure to comply with occupational safety regulations may result in fines and litigation risks. ▶ Frequent occupational injuries lead to higher insurance costs, increasing financial burden.	GRI 403 Occupational Health and Safety	5.3 Employee Health and Safety

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Material Issues		Description of Positive/Negative Impacts		Corresponding GRI Standards	Topic Chapters
G Governance					
Product Quality and Safety	+	Enhance Product Safety	▶ Strengthen product safety and health evaluation mechanisms to comply with regulatory requirements. ▶ Clearly label product information to protect consumer rights. ▶ Regularly review regulations and continuously update management measures. ▶ Enhance internal training and communication to ensure marketing and operational compliance. ▶ Maintain the Company's reputation and enhance customer trust and satisfaction. ▶ Promote long-term stable product sales.	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling	3.2 Product Quality and Customer Management
	−	Decrease in Consumer Trust	▶ Failure to establish sound safety evaluation mechanisms and internal management may lead to regulatory violations. ▶ Trigger a consumer trust crisis. ▶ Cause loss of orders and impact revenue. ▶ Reduce market competitiveness and corporate image.		
Ethical Corporate Management	+	Stable Management	▶ Establish a sound governance structure to enhance transparency and management efficiency. ▶ Strengthen trust from investors and stakeholders. ▶ Enhance brand value and customer loyalty. ▶ Attract investment and cooperation opportunities. ▶ Enhance market competitiveness and promote long-term stable corporate development.	GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	2.1 Sound Governance
	−	Damage Reputation	▶ Poor management may lead to corruption. ▶ Cause legal liabilities and economic losses. ▶ Damage Hantech's brand image and market position. ▶ Reduce the ability to attract investors and retain customers.		

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PERFORMANCE HIGHLIGHTS

→ **Zero** cases of penalties for violations of anti-competitive behavior or monopolistic practices.

→ Conduct an external Board of Directors performance evaluation

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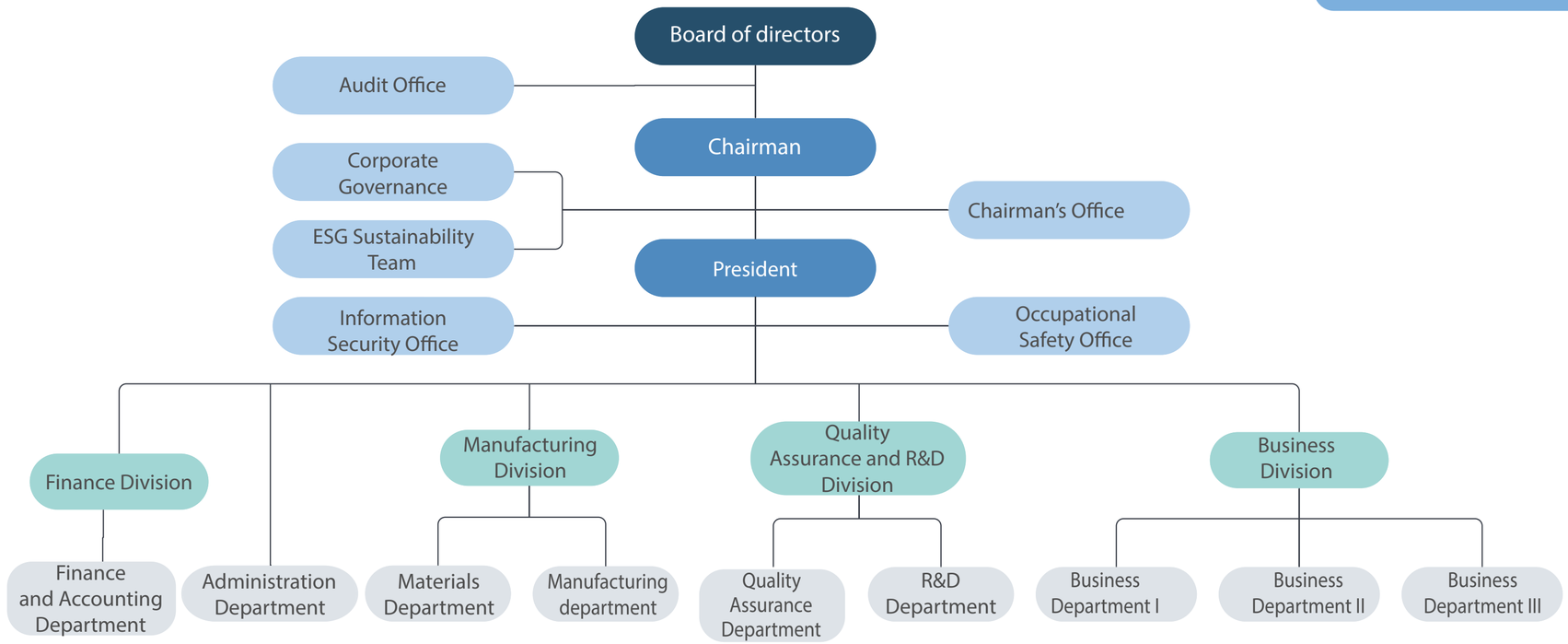
2.1 Sound Governance

2.1.1 Corporate Governance Structure

Hantech Bio-Tech adheres to the principle of sound governance and continuously enhances corporate transparency and management efficiency to safeguard the rights and interests of shareholders and stakeholders. In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" issued by the Taiwan Stock Exchange and the Taipei Exchange, the Company has established a comprehensive internal governance system encompassing the "Corporate Governance Best Practice Principles," "Rules of Procedure for Board of Directors Meetings," "Ethical Corporate Management Best Practice Principles," "Procedures for Prevention of Insider Trading," "Rules of Procedure for Shareholders' Meetings," and "Risk Management Policies and Procedures." These regulations ensure that governance practices comply with legal requirements and deliver substantive effectiveness, thereby laying a solid foundation for the Company's sustainable development.

Corporate Governance Structure Chart



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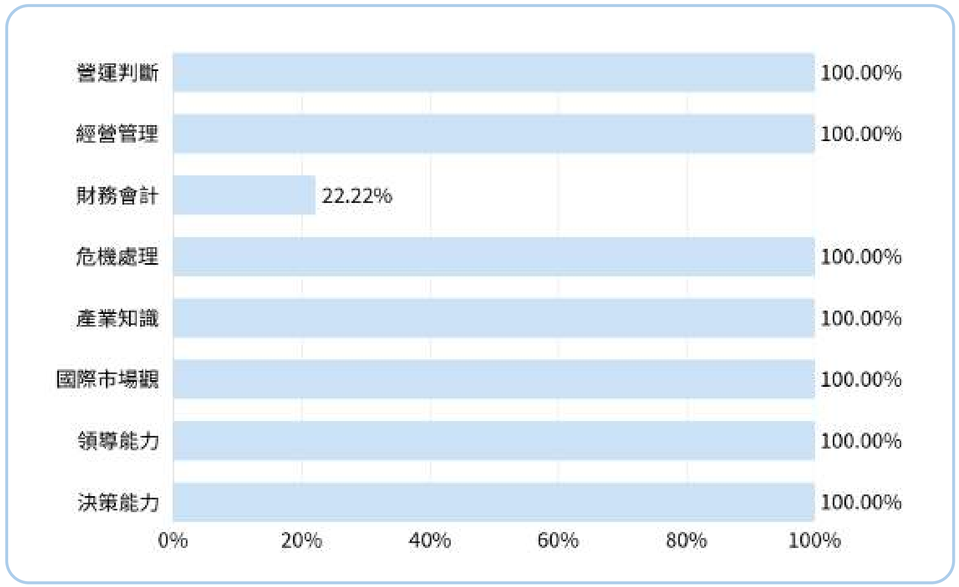
Operations of the Board of Directors

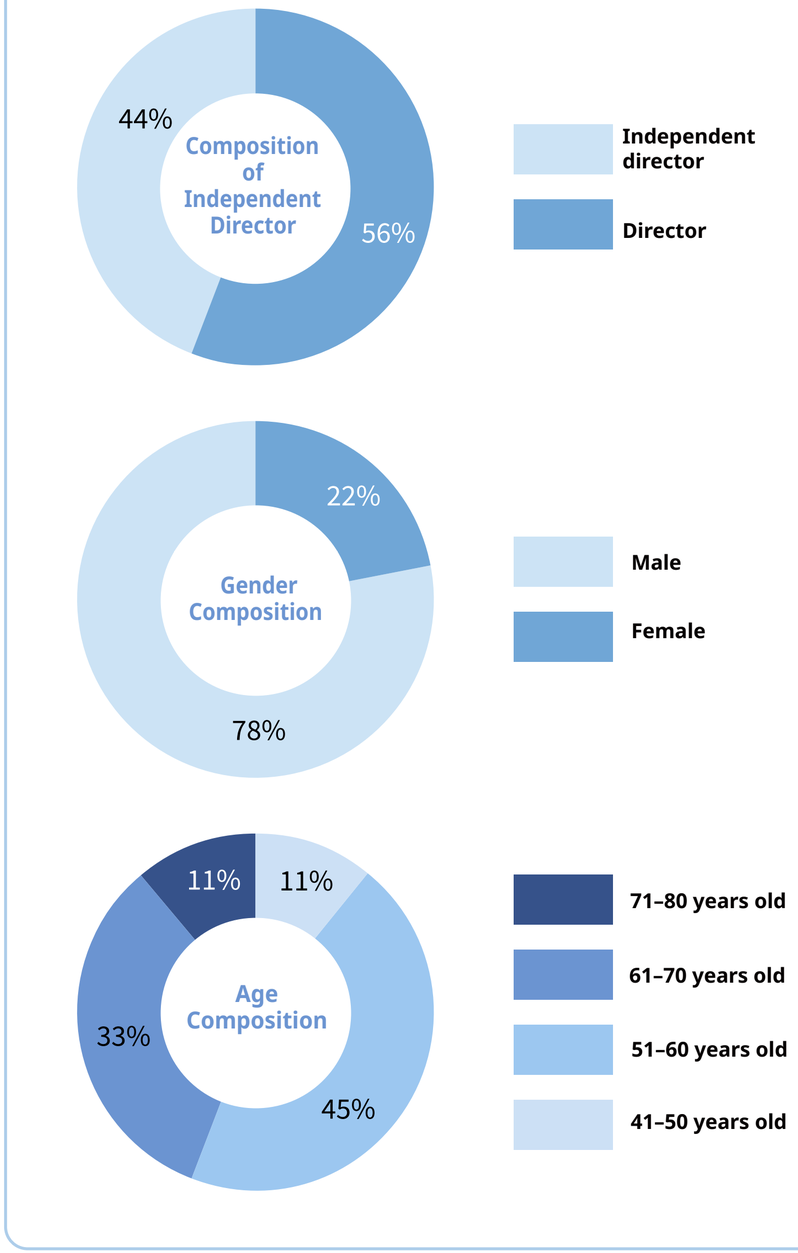
Hantech Bio-Tech has established the Board of Directors as its highest governance body, with the Chairman serving as chair and overseeing the planning and implementation of various governance measures. The "Audit Committee" and "Remuneration Committee" are established under the Board of Directors to strengthen oversight mechanisms and the division of responsibilities, thereby enhancing overall governance effectiveness and corporate competitiveness. The Board of Directors consists of 9 directors, including 4 independent directors, representing 44.44%, and 2 female directors. No more than half of the members have direct family relationships with one another, ensuring the independence, impartiality, and diversity of the Board of Directors.

The Company's directors are elected in accordance with the candidate nomination system under the "Company Act" for a term of three years, and the Company follows the "Corporate Governance Best Practice Principles" and "Procedures for Election of Directors," adheres to the principle of merit-based selection, and emphasizes cross-industry backgrounds and complementary professional expertise. The members of the Board of Directors demonstrate diversity in gender, age, nationality, and cultural background, and possess professional knowledge and practical experience in law, accounting, industry, and related fields, thereby enhancing the quality of Board decision-making and governance effectiveness and realizing the vision of diverse governance and sustainable development.

Details regarding the professional qualifications, independence and diversity of the Board members are provided in the sections "Disclosure of Directors' Professional Qualifications and Independent Directors' Independence Information" and "Board Diversity and Independence" of the Company's 2025 shareholders' meeting annual report.

Core Competencies of Board Members





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Sustainability Training Status of the Highest Governance Body

As global attention to climate change and sustainable development issues continues to increase, enterprises facing increasingly stringent regulations and drastic changes in the market environment urgently need to strengthen their governance capabilities and environmental risk response mechanisms. To enhance the Board's supervisory function and decision-making quality under the ESG framework, the Company has actively arranged for directors to participate in various professional training programs. Through diverse and in-depth training programs, directors are assisted in understanding regulations, recognizing the risks and responsibilities brought by ESG, and grasping international trends and business response strategies. This further strengthens the overall governance effectiveness of the Board of Directors and lays a solid foundation for the Company's sustainable development. In 2025, all directors completed the statutory continuing education hours, with a total of 63 hours. For details regarding the continuing education of the Company's directors, please refer to the Company's annual report.

Communication on Key Material Events

To strengthen corporate governance and information transparency, and to ensure the timely communication and effective tracking of material matters, the Company regularly communicates key matters concerning ESG governance and internal audit to the Board of Directors or relevant units, thereby enhancing overall governance effectiveness and operational transparency. As of the end of 2025, the Board of Directors had held a total of 10 meetings.

Items	Communication Items
ESG Governance	Commissioned the external professional institution "Taiwan Investor Relations Institute (TIRI)" to conduct an external Board performance evaluation
Internal Audit	Regularly communicated with independent directors 6 times regarding identified audit deficiencies and follow-up improvements, as well as the implementation and results of the internal control system and internal audit system

Directors' Reasons for Recusal

If a director has an interest in any proposal discussed at a meeting, either personally or on behalf of a juristic person they represent, the matter shall be handled in accordance with the "Rules of Procedure for Board of Directors Meetings." The director shall explain the material aspects of the interest at the current Board meeting. If the matter may be detrimental to the Company's interests, the director shall voluntarily abstain from discussion and voting and may not act as a proxy for another director in exercising voting rights. To ensure the independence and objectivity of the Board of Directors' operations, the Company's Chairman resigned as General Manager on June 12, 2025 to optimize corporate governance and no longer concurrently holds any senior management position.

In addition, if a director's spouse, relative within the second degree of kinship, or any juristic person having a controlling or subordinate relationship with the director has an interest in the matter under discussion, such interest shall be deemed as that of the director, and the same regulations shall apply accordingly.

As of 2025, the Company had 1 director concurrently serving in other directorships, and 7 cases occurred during the year in which directors recused themselves from Board meetings due to personal interests. For details, please refer to P. 21–23 of the Company's annual report. Information regarding cross-shareholdings with other stakeholders or controlling shareholders and related parties has been disclosed on MOPS, the Company's website, or P. 66–67 of the 2025 annual report for the shareholders' meeting.

Board Performance Evaluation

To strengthen corporate governance and enhance the functions and operational efficiency of the Board of Directors, Hantech Bio-Tech conducts an internal Board performance evaluation once a year; the scope of the internal performance evaluation covers the overall operation of the Board of Directors, the performance of individual directors, and each functional committee, with evaluation aspects including the degree of participation in the Company's operations, decision-making quality, Board composition and structure, director election and continuing education, and internal control.

In addition, an external Board performance evaluation is conducted every three years by an external independent professional institution or a team of experts and scholars. The most recent external evaluation was commissioned to the external professional institution "Taiwan Investor Relations Institute" to conduct the 2025 external Board performance evaluation. All evaluation results exceeded the standards, indicating that the Company's Board of Directors and functional committees performed well and demonstrated appropriate governance effectiveness and professionalism. The evaluation results were also reported to the Board of Directors as a reference for continuous improvement.

Remuneration Policy for the Board of Directors and Senior Managers

The performance evaluation and remuneration reasonableness of the Company's directors and managers are handled in accordance with the "Directors and Managers Remuneration Management Procedures" and are reviewed and evaluated annually by the Remuneration Committee and the Board of Directors to ensure that the remuneration system is fair and reasonable, and corresponds to individual performance and actual contributions to the Company. In addition to considering individual performance and contributions, remuneration evaluations also take into account the Company's overall operating performance, industry standards and relevant regulations, with timely adjustments to the salary structure to enhance management efficiency and organizational competitiveness. In accordance with the Company's Articles of Incorporation, if there is profit for the year, 5% to 15% shall be allocated as employee remuneration, and no more than 3% shall be allocated as directors' remuneration, as tangible recognition of the contributions of all members. In addition to the existing indicators closely linked to the Company's operational and financial performance, the Company has not yet formally incorporated sustainability performance indicators into its remuneration linkage mechanism at this stage. In the future, the Company will continue to evaluate the appropriateness of introducing such indicators based on its development and the maturity of its systems.

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Functional committees

To strengthen the functions of the Board of Directors and improve the supervisory mechanism, the Company has established the "Audit Committee", "Remuneration Committee", and "Sustainable Development Committee" under the Board. Each committee carries out supervision and review matters in accordance with its responsibilities, assisting the Board in enhancing decision-making quality and governance effectiveness. The operation of each functional committee is shown in the table below. For detailed information, please refer to the Company's annual report and website:

Committee	Responsibilities	Members	Attendance Rate (excluding attendance by proxy)
Audit Committee	▶ Oversee the fair presentation of the Company's financial statements ▶ Appointment (dismissal), independence, and performance of the CPA ▶ Effective implementation of the Company's internal controls ▶ The Company's compliance with relevant laws and regulations ▶ Management of the Company's existing or potential risks, etc.	Independent Directors Ching-Lung Hsieh; Yu-Chi Wang; Chien-Cheng Chu; and Ching-Ying Tseng	100%
Remuneration Committee	▶ Regularly review the organizational charter of the Remuneration Committee and propose recommendations for amendments ▶ Formulate and review the annual and long-term performance goals of directors and managers, and the policies, systems, standards, and structures of remuneration ▶ Regularly evaluate the achievement of performance targets by directors and managers, and determine the details and amounts of their individual remuneration	Independent Directors Ching-Lung Hsieh; Yu-Chi Wang; Chien-Cheng Chu; and Ching-Ying Tseng	100%
Sustainable Development Committee	▶ Formulate, promote, and strengthen the Company's sustainable development policies, annual plans, and strategies, etc. ▶ Review, track, and revise the implementation status and effectiveness of sustainable development initiatives ▶ Supervise sustainability information disclosure matters and review the sustainability report ▶ Supervise the implementation of matters under the Company's Sustainable Development Principles or other sustainable development-related tasks resolved by the Board of Directors	Chairman Yu-Lin Li; Independent Directors Chien-Cheng Chu; and Ching-Ying Tseng	100%

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2.1.2 Ethical Corporate Management

Hantech Bio-Tech upholds the highest standards in implementing the philosophy of ethical corporate management, ensuring that all business operations fully comply with regulations and reducing legal risks. The Company continues to strengthen its internal risk control capabilities to enhance the trust of investors and stakeholders, thereby promoting steady operations and sustainable development.

Material Topics Ethical Corporate Management	
Significance of Material Topics	Ethical corporate management not only helps enterprises reduce operational risks and prevent fraud and misrepresentation of information, but also enhances transparency and investor confidence. In terms of human rights, protect labor rights, eliminate forced labor and child labor, and establish grievance and protection mechanisms to enhance employee recognition and promote corporate sustainable development
Policy/ Commitment	The Company has established the "Ethical Corporate Management Best Practice Principles," the "Procedures for Ethical Management and Guidelines for Conduct," and the "Code of Ethical Conduct" as behavioral standards for directors, managers, and all personnel to follow. It also requires the fulfillment of managerial responsibilities to jointly prevent and eliminate any unethical conduct, ensuring compliant and transparent corporate operations.
Goals	Short-term ▶ The signing rate of confidentiality-related agreements reached 100%. ▶ Zero major incidents of violation of ethical corporate management. Mid- to Long-term ▶ Continuously enhance the Company's information transparency. ▶ Integrate ethical corporate management policies into employee performance appraisals and human resource systems. ▶ Supervise suppliers' sustainable development through the Ethical Corporate Management Best Practice Principles and supplier evaluation system to enhance corporate sustainability value.
Actions	▶ New employees receive training and sign confidentiality agreements upon onboarding, and the concept of ethical corporate management is promoted through regular meetings. ▶ The directors and senior management have issued statements of compliance with the ethical corporate management policy, and employees are required to sign and adhere to confidentiality obligations in their employment contracts. ▶ Strengthen education and training on compliance with regulations related to trade secrets and insider trading to implement ethical corporate management. Internal Evaluation Mechanism ▶ The Company has established a dedicated unit responsible for formulating, implementing and supervising the ethical corporate management policy and preventive mechanisms, which reports to the Board of Directors at least once a year. ▶ Establish an effective accounting and internal control system. ▶ The Company discloses measures, implementation status and quantitative results related to ethical corporate management through its official website, shareholders' meeting annual report and prospectus, and makes the content of the Ethical Corporate Management Best Practice Principles publicly available on MOPS.

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Material Topics Ethical Corporate Management (cont'd)	
Actions(cont'd)	External Evaluation Mechanism ▶ Comply with the FSC Corporate Governance 3.0 evaluation. ▶ Engage external professional institutions to conduct the Board of Directors performance evaluation.
2025 Targets, Annual Key Achievements, and Actual Performance	▶ The signing rate of confidentiality-related agreements reached 100%. ▶ Zero major incidents of violation of ethical corporate management. ▶ The total continuing education hours completed by all directors reached 63 hours
Grievance Mechanism/ Communication Channels	The Company encourages both internal and external parties to report any dishonest or improper conduct and provides the following independent reporting mailbox as a channel for filing complaints. ▶ E-mail: report@htbios.com

Ethical Corporate Management and Anti-corruption Mechanism

To prevent unlawful conduct and the spread of improper practices, Hantech Bio-Tech has established the "Procedures for the Prevention of Insider Trading" and the "Procedures for Ethical Management and Guidelines for Conduct," clearly stipulating the ethical and professional conduct standards that all employees must follow in the performance of their duties, and strictly prohibiting any form of corruption or bribery involving customers, suppliers, business partners, or other parties with which the Company conducts business.

The scope of the Company's ethical corporate management and anti-corruption policies covers all operating sites in Taiwan. The General Manager's Office is responsible for formulating and implementing ethical corporate management policies and prevention mechanisms, while the audit unit formulates the annual audit plan based on the accounting system and internal control system, conducts audits, and reports the audit results to the Board of Directors. At the same time, internal employees and external stakeholders are encouraged to disclose any violations of ethical conduct or improper behavior and proactively report them to management for timely handling and improvement, ensuring that no false or illegal conduct occurs in the Company's operations and effectively preventing potential ethical risks. In 2025, the Company had no incidents of violations of ethical corporate management or anti-corruption policies, demonstrating Hantech Bio-Tech's firm commitment to implementing ethical governance and strengthening corporate responsibility.

Code of Conduct (Including Anti-Corruption) Training and Promotion

Hantech Bio-Tech continues to strengthen all employees' ability to identify and respond to risks related to corruption and other improper conduct through education and training. In 2025, the Company conducted "Gender Equality in Employment Act & Ethical Corporate Management and Anti-Corruption Awareness" and "Anti-Corruption, Gender Equality, and Sexual Harassment Prevention" training, with 207 attendances and a total of 163.5 training hours, helping employees understand the corruption and misconduct risks that may be involved in relevant conduct and learn appropriate ways to respond, further enhancing compliance awareness and reducing the likelihood of violations.

Anti-competitive Behavior

Hantech Bio-Tech has established the "Ethical Corporate Management Best Practice Principles," which clearly stipulate that all employees must comply with the Fair Trade Act and relevant competition laws in business activities. Employees are prohibited from engaging in actions such as price fixing, bid rigging, production or quota restrictions, or the allocation of customers, suppliers, operating areas or product categories to avoid forming monopolistic or market-segregating anti-competitive practices. The Company continues to strengthen legal compliance awareness and compliance management mechanisms by establishing internal systems and conducting training and advocacy to enhance all employees' understanding of and adherence to competition laws. In 2025, Hantech Bio-Tech had no incidents of violations of the Fair Trade Act or penalties imposed by the competent authorities for improper competitive conduct, demonstrating the effective implementation of its ethical corporate management system.

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Ethical Corporate Management and Anti-corruption Mechanism

Whistleblowing and Protection

To strengthen ethical corporate management and prevent improper conduct, the Company has established a comprehensive whistleblowing system in accordance with Article 21 of the "Procedures for Ethical Management and Guidelines for Conduct," encouraging internal employees and external stakeholders to proactively disclose any unethical or non-compliant conduct, and has set up dedicated whistleblowing mailboxes and hotlines on the Company's official website and internal platform. The dedicated unit will conduct investigations in strict confidence throughout the process in accordance with established procedures and, depending on the circumstances, report to the independent directors or competent authorities. Furthermore, the implementation status of the whistleblowing system is regularly compiled and reported to the Board of Directors, serving as a basis for system optimization and continuous improvement to ensure the effective implementation of the ethical corporate management mechanism.

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Internal Control, Audit Systems, and Regulatory Compliance

In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, Hantech Bio-Tech has established the Procedures for Self-Assessment of Internal Control Systems. The Company regularly updates relevant regulations in response to statutory amendments and changes in the operating environment to continuously enhance audit quality and governance effectiveness.

The Company's internal audit office reports to the Board of Directors and is responsible for executing internal audit operations. It assists the Board and managers in reviewing and evaluating the effectiveness of the internal control system, ensuring that all business activities comply with regulatory requirements and internal corporate policies to enhance efficiency and risk control capabilities. Each year, the Audit Office formulates an annual audit plan based on eight operating cycles and two control operations, which is implemented after approval by the Board of Directors, and strengthens risk control and corporate governance resilience through a three-stage management model of "pre-event identification, in-process early warning, and post-event improvement."

In 2025, a total of 99 audit reports were completed, identifying 19 minor deficiencies, mainly related to clerical errors or incomplete recordkeeping. These issues did not affect the overall effectiveness of the internal control system, and all deficiencies have been corrected and included in subsequent follow-up management. Audit results are reported to the Board of Directors in the format of the internal control statement and serve as the basis for the Board and the General Manager to assess the overall effectiveness of internal controls and issue the statement.

To ensure audit quality and professional competence, the Company regularly arranges professional training for audit personnel in accordance with relevant legal requirements. Newly appointed auditors complete at least 18 hours of relevant training courses, while existing auditors complete at least 12 hours of professional courses organized by accredited institutions each year to stay abreast of the latest regulatory developments and auditing practices. Through institutionalized audit operations, deficiency improvement processes and continuous training, Hantech Bio-Tech is committed to building an efficient, transparent and resilient corporate governance system, laying a solid foundation for sustainable corporate development.

Internal audit execution procedure

To clearly define behavioral standards and strengthen ethical awareness, the Company has established the "Code of Ethical Conduct" as a guideline for all employees and supervisors to follow, safeguarding corporate reputation and maintaining external trust. In addition, the Company continuously monitors the potential impacts of domestic and international policies and regulations on its operations, establishes a comprehensive risk management mechanism, and enhances employees' legal awareness and professional competence through regular training programs, further strengthening organizational compliance capabilities and risk response resilience.

In 2025, the Company had no material violations, including fines, lawsuits, or non-monetary penalties arising from violations of professional integrity, business ethics, or related regulations (under the Company's internal regulations, a material violation refers to a single incident subject to a fine of NT$1 million or more (inclusive)), demonstrating the Company's effectiveness in corporate governance and compliance management.

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2.2 Business Performance

2.2.1 Financial Performance

Hantech Bio-Tech is committed to the long-term goals of maximizing shareholder interests and achieving sustainable development, adopting prudent business strategies, integrating marketing and production capacity planning, actively expanding its scale of operations, and increasing market share. In response to industry trends and diversified consumer demands, the Company focuses on developing a variety of health supplements and niche products, flexibly adjusting its business strategies and capturing market dynamics to maintain competitive advantages and sustain growth momentum.

Business Overview

Hantech Bio-Tech is committed to developing the functional health food industry, focusing on the R&D and manufacturing of health supplement formulations in all dosage forms and striving to meet market demand for healthy, high-quality, and innovative functional products. In response to the trend toward diversified nutritional supplementation, the Company has accumulated extensive R&D experience and manufacturing capabilities, continuously developing differentiated and innovative formulations while incorporating multiple patented materials and branded ingredients to comprehensively enhance product added value and safety, fulfilling its commitment to consumer health and well-being and product responsibility, and demonstrating the Company's commitment and actions in sustainable innovation.

The Company provides one-stop integrated technical solutions covering formulation R&D, dosage form design, the introduction of core ingredients, manufacturing and production, and contract manufacturing services. Through a consultative ODM model, the Company assists customers in developing functional health foods that comply with regulatory and market requirements, effectively shortening development timelines and enhancing product stability, safety, and market competitiveness. In raw material development, the Company independently develops functional ingredients such as ultra-fine nano pearl powder and food-grade Guilu Powder (tortoise shell and deer antler powder), while actively sourcing high-quality natural extracts domestically and internationally to promote the innovative application of local ingredients and industry upgrading.

Through continuous technological innovation and quality management, the Company delivers high-quality integrated solutions with innovative value, fulfills product responsibility, and promotes sustainable industry development, striving to be a trusted partner across the health food supply chain.

Consolidated Financial Performance in the Past Three Years

Unit: NT$ thousand; %

Items	2023	2024	2025
Operating revenues	625,141	748,423	778,543
Operating cost	344,289	442,680	489,648
Operating gross profits	280,852	305,743	2848.895
Operating expense	95,146	108,275	115,914
Operating profits or losses	185,706	197,468	172,981
Non-operating revenues and expenditures	(1,137)	(2,827)	33
Pre-tax profit	184,569	194,641	173,014
Income tax expense	37,036	39,222	33,930
Net profit after tax	147,533	155,419	139,084
Earnings per Share	5.90	6.02	4.60
Employees' salary and benefits	136,691	148,992	164,680
Dividend payments	16,841	19,415	87,434
Payments to the government	24,488	63,278	56,547
Community investments	-	1,566	1,576

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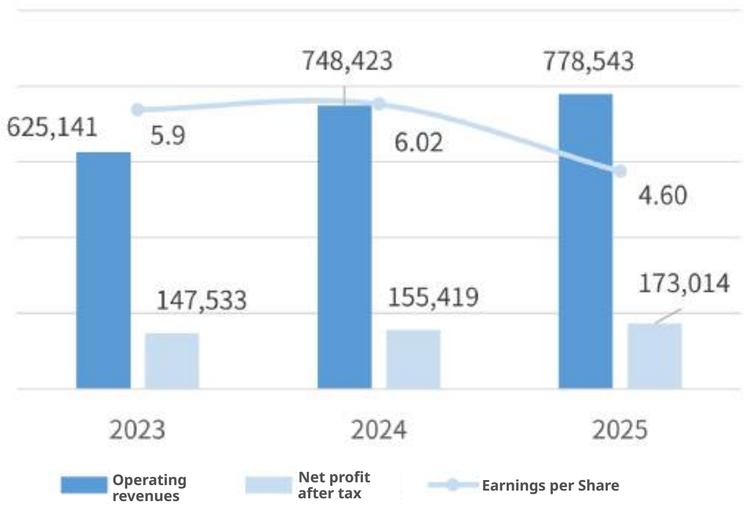
Financial Performance in the Past Three Years

Unit: NT$ thousands; NTD



Analysis of Revenue, Expenditures and Profitability for the Past Three Years

Unit: Percentage

Items/Year		2023	2024	2025
Capital structure	Debt to assets ratio (%)	56.88	26.65	28.65
	Long-term funds to fixed assets ratio (%)	133.35	167.89	170.50
Profitability	Return on Assets (%)	21.25	15.58	12.17
	Return on Equity (%)	44.04	25.43	16.83
	Net income before tax to paid-in capital ratio (%)	95.30	70.52	56.59
	Net profit margin (%)	23.60	20.77	17.87
	Earnings per Share (NTD)	5.90	6.02	4.60

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Sustainability-related Expenses

The Company continues to invest resources to support various sustainability measures, including waste treatment and ISO certification, with the aim of reducing environmental impacts and ensuring compliance with regulatory requirements.

Unit: NT$ thousand; %

Items/Year		2023	2024	2025
Environmental	Waste Treatment (General waste) expenses	771	969	1,233
Social	ISO certification fees	30	248	145

Participation in Industry Associations and Advocacy Initiatives

To strengthen the implementation of sustainability practices, regulatory compliance and corporate social responsibility, Hantech Bio-Tech actively participates in multiple industry associations. Through policy advocacy and resource integration, the Company enhances its role and contribution in sustainable governance and industry development. Through diverse participation and specific actions, Hantech Bio-Tech continues to respond to industry trends and social needs, demonstrating its determination and capability in practicing sustainable operations.

Category	Participation in Organizations or Industry Associations	Role
Business	Taiwan Canners Association	Member
	Changhua County Industrial Association	Member
Technology	Food Association of Taiwan	Member
	Taiwan Halal Integrity Development Association	Member

2.2.2 Tax Policy

Hantech Bio-Tech strictly complies with tax regulations. In the process of making major operational decisions, the Finance Department coordinates tax-related matters, prudently assesses potential tax risks and their impacts, promptly monitors changes in tax laws, formulates response measures, and discloses tax information in accordance with relevant standards. The Company maintains good communication with the tax authorities, establishes a sound interaction mechanism, and upholds the principles of compliance and ethical governance.

The Company's tax governance principles are as follows:

- All investment structures and transaction models must be based on economic substance and legitimate business purposes, not designed for tax avoidance, and must not involve improper tax arrangements.
- All major operational decisions comply with relevant laws, procedures and regulations, serving as the basis for prudent assessment of tax risks in the operating environment.
- Financial report information is fully presented in accordance with relevant regulations, and tax information is disclosed in compliance with applicable laws. Information is regularly made public through open channels to ensure transparency.
- Comply with tax laws and their legislative intent, pay taxes in full and on time, and fulfill the corporate social responsibility of being a law-abiding taxpayer.
- Establish an honest, respectful, and constructive relationship with tax authorities and provide recommendations on tax reform to help improve the tax environment.
- Continuously strengthen the professional capabilities of tax personnel through education and training, and disclose relevant tax information in the financial statements, annual report, and sustainability report to ensure information transparency.

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Tax Information in Consolidated Financial Statements

Unit: NT$ thousand; %

Items/Year		2023	2024	2025	Average Tax Rate over the Past Three Years
Pre-tax profit		184,569	194,641	173,014	-
Income tax expense (benefit)	Income tax expenses in the current period	36,586	39,155	34,791	-
	Deferred tax	450	67	(861)	-
Statutory (nominal) tax rate		20%	20%	20%	20%
Cash Payment of Income Tax		15,489	47,432	40,043	-
Cash Tax Rate		8%	24%	23%	18%

Government Subsidies and Tax Incentives

During the process of steady growth, Hantech Bio-Tech actively participates in government subsidy programs, including the Action Plan for Accelerated Investment by SMEs and the Subsidy Program for On-site Health Services for SMEs, effectively reducing the burden of capital expenditures. In 2025, the Company received approximately NT$431 thousand in government subsidies, which were invested in projects related to business development and sustainable operations, enhancing overall operational efficiency and advancing the achievement of sustainability goals.

2.3 Risk Management

In the face of a rapidly changing market environment and global challenges, Hantech Bio-Tech actively identifies and assesses various risks while strengthening risk control mechanisms to ensure operational stability and sustainable development. Through comprehensive risk management, the Company not only effectively enhances internal control and decision-making quality, but also strengthens corporate resilience, enabling continuous progress across environmental, social, and governance (ESG) dimensions, fulfilling responsibilities to stakeholders, and promoting long-term stable operations.

2.3.1 Risk Identification and Management

Hantech Bio-Tech has established the "Risk Management Policies and Procedures" as the basis for identifying operational, financial, compliance, information security, human resources, supply chain, climate change, intellectual property, and other material risks. Establish risk identification and response processes through cross-departmental collaboration, with supervisors from each unit participating in SWOT analysis and completing the "Risk and Opportunity Response Form" to strengthen internal risk awareness and response capabilities. Review the effectiveness of risk controls through the internal control system and audit mechanisms and propose recommendations for improvement; at the same time, establish an "Employee Feedback Mailbox" as a channel for risk reporting and suggestions to reduce the impact of internal and external risks on operations. The Board of Directors serves as the highest decision-making body, responsible for reviewing and overseeing major risk strategies. Each functional unit carries out risk identification, assessment, and control in accordance with its responsibilities and periodically reviews and responds to potential risks through the management framework and dedicated task mechanisms. The results of risk management implementation are reported annually to the Audit Committee and the Board of Directors, and audits are conducted by the Audit Office to strengthen management execution and oversight effectiveness.

Risk Management Procedures

To strengthen corporate governance and ensure the effective operation of risk management mechanisms, Hantech Bio-Tech continuously assesses and controls various potential uncertainties arising from its operations to enhance operational resilience and management efficiency and ensure the Company's stable development.

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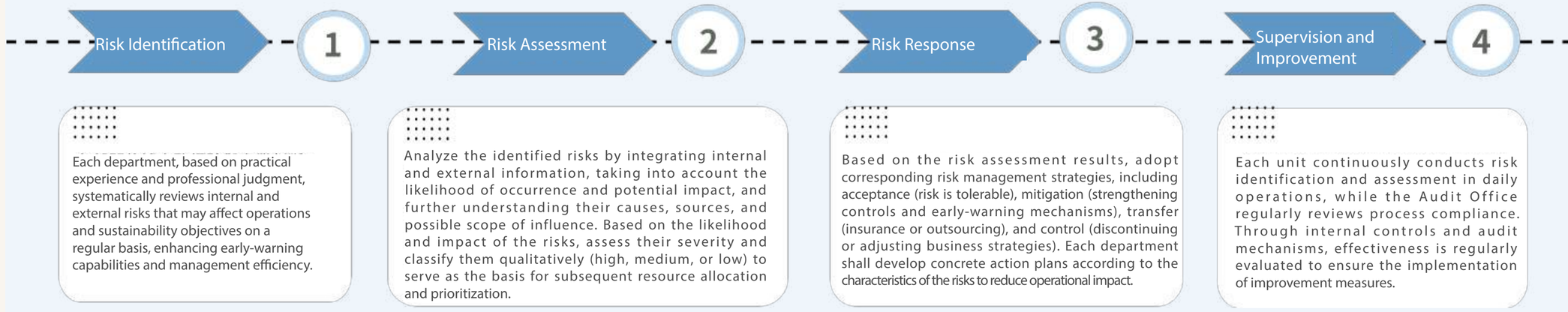

Risk Assessment and Response

To ensure continued corporate growth and effective resource allocation, Hantech Bio-Tech followed its risk identification process in 2025 to identify the risk items with the greatest potential impact on the Company, including regulatory compliance risk, operational risk, investment risk, supply chain risk, geopolitical risk, and economic risk. Specific risk analyses and mitigation measures were established for each risk. For complete information, please refer to the Company's annual report and financial statements.

Risk Dimension	Risk Description	Mitigation Measures
Legal Compliance Risk	▶ Regulations and policies are influenced by international trends and social issues, encompassing aspects such as labor, environmental protection, food safety, information security, taxation, and sustainability disclosure. ▶ Failure to respond promptly to laws and policies may result in compliance violations and increased compliance costs, affecting operations and reputation.	▶ Keep abreast of regulatory and industry policy developments. ▶ Regularly compile and summarize regulatory amendments for decision-making reference. ▶ Consult external advisors and industry associations as necessary to enhance decision-making quality.
Operational Risk	▶ Improper handling of product quality disputes, employee misconduct, environmental or safety incidents, information security breaches, or negative media coverage may damage corporate image and investor confidence. ▶ If crisis response and communication mechanisms are inadequate, it may delay handling and amplify the impact, affecting reputation, financial stability, and sustainability ratings.	▶ Establish communication and grievance channels, promote integrity education, and strengthen legal compliance awareness and violation prevention. ▶ Conduct regular internal audits and clearly define responsibilities to ensure effective implementation of systems and risk control. ▶ Implement occupational safety and health systems with the goal of "zero accidents," and conduct regular drills and training. ▶ Comply with the "Corporate Governance 3.0 - Sustainable Development Roadmap" to ensure timely and transparent disclosure of material information and protect stakeholders' rights and interests.

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Risk Dimension	Risk Description	Mitigation Measures
Investment Risk	▶ Derivative financial instruments offer high return potential but also carry high risks, and losses may exceed the original investment amount.	▶ Establish stringent risk control regulations. ▶ Strengthen fair value assessment and financial disclosure.
Supply Chain Risk	▶ Excessive concentration of raw material procurement may lead to supply disruptions caused by production abnormalities, price fluctuations, or geopolitical factors. ▶ For critical or specialized raw materials, the absence of alternative sources may affect production, delivery, and costs, weakening bargaining power and market flexibility, and undermining customer satisfaction and competitiveness.	▶ Diversify procurement strategies for major raw materials to reduce concentration risk, with no significant irreplaceability. ▶ Maintain stable partnerships with suppliers to secure a reliable supply source. ▶ Include alternative materials and suppliers during new product development to enhance adaptability. ▶ Continuously expand supply sources and alternative solutions to diversify procurement risks.
Geopolitical Risk	▶ The ongoing war continues to affect global supply chains, with supplier capacity and logistics disruptions leading to material shortages that impact production and operations. ▶ Shifts in shipping ports and transit routes have driven up logistics expenses, increasing procurement costs and operational risks.	▶ Procure raw materials from war-affected regions in advance and maintain sufficient inventory. ▶ Develop alternative sourcing locations and products to diversify supply risks.
Economic Risk	▶ The declining birth rate has led to a shrinking labor force, resulting in recruitment difficulties and rising personnel costs. ▶ Failure to effectively retain and develop talent may exacerbate the loss of critical knowledge, affecting team stability and overall competitiveness.	▶ Establish a grievance and reporting mechanism, regularly review and revise systems, and protect employees' rights and safety. ▶ Implement diversity, equality, and gender-friendly systems to ensure fairness in recruitment and promotion, and to eliminate discrimination and misconduct. ▶ Provide internal training and external education subsidies to encourage self-learning and cross-disciplinary development. ▶ Create a healthy workplace through regular disinfection, fire drills, and hazard prevention to enhance safety and environmental quality.

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2.3.2 Information Security Management

Hantech Bio-Tech regards information security as a fundamental corporate responsibility. To protect the information assets of employees and partners from compromise, the Company has established a comprehensive information security management system to ensure the accuracy and availability of information processing. Furthermore, the Company continuously strengthens the security safeguards of its information systems, equipment, and networks to enhance overall information security resilience.

Material Topic Information Security Management and Customer Privacy	
Significance of Material Topics	To protect the security of customer data and transaction information, Hantech Bio-Tech is committed to preventing unauthorized access and potential information security threats, continuously strengthening information security risk management to minimize potential impacts and enhance overall information security resilience and governance effectiveness.
Policy/ Commitment	Comply with relevant government regulations and establish the "Information Security Policy" to strengthen information security protection.
Goals	Short-term ▶ Continuously enhance information security awareness among all employees through social engineering simulation exercises. ▶ Conduct a comprehensive inventory of personal data assets, continuously assess risks, and establish effective improvement plans. Mid- to Long-term ▶ Continuously strengthen the information security management system to ensure that all operations comply with ISO 27001 standards. ▶ Implement automated monitoring and threat detection tools, and optimize information security systems and internal control processes to enhance protection efficiency.
Actions	▶ Contracts are comprehensively managed through a system with established mechanisms for regular updates and reviews. Business units, legal affairs, and senior management jointly participate in review and signing processes to ensure contractual compliance with relevant regulatory requirements and adaptability to market changes. The Company also regularly monitors contract performance and promptly renews or amends contracts that are about to expire to maintain stability and flexibility in cooperation. ▶ The Information Department and designated personnel regularly review and assess information security management measures. For business processes involving the collection, processing, and storage of personal data, personal data protection assessments are conducted to identify potential risks of data leakage or misuse in advance. ▶ Enhance overall employee awareness through regular information security training and awareness programs to effectively reduce the likelihood and impact of information security risks.
2025 Actual Performance	▶ There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data. ▶ Commissioned a professional information security consulting firm to conduct vulnerability scans and implemented corrections and improvements based on the test reports. Subsequent multiple scans confirmed that major vulnerabilities had been eliminated, maintaining the security and stability of the information systems.
Grievance Mechanism/ Communication Channels	Stakeholders may submit feedback or grievances through channels including telephone, email, and the official website. ▶ Address: No. 101, Gongye Rd., Xihu Township, Changhua County ▶ Tel.: (04) 8811181 ▶ Fax: (04)8823456 ▶ Stakeholders mailbox: service@htbios.com ▶ Company website: www.htbios.com/

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Information Security Policy and Organization

Hantech Bio-Tech has established an Information Security Office under the General Manager's Office, with dedicated personnel responsible for information security planning and implementation. To ensure the confidentiality, integrity, and availability of information assets, the Company has established the "Information Security Policy" and the "Information Circulation Internal Control Procedures," and conducts planning and implementation in accordance with the ISO/IEC 27001 framework and indicators, which cover measures for information equipment protection, detection, and recovery. In conjunction with daily operations, the Company conducts daily data backups and system monitoring, weekly reviews of abnormal traffic and firewall logs, and monthly system version updates and security patches, and convenes information security meetings as needed for projects or incidents to strengthen security control throughout all stages of information acquisition, processing, storage, and transmission, thereby reducing operational interruptions and information security risks, and ensuring the safety of the Company's and customers' data. In 2025, the Company experienced no material information security incidents.

Information Security Protection Policy and Implementation

1. Information Asset Management

- Establish an inventory of equipment, systems, and assets.
- Control data access permissions.

2. Access and Permission Management

- Establish procedures for account creation, modification, and deactivation.
- Implement multi-factor authentication and password policies.

3. Employee Safety and Education

- Conduct regular information security training (e.g., social engineering prevention).

4. Operational Safety Management

- Maintain records and audits of daily operations.
- Regularly update and patch systems.
- Backups and log records are managed under controlled procedures.

5. Communication and Network Security

- Encrypt data transmissions (e.g., VPN).
- Install firewall equipment.
- Conduct regular vulnerability scans and tests.

6. Information Security Incident Response

- Establish information security incident reporting and response procedures.

7. Business Continuity and Backup

- Regularly execute disaster recovery plans.

8. Compliance and Audit

- Establish an internal audit system to ensure regulatory compliance.

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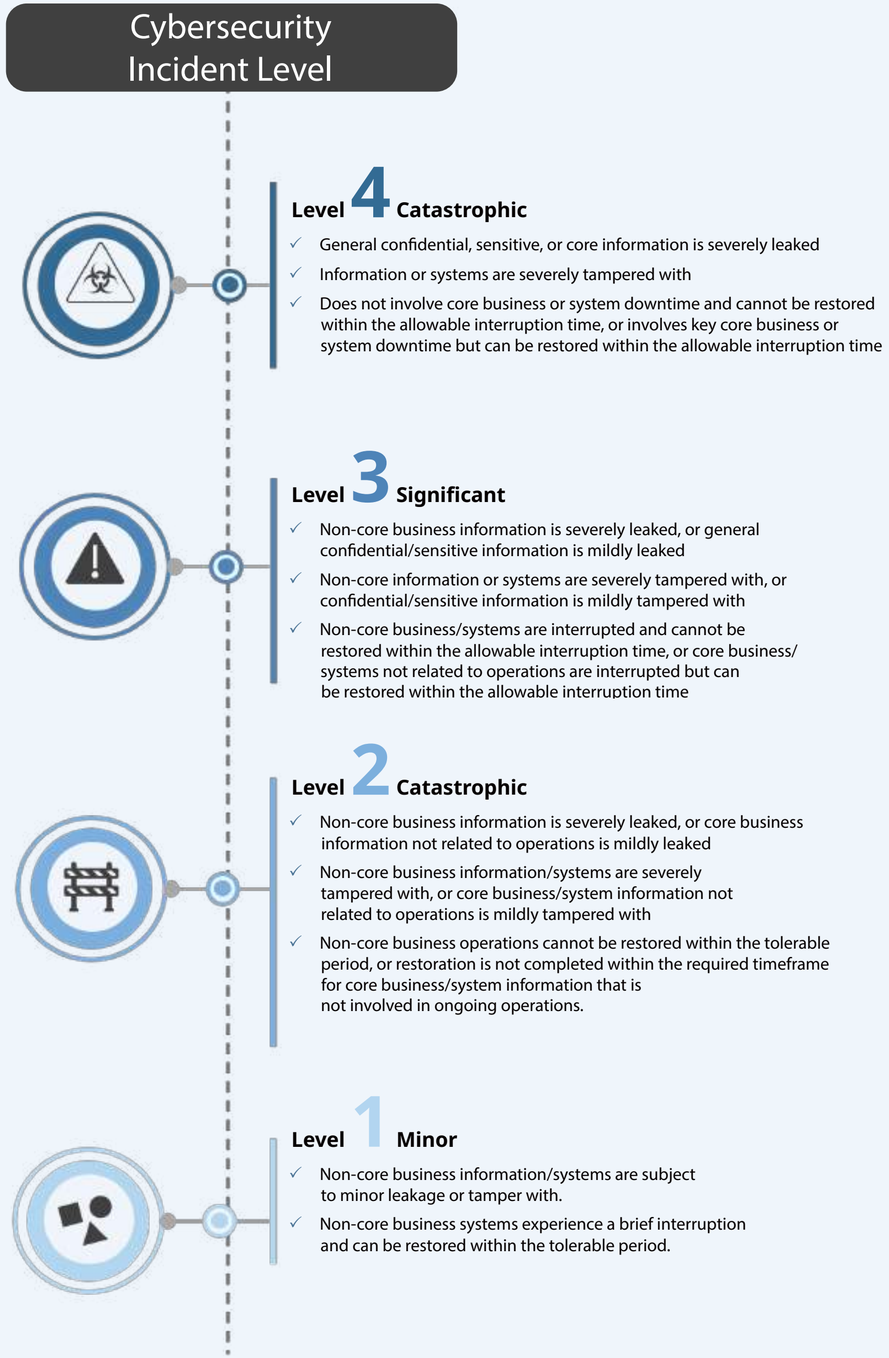
Personal Data Privacy

Hantech Bio-Tech attaches great importance to personal data protection and regards safeguarding the fundamental rights and interests of employees, customers, and partners as a key corporate responsibility. To ensure that all stages of personal data collection, processing, and utilization comply with regulatory requirements, the Company has established the "Personal Data Protection Management Procedures" to prevent data misuse, facilitate lawful and reasonable use, and further strengthen information security management and stakeholder trust. Hantech Bio-Tech upholds personal data security as a core responsibility and has established a management framework based on the following principles:

- Lawful collection and clear notification: Before collecting personal data, clearly disclose the purpose of collection, scope of use, and retention period, and obtain the data subject's consent in accordance with the law.
- Safety treatment and risk control: adopt appropriate technical and management measures to prevent personal data from being lost, altered, disclosed, or accessed without authorization.
- Division of responsibilities and system implementation: Establish a personal data protection management unit and designate dedicated personnel to oversee system implementation, employee training, and policy enforcement. Information Security Handling Process

Information Security Handling Process

Hantech Bio-Tech has established the "Cybersecurity Incident Reporting and Response Procedures" to implement a systematic response process for information security incidents, minimizing losses and impacts on operations and ensuring business stability and continuity. To enhance the efficiency of incident response and risk management, the Company categorizes information security incidents into four levels based on their severity, ranging from Level 1 (minor) to Level 4 (catastrophic), covering scenarios such as information leakage, system interruption, and data tampering. For incidents of different levels, specific reporting and review timeframes are defined. The Information Department must complete an initial report within one hour of becoming aware of the incident and complete review and confirmation within two to eight hours, depending on the incident level.



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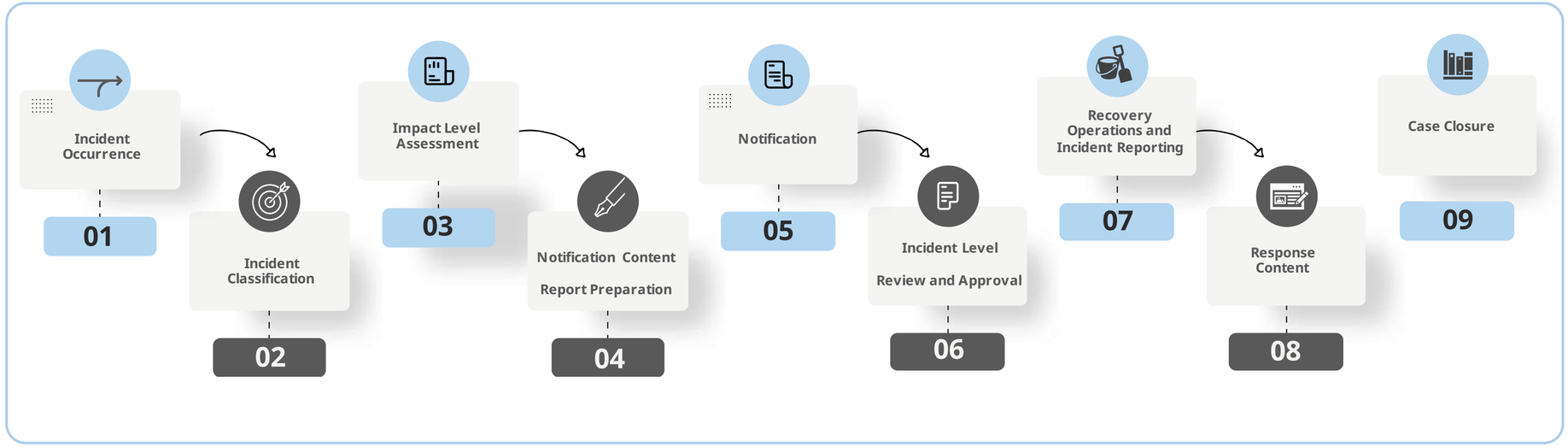
Hantech Bio-Tech Information Security Incident Handling Flowchart



Information Security Control Measures

In response to rapid changes in the IT landscape and increasingly severe information security threats, Hantech Bio-Tech recognizes the critical importance of protecting information assets to maintain operational stability and sustainable corporate development, actively implementing an information security management system. The Company continuously strengthens various security protection measures, building a multi-layered defense mechanism encompassing institutional, technical, and personnel aspects to ensure the security and reliability of information systems.

Classification	Controlled Item	Implementation Measures
Systems	▶ Password Policy Management	▶ Passwords must be updated every 90 days and include uppercase letters, lowercase letters, numbers, and special characters to enhance account security.
	▶ Hierarchical Permissions and Regular Review	▶ Access permissions are configured based on job responsibilities and reviewed at least twice a year to prevent granting excessive privileges.
	▶ Data Classification and Control Policy	▶ Manage data classification based on sensitivity, with confidential information required to be encrypted and access permissions restricted.
	▶ VPN Usage Management	▶ Employees must apply for a VPN account before remote connection, and login activities will be recorded and retained for audit purposes.
	▶ Email and Communication Policy	▶ The mail server is equipped with antivirus protection and spam filtering mechanisms, and risk incidents will be reported and handled immediately.

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Information Security Control Measures (cont'd)

Classification	Controlled Item	Implementation Measures
Technology	▶ System Backup Management	▶ Daily backups of critical systems and configuration files are performed and stored in an offsite backup system to ensure rapid operational recovery in the event of a disaster.
	▶ Email Antivirus and Updates	▶ The mail server automatically updates antivirus systems and virus definitions to reduce the risk of email-borne infections.
	▶ Firewall and Antivirus System Updates	▶ Regularly update virus databases and firewall rules to strengthen perimeter protection.
	▶ HiNet Anti-Hacking Gatekeeper Enterprise Edition	▶ Block malicious connections such as botnets and ransomware at the ISP level while detecting endpoint security status to effectively reduce the risk of cyberattacks.
Personnel	▶ Information Security Awareness Education and Training	▶ Conduct regular information security education and social engineering drills to enhance employees' awareness and practical response capabilities.
	▶ VPN Usage Compliance (Including Account Application and Logging)	▶ Employees must comply with application and login regulations to prevent unauthorized use and strengthen activity auditability.

To strengthen its information security capabilities, Hantech Bio-Tech continuously invests in building and optimizing information security systems, comprehensively enhancing system stability and resilience through technological upgrades and systematic management. The Company's information security system-related expenditures for 2025 are summarized as follows:

Information Security System	Instructions for Use	Amount (NTD thousand)
Vulnerability Scanning	Conduct regular vulnerability scans to strengthen system protection capabilities.	22,000
Disaster Recovery Drill	Conduct regular disaster recovery drills to verify the feasibility and responsiveness of backup mechanisms.	130,000
Firewall System	Renew firewall maintenance to enhance service continuity	95,000

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Supply Chain Security Protection

As business operations expand, Hantech Bio-Tech continues to strengthen supply chain information security management to reduce potential information security risks and enhance overall operational resilience. For the critical EC host platform, in response to growing information security workloads, the Company is evaluating the implementation of an off-site backup mechanism and expansion of backup capacity, while also carrying out system upgrades to enhance system stability and data security. The Company has established a preliminary supplier information risk assessment process to manage high-risk suppliers connected to its systems, engaged an accounting firm to conduct electronic audits, and continuously reviewed the implementation of more comprehensive third-party information security audits and verification measures. Looking ahead, the Company will continue to strengthen the identification and monitoring of supply chain information security risks, fostering a robust and resilient information collaboration environment to ensure the overall security and stability of the supply chain.

Disaster Recovery Drill

To ensure rapid operational recovery in the event of major anomalies or emergencies, the Company has established a comprehensive Disaster Recovery Plan (DRP), clearly defining response procedures and responsibilities. Disaster recovery drills are conducted regularly each year, covering major operating systems, with original system vendors assisting in on-site restoration tests to ensure that the Recovery Point Objective (RPO) and Recovery Time Objective (RTO) meet established standards. The systems covered by the drills rotate annually among different critical systems (such as ERP and APS), gradually strengthening cross-system recovery capabilities and enhancing operational continuity and response capabilities under diverse disaster scenarios.

Information Security Education and Training Drills

To strengthen employees' information security awareness, the Information Security Office regularly conducts social engineering drills to assess employees' ability to identify and respond to phishing emails, suspicious links, and other attack methods. In 2025, a total of 288 simulated phishing emails were sent to 96 accounts across 17 departments. The Company analyzed behavioral data such as email opening, link clicking, information input, and attachment opening as a basis for training and performance evaluation. Employees who triggered simulated attack actions during the drill were assigned supplementary training sessions to help them understand the sources of risk and improve their response capabilities. At the same time, information security awareness campaigns were conducted through morning meetings at least once every six months, supplemented by actual case studies, electronic posters, desktop wallpapers, and screen savers to enhance daily vigilance.

Unit: Participants; hours

Unit/ Department	Training Topic	Number of Trainees	Total Training Hours
All Employees	Social Engineering Drill Results Report and Information Security Education and Training	162	81
Information Security / Information	Comprehensive Analysis of Information Security Attacks and Defense: Practical Enterprise Information Security Protection and Vulnerability Management	2	4
Information / Manufacturing	AI Launch and Automation Mapping: Half-Day Workshop on Key Mindsets for Enhancing Productivity	7	21
Information Security / Information	Corporate Information Security Governance and Audit	2	5
Information Security / Information	Cloud Seminar on Information Security for Digital Transformation	2	7
Information / Office Colleagues	As AI-generated content permeates daily corporate operations, how can employees' and systems' AI detection capabilities be effectively enhanced	18	18
Information Security / Information	Zero-Trust Architecture and IoT Security	2	4
Information Security Office	ISO 27001:2022 Information Security Management System Lead Auditor Training Course	1	40
Information / Manufacturing	Introduce AI technology to enhance core manufacturing competitiveness	17	8.5
Information / Manufacturing	Understanding the Industrial IoT and big data to strengthen foundational knowledge	10	10
Information Security Office	AI Defect Detection and Process Monitoring Application Course	1	32
Information Security / Information	Comprehensive Analysis of Information Security Attacks and Defense: Practical Enterprise Information Security Protection and Vulnerability Management	2	4

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Product Responsibility and Health and Safety

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PERFORMANCE HIGHLIGHTS

- → Completed the development and mass production of the "Sunshine Liquid Salad"
- → Assisted customers in obtaining **5** A.A. additive-free certifications
- → Assisted customers in obtaining **3** THIDA HALAL certifications
- → Assisted customers in obtaining **2** SNQ National Quality Awards
- → Obtained **15** patents
- → Customer satisfaction reached **9.25** points.

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3.1 Innovative Products and R&D

3.1.1 R&D Innovation and Product Development

Hantech Bio-Tech upholds the management philosophy of "Integrity and Excellence, Professionalism and Innovation, Sustainability and Co-prosperity," and is dedicated to developing safe, convenient, aesthetically pleasing, and easy-to-consume functional beverages and jelly products in sterilized pouches. The Company aims to meet the diverse nutritional needs of all age groups and fulfill its service commitment of "Whatever you want, Hantech can make it happen."

To enhance product competitiveness and user experience, Hantech Bio-Tech designs its products based on real consumer usage scenarios, conducting in-depth analyses of the differentiated needs of various age groups in terms of taste, safety, and usage habits. The Company has developed a diverse range of product forms, including general beverages, sports gels, soft jellies, and texture jellies, creating rich, multi-layered product experiences with distinctive flavors. At the same time, the Company continues to optimize ingredient selection to meet consumer demand for natural and simple formulations, gradually moving toward reduced additives and additive-free formulations, while strengthening product differentiation through flavor optimization and competitor analysis to enhance market competitiveness and consumer experience.

In terms of processes and technology, the Company continues to invest in automation upgrades and mold development, while improving filling accuracy and mold changeover efficiency to comprehensively enhance process flexibility and production line efficiency. At the same time, the Company implements a personnel grading system and skills assessments to ensure consistent manufacturing quality and achieve the goals of standardization and stable mass production. In terms of quality control, the Company continues to optimize sterilization technology and temperature control, while refining sealing techniques (such as special diamond-pattern designs) to enhance product sealing performance and quality stability.

For different application scenarios, Hantech Bio-Tech develops diversified packaging bag types and innovative mold designs, covering different capacity configurations, opening designs, and convenient-use features to effectively meet diverse consumer needs. In terms of process improvement, in 2025 the Company further introduced a vibrating dewatering machine into the air-drying process to improve efficiency and optimize workforce allocation; introduced X-ray inspection equipment to strengthen foreign object detection and automatic rejection functions, enhancing product safety and meeting distribution channel quality requirements; in addition, for the filling and sealing process, the Company continued to improve the differential-time cooling structure of filling and packaging machines and optimize multi-depth heterogeneous sealing and bag-bottom sealing designs to enhance process efficiency and product yield, and obtained three invention patents and two design patents.

In terms of service models, Hantech Bio-Tech provides consultative one-stop ODM services, assisting customers from market trend analysis, formulation planning, and packaging design to operational strategy adjustments, supporting brands in rapidly entering the market and flexibly responding to changes in demand, while further deepening customer relationships. To deepen local connections, the Company also actively works closely with local agricultural partners to jointly develop local ingredients, revitalize the agricultural economy, enhance the natural flavors and regional characteristics of its products, and achieve mutual prosperity across the industry. (For details on local collaboration, please refer to CH6 Social Inclusion)

Hantech Bio-Tech operates in the food industry; however, its current products do not directly use animal-derived ingredients such as chicken or pork as primary sources, and therefore the Company has not yet established a relevant animal welfare policy. The Company has consistently complied with relevant laws and regulations in its operations, ensuring that there have been no violations of animal protection laws or related regulations. In the future, the Company will continue to monitor industry trends and stakeholder expectations and assess the feasibility of establishing an appropriate animal welfare management system or related measures to strengthen the implementation of sustainable operations and corporate social responsibility.

"Slim and beautiful image," "convenient and small opening," "large capacity with small opening," "easy tearing and drinking large capacity," "squeezing into large capacity with one hand"

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R&D Value Chain and Capacity

Hantech Bio-Tech has a professional R&D and business team with academic backgrounds in food and related disciplines, encompassing nutritionists, process engineers, and bioengineers. Team members hold professional certifications in canned food sterilization management, sterilization measurement technology, food quality management, and health food engineering. The team possesses outstanding independent development capabilities and is dedicated to the formulation design, copywriting, and marketing support of functional beverages and jelly products in sterilized pouches, enabling flexible alignment with diverse market demands.

Investment in R&D Expenses

Unit: NT$ thousands

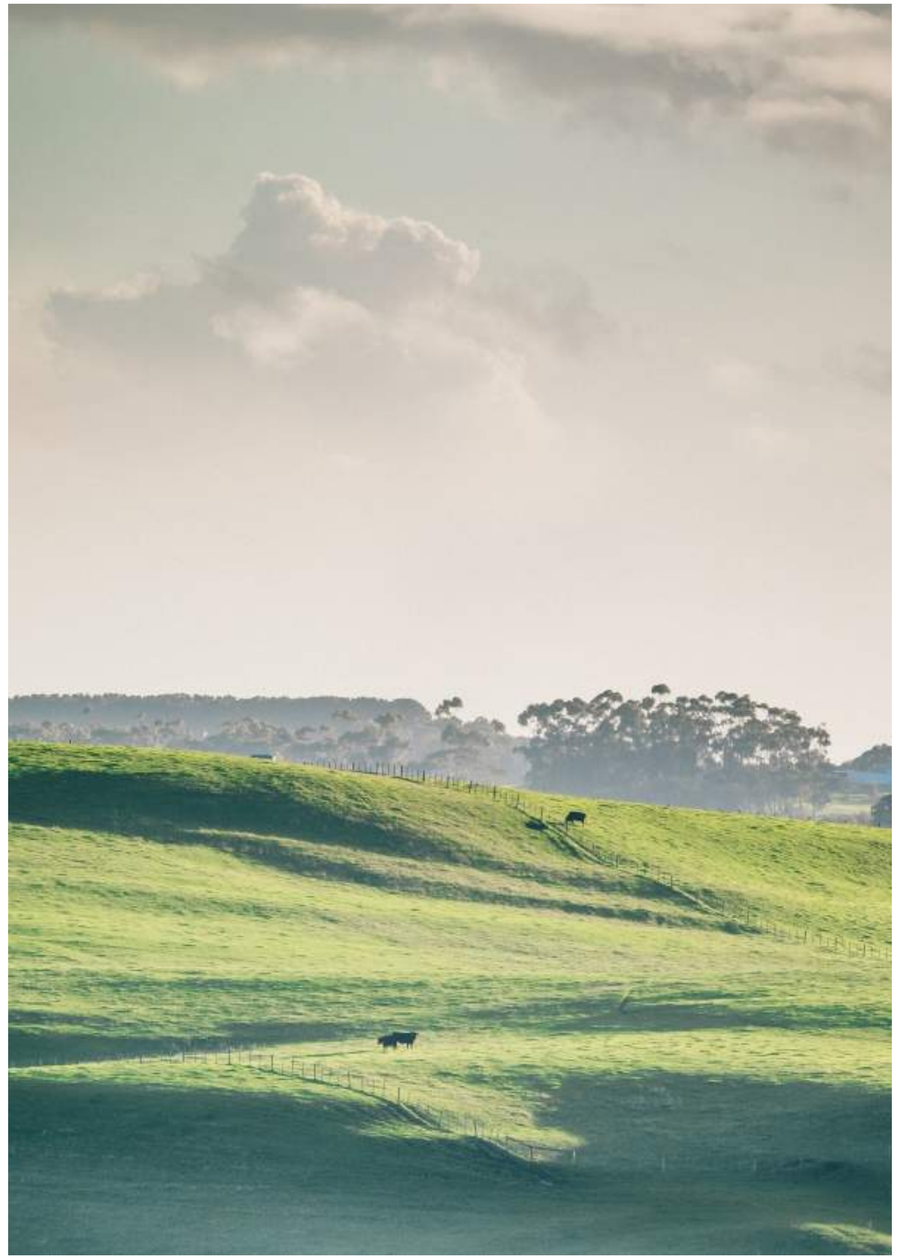
Items/Year	2023	2024	2025
R&D Expenses	7,365	10,134	12,183
Revenue amount of the current year	625,141	748,423	778,543

Innovation Capacity

Unit: %

Year	Bachelor	Master's degree	Definition of Innovation Unit
2025	62.5%	37.5%	R&D Division

The Company upholds the philosophy of "customer-oriented, quality- and efficiency-driven" and has established a standardized ODM/OEM R&D and manufacturing process. From product concept, design sampling, pilot production, and testing verification to full-scale mass production, the Company provides comprehensive, consulting-based services. At the initial stage, the R&D team conducts an in-depth understanding of the client's product requirements, including specified flavors, ingredient restrictions (such as exclusion of certain components), and certification needs (such as vegetarian or clean label), to carry out feasibility assessments and plan the product structure. Product functionality design covers various health issues, and products are developed based on market positioning and target user groups to achieve differentiation and meet taste preferences, demonstrating flexible and professional product realization capabilities.



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R&D Strategies and Goals

Market trend survey

- ✓ Collect consumer flavor preferences, functional requirements, and customer certification needs.
- ✓ Formulate product design direction based on trend and demand survey results.

Customer demand confirmation

- ✓ Gain an in-depth understanding of the product's key functional claims with the customer, including brand positioning, raw material constraints, and market demand.
- ✓ Certification requirement conditions

Vegetarian and clean label certifications

Non-GMO

HALAL GMP ISO

Feasibility assessment

- ✓ Technical and regulatory feasibility assessment
- ✓ Preliminary review of ingredient structure and certification verification requirements.

Product proposal design

- ✓ Develop the product formula and overall design direction.

Product R&D stage

- ✓ Concept proposal: Present the product structure and positioning direction.
- ✓ Efficacy design: Set the key ingredients and corresponding dosages.
- ✓ Flavor/texture setting: Adjust based on consumer preferences and product attributes.
- ✓ Pouch type/aluminum roll/outer box design: Align with brand and product positioning to convey product visuals and brand impression.

Design and pilot production stage

- ✓ Evaluate product performance: Adjust the formula and process parameters based on market and quality feedback.
- ✓ Product testing: Conduct microbial, safety, stability, and sensory tests simultaneously.
- ✓ Product certification: Apply for required certifications to ensure stable quality and enhance market competitiveness.
- ✓ Thermal penetration test: Conduct thermal penetration testing to verify sterilization effectiveness and product safety.

New product mass production launch

- ✓ Mass production scheduling: Initiate scheduling after confirming the final formula and packaging materials, and track the entire process through the intelligent quality system to ensure stable production capacity and a low leakage rate.
- ✓ Post-launch support: Additionally provide promotional resources such as customer education and training, marketing materials, and live-streaming support to facilitate smooth product launch and sales.

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Diversified Product Functionality Design

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Items	2025 Goals	2025 Achievement Status	Mid- to Long-term Goals
Development of functional drink with local (Xihu, Changhua, Taiwan) ingredients	Development of Locally Sourced Salad Drink	▶ Completed the development and mass production of the "Sunshine Liquid Salad" and exhibited it at the 2025 BIO Asia-Taiwan Exhibition	▶ With the Green Delivery model at its core, integrate local ingredients and cultural applications, adopt recyclable, reduced-material, and eco-friendly packaging designs, and develop sustainable products with functionality and market competitiveness.
Process Equipment Improvement and Optimization	▶ Optimize process equipment. ▶ Promote mold modularization. ▶ Enhance rapid filling and line changeover efficiency. ▶ Increase overall process utilization rate. ▶ Reduce energy and resource consumption in production processes.	▶ Improved the differential-time cooling structure of filling and packaging machines, the multi-depth heterogeneous sealing method for sterilized flexible pouches, and the bottom sealing method for sterilized flexible pouches, and obtained three invention patents and two design patents.	▶ Continuously improve product quality and process efficiency, optimize sterilization processes, and reduce carbon emissions.
Research and development of innovative product concepts, textures, and flavors.	Continuous development of clean-label products.	▶ Develop clean-label collagen formulations containing iron, optimize ingredient selection and process design, and meet consumer demand for natural and simple formulations.	▶ Development of low-carbon footprint products.
	Adjust formulations of existing products toward additive-free compositions.	▶ Optimize salad drink formulations to reduce the use of unnecessary additives while maintaining product quality and stability (a total of 5 products applied for A.A. additive-free certification in 2025).	
	Enhance product flavors and differentiation.	▶ Optimize the flavor of iron-containing products through process adjustments, such as introducing natural flavors and specialty flavors (such as Oreo cookie flavor), to strengthen product characteristics and recognition, enhance the consumer experience, and improve market competitiveness.	
	Continue to develop new materials.	▶ Tested the introduction of 150 new ingredients into formulations in 2025.	
	Development of vegetarian collagen beverages.	▶ Completed the development and production of the vegetarian collagen drink "Veggie Care."	
Development and application of new pouch types	Continue developing new pouch types.	▶ Completed the design of a new sterilized pouch shape and implemented mass production. ▶ Obtained two related design patents (D236246, D239503)	▶ Maintain a leading position in diversified pouch design options.

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R&D Talent Training

Hantech Bio-Tech continues to strengthen the professional expertise and market awareness of its R&D team to ensure product quality and innovative competitiveness. All R&D personnel are certified in canned food sterilization measurement, capable of independently setting and validating sterilization conditions. They also participate regularly in refresher training and external exchanges to enhance sterilization and temperature control technologies and improve process stability.

In product development, the team not only pursues safety and flavor but also focuses on the application and market acceptance of functional ingredients. They actively engage with raw material suppliers and participate in industry seminars to stay abreast of the latest trends and support new product proposals. They also regularly attend food labeling and formulation regulation briefings organized by competent authorities to ensure that product designs comply with regulatory requirements. In response to dietary trends and needs among older adults, the R&D team also participated in courses such as the "International Symposium on Innovative Precision Food and Nutrition for the Elderly," "Discussion on Exploring the Demand for Commercial Foods for the Elderly," and "Exploring Food Texture and Dietary Development Trends for the Elderly," enabling older consumers to eat more healthily, safely, and nutritiously.

External Certifications and Product Awards

Hantech Bio-Tech values product quality and market trust. In addition to obtaining international food safety management system certifications such as ISO 22000 and HACCP, the Company also assists clients in applying for third-party product quality verifications and professional awards to enhance product value, meet diverse market demands, and strengthen brand credibility.

01 Demand confirmation

- ✓ Serve as the dedicated contact point by the sales unit
- ✓ Consolidate the certification categories and product scope applied for by the customer.
- ✓ Clarify the application purpose and key items
- ✓ Conduct preliminary discussions with quality assurance and relevant departments.

02 Feasibility assessment

- ✓ Review the product formula, production process, and production line segregation.
- ✓ Confirm the completeness of relevant documents.
- ✓ Assess the feasibility of the application.
- ✓ Provide preliminary compliance recommendations and adjustment directions.

03 Data submission for review

Assist in preparing verification data:

- ✓ Formula Description
- ✓ Process Flow Chart
- ✓ Raw Material Source Certificates
- ✓ Label Design

04 On-site inspection

- ✓ After the customer submits the application, the certification body will conduct an on-site evaluation at the factory.
- ✓ Provide full technical assistance and on-site support by quality assurance personnel.

05 Follow up on improvements

- ✓ If corrective suggestions are made during the audit process, assist the customer in developing improvement plans and supplementing documents.
- ✓ Improve verification pass rate and operational efficiency.

Through systematic operating procedures and interdepartmental collaboration, the Company continues to assist clients in obtaining certifications and labels with strong market credibility. The results of assistance in 2025 are as follows:

- A.A. Additive-Free Certification (Promoted by the Anti Additive Clean Label Organization): Assisted customers in obtaining 5 product certifications
- THIDA Halal Certification (for the Muslim market): Assisted customers in obtaining three product certifications, expanding international market channels.
- SNQ National Quality Award (organized by the Symbol of Institute of Biotechnology and Medicine Industry): Assisted customers in obtaining 2 product certifications, demonstrating product quality and professional recognition.

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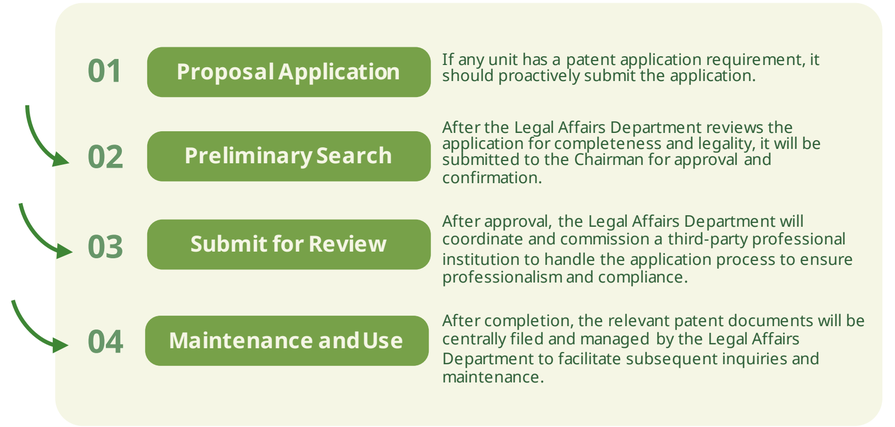
External Technical Cooperation

Hantech Bio-Tech is committed to continuously improving product manufacturing processes and enhancing food safety management, maintaining a long-term cooperative partnership with the Food Industry Research and Development Institute (hereinafter referred to as the FIRDI). In 2025, the Company designed and optimized sterilization conditions for the new production line to enhance the safety and stability of the production process. At the same time, the FIRDI also dispatched personnel to the Company to provide training on retort operation, enhancing employees' professional knowledge and practical operating skills in sterilization processes and further ensuring that products meet food safety requirements. Through industry-academia collaboration and professional training, the Company continues to strengthen process management capabilities and enhance overall quality control standards.

3.1.2 Intellectual Property Management

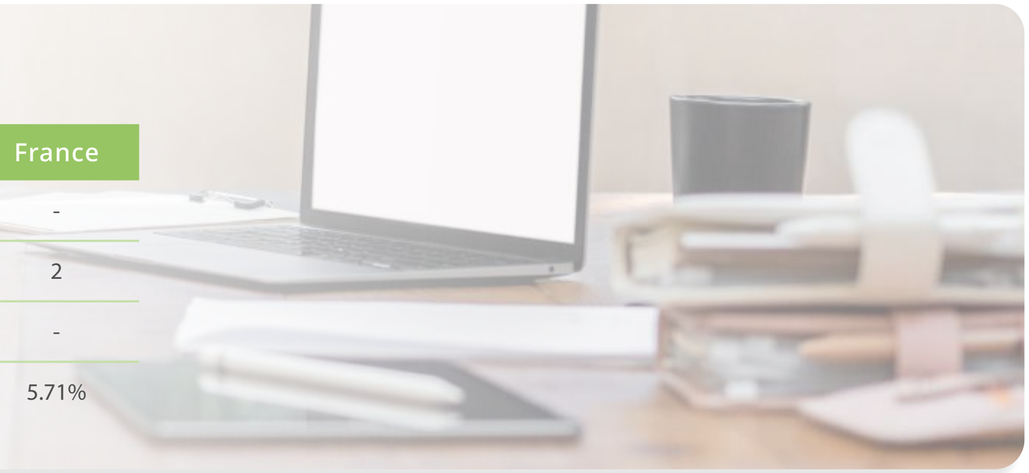
Hantech Bio-Tech values intellectual property management, regarding it as a key asset for corporate competitiveness and sustainable development. Establish regulations for the acquisition, maintenance, and utilization of intellectual property within the internal control framework. After each department's R&D results are approved, a preliminary search and data analysis may be conducted based on the nature of the rights to confirm the feasibility and value of the application. After approval, the Legal Affairs Department centrally manages the ownership and subsequent maintenance of intellectual property rights.

For intellectual property rights that are eligible for renewal under the law, the Company will assess the actual economic benefits to determine whether to extend the term, ensuring the maximization of rights. All employees are required to sign confidentiality agreements, and the disclosure of company confidential information is strictly prohibited. In the event of any leakage, it must be immediately reported to the project management unit or the General Manager's Office, and necessary response measures must be taken. If the Company's intellectual property rights are disputed or involved in legal controversies, the project unit will coordinate with the Legal Affairs Department to handle defense procedures. In cases where rights are infringed, legal action will be taken as appropriate to actively safeguard the Company's assets and competitiveness.



Number of patents remaining valid as of 2025

Type	Taiwan	China	Germany	France
Invention	5	-	-	-
New model	6	-	4	2
Design	16	2	-	-
Percentage %	77.15%	5.71%	11.43%	5.71%



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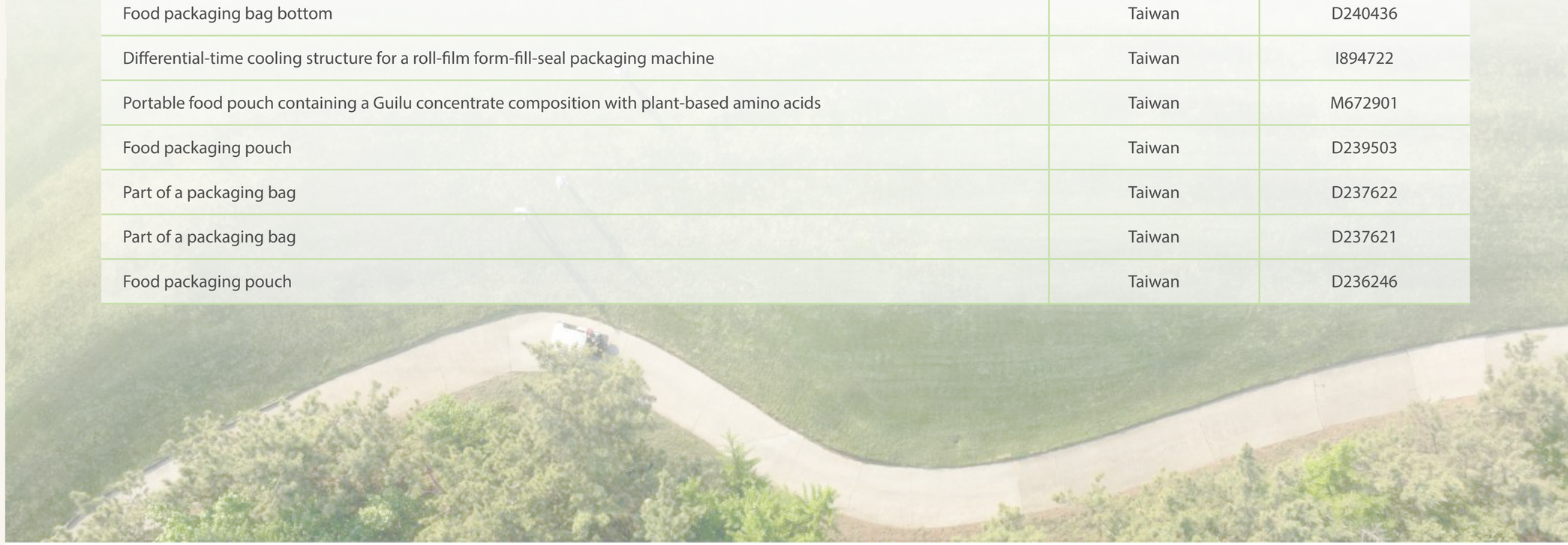
Patents obtained in 2025

Patent Name	Country	Patent No.
Packaging bag with a multi-depth heterogeneous sealing portion	Germany	202025105781
Packaging bag using multi-depth heterogeneous sealing	Germany	202025105782
Ultrasonic Pearl Cleaning Device	France	3146819
Patented Dry Cryogenic Nano-Grinding Device for Pearl Powder	France	3146816
Packaging bag with a multi-depth heterogeneous sealing portion	Taiwan	I908171
Packaging bag using multi-depth heterogeneous sealing	Taiwan	I908170
Food packaging pouch (I)	China	202330747290.6
Food packaging bag bottom_derivative design	Taiwan	D240437
Food packaging bag bottom	Taiwan	D240436
Differential-time cooling structure for a roll-film form-fill-seal packaging machine	Taiwan	I894722
Portable food pouch containing a Guilu concentrate composition with plant-based amino acids	Taiwan	M672901
Food packaging pouch	Taiwan	D239503
Part of a packaging bag	Taiwan	D237622
Part of a packaging bag	Taiwan	D237621
Food packaging pouch	Taiwan	D236246



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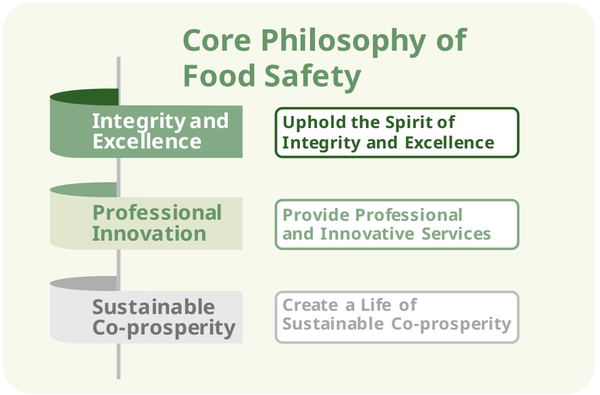
3.2 Product Quality and Customer Management

3.2.1 Product Quality and Safety

Food safety and quality management are fundamental pillars of Hantech Bio-Tech's sustainable operations. To ensure that products meet both domestic and international safety standards and consumer expectations throughout every stage, from raw material procurement, production, and processing to packaging, storage, transportation, and final delivery, the Company has established a systematic and sustainable food safety management system in accordance with food safety regulations. Guided by the principles of "Integrity and Excellence, Professionalism and Innovation, Sustainability and Co-prosperity," these values are fully integrated into all quality management systems and daily operations.



Material Topic Product Quality and Safety	
Significance of Material Topics	Product quality and safety are the keys to Hantech Bio-Tech's operational efficiency and market trust. Stable and high-quality products not only enhance customer satisfaction and loyalty but also help strengthen brand image and financial stability.
Policy/ Commitment	Hantech Bio-Tech is committed to continuously strengthening food safety governance by implementing management systems such as ISO 22000 and HACCP, promoting continuous improvement through the PDCA cycle, and integrating raw material inspection, supplier audits, and employee education and training to implement quality control. Regularly reviewing management performance and publicly disclosing relevant information, the Company fulfills its responsibility to safeguard consumer health and well-being while advancing toward the goal of sustainable corporate development.
Goals	Short-term ▶ Revise FSSC-related documents and undergo certification Mid- to Long-term ▶ The Xihu Plant further obtained Halal certification and increased the number of Halal-certified products to enhance international market competitiveness. ▶ Achieve intelligent quality management by implementing AI-based inspection and anomaly warning systems to improve yield rates and long-term quality stability. ▶ Actively promote environmental protection concepts by assisting customers in adopting non-toxic, low-pollution, and recyclable packaging materials to enhance the environmental friendliness of product life cycles.
Actions	▶ Comply with ISO 22000, Hazard Analysis and Critical Control Points (HACCP), Good Hygiene Practices (GHP), and internal quality control standards to strengthen raw material and process source management. ▶ Continuously optimize processes and product design through the PDCA cycle, including regular reviews of quality indicators, customer feedback, and internal audit results, to enhance product performance and safety. ▶ Establish a cross-departmental "Quality Project Team" led by the Quality Assurance Department, integrating members from R&D, Manufacturing, Supply Chain, and Materials units to participate in project execution.

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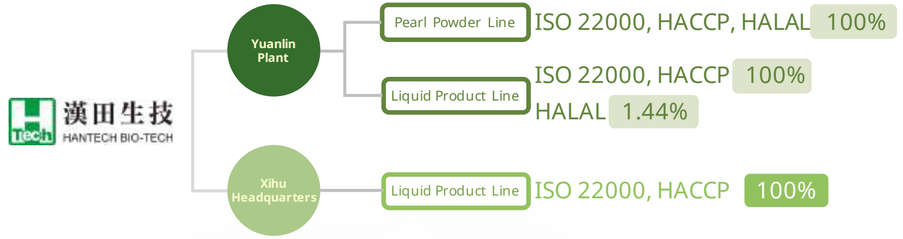
Material Topic Product Quality and Safety (cont'd)	
2025 Actual Performance	▶ There were 0 product recalls and no food safety-related incidents. ▶ Introduced a dewatering machine for unpackaged pouches and a checkweigher to enhance production efficiency and packaging quality inspection capabilities. ▶ The Xihu Plant has begun revising its quality system documents in preparation for FSSC 22000, obtained internal auditor qualifications and completed relevant training, and completed revisions to Level 1 documents and most Level 2 documents.
Grievance Mechanism/ Communication Channels	▶ Tel.: 04-8811181 ▶ E-MAIL: service@htbios.com

Food Safety Management

Hantech Bio-Tech upholds the core mission of "ensuring consumer peace of mind" by promoting a company-wide quality culture and food safety governance. All of the Company's production sites have fully implemented the ISO 22000 Food Safety Management System. Annual validations and internal audits are conducted, and the PDCA cycle is continuously applied to improve operational processes. At the same time, each plant has also obtained HACCP certification, conducting comprehensive identification and control of process risks to ensure product consistency and safety. The Yuanlin Plant has obtained Halal and Food GMP certifications, while the Xihu Plant is scheduled to obtain Halal certification in 2026 following production line adjustments.



Note: ISO 22000 and HACCP are system certifications, and all production lines that have obtained these certifications comply with their respective standards. The percentage of HALAL certification is calculated by dividing the output of certified products by the total production volume.

In daily management, GHP is followed to implement routine hygiene control, strengthening personnel hygiene, equipment cleanliness, workplace environment management, and pest control. By regularly conducting 6S on-site audits and inspections of water quality, airborne bacterial counts, production equipment, and personnel hygiene, the Company ensures that the overall production environment meets food safety standards. Quarterly food safety decision meetings and joint HACCP team meetings are convened and chaired by the General Manager, with participation from the Manufacturing Department, Quality Assurance Department, R&D Department, Warehouse Management Section, and Procurement Section. Attendees include department heads (section level and above) and food safety team members, who conduct rolling reviews of management performance and risk assessments and formulate improvement measures.

In terms of risk prevention, the Company implements risk control mechanisms based on the "Food Safety Management Manual," covering raw material sources, process risks, and product traceability. The "Food Safety Protection Plan" is also updated occasionally according to practical circumstances, while quality meetings are integrated to enhance early warning and response capabilities. At the same time, through the deficiency reporting and corrective action system, any violations of GHP or 6S standards are inspected and addressed in accordance with regulations to ensure the continuous and effective operation of all management systems, thereby establishing a stable and high-quality food safety framework. To further enhance safety and quality management, the Company will apply for FSSC 22000 certification to comply with international standards for advanced quality and safety in the global food packaging supply chain, thereby strengthening market credibility and supply chain collaboration advantages.

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Obtained food safety certification in 2025

Product Line	ISO 22000	HACCP	HALAL	GMP
Yuanlin Plant (Pearl Powder Line)	100%	100%	100%	- %
Yuanlin Plant (Liquid Product Line)	100%	100%	2.46%	2.16%
Xihu Headquarters (Liquid Product Line)	100%	100%	- %	- %

Note: ISO 22000 and HACCP are system certifications, and all production lines that have obtained these certifications comply with their respective standards. The percentage of HALAL and GMP certification is calculated by dividing the output of certified products by the total production volume.

ISO 22000 Certificate

HACCP Certificate

HALAL Certificate

GMP Certificate

Food Safety Management Organizational Structure

Hantech Bio-Tech has established a Food Safety Control Team responsible for coordinating all food safety-related matters. The team holds joint meetings at least once every quarter, covering topics related to food safety, food defense, and HACCP. During the meetings, the team reviews and tracks product quality, hygiene management, risk prevention, and related abnormal events, formulating countermeasures and improvement actions to ensure continuous enhancement of overall food safety governance effectiveness.

Food Safety Team Leader "Convener"

- Oversee the promotion and implementation of the Company's overall food safety system, including: Preside over food safety control meetings and review and sign food safety-related system documents and records.
- Lead hazard analysis, identify critical control points, establish control limits and monitoring plans, and implement corrective actions for abnormalities.
- Regularly review system performance and establish and maintain complete execution records to ensure that all operations comply with regulatory requirements.

Team Members (Food Technologists)

- Plan and supervise internal audits and verification operations, ensure the completeness of hazard analysis data, and oversee the establishment of critical control point (CCP) limits, monitoring procedures, corrective actions, and system verification mechanisms.
- Establish and oversee a laboratory quality assurance system, and promote training programs to enhance food safety awareness and professional competence.
- Plan and implement traceability systems to enhance food risk response capability and information transparency.

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Team Members (Hygiene Management Personnel)
▶ Supervise the promotion and implementation of the food safety control system, including product data compilation and verification of processing procedures and conditions. ▶ Strictly review hazard analysis data to ensure CCP compliance with standards, and take responsibility for the planning, implementation, documentation, and traceability mechanisms of the food safety system to ensure its completeness and traceability.

Team Members (Manufacturing Department Supervisors)
▶ Responsible for planning and supervising employee food safety training to ensure that all personnel possess the necessary risk awareness and operational skills. ▶ Verify product processing flowcharts and processing conditions, carefully review hazard analysis data, and ensure that all CCPs comply with standards. ▶ Responsible for planning and executing emergency response measures for food hygiene and safety incidents to ensure rapid and effective handling of various risks, safeguarding product safety and consumer health.

Quality Assured Production

To ensure that food processing, raw material usage, labeling content, and product distribution all comply with the latest domestic food safety regulations, Hantech Bio-Tech has established a food regulation tracking and management mechanism. The Quality Assurance Department is responsible for collecting and updating regulatory information and implementing corresponding updates to internal systems.

The Company tracks multiple food safety regulation updates each month and uploads them to the announcement section, including those issued by the TFDA, local health bureaus, the Executive Yuan Gazette, and the National Laws and Regulations Database. The Quality Assurance Department compiles the relevant information and assesses whether the updates may affect current processes, formula design, food labeling, or procurement operations. If major regulatory changes are determined to have a substantial impact after evaluation, necessary adjustments will be coordinated among the R&D, Procurement, Production, and Sales departments according to the level of impact to ensure continued compliance of products with the latest regulations.

In terms of food additive management, all items used by Hantech Bio-Tech are approved substances listed by the Ministry of Health and Welfare and comply with the "Standards for Specification, Scope, Application and Limitation of Food Additives." All suppliers have completed registration in accordance with regulations and obtained "Food Additive Registration Codes." In addition, single food additives have been granted "Food Additive Licenses" issued by the Taiwan Food and Drug Administration, ensuring full regulatory compliance and stringent quality control.

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Dimension	Specific Measures
Personnel Management	▶ At production sites, strict personnel access control is implemented in accordance with GHP standards. Production staff are required to follow prescribed procedures for changing clothes, handwashing, and disinfection, and regular hand microbiological tests are conducted to ensure effective personal hygiene management. ▶ Quality control personnel irregularly supervise on-site staff attire and operational behavior to ensure that operations comply with food hygiene regulations and to enhance employees' hygiene awareness. ▶ Personnel in the Quality Assurance Department are required to have a professional background related to food safety. ▶ Regular training sessions and internal sharing programs are conducted, promoting the cultivation of food safety knowledge and risk awareness at different levels according to job responsibilities. ▶ For key processes such as aluminum roll packaging, internal assessments are conducted for filling operators every six months to evaluate their proficiency in sealing control, equipment operation, and abnormality handling, ensuring product sealing quality and process stability.
Workplace	▶ Plant areas are divided into clean zones, general operation zones, and non-food handling zones in accordance with the "Operational Guidelines for Facility Flow Planning in Food Plants and Food Manufacturing Establishments." Personnel, material, water, and air flow are managed according to cleanliness levels to effectively prevent cross-contamination risks. ▶ Weekly 6S on-site audits are conducted to review the six aspects of organization, orderliness, cleanliness, standardization, discipline, and safety, strengthening on-site management and hygiene maintenance. ▶ Occasional environmental inspections are conducted for water quality, airborne bacterial counts, and production equipment to ensure that workplaces continuously meet food safety standards.
Equipment and Environmental Hygiene	▶ Establish equipment maintenance and cleaning plans, performing regular maintenance and verification in high-risk areas. ▶ Implement a CIP cleaning system and verify pipeline cleanliness through post-cleaning pH testing. ▶ Conduct daily cleaning and disinfection in accordance with the "Hygiene Management Procedures," and record the cleaning results to ensure traceability of cleaning operations.
Quality Management System	▶ A Food Safety Control Team has been established to hold quarterly meetings to review food safety and quality matters and determine improvement plans. ▶ Implement control mechanisms for raw material sources, process risk assessments, and product traceability in accordance with the "Food Safety Management Manual." ▶ A deficiency reporting and corrective action system has been established. Any violations of GHP or 6S standards are inspected and sanctioned in accordance with the law. ▶ An integrated food traceability system has been established to ensure that product origin and distribution information can be tracked in real time.

To strengthen plant hygiene management and product quality assurance, Hantech Bio-Tech's Xihu Plant officially launched the CIP cleaning system in February 2025. Cleaning operations are carried out in accordance with the "Equipment and Pipeline Cleaning Operating Standards," under which pipelines F1, F2, F3, and F5 are cleaned twice a week; as F4 is a backup pipeline and is used only when actually put into production, its cleaning frequency is determined based on usage rather than being fixed at twice a week. During the cleaning process, the system automatically adds cleaning agents according to preset ratios. All cleaning and review operations are recorded in the "Mixing Equipment Cleaning Record Form," and relevant personnel are required to sign for confirmation to establish a complete traceability and management mechanism. This initiative not only enhanced the plant's hygiene management standards but also demonstrated the Company's commitment to continuous improvement in process and environmental management.

At the Xihu Plant, assessments across four major aspects, namely personnel (Manufacturing Department and Quality Assurance Department), workplaces, facility hygiene management, and the quality assurance system, covered 100% of the major product categories affected.

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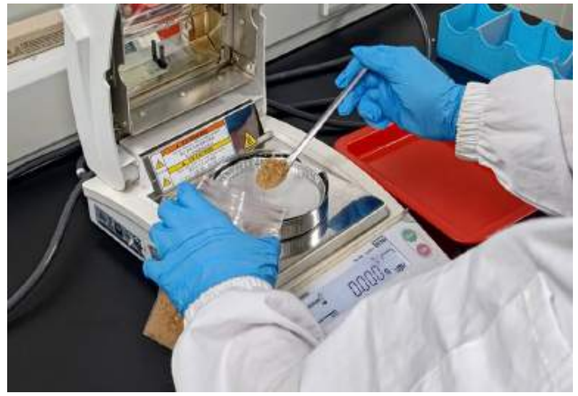
Food Safety Laboratory

In accordance with Article 7, Paragraph 3 of the "Act Governing Food Safety and Sanitation", Hantech Bio-Tech has established a self-managed food quality laboratory responsible for the inspection of raw materials, semi-finished products, and finished products. The laboratory aims to meet diverse customer requirements for food quality standards, ensuring that all products comply with both company regulations and legal standards, thereby reducing potential food risks, enhancing market credibility, and strengthening brand competitiveness. To enhance testing accuracy, third-party testing institutions are commissioned annually to conduct microbiological proficiency tests for comparison and calibration, continuously improving the laboratory's professionalism and credibility.



Quality Control Center

Items	Description
Date of Establishment	The Yuanlin Plant Laboratory was established in October 2015. The Xihu Main Plant Laboratory was established in October 2023.
Test Items	▶ Microbiological testing: Total bacteria count, coliforms, Escherichia coli, molds, yeasts, and Staphylococcus aureus. ▶ Long-term stability test and accelerated stability test ▶ Moisture ▶ pH value. ▶ Sugar Content ▶ Water Activity ▶ Heat retention test: Canned food 37°C ten-day heat retention test and 55°C ten-day enhanced self-management heat retention test.
Summary of Test Results	▶ The raw material testing coverage rate was 100.00%, with a pass rate of 99.94%. ▶ The finished product testing coverage rate was 100.00%, with a pass rate of 100.00%.
Annual Laboratory Expenditures	▶ NTD 1,563 thousand
Expenditures as a percentage of net revenue (%)	▶ 0.20% Note: Expenditure as a percentage of net operating revenue (%) = (laboratory expenditure/net operating revenue)*100%

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From raw materials to audits: Establishing a food traceability management system

Food Traceability Management

To effectively manage potential risks throughout every stage from the source to the finished products, Hantech Bio-Tech has established a comprehensive food traceability system in accordance with the "Act Governing Food Safety and Sanitation." The Company uploads product information to the "Food Traceability and Tracking Management Information System" as required by law to enhance information transparency and response efficiency. All raw materials are managed by batch numbers and centrally controlled through the ERP system to ensure traceability throughout every stage, including procurement, inspection, storage, and production. Each batch of raw materials must undergo inspection before being stored, with key information such as supplier source and production time recorded. At present, all of the Company's products have achieved a 95.38% traceability and tracking management target.

Hantech Bio-Tech conducts at least three simulated product recall drills each year in accordance with the "Finished Product Recall Management Procedures," covering finished products, raw materials, and supplies to verify the timeliness and accuracy of the traceability system. The drills are coordinated by the Food Safety Team, which convenes the participation of relevant departments. The recall depth is determined based on the actual recall level, with complete records and results retained throughout the process. In 2025, the Yuanlin Plant and the Xihu Main Plant conducted a total of 22 simulated recall drills, achieving a 100% simulated recall rate.

Number of drills in 2025	
Single Product Tracking	20 times
Raw Material Cross Traceability	1 times
Material Cross Traceability	1 times

Food Safety Audit

To strengthen food safety prevention and ensure continuous improvement, Hantech Bio-Tech has established a comprehensive internal audit mechanism to ensure that all operations comply with ISO 22000 and HACCP standards. An internal audit is conducted at least once a year, covering key aspects such as raw material inspection, process control, cleaning and sanitation, employee hygiene management, finished product delivery, and traceability. The audits are conducted through cross-auditing by personnel with qualified training backgrounds to avoid self-assessment bias. The audit results are submitted to department heads for review and incorporated into the deficiency tracking and improvement process to ensure the effective implementation of corrective actions. In 2025, all deficiencies identified in the ISO internal audits were rectified, and relevant SOPs were revised to prevent issues at the source. Items that were not previously executed have also been completed to strengthen the implementation of internal controls.

In terms of external audits, third-party certification bodies such as SGS and BellCERT conduct annual verifications and occasional inspections according to schedule. In 2025, the Company's two plants underwent a total of 2 ISO external audits. Case analyses were conducted for the identified deficiencies, and training sessions were organized to strengthen the understanding of record completeness. These measures have been incorporated into the annual training plan to enhance employees' awareness of recordkeeping and their ability to respond to audits.

The Company cooperates with major customers and distributors in factory inspections to review operating procedures, on-site environments, quality records, and food protection mechanisms, continuously optimizing management practices. For deficiencies identified during audits conducted by customers or competent authorities, the Quality Assurance Department immediately convenes a cross-departmental team to initiate the improvement process, analyze the root causes, and formulate corrective action plans. Department heads are responsible for tracking implementation progress, and all corrective actions are completed within the specified timeframe, followed by the submission of a "Deficiency Improvement Report." All internal and external audit reports are compiled and filed by the Quality Assurance Department and are regularly submitted to management as a basis for revising operating procedures, conducting training, and strengthening risk control. In 2025, Hantech Bio-Tech had no food safety-related incidents or product recalls, and there were no violations of health and safety regulations concerning products and services or non-compliance with regulations related to product and service information and labeling. Therefore, the categories and number of violations, the number of product withdrawals, and the total weight of withdrawn products were all zero during the year.

The food safety management measures at all plants comply with regulatory requirements, including the "Act Governing Food Safety and Sanitation," the "Regulations on Good Hygiene Practice for Food," and the "Sanitation Standards for General Foods." In 2025, eight audits were conducted by the health authorities, and all instances of non-compliance identified by the health authorities were corrected and improved. In terms of product labeling and marketing, given that the Company operates under a B2B business model, the final product labeling and packaging design are primarily handled and confirmed by customers. Nevertheless, the Company ensures that labeling content is complete and compliant according to customer requirements, assisting customers in meeting relevant food regulatory standards.

In response to the ESG trend, the Company continued to implement an ESG audit system for suppliers and subcontractors in 2025, including raw material suppliers and packaging contractors. The audit scope covers regulatory compliance, personnel and material management, on-site workflow planning, and ESG implementation. A scoring system and deficiency tracking and improvement mechanism have also been established. At the same time, a supplier conference was held in September 2025 to communicate the sustainable supply chain policy, strengthening supply chain quality and compliance through both source management and on-site audits. Through multi-level internal and external audits, the Company effectively enhances the robustness and resilience of its overall food safety management system, fulfilling its quality commitment of "safety and trust" to customers and consumers.

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I. Internal Audit Mechanism

- Establish an audit system in compliance with ISO 22000 and HACCP, to be conducted at least once a year.
- The scope of audit includes: Raw material inspection, process control, cleaning and sanitation, employee hygiene management, finished product delivery, and traceability.
- Cross-audits are conducted by personnel with qualified training backgrounds to avoid self-assessment bias.
- Audit results are submitted to department heads for review and incorporated into the deficiency tracking and improvement process.

II. External Audit and Verification

- Undergo ISO 22000 and HACCP verification and occasional inspections annually by third-party certification bodies such as SGS and BellCERT .
- Cooperate with major customers (including third parties) and distributors in factory audits, covering operating procedures, on-site environment, quality records, and food protection mechanisms.

III. Audit Deficiency Improvement Process

- The improvement process is initiated immediately upon receiving audit feedback.
- The Quality Assurance Department coordinates the formation of a cross-departmental team (including Manufacturing, R&D, Warehousing, and Procurement) to analyze issues and develop improvement plans.
- Department heads are responsible for tracking implementation progress and completing the improvement report within the customer-specified timeframe.
- All audit reports are compiled and filed by the Quality Assurance Department and regularly submitted to management for review, serving as a basis for revising operating procedures, conducting training, and performing risk assessments.

IV. Audit Results and Regulatory Compliance

- In 2025, no food safety incidents occurred, and there were no product recalls.
- All plants comply with regulatory requirements, including:
  1. Act Governing Food Safety and Sanitation
  2. Regulations on Good Hygiene Practice for Food (GHP)
  3. Sanitation Standards for General Foods
- In 2025, the health authorities conducted 8 inspections, and all non-compliance issues were corrected.

V. Product Labeling Management

- Operating under a B2B model, customers are responsible for the final product labeling and packaging design.
- The Company reviews labeling content according to customer requirements to ensure regulatory compliance.

VI. Supply Chain ESG Audit System

- Continue to promote the ESG audit system for suppliers and subcontractors.
- Audit Targets: Raw material suppliers and packaging contractors.
- Audit content covers:
  1. Compliance with Laws and Regulations
  2. Personnel and Raw Material Management
  3. On-Site Workflow Planning
  4. ESG Promotion Status
- Establish a scoring and deficiency tracking mechanism to enhance supply chain quality and compliance.
- Held a supplier conference in 2025 to communicate the sustainable supply chain policy.

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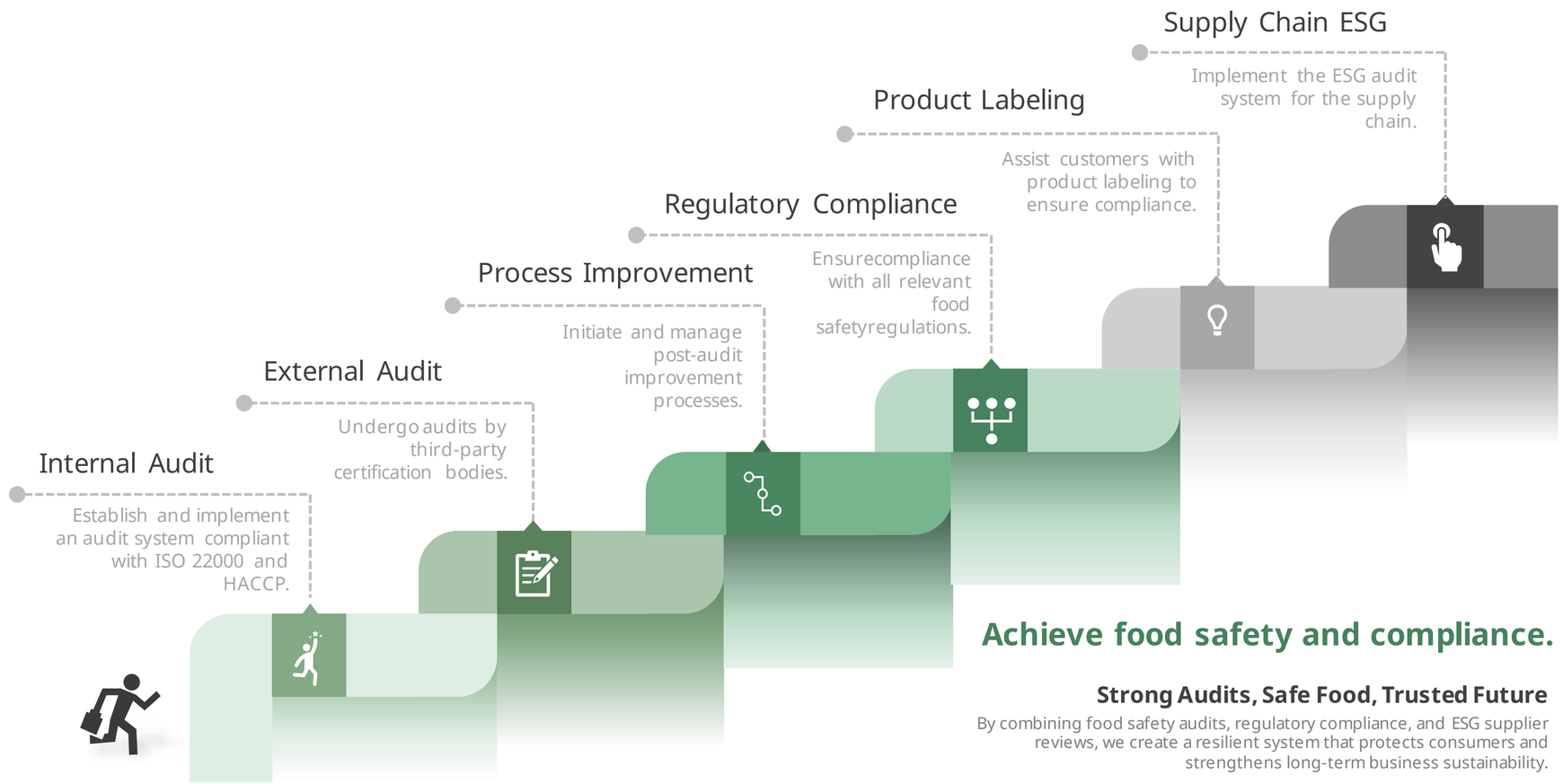

Achieve food safety and compliance.

Strong Audits, Safe Food, Trusted Future

By combining food safety audits, regulatory compliance, and ESG supplier reviews, we create a resilient system that protects consumers and strengthens long-term business sustainability.

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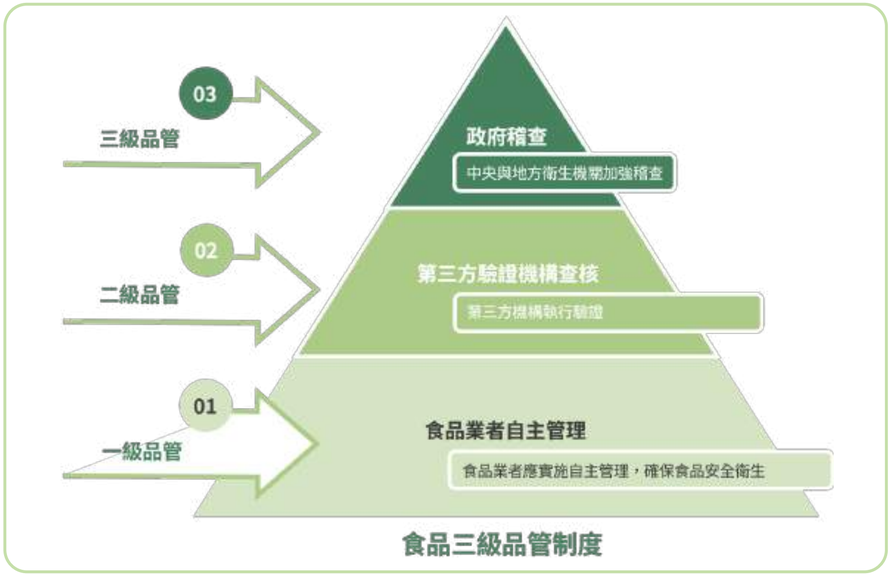
Multi-level Risk Control to Ensure Safety in Every Bite

Hantech Bio-Tech, in accordance with the "Procurement and Supplier Management Procedures," "Production Control Management Procedures," and "Inspection and Testing Management Procedures," applies risk assessment and hazard analysis principles to progressively establish comprehensive operational management and risk control processes from raw material sourcing, procurement, and production to storage and shipment, aiming to provide products with stable quality and reliable safety. In response to the Ministry of Health and Welfare's promotion of food safety management systems and the trend of expanded regulatory oversight, the Company proactively strengthens quality control measures and risk response mechanisms. Hazard analyses and process inventories are conducted in advance for high-risk raw materials to anticipate issues and implement proactive measures, ensuring stable operations that comply with regulatory requirements.

Hantech Bio-Tech establishes testing principles and inspection plans based on risk levels, systematically conducting product sampling to ensure all items comply with food safety standards. Since 2010, the Company has implemented the "Second Level Food Quality Control Mechanism" and has regularly commissioned third-party certification bodies to conduct audits and professional reviews. This approach strengthens inspection scope and risk assessment items, enhancing the scientific rigor and objectivity of quality management.

In addition, the Company actively cooperates with inspection and sampling operations conducted by central and local governments, fully implementing a three-tier quality control system: The first level involves internal self-management, the second level involves third-party professional verification, and the third level involves government inspection and supervision, ensuring product safety through multiple layers of control. Through a rigorous food safety management framework, the Company continuously strengthens its full-process risk prevention and control capabilities, striving to become a trusted and reliable nutrition partner for consumers.



食品三級品管制度

Quality Inspection Process

All raw materials used by Hantech Bio-Tech are inspected according to the standards specified in the Certificate of Analysis (COA). The inspections are conducted by the Company's certified food testing laboratory to ensure that quality meets food safety requirements. Before entering the plant, all raw materials undergo comprehensive testing in accordance with the "Raw Material Acceptance Standards" established under ISO. The inspection covers parameters such as sugar content, water activity, pH, appearance, total bacteria count, coliforms, and yeast and mold counts. Only materials that pass inspection are approved for storage. If the materials fail to meet specifications, the return process is immediately initiated to strictly ensure the quality of raw material acceptance. Regarding materials, aluminum foil packaging materials (aluminum rolls) are key materials that come into direct contact with food. In addition to inspecting their appearance, printing, and roll tightness, the Company has also established its own flavor evaluation process for aluminum foil packaging materials, considering their potential impact on product flavor, to ensure that the packaging materials do not affect product quality. All incoming aluminum rolls must pass a water-pack sensory evaluation test. Those that fail to meet the standards are returned, and suppliers are required to reproduce them; suppliers also manufacture aluminum rolls in accordance with the quality standards established by the Company. Achieve continuous improvement through rigorous inspection mechanisms and collaboration with suppliers.

To strengthen source control, the Company occasionally conducts on-site audits of suppliers to ensure that their quality management systems and delivered products continue to comply with regulatory and contractual requirements. In accordance with the "Act Governing Food Safety and Sanitation," the Company also regularly requests annual inspection reports to monitor raw material risk conditions.

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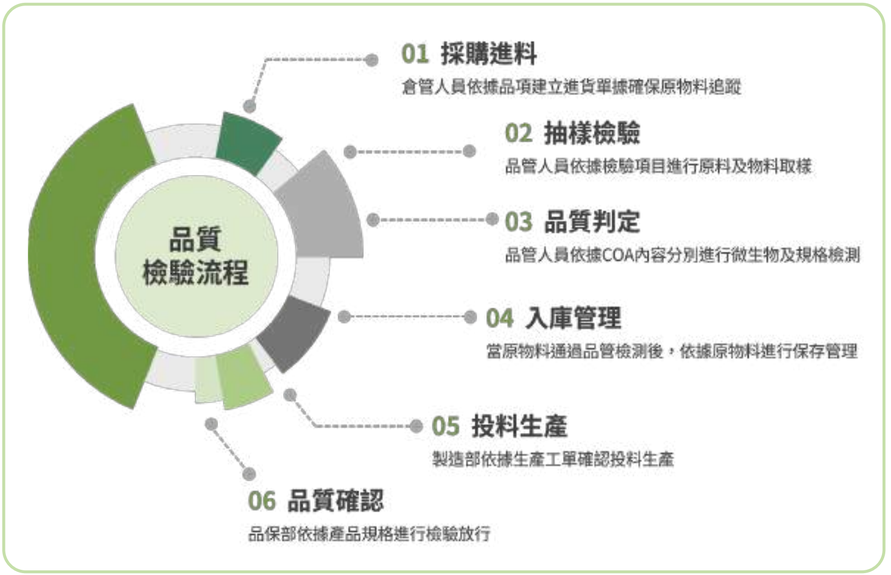

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For specific safety inspection items designated by certain customers, such as pesticide residues, heavy metals, water quality, and microbiological testing, the Company commissions third-party professional organizations such as SGS to perform the relevant tests to ensure that products meet customer requirements and comply with food regulatory standards. In addition to food raw materials, key packaging materials such as aluminum rolls are tested according to internal standards for specifications and quality, while cartons are inspected mainly for dimensional accuracy to ensure consistent and stable packaging quality.

Inspection Items	Management Focus	2025 Achievements
Raw materials	▶ Inspection and acceptance standards are established for both plant-supplied and customer-supplied materials, with the Company's internal audit standards provided for customer reference. ▶ All incoming raw materials are required to provide complete labeling information to ensure clarity in storage conditions and traceability details. ▶ Refrigerated and frozen storage areas are established, with temperature and humidity monitoring and record management systems in place to ensure storage conditions meet safety standards. ▶ The management of food additives follows GHP regulations under the principles of "dedicated personnel management, dedicated record registration, and dedicated storage" to ensure safe use and regulatory compliance.	▶ A total of 5,984 batches of raw materials were received throughout the year, with an acceptance rate of approximately 99.78%.
Materials	▶ Develop an in-house aluminum foil packaging material flavor testing process to ensure that it does not affect product flavor.	▶ A total of 2,949 batches of materials were received throughout the year, with an acceptance rate of approximately 97.04%.. ▶ All incoming aluminum rolls (aluminum foil packaging materials) undergo water-pack sensory evaluation tests
Manufacturing Process	▶ Workstations are established along the production line to regularly inspect semi-finished product specifications, filling volume, sealing condition, and other safety and specification parameters. ▶ Conduct scheduled 6S inspections every week to ensure on-site environmental hygiene.	▶ A total of 19 6S inspections were conducted. ▶ Quality control personnel conducted a total of 1,851 inspections of the liquid production line.
Finished Goods	▶ According to finished product testing items, all products undergo a 10-day stability test at 37°C for canned foods to prevent swelling. ▶ Provide customers with a COA upon shipment for acceptance inspection.	▶ A total of 1,669 finished product stability tests were conducted. ▶ A total of 1,016 COAs were issued upon shipment.
Microorganism	▶ Conduct microbiological testing on incoming raw materials. ▶ Production environment inspection (airborne bacteria, food contact surfaces, hand swabs, water quality testing, and residual chlorine testing).	Conduct monthly inspections of water quality and equipment swabs to ensure a clean filling environment. ▶ A total of 228 airborne bacteria inspections were conducted, achieving a 100% pass rate. ▶ A total of 352 equipment swab inspections were conducted, achieving a 100% pass rate. ▶ A total of 140 hand swab inspections were conducted, achieving a 100% pass rate. ▶ A total of 119 water quality tests (including residual chlorine) were conducted, with a 100% pass rate.
Gauge and Instrument Calibration	▶ External calibration is conducted once a year. ▶ Internal calibration is conducted twice a year, using certified standard samples that have passed external calibration as reference standards. ▶ Instruments include: Scales/Balances, Refractometers, pH Meters, Thermometers, Pressure Gauges, Thermo-hygrometer, Hydrometers, and Weights.	▶ A total of 70 external calibrations and 127 internal calibrations were conducted in 2025.

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Statistics of Raw Material Acceptance Results

Year	2023	2024	2025
Incoming quantity (KG)	873,324	759,510	934,007
Number of defective products (KG)	1,611	293	522
Compliance rate	99.82%	99.96%	99.94%

In-Plant Leakage Rate

Year	Production quantity (number of pouches)	Number of broken pouches	Percentage
2023	77,868,243	11	0.000014%
2024	80,067,618	50	0.000062%
2025	91,720,065	261	0.000285%

Note: The in-plant package leakage rate in 2025 increased compared with the previous two years because the calculation included damaged packages resulting from shipments without outer packaging and during transportation.

To strengthen process stability and product quality control, the Company continues to introduce various instruments and equipment to continuously improve product yield and customer satisfaction.

Unit: NTD

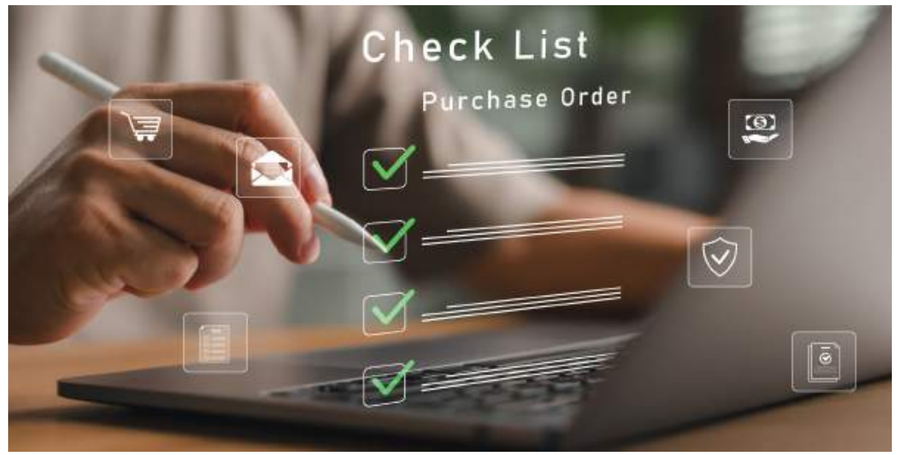
Name of invested equipment	Investment expense	Equipment use
UV Sterilizer	34,000	Ensure the cleanliness of sampling supplies.

Quality Abnormality Management

In accordance with the "Nonconforming Product Management Procedures," when any quality abnormality is detected in raw materials, processes, semi-finished products, or finished products, the relevant personnel immediately notify the Quality Assurance Department, which then conducts verification and a preliminary assessment. If the abnormality is confirmed, quarantine, labeling, and suspension of use are immediately enacted to prevent defective products from entering subsequent processes.

Subsequently, a cross-departmental meeting (involving Quality Assurance, Manufacturing, R&D, etc.) is convened to analyze the causes and propose corrective and preventive measures. The Quality Assurance Department is responsible for tracking the effectiveness of improvement measures and updating relevant records, such as the "Quality Abnormality Report," to prevent similar incidents from recurring.

Year	2023	2024	2025
Number of quality abnormalities (A)	86	74	76
Number of quality abnormality corrections (B)	59	33	60
Number of calibration improvements (C)	56	32	60
Number of completed improvements (D)	86	74	76
Improvement rate % (C/B)	94.92%	96.97%	100%
Resolution rate % (D/A)	100%	100%	100%



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Emergency Response Mechanism

When facing potential food safety incidents, Hantech Bio-Tech follows the "Finished Product Recall Management Procedures" to establish a comprehensive response process, ensuring the prompt initiation of investigation, notification, product withdrawal, traceability, and corrective measures to effectively minimize impacts on consumer health and brand trust.

1. Incident reporting and preliminary assessment

- If any food abnormality is detected (such as contamination, foreign matter, labeling errors, or excessive residues), the unit receiving the report shall notify the Quality Assurance Department to initiate an investigation.
- If an abnormality falls within the scope of a Level 3 recall, the Food Safety Control Team evaluates the severity of the incident and determines whether to initiate the emergency response process.

2. Activation of the cross-departmental response team

- If the incident is confirmed, the emergency handling process is initiated immediately. The Quality Assurance, Production, R&D, Legal, and Sales departments, along with senior management, convene a joint meeting, with top management leading the response.
- The response team performs the following key tasks:

  1. Identify the scope and cause of the incident (such as batch number, production process, and raw material source).
  2. Immediately notify distributors and customers to suspend shipments and quarantine suspected products.

3. Product withdrawal and recall operations

- If the product is confirmed to pose a potential risk to consumer safety, the product recall procedure is immediately initiated, including information announcements, recall quantity statistics, and handling methods.
- All suspected problematic product batches are quarantined and prohibited from sale. Depending on the circumstances, assistance or disposal approval is requested from the competent authority.

4. Incident investigation and continuous improvement

- After the incident is resolved, the Quality Assurance Department is responsible for compiling the incident investigation report, which includes cause analysis (such as personnel, equipment, raw materials, and management processes), risk identification, and preventive recommendations.
- Management reviews the report and holds a review meeting to implement necessary system revisions, training, or equipment improvements to prevent similar incidents from recurring.

5. Drills and system verification

- At least one simulated food safety recall drill is conducted annually to review the reporting procedures, cross-departmental coordination, and response timeliness of the traceability system.
- The drill results are included in internal reviews and performance evaluations as a basis for continuous improvement.

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Cultivation of Quality Management Awareness

Hantech Bio-Tech places great importance on fostering a strong food safety culture and continuously enhancing employees' professional competence. Through regular training and internal sharing mechanisms, the Company strengthens risk awareness and quality consciousness, ensuring that the concept of food safety is integrated into daily operations. The course topics cover food labeling regulations, HACCP cold chain management, GMP practical operations, food hygiene and safety, and abnormal event handling. Training programs are designed and tiered according to job functions to enhance professional competence and execution capability across all roles, fostering a team culture that proactively maintains quality and optimizes processes.

Quality assurance personnel are required to have a background in food safety upon employment and are assigned in accordance with the "Act Governing Food Safety and Sanitation" and the "Regulations on Good Hygiene Practice for Food." As of 2025, a total of 2 employees hold "Food Technician Licenses" in compliance with regulatory requirements. The Company continues to encourage employees to obtain relevant professional certifications; additionally, 5 employees passed the Level C Technician Skills Test for Vertical and Horizontal Packaging Machines, further strengthening production line operations and equipment management capabilities.

In terms of CCPs, aluminum roll packaging is one of the key control points, with its sealing integrity equivalent to the double-seam structure of traditional tin cans. To ensure stable product sealing quality, internal evaluations for filling operators are conducted every six months to assess their operational proficiency, equipment setup, and ability to identify and handle abnormalities. Ensure consistent product quality and consumer safety through a rigorous internal certification mechanism.

Course name	Course content	Target audience	Total hours	Number of Participants
HACCP Food Safety and Cold Chain Management Course	▶ Describe the HACCP system	Food Safety Team Members	124	9
Food Labeling Regulations Seminar	▶ Provide an explanation of the new labeling regulations to ensure product packaging complies with current legal requirements.	R&D and Review Personnel	20	5
Health and Nutrition Food GMP Education and Training	▶ Well-versed in the relevant requirements and precautions outlined in the Good Manufacturing Practice Guidelines for Health and Nutritional Foods	Quality assurance Personnel	6.5	1
Food Hygiene and Safety Education and Training	▶ Describe the practical requirements outlined in the "GHP Regulations on Good Hygiene Practice for Food" regarding plant environment, equipment, and personal hygiene, including comprehensive training on 6S, food safety protection, HACCP, allergens, food defense, food additive management, breakable items, food safety culture, and on-site risk management	Operators	438	146
Quality Control of Canned Food Seal Integrity – PP, Flexible Pouches, Glass Bottles	▶ Canned food sealing principles (PP, flexible pouches, glass bottles), seal integrity inspection methods, and discussion of seal integrity	Quality assurance Personnel	6	1
HALAL Quality Assurance System	▶ Description and introduction of the principles of Halal quality assurance, Halal policy, raw material control procedures, production equipment control procedures, procedures for handling problematic products, and Halal management and audits	HALAL Team Members	8	2

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3.2.2 Customer Management and Marketing Promotion

Hantech Bio-Tech upholds the philosophy of "Creating Value with Customers" and implements four core business principles: professionalism as the foundation, quality and safety as the cornerstone, market orientation as the focus, and customer satisfaction as the goal. The Company is committed to building strong and trustworthy partnerships by providing one-stop services from formula design and raw material selection to process optimization, assisting customers in developing competitive health food products.

In response to increasingly diverse customer needs and the challenges of rapid industry changes, the Company emphasizes timely communication and flexible adaptation, working hand in hand with customers to expand business opportunities and strengthen market influence. Over the years, the Company has been deeply rooted in the health food ODM/OEM sector, specializing in pouch-packaged health beverage manufacturing processes. With services spanning the upstream and midstream segments of the industry chain, the Company possesses highly flexible and efficient customized development capabilities. By integrating unique ingredients, including proprietary flagship materials such as nano-grade pearl powder and concentrated Guilu Powder (tortoise shell and deer antler powder), all developed on its proprietary R&D platform, the Company demonstrates product differentiation advantages and innovative R&D capabilities. Hantech Bio-Tech continues to strengthen both the depth and breadth of its collaboration with customers and actively participates in domestic and international professional exhibitions to stay abreast of global consumer trends and market dynamics, striving to enhance the brand's international visibility and recognition.

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Material Topic Customer Relationship Management

Significance of Material Topics	Hantech Bio-Tech values long-term partnerships with customers, regarding product quality, safety, innovation, and sustainability as its core responsibilities. Through sustainable management and technological innovation, the Company strengthens its value commitment to customers, creating a trustworthy and forward-looking partnership model.
Policy/ Commitment	Upholding the core values of "Integrity and Excellence, Professionalism and Innovation, Sustainability and Co-prosperity," the Company continues to optimize aluminum foil pouch packaging and production line automation to enhance product flexibility and delivery stability. At the same time, by maintaining a customer-centric approach through honest communication, quality enhancement, and information privacy protection, the Company works with partners to create sustainable value and strengthen market competitiveness.
Goals	**Short-term** ▶ To enhance customer satisfaction and strengthen customer relationships, the Company continues to optimize internal collaboration and external customer service processes to improve overall efficiency in responding to customer needs, project collaboration, quality control, and delivery management ▶ In response to the growing emphasis placed by the market and customers on quality, regulatory compliance, and sustainability, the Company continues to assist customers in developing products that comply with domestic and international regulations while enhancing product information transparency and communication quality to strengthen customer trust ▶ By strengthening relationships with existing customers and expanding the customer base, the Company aims to improve proposal accuracy and collaboration success rates while increasing market outreach opportunities **Mid- to Long-term** ▶ Leveraging its professional R&D capabilities, process integration, and market insights, the Company continues to develop distinctive ingredients and formulations with market differentiation while further strengthening its one-stop ODM service model, covering product development, regulatory compliance, quality verification, and production planning, to provide highly customized integrated solutions and strengthen long-term relationships with customers ▶ Continue to strengthen R&D and professional talent development while actively collaborating with academic institutions, research organizations, and external partners to deepen technical exchanges and application development ▶ Gradually integrate sustainability principles into customer relationship management and product service processes, combining quality, innovation, and sustainability values to enhance brand trust, market competitiveness, and the foundation for the Company's long-term stable development
Actions	▶ Conduct customer satisfaction surveys on a regular basis to establish feedback and response mechanisms. ▶ Promote business training and evaluation systems to enhance frontline service effectiveness. ▶ Go beyond traditional sales roles by providing consultative services that deeply understand customers' industry characteristics and pain points, offering customized product and technical solutions to build long-term and stable partnerships.
2025 Actual Performance	▶ Continue to deepen relationships with existing customers, focusing on major customers with whom the Company has collaborated in recent years, and increase the renewal rate among the top 100 customers to over 85% ▶ Promote the Green ODM new product framework, using a sustainable raw material database as the starting point for product design, gradually establish a product development model that integrates ESG principles into raw materials, packaging materials, and production processes, and successfully promote 1 product to customers ▶ Enhance the customer factory visit experience by leveraging cross-departmental collaboration to plan and implement 1 company-wide factory visit process optimization initiative, strengthening overall reception quality and brand perception
Communication Channels	▶ Customers may provide feedback or file complaints through various channels, including telephone, email, and the official website. The Company will conduct investigations and provide responses in accordance with the "Customer Feedback Management Procedures" to ensure proper handling of customer issues. ▶ In the event of major cooperation disputes, a senior negotiation mechanism is initiated to facilitate communication between both parties.

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Customer Communication and Satisfaction

Customer Communication and Satisfaction Survey

To strengthen customer loyalty and the foundation of service trust, Hantech Bio-Tech conducts annual customer satisfaction surveys in accordance with the "Customer Feedback Management Procedures." Through a systematic and institutionalized process, the Company collects customer feedback on products and services as a key basis for continuous improvement. The survey is designed by the Sales Department, while the Administration Department is responsible for distribution and data compilation. The collected results are provided to the sales team for analysis and response. For individual feedback, the Sales Manager formulates necessary response measures. If major issues are involved, they are submitted to management meetings for cross-departmental discussion to develop improvement strategies, ensuring customer needs are addressed promptly and appropriately.

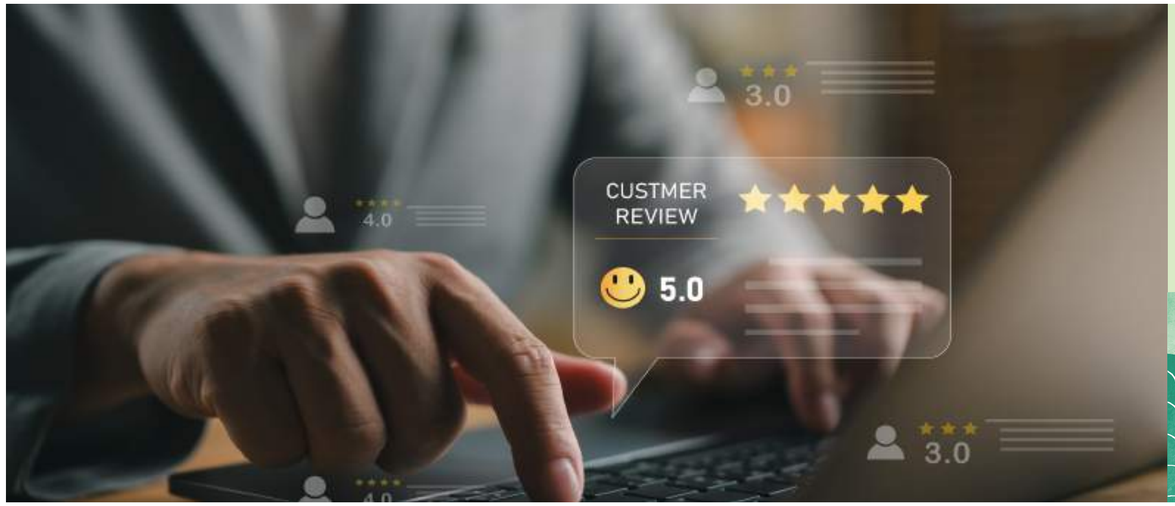
Items	2023	2024	2025
Score	8.36	9.12	9.25
Annual Goals	8.5	8.5	8.5
Achievement Status	Not Achieved	Achieved	Achieved

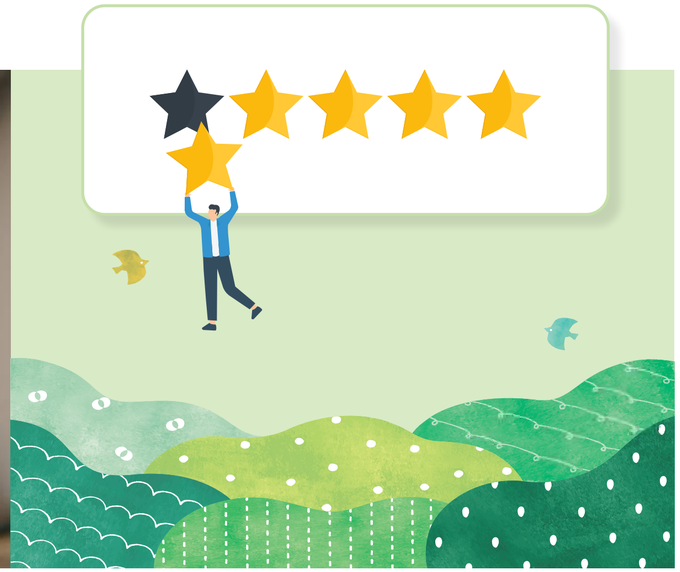
Note: In 2023, a 5-point scale survey was conducted for the top 30 customers, with an average score of 4.18, equivalent to 8.36 on a 10-point scale.

The 2025 customer satisfaction survey covered all customers with transaction records during the year, with a total of 164 questionnaires distributed and a 100% response rate achieved. The survey covers five aspects, including: "Service Attitude and Communication," "Professional Competence," "Pricing and Quotation Efficiency," "Delivery and Contract Performance," and "Product and Logistics Quality." The overall average satisfaction score was 9.25 out of 10, indicating that Hantech Bio-Tech's products and services are highly recognized by customers. Through this survey, the Company will further strengthen its customer feedback collection and analysis mechanisms as an important basis for optimizing ESG strategies and service quality. Hantech Bio-Tech will continue to improve its customer feedback handling mechanism and fulfill its commitment to "Listening to Feedback and Continuous Improvement."

Marketing and New Customer Development

Hantech Bio-Tech enhances its brand visibility and professional image by participating in domestic and international biotechnology exhibitions, health food expos, and industry forums. Through annual new product launches and regular customer visits, the Company strengthens customer engagement and expands collaboration opportunities. In addition to exhibitions and product co-creation, the Company actively promotes the development of local ingredients and community engagement, creating a marketing model that balances market appeal with brand warmth.





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Channels	Implementation Method
Participation in Exhibitions and Industry Forums	**1. Active participation in exhibitions** Participate annually in major domestic and international biotechnology exhibitions, health food exhibitions, and industry forums to showcase the latest formulation developments, successful market cases, and patented pouch designs, thereby enhancing brand visibility and expanding potential ODM/OEM collaboration opportunities **2. Pre-exhibition planning** ▶ The marketing and sales teams set exhibition objectives and messages based on the annual strategy. ▶ Integrate differentiated products and R&D highlights to plan the booth design and communication content. ▶ Strengthen the consistency of the Company's image and enhance overall professional service standards through pre-exhibition training for participating staff **3. On-site execution** ▶ Sales and technical personnel collect potential customers' needs and cooperation intentions on-site. **4. Post-exhibition follow-up** ▶ Continuously optimize exhibition strategies through feedback from exhibition questionnaires, while incorporating external market perspectives to identify the Company's core competitiveness and key customer concerns, further strengthening competitive advantages and organizational resilience **5. Effectiveness evaluation and strategy optimization** ▶ Regularly compile "Post-Exhibition Effectiveness Evaluation Reports" and conduct segmentation analyses of exhibition contacts, including new and existing customers, media organizations, public relations firms, data and design partners, and supply chain partners, to evaluate the quality of interactions, collaboration potential, and subsequent conversion effectiveness for each group; the analysis results will serve as an important basis for marketing resource allocation, partnership strategies, and future exhibition planning to continuously improve the return on exhibition investment and overall market competitiveness. **6. Examples of specific achievements** ▶ In recent years, the exhibitions have targeted 30 to 50 new customers with cooperation potential. ▶ Focus on cross-industry channels and emerging market brands to expand diverse collaboration opportunities. ▶ Participated in the 2025 BIO Asia-Taiwan Exhibition, attracting a total of 332 visitor groups, an increase of 267% compared with 2022. Among them, more than 150 visitor groups checked in and took photos with the local ESG product from Xihu developed by the Company in 2024, and feedback was collected from more than 50 customers at the exhibition, serving as an important basis for continuously enhancing the attractiveness of domestic exhibitions and strengthening competitive advantages.

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Exhibition Participation Strategy

積極參展
每年參與大型展會以展示創新和建立合作夥伴關係

展前規劃
設定目標並規劃展區設計以吸引潛在客戶

展中執行
現場與潛在客戶互動並蒐集需求

展後追蹤
追蹤潛在客戶並提升商機轉化率

效益評估
分析展會效益以優化未來策略

具體成果
鎖定新客戶並拓展合作機會

Channels	Implementation Method
New Product Launches and Regular Visits	**1. New product launch mechanism** ▶ Regularly hold annual new product launch events to introduce: → Best-selling products in the market → Specialty raw materials → Innovative products **2. Focus of customer communication** ▶ Serve as key talking points during regular visits to existing customers to strengthen the professional image and highlight product advantages. **3. Relationship enhancement and product co-creation** ▶ Deepen customer partnerships through continuous interaction. ▶ Encourage customers to participate in product co-creation to enhance engagement and strengthen collaboration.
Localization and Community Marketing	**1. Promotion of local ingredient development** ▶ Use locally sourced agricultural or specialty ingredients to promote regional co-prosperity, shorten the supply chain, and reduce the carbon footprint. **2. Participation in public welfare and community marketing** ▶ Actively participate in public welfare activities and community co-marketing to enhance brand affinity and social impact. **3. Integration of sustainability and cultural elements into products** ▶ Incorporate sustainability concepts and local cultural elements into product design and marketing to convey brand value. **4. Strengthening emotional connection with the brand** ▶ Create emotional resonance with consumers to enhance brand differentiation and long-term loyalty.

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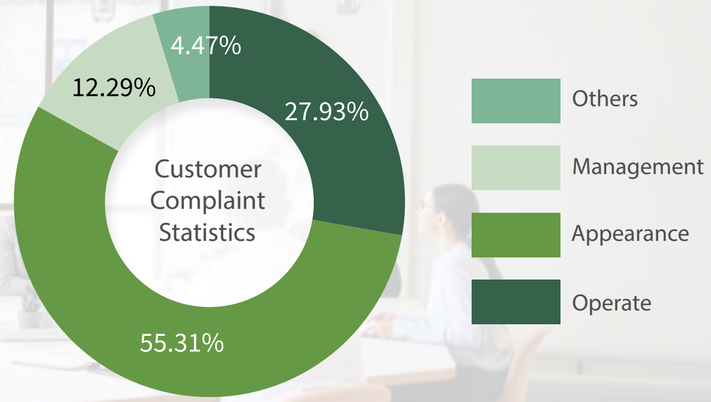
Ongoing Continuing Education

To promote knowledge sharing and a learning culture, Hantech Bio-Tech holds a weekly Monday morning meeting where supervisors or colleagues returning from business trips share market observations, changes in customer needs, domestic and international industry trends, and insights from overseas visits, enabling the team to stay updated on external market dynamics. Beyond market intelligence, the morning meetings also cover project collaboration experiences, practical communication skills, and the context behind key decisions, thereby enhancing cross-departmental alignment and overall execution capabilities. In 2025, the Company also conducted exhibition visits in Japan and Thailand to further deepen its understanding of international market trends and industry developments, while continuously sharing relevant insights internally to support decision-making.

To strengthen the professional capabilities and service quality of the sales team, Hantech Bio-Tech implemented the "Sales-specific Education and Training" internally in 2025, with instruction provided by department supervisors. The program covers core knowledge in sales, R&D, manufacturing, quality control, and finance, gradually establishing a comprehensive training system to enhance the team's overall ability to respond to market changes and customer needs. A follow-up and evaluation mechanism is also established after the training, using regular assessments, learning feedback, and observation of practical application as the basis for employee performance evaluation and career development. In the future, the training depth and breadth will be gradually expanded based on demand, and external training programs will be developed to help upstream and downstream partners strengthen sustainability competitiveness and cultivate core talent.

Customer Grievance Mechanism and Handling

Hantech Bio-Tech handles customer complaints in accordance with the established "Customer Feedback Management Procedures," with the Quality Assurance department coordinating the investigation, analysis, and response process. When the sales unit receives customer feedback, it fills out a "Customer Complaint Handling Form" and forwards it to the Quality Assurance and relevant departments for analysis and improvement. The process is completed and a formal response is provided to the customer within two weeks. In the event of special circumstances or major customer complaints, the Company will establish a dedicated project team as needed for follow-up tracking, with relevant departments jointly conducting cause analysis, developing improvement measures, and verifying their implementation to serve as a basis for continuous improvement.



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Customer Complaint Handling Process

客訴處理流程

01 接獲異常或抱怨客訴

- 業務單位收到客訴品將通知品保主管依照《食品安全衛生管理法》確認其安全等級評估以及後續處理方式。

02 確認異常原因及應對方案

有危害人體之重大情節者

- 通報地方衛生局核備，並召開食品安全管理小組會議跨部門處理，同步啟動產品回收機制。

一般客訴案件

- 由品保依據客訴內容與樣品進行調查。調查結果通報至相關權責單位執行後續處理，並提出預防措施與改善辦法。

03 追蹤與回覆

- 品保部須於規定時程內（視案件緊急程度調整）回覆調查結果與改善進度予業務單位回覆客戶。
- 每週定期追蹤尚未結案之案件直到問題解決。

04 結案與資料留存

- 所有客訴案件均透過表單完整記錄並留存，內容涵蓋：
問題描述、原因分析、處理對策、預防措施與結案結果，確保後續追蹤與持續改善。
- 重大案件於月會中說明分享，作為內部教育與預防依據。

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Customer Privacy and Information Security Management

Hantech Bio-Tech places great importance on protecting customer privacy and trade secrets. During the new customer development process, the Company implements information security and confidentiality management mechanisms to ensure that cooperation is built on a foundation of trust, integrity, and institutional safeguards. At the initial contact stage, visiting customers are required to sign a "Non-Disclosure Agreement (NDA)" that clearly defines the scope of information use, disclosure limitations, and responsibilities. At the same time, in accordance with ISO standards, the "Factory Visit Procedures and Visitor Guidelines" are established to standardize the visit process, clearly defining entry and exit regulations, restricted areas, and precautions within the factory.

During the reception and information provision process, each department also collaborates according to its respective responsibilities to verify the content of external communications and reception arrangements, ensuring customer rights and interests, the completeness of cooperation-related information, and the Company's information security. Strict access controls are enforced for highly sensitive areas such as production lines, with explicit regulations stating that "visitors are prohibited from entering production line areas" to mitigate food safety risks, trade secret leakage, and other potential information security incidents.

After entering the cooperation stage, both parties sign a formal contract based on the scope of cooperation, clearly defining confidentiality obligations and intellectual property ownership across formulation, specification, design, and production stages to strengthen the protection of information assets. New employees are required to sign a confidentiality agreement upon onboarding to strengthen their awareness and sense of responsibility for information and privacy protection. In 2025, Hantech Bio-Tech experienced no incidents of customer data loss or privacy breaches, demonstrating the Company's ongoing commitment to and effectiveness in information security management and maintaining customer trust.

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3.3 Sustainable Supply Chain

As a key player in the food biotechnology industry supply chain, Hantech Bio-Tech fully understands that sustainable development must begin from the perspective of the entire value chain. As a manufacturer with both ingredient development and health food contract manufacturing capabilities, the Company continues to build stable partnerships with suppliers of raw materials, packaging materials, and manufacturing processes. It strives to enhance supply chain transparency and resilience while progressively adopting management practices aligned with sustainability principles to establish a responsible supply system.

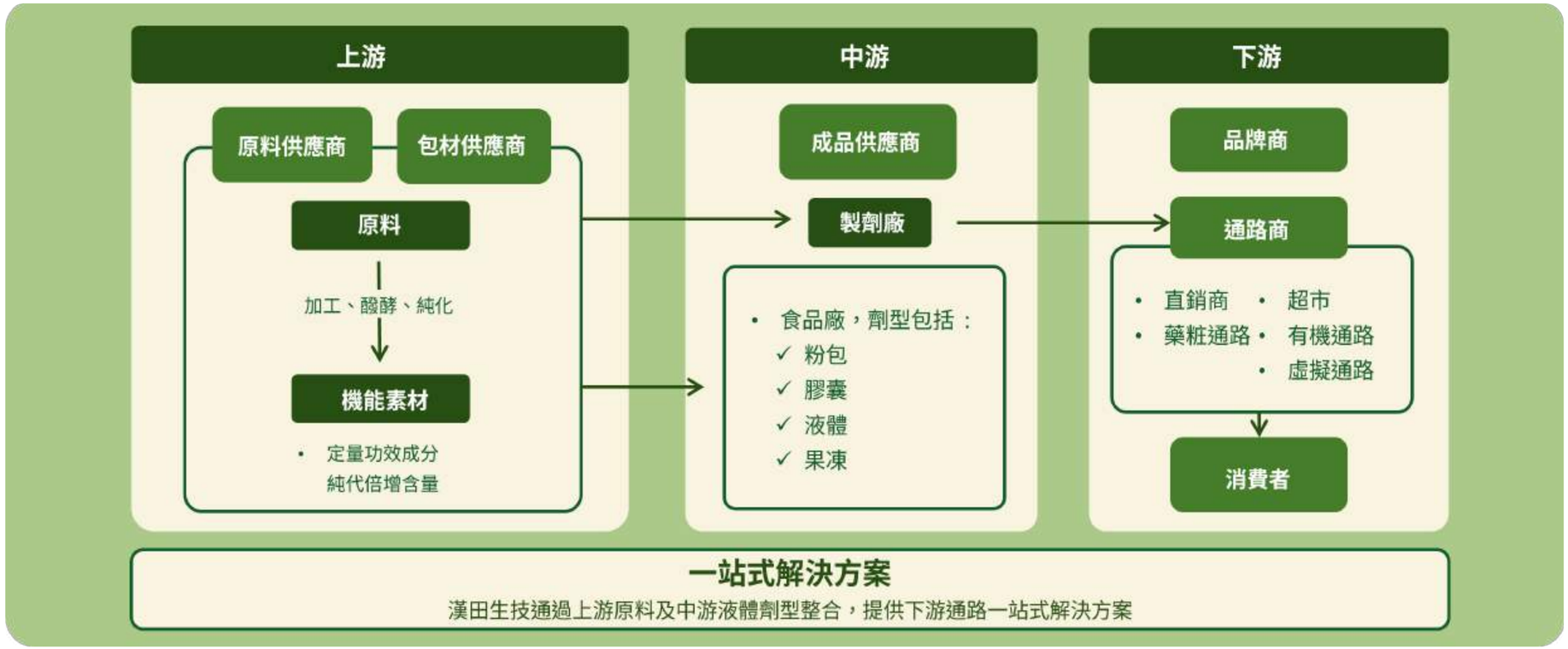
3.3.1 Supplier Management

Hantech Bio-Tech Value Chain

The value chain of the food biotechnology industry encompasses three major segments, namely upstream raw material and packaging material supply, midstream health food manufacturing and processing, and downstream distribution and brand promotion:

- Upstream: Suppliers provide raw materials derived from plants, animals, microorganisms, minerals, and fermented products, including chemicals, natural extracts, microbial strains, and cells.
- Midstream: Focus on the R&D and manufacturing of health foods, dietary supplements, food additives, and functional formulations.
- Downstream:Distributors and sales agents are responsible for product sales and brand promotion, bringing products to the consumer market.

Hantech Bio-Tech operates across the upstream and midstream segments of the industry value chain, focusing on the development of health food powder ingredients and contract filling services for liquid and jelly formulations. In terms of ingredient development, Hantech Bio-Tech has successfully launched differentiated products such as micron-grade pearl powder and Guilu Powder (tortoise shell and deer antler powder). Its contract manufacturing services can provide customized formulations according to customer needs, helping transform creative concepts into market-competitive products, demonstrating strong R&D integration capabilities and manufacturing flexibility.



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New Supplier Onboarding Management

- Hantech Bio-Tech conducts supplier evaluations and classification management in accordance with the "Procurement and Supplier Management Procedures."
- The selection of new suppliers is based on diversified assessments, with priority given to: International food safety certifications such as ISO 22000 and HACCP, market reputation, industry recommendations, and sample evaluation results are taken into consideration, with a comprehensive assessment of quality, production capacity, service, pricing, and level of cooperation.
- The R&D and Quality Assurance departments propose raw material specifications based on product requirements, and the Procurement Department requests necessary documents from suppliers, such as:

→ Certificate of Analysis (COA)
→ Import permits
→ Pesticide residue and heavy metal test reports
→ Plasticizer and dissolution tests
→ Food additive permits
→ Material Safety Data Sheets (SDS)

- If a supplier fails to provide the required documents, its qualification for cooperation will be re-evaluated. Key suppliers have signed the "Supplier Integrity Commitment" and incorporated relevant provisions of the "Code of Ethical Conduct."
- In 2025, the Company continued to promote the signing of sustainability commitment agreements among all suppliers, achieving a signing rate of 48.57% and reinforcing a shared consensus on sustainability commitments.

New Supplier Evaluation	2023	2024	2025
Qualified	21	22	12
Nonconforming	-	2	-
Total	21	24	12

Statistics on Supplier Certifications

Certification Type	Number of Suppliers	Percentage
ISO 9001	7	5.00%
ISO 22000	22	15.71%
HACCP	17	12.14%
BRC	1	0.71%
ISO 50001	1	0.71%
ISO 14001	2	1.43%
FSSC 22000	6	4.29%
ISO 45001	1	0.71%
FSC	4	2.86%
Total Number of Suppliers	140	

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Evaluation of Existing Suppliers

I. Evaluation Principles and Process

- Evaluation Targets: Ensure compliance with the principles of "right time, right quantity, right price, and right quality."
- Applicable to: All suppliers with delivery records during the year must be evaluated at least once.
- Evaluation Method: The Procurement Department compiles and completes the "Supplier Evaluation Form," covering five major aspects:

1. Document review
2. Warehouse Management
3. Payment Terms
4. Quality Control
5. Service Attitude

Evaluation Result Classification:
- Grade A (Excellent): 67
- Grade B (Qualified): 73
- Grade C (Nonconforming) →0
  →Cooperation is generally terminated, and flexibility may be retained only when no alternative source is available and upon approval by the General Manager.

II. Factory Visits and Enhanced Management Mechanisms

- Top 20 suppliers by transaction volume: Discuss and arrange annual factory visits with the Quality Assurance supervisor, and schedule visits to key suppliers based on supplier risk assessment results and actual needs.
- Suppliers with 2 or more accumulated quality abnormalities: Included in the plant visit list for the current and following year to strengthen tracking and preventive management.

III. 2025 Implementation Status

- Number of evaluated suppliers: A total of 140 suppliers were evaluated, and all evaluations were completed.
- Evaluation Method:
  1. Document review: 100%
  2. On-site audit: 5%
- Evaluation results: All passed

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Annual Suppliers Evaluation Results

Audit Method	2023	2024	2025
Number of audited suppliers	133	151	140
Document review	133	151	140
On-site audit	5	7	8
Number of nonconforming suppliers	-	2	-
Number of suppliers with completed improvements	-	-	-
Defect improvement rate (%)	- %	- %	- %
Annual Transaction Suppliers	133	151	140
Audit Percentage Note	100%	100%	100%

Note:
1. Audit Percentage = number of suppliers audited during the year/total number of annual transaction suppliers
2. The number of suppliers audited includes those that had transactions in the previous year as well as those expected to have transactions in the following year.

Enhancement of Supply Chain Management Platform

To enhance supply chain information transparency and operational efficiency, the Company has implemented a supply chain collaboration platform to effectively integrate procurement, material preparation, order, and inventory information, allowing real-time tracking of supplier responses and shipment progress. Through the system's reporting function, material delivery status can be quickly tracked while reducing manual operation errors, thereby comprehensively improving supply chain responsiveness and communication efficiency.

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Supplier Guidance

To strengthen overall supply chain resilience and quality stability, Hantech Bio-Tech actively promotes a supplier guidance mechanism, particularly for outsourced manufacturing partners. Based on product characteristics and actual operational needs, the Company provides diverse and practical training programs and on-site guidance to help partners enhance process stability and quality management capabilities.

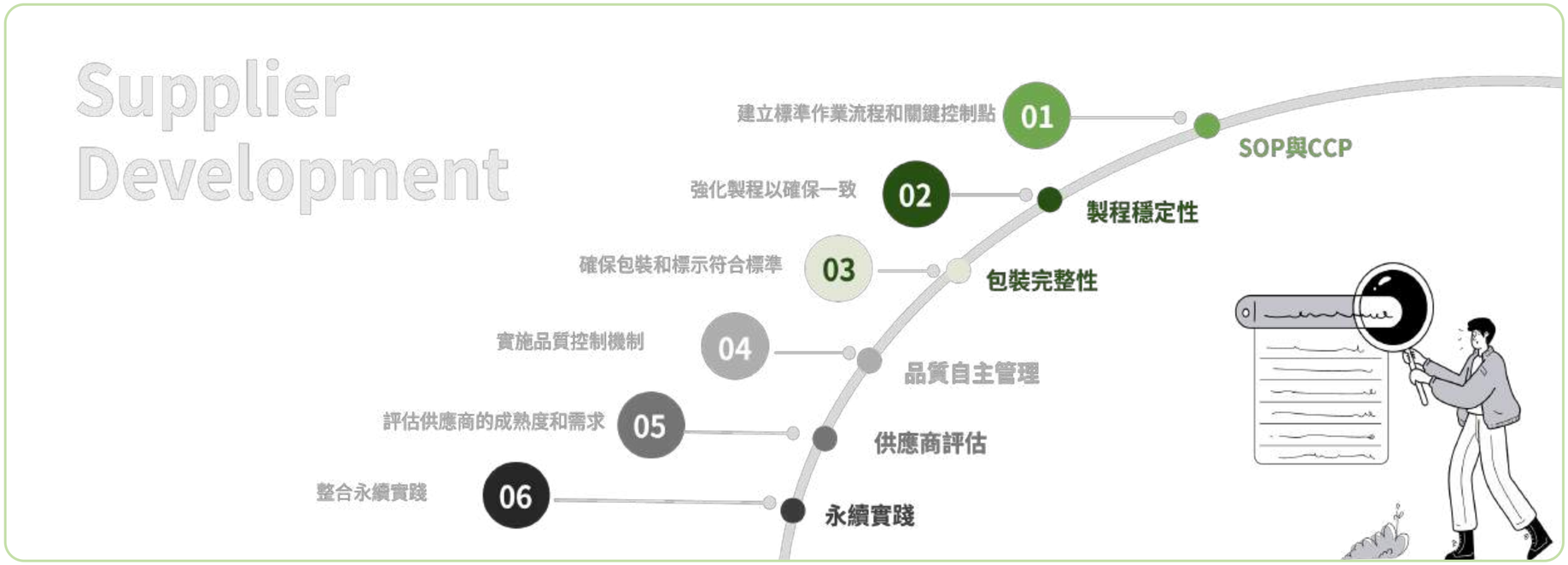
The education and quality management guidance programs include:

- Description of SOPs and CCPs
- Enhancement of process stability
- Practical training on packaging specifications and labeling completeness
- Establishment of a quality self-management mechanism, including incoming material inspection, in-process control, finished product sampling inspection, and abnormality reporting.

With the goal of continuously improving product delivery schedules and quality stability, the Company will assess supplier maturity and guidance needs in the future, dynamically adjusting training content and frequency to deepen their sustainability implementation capabilities.

Sustainability Policy Management Blueprint

In the area of supply chain governance, Hantech Bio-Tech adheres to the principles of integrity and corporate ethics, continuously promoting the signing of the "Integrity Commitment" by suppliers. The commitment covers the prohibition of improper benefits, regulatory compliance, and ethical corporate management. As of 2025, the signing rate has reached 88.5%. To strengthen supply chain participation in sustainable development, Hantech Bio-Tech began gradually introducing ESG issue management in 2024, conducting a preliminary review of suppliers in the areas of corporate governance, environmental actions, and social responsibility. The Company also organized and participated in relevant sustainability seminars, including the "2025 Supplier Conference," during the year, marking an important step toward deepening partnerships. The Company plans to organize sustainable procurement training in 2026 to enhance employees' sustainability awareness and supply chain management capabilities. In the future, Hantech Bio-Tech will continue to strengthen sustainability data collection and internal review mechanisms, gradually establishing a resilient and responsible sustainable supply chain system.



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3.3.2 Procurement and Raw Material Management

Procurement of Raw Materials

Hantech Bio-Tech's primary raw materials consist mainly of concentrated fruit juice, which is widely used in various health food products. As market demand for functional beverages continues to grow, the Company also procures a variety of functional ingredients with specific health benefits. Although the procurement volume is relatively small, these ingredients play a crucial role in formula design. To enhance procurement efficiency and formulation accuracy, the Company classifies and prioritizes raw materials based on whether they are patented, serve as primary product ingredients, or are used solely for flavoring purposes. The overall procurement strategy centers on customer formulation requirements and flexibly adjusts raw material combinations and procurement priorities based on different product characteristics and market demands to ensure that products deliver functionality, quality, and market competitiveness.

In 2025, the Company worked with a total of 140 suppliers, of which 85.71% were raw material suppliers and 14.29% were material suppliers. In 2025, among Hantech Bio-Tech's food raw materials, procurement from GFSI-recognized SQF (Safe Quality Food) certified sources amounted to NT$63,466 thousand, while procurement from FSC (Forest Stewardship Council) certified sources was NT$198 thousand. Total raw material procurement in 2025 amounted to NT$317,979, with procurement of packaging materials certified under GFSI-recognized SQF and FSC standards accounting for 20.02% of the total raw material procurement expenditure.

The Company actively incorporates environmental sustainability considerations into its procurement policy, prioritizing green procurement and energy-saving equipment. Currently, all refrigerators and water dispensers used by the Company are equipped with energy-efficient labels, demonstrating the Company's commitment to fulfilling environmental responsibility at the procurement source. In the future, the Company will continue to procure raw materials through agents and, when feasible, reduce unnecessary long-distance transportation to lower carbon emissions while maintaining supply efficiency, gradually building a low-carbon and sustainable procurement system. In 2025, 91.56% of raw material procurement expenditure at major operating sites was sourced from local suppliers.

Note 1: Major operating sites are defined as production sites that have a significant impact on operations, production, and supply chain management.

Note 2: Local suppliers are defined as suppliers whose factories are registered in the same country as the operating sites.

Supply Chain Risk Management

At present, most of the Company's raw materials are imported through trading companies, while some key raw materials, such as the pearl granules used in pearl powder, are also sourced from overseas. In the face of geopolitical risks such as global conflicts, pandemics, and trade restrictions, certain raw materials may encounter challenges such as supply disruptions, delivery delays, or cost increases. At the same time, climate change poses risks such as droughts, water shortages, and reduced crop yields, affecting supply stability and causing price fluctuations. Environmental issues such as deforestation may also have potential impacts on the Company's reputation. To mitigate these risks, Hantech Bio-Tech has adopted several strategies, including:

- Maintaining close communication with suppliers to stay informed of production origins and supply conditions in a timely manner.
- Setting safety stock levels and dynamically adjusting procurement plans based on estimated demand.
- Diversifying supply sources to avoid overreliance on a single region or supplier.
- Strengthening cooperation stability with suppliers through contractual agreements and annual planning.
- Gradually introducing environmental and quality-related certifications to enhance supply chain transparency and sustainability.

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Region	Total Number of Suppliers
Taiwan	131
China	6
APAC	3
Total	140

2025	Raw Material Procurement	Material Procurement
Taiwan	91.56%	99.98%
Japan	8.37%	- %
Others	0.07%	0.02%
Total	100.00%	100.00%

Raw Material Procurement Amount

Unit: kg

Non-recycled Materials	
Powdered raw materials	272,269.9
Liquid raw materials	438,961.8
Turtle Shell/Deer Antler	18,636.0

Sustainable packaging evolving: A Green Revolution Beginning with Material Selection

Under the premise of environmental sustainability, Hantech Bio-Tech actively promotes packaging material optimization and reduction initiatives to minimize the environmental impact throughout the product life cycle.

Cartons

In addition to using 100% recycled paper pulp, the Company is also discussing with suppliers the possibilities of carton lightweighting and thickness adjustments, aiming to reduce resource consumption and enhance environmental benefits without compromising product protection. Some cartons have already undergone material optimization, and the Company will continue to monitor their performance and feasibility.

Finished Product Packaging

Some products have adopted recyclable Polyolefin (POF) shrink packaging, which offers excellent shrinkage and transparency, allowing it to enter general plastic recycling systems to reduce incineration and landfill rates and improve resource reuse efficiency.

Color Boxes

Color boxes are made from recyclable materials and are fully printed with eco-friendly ink to reduce potential environmental impact. The Company is also gradually promoting the use of FSC-certified paper and will continue to expand its application based on product characteristics and market acceptance. In the "Local Ingredient Public Welfare Project" launched in Xihu in 2024, FSC-certified materials were adopted as a pioneering step to implement sustainable packaging concepts and fulfill social responsibility. In 2025, the Company continued to further promote these practices and received positive responses from customers, with some customers gradually following suit by adopting FSC-certified materials to jointly promote the development of sustainable packaging.

Storage Barrels

Juice raw materials are packaged in plastic barrels, and the Company collaborates with suppliers to implement a barrel return system. After cleaning and disinfection, the barrels are reused to effectively reduce the use of single-use containers, extend packaging life cycles, and lessen environmental impact.

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Unit: Metric tons (t), Percentage (%)

Items	2025
Total weight of purchased packaging materials	306.2
Weight of packaging made from recycled materials	-
Weight of packaging made from recycled materials (cartons)	99.07
Weight of recyclable, reusable, or compostable packaging (color boxes)	93.46
Total weight of packaging used	306.2
Recycling percentage	- %
Percentage of recycled materials	32.35%
Percentage of recyclable, reusable, or compostable materials	30.52%
Non-renewable Materials	
Aluminum coil	113.60

Packaging Material Management Process

Trend Observation and Demand Assessment

- Continuously monitor domestic and international plastic and paper reduction policies, as well as green packaging trends such as FSC certification, eco-friendly inks, and lightweight design.
- Compile customer packaging requirements and market expectations for sustainable packaging.
- Collect feedback and preferences from stakeholders (customers and consumers) regarding eco-friendly packaging materials.

Establishment of Packaging Material Selection Principles

- Establish material selection principles based on product characteristics, functional requirements, and sustainability commitments.
- Give priority to materials that are recyclable, reusable, and have low environmental impact.

Collaborative Technology Development with Suppliers

- Proactively propose to existing suppliers the adoption of plastic reduction, aluminum reduction, thickness reduction, and the use of recycled materials.
- Collaborative Technology Development: Such as single-material alternatives, eco-friendly ink printing, and the use of FSC-certified paper materials.

Testing and Verification

- Materials that do not meet specifications upon receipt or during on-site handling must be labeled, segregated, and controlled to prevent misuse or contamination.

Benefit Tracking and Continuous Improvement

- Continuously track the environmental benefits after implementation, such as material reduction and improved recyclability.
- Compile customer and market feedback as a basis for future optimization.
- Evaluate the feasibility of unimplemented items and dynamically adjust packaging strategies.

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PERFORMANCE HIGHLIGHTS

→ Expanded the GHG inventory scope in 2025 to include Scope 3

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4.1 Climate Strategy

The "Global Risks Report 2025" published by the World Economic Forum reflects the continued escalation of global conflicts, frequent extreme weather disasters, and intensifying social and political divisions over the past year. From a long-term perspective, environmental risks such as extreme weather events, biodiversity loss, and ecosystem degradation remain the most significant threats over the next decade.

As a leading health food contract manufacturer in Taiwan, Hantech Bio-Tech deeply understands the challenges that climate change poses to operations and the supply chain. Referencing the Financial Stability Board's (FSB) Task Force on Climate-related Financial Disclosures (TCFD) recommendations, the Company integrates Governance, Strategy, Risk Management, and Metrics & Targets into its management system to ensure operational transparency and resilience.

Through systematic risk assessments and GHG inventory mechanisms, Hantech Bio-Tech is committed to minimizing the environmental impact of its operations while actively driving low-carbon transition and sustainable development. Collaborating with customers and supply chain partners, we strive to advance environmental justice and move toward a more resilient, sustainable future, contributing to global ecological conservation and intergenerational sustainability.

TCFD Governance and Operational Framework – Core Climate Framework

In response to climate change, evolving government policies, and rapid market shifts, Hantech Bio-Tech occasionally convenes senior executives from various departments to identify material climate risks and opportunities, while further evaluating the physical risks and transition risks faced across its operating sites.

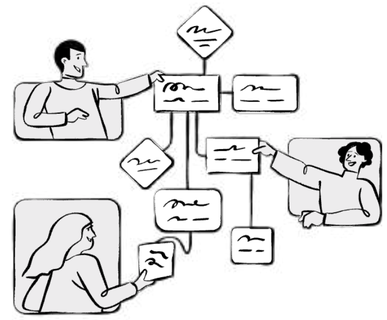
The Company also actively capitalizes on climate-related opportunities, such as improving energy efficiency, increasing circulating water efficiency, and reinforcing resilience to supply chain climate risks. By embedding climate factors into its overarching business strategy, Hantech Bio-Tech enhances its competitiveness.

Governance: Organizational oversight and governance of climate-related risks and opportunities

Hantech Bio-Tech positions the Board of Directors as the highest decision-making body for risk management, bearing ultimate responsibility for overseeing and formulating response strategies and long-term directions for climate-related risks and opportunities. The Board of Directors fully grasps risk conditions and ensures appropriate resource allocation to address climate challenges and opportunities by periodically reviewing the effectiveness of the climate risk management mechanism.

The Company has established a "Sustainable Development Committee" under the Board of Directors, with members appointed by resolution of the Board of Directors. Members shall possess professional knowledge and expertise in corporate sustainability, and at least one director shall participate in supervision. In addition to the Board of Directors serving as the highest decision-making body, the Company has established an "ESG Sustainable Development Team" under the Chairman to strengthen governance of climate-related issues. The Team is responsible for identifying and managing sustainability issues, coordinating related initiatives and implementation, reviewing the applicability of submissions from various departments, continuously tracking implementation progress, and integrating these matters into the Company's overall risk management process to ensure the effective achievement and continuous optimization of climate goals. Furthermore, the ESG Sustainable Development Team regularly reports its progress and outcomes to the "Sustainable Development Committee" and submits annual performance results, targets, and action plans to the Board of Directors at least once a year, enhancing overall management effectiveness through a robust sustainable governance structure.

The Company has also established a Risk Management Team composed of the internal audit office and department heads at or above the Assistant Deputy General Managers level, including Assistant Deputy General Managers, Deputy General Manager, and the General Manager, to strengthen the overall risk governance and oversight mechanism. The internal audit office assumes responsibility for evaluating the effectiveness of management mechanisms for material risk to ensure the implementation of risk response measures and propose improvement suggestions in a timely manner. Supervisors of all units bear frontline risk management responsibilities to ensure the effective execution of response mechanisms and procedures through analyzing and monitoring risk conditions within their respective units.



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Strategy: Identification of actual and potential climate risks and opportunities and their financial impacts

When identifying climate-related risks and opportunities that may affect future operations, the Company uses the management and disclosure foundations established under the GRI, SASB, and TCFD frameworks as the core basis for assessing the applicability and materiality of relevant topics, while comprehensively considering the Company's industry characteristics, business model, and actual operating conditions to identify climate-related disclosure topics that are highly relevant to the Company, thereby supporting subsequent management planning and strategy formulation.

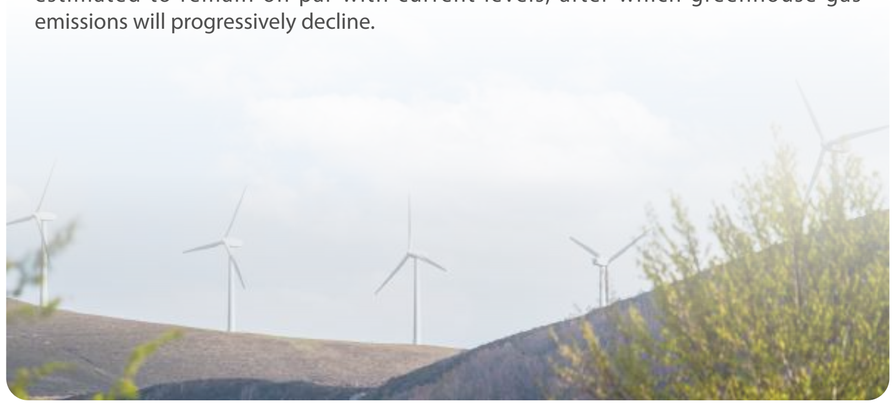
The Company utilizes scenario analysis techniques to assist in identifying climate-related risks and opportunities and strengthen climate-related risk assessment processes. The Company references foreign scientific reports and domestic policy reports, utilizing the intermediate GHG emissions scenario (SSP2-4.5) and the 2050 Net-Zero Emissions scenario (NZE) to assess which climate-related risks and opportunities may have a greater financial impact on the Company's outlook. Detailed descriptions of the scenarios are presented in the following table:

Physical Climate Scenarios

The Company considers factors including potential physical impacts, the severity of physical risk consequences, and the probable occurrence time, location, and targets. Subsequently, the Company adopts the intermediate greenhouse gas emissions scenario (SSP2-4.5) from the IPCC Sixth Assessment Report for physical climate scenario analysis, briefly described as follows:

Intermediate Greenhouse Gas Emissions Scenario (SSP2-4.5)

Under this scenario, there is an over 50% probability of a temperature rise within 3°C by the year 2100; greenhouse gas emissions in 2050 are roughly estimated to remain on par with current levels, after which greenhouse gas emissions will progressively decline.



Transition Climate Scenarios

The Company considers the regulatory direction of the Taiwan's Pathway to Net-Zero Emissions in 2050 by the National Development Council and its own strategic goal of Carbon Neutrality. The Company adopts the 2050 Net-Zero Emissions scenario (NZE) for transition scenario analysis, briefly described as follows:

2050 Net-Zero Emissions Scenario (NZE)

This scenario depicts a pathway for the global energy sector to achieve net-zero emissions by 2050. Under this scenario, the energy sector does not rely on emission reductions sourced externally to achieve the net-zero emissions target, with an over 50% probability of limiting the global average temperature rise to within 1.5°C by 2100. The Net-Zero Emissions scenario (NZE) aligns with the Paris Agreement's target of limiting the global temperature rise to within 1.5°C by the end of this century.

Risk Management: Identification, assessment, and management processes for climate risks

To strengthen the management system for climate-related risks and opportunities, Hantech Bio-Tech has established response mechanisms to mitigate impacts, structuring the overall assessment and management process into four stages: identification, assessment, prioritization, and monitoring and improvement. The implementation process for each stage is as follows:

Identification

Review past events and current conditions, consider future projections, and refer to domestic and international sustainable development trends and relevant industry developments to identify climate-related risks and opportunities for the Company and its upstream and downstream value chain, and discuss the scope and extent of the impact of each issue on the Company. After conducting scenario analysis using the aforementioned scenario simulations, the Company considers the results to further identify climate-related risks and opportunities not identified in the previous stage, such as physical risks associated with extreme weather events that the Company may face in its operating regions based on scenario analysis results under IPCC scenarios.

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Assessment

With reference to the TCFD framework, when assessing climate-related risks and opportunities, relevant departments comprehensively consider the "likelihood of occurrence" and "degree of impact" based on the nature of their operations. The assessment includes the most likely climate scenarios and the potential impacts of these risks or opportunities on the Company's operations and financial performance in the short, mid-term, and long term.

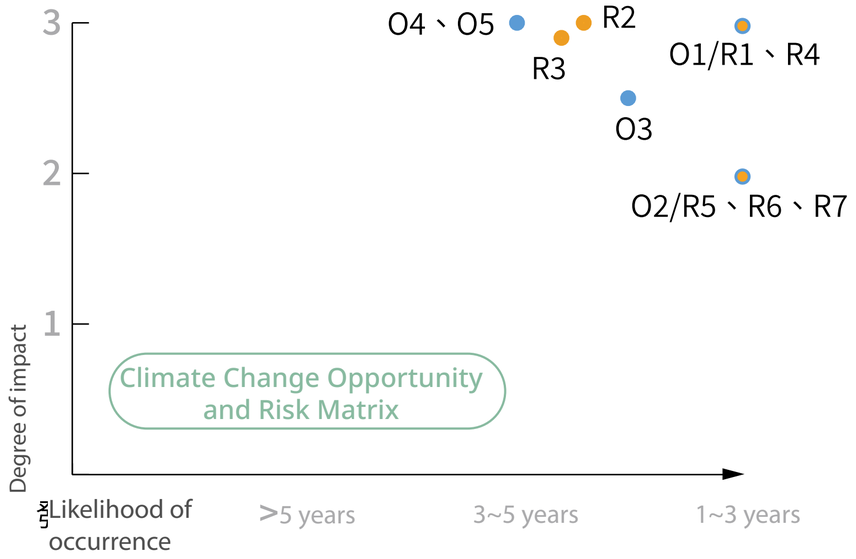
The identification of climate-related risks and opportunities disclosed this year covers the Company's operating sites in Taiwan, with scenario analysis and impact assessments conducted based on their operational characteristics. The assessment scores are used to rank materiality and identify climate-related risks and opportunities that may have a significant impact on the Company, as well as their potential operational and financial impacts, serving as a basis for subsequent management and response strategy planning.

Ranking

The Company assesses the identified climate-related risks and opportunities using a three-point scale for both "likelihood of occurrence" (X-axis) and "degree of impact" (Y-axis):

The "likelihood of occurrence" is classified into: 1 point (may occur after 5 years), 2 points (may occur within 3 to 5 years), and 3 points (may occur within 3 years); the "degree of impact" uses 1% to 5% of the 2024 net profit before tax as the materiality threshold, with scores of 5 points or above classified as material risks/opportunities for which relevant preventive measures are disclosed, while assessing the potential operational and financial impacts of climate-related risks and opportunities on the Company.

Based on the above assessment results, the Company ranks the identified risks and opportunities and develops climate-related risk and opportunity matrices. This year, a total of 4 material physical risks, 3 material transition risks, and 5 material opportunity issues were identified (see "Climate Change Risk Matrix" and "Climate Change Opportunity Matrix" in this section), and corresponding management and response measures were planned based on the identification results.



Climate Change Opportunity and Risk Matrix

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Risk/Opportunity Type			Potentially Affected Time Frame		
			Short-term	Mid-term	Long term
Physical risk	R1	Increase in severity of extreme weather events such as hurricanes and floods	◎		
	R2	High temperature risk under extreme weather	◎	◎	
	R3	Drought and water shortage due to changes in the rainwater	◎	◎	
	R4	Impact of extreme weather on supply chain stability	◎		
Transformation risks	R5	Low-carbon smart manufacturing and equipment investment	◎		
	R6	Requirements for food safety and green packaging compliance improvement	◎		
	R7	Energy price volatility due to the sustainable laws and regulations	◎		
Opportunity	O1	Energy efficiency improvement	◎		
	O2	High-efficiency equipment	◎		
	O3	Identify Supply Chain Climate Risks and Resilience	◎	◎	
	O4	Optimization of high-efficiency production process		◎	
	O5	Development of new markets in line with international sustainability trends		◎	

Monitoring and Process Improvement

The ESG Sustainable Development Team consolidates the assessment results of material climate risks and opportunities identified by various departments and regularly reports them to the Sustainable Development Committee. Based on the Company's overall material climate risks and opportunities, the Committee is responsible for formulating and strengthening the Company's sustainable development policies, tracking implementation progress and effectiveness, and reporting to the Board of Directors at least once a year to ensure that the Board of Directors is promptly informed of material climate issues and can allocate resources accordingly to effectively advance the Company's sustainability strategies.

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Metrics and Targets: Assessment of key metrics and targets for climate-related risks and opportunities

By optimizing the operational efficiency of its infrastructure, Hantech Bio-Tech strives to achieve its goal of "maximizing production efficiency and minimizing environmental impact." Implement precise control measures for core energy-consuming equipment to reduce operating costs and mitigate climate change risks.

The Company promotes the following key measures:

- Thermal Energy Transition and Reduction: Actively promote energy-saving initiatives to reduce natural gas consumption through process waste heat recovery or equipment upgrades, thereby reducing dependence on fossil fuels.
- Air Conditioning System Efficiency Optimization: Effectively reduce the operating load of air conditioning and cooling equipment through strict water quality control and optimization of cooling water systems, thereby reducing electricity consumption and extending equipment service life.
- Data Monitoring and Inventory: Starting in 2025, incorporate the energy-saving results from natural gas and electricity consumption into Scope 1 and Scope 2 emission reduction metrics, and expand the inventory scope to include Scope 3 value chain indirect emissions, covering raw material procurement, logistics and transportation, and waste treatment, to comprehensively track the benefits of energy transition and develop a comprehensive climate risk strategy.

Based on the above initiatives, Hantech Bio-Tech has developed specific implementation steps, aiming to gradually reduce GHG emissions through phased measures and achieve its net-zero emissions target.

Items	Contents	Implementation steps
Energy Management - Process Improvement	▶ Enhance equipment balanced-voltage operating efficiency and implement natural gas conservation measures to lower energy consumption, thereby reducing carbon emissions and operational costs, complying with regulatory and market energy requirements, and strengthening Hantech Bio-Tech's corporate social responsibility profile.	▶ Carbon inventory is conducted and energy consumption is assessed through third-party organizations to improve the accuracy of data collection and analysis, gain a comprehensive understanding of current energy usage, and lay the foundation for subsequent carbon reduction measures. ▶ Implement technology and equipment upgrades in stages to reduce carbon
	▶ Implement natural gas conservation measures and strengthen water quality management to improve the operating efficiency of air conditioning equipment, reduce energy consumption, and effectively control operating costs.	▶ High-temperature condensate is readily generated during steam transmission through pipelines. The Company plans to recover the condensate and return it to the boiler system for reuse, thereby reducing boiler makeup water requirements and natural gas consumption to achieve energy and water savings. ▶ Evaluate raw water quality improvement measures and introduce appropriate chemical dosing mechanisms to reduce the risk of scaling in air conditioning and related equipment, thereby reducing equipment load and maintaining operating efficiency.

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Items	Contents	Implementation steps
Resource Management	▶ The Company will optimize resource management, promote energy-saving and water resource management plans, and implement the circular economy model. ▶ Monitor energy consumption in real time and improve management efficiency to provide an important data foundation for energy-saving improvements. ▶ Benefits of reducing electricity costs and the risk of power outages on production lines.	▶ Formulate energy-saving and water-saving goals to promote resource reuse. ▶ Allocate budget control, optimize resource distribution, and strengthen operational performance. ▶ The Company plans to introduce an energy monitoring system (EMS) to monitor various energy consumption data in real time and gain a comprehensive understanding of electricity usage and energy consumption patterns, serving as a basis for energy management and abnormality analysis. ▶ Evaluate the installation of an energy storage system to store electricity during off-peak hours when electricity rates are lower and release it for use during peak demand periods, thereby reducing overall electricity costs. The system can also serve as a backup power source to mitigate operational risks arising from unexpected power outages on production lines and improve power supply stability.
Installation of solar panels	▶ Installing solar panels optimizes space utilization while mitigating roof leakage and aging issues. During power rationing or outages, the system can maximize its effectiveness to minimize downtime risks, increase green energy adoption, and reduce future carbon fee costs.	▶ Solar power generation equipment is expected to be commissioned in 2026.

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Climate Risk-Related Impacts and Responses

Category	Aspect	Risk Name	Risk Description	Financial Impact	Preventive Measures Taken
R1 Physical risk	Immediate	Increase in severity of extreme weather events such as hurricanes and floods	Global climate change has increased the frequency and intensity of extreme weather events such as typhoons and floods, posing substantial risks to the Company's operations, including production disruptions, equipment damage, flooding, and power outages, which may result in inventory write-offs. In addition, the time required to restore production lines may delay order deliveries and lead to reduced revenue. The Company's assessment covers both offices and factory sites. Severe weather also affects employee commuting and safety, reducing overall work efficiency and necessitating stronger safety protection and emergency response measures. In addition, extreme weather may cause raw material shortages and logistics delays, undermining supply chain stability and customer satisfaction. It may also alter market demand and consumer behavior, requiring the Company to adjust its strategies to maintain competitiveness and sustainable development.	Increased Operating Costs: ▶ Extreme weather events causing flooding and power outages result in production line interruptions and equipment damage, increasing expenditures for repairs and equipment replacement. ▶ Disaster response, manpower dispatch, emergency procurement, and inventory adjustments may drive up short-term operating expenses. ▶ Insufficient attendance caused by work suspensions impacts production efficiency. Furthermore, potential occupational accidents may increase compensation expenditures and insurance costs, affecting overall operational stability.	▶ The Company requires management units to clarify management responsibilities, incorporate extreme weather and natural disasters into operational risk assessments, and establish emergency response plans. Furthermore, the Company regularly conducts disaster prevention drills and employee safety training to enhance disaster response capabilities. ↘ Increased Capital Expenditure: Establish a cloud backup system, with an estimated additional annual expenditure of NT$100 thousand, to ensure the security of critical information and operational data. ↘ Increased Operating Costs: Conduct safety education and training and disaster prevention drills, and obtain group and occupational accident insurance to reduce the risks of disaster-related work stoppages and occupational accident compensation. ▶ The Company strengthens the protection and operational capabilities of plant areas and critical facilities while perfecting emergency power backup measures to elevate asset resilience and disaster response capabilities. ↘ Increased Operating Costs: Improve waterproofing, moisture protection, and drainage systems, and install uninterruptible power supply systems and backup power equipment. ▶ The Company establishes alternative raw material and diversified supplier strategies, adjusting production and inventory through routine production and sales meetings and data analysis to maintain supply chain flexibility. ↘ Increased Operating Costs: Conduct audits of new suppliers and coordinate cross-regional logistics, resulting in higher procurement administrative expenses and logistics costs. ↘ Increased Capital/R&D Expenditure: Develop alternative raw materials and customized products, resulting in higher R&D expenses and warehousing costs in the short term. ▶ The Company plans labor shortage response measures and remote work mechanisms to ensure employee safety and operational continuity during extreme weather events. ▶ The Company communicates disaster impacts to clients in a timely manner, providing flexible delivery times and customized solutions to maintain cooperative trust and service quality.

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Category	Aspect	Risk Name	Risk Description	Financial Impact	Preventive Measures Taken
R2 Physical risk	Long-term	High temperature risk under extreme weather	Frequent extreme heat events lead to increased equipment overheating and failures, affecting production stability. Prolonged exposure to high temperatures accelerates equipment aging, increasing maintenance and replacement costs. Increased equipment loads may cause power supply instability, affecting production capacity and delivery schedules. Increased loads on cooling and refrigeration equipment not only raise energy consumption, but power outages may also cause cold chain failures and inventory losses, affecting raw material quality and supply stability.	Increased Capital Expenditure: ▶ Prolonged high temperatures accelerate equipment aging, potentially increasing maintenance frequency or necessitating early equipment replacement, thereby raising capital expenditures. Increased Operating Costs: ▶ High temperatures impact product storage stability, causing partial raw material deterioration or hardening. This leads to inventory scrapping and raw material repurchasing requirements, increasing operating costs. Decreased Operating Income: ▶ High temperatures may increase energy consumption required for cooling and temperature reduction, subsequently impacting capacity and resulting in decreased operating revenue.	▶ The Company mitigates high-temperature impacts on production and inventory through equipment monitoring and regular maintenance, enhancing cooling and power backup capabilities, adjusting production schedules, and strengthening raw material and inventory management. ↘ Increased Capital Expenditure: Install monitoring equipment, upgrade cooling facilities, and add backup devices to strengthen raw material inventory management.
R3 Physical risk	Long-term	Drought and water shortage due to changes in the rainwater	The intensifying effects of climate change have altered rainfall patterns, leading to frequent droughts and water shortages that pose significant threats to business operations. For water-dependent industries, water outages or unstable supplies may constrain production capacity, cause scheduling delays, or lead to production shutdowns, impacting order delivery and increasing breach of contract risks.	Decreased Operating Income: ▶ Droughts and water resource shortages may lead to capacity declines, production halts, or scheduling delays, subsequently impacting operating revenue. Increased Operating Costs: ▶ The Company must invest in alternative water usage plans or backup water sources to respond to water resource shortages. Failing to respond in a timely manner exposes the Company to default and penalty risks.	▶ The Company enhances equipment and pipeline efficiency through water resource monitoring and water-saving measures. The Company utilizes wastewater generated from the RO reverse osmosis system for boiler soft water and daily cleaning, reducing the operational impacts of droughts and water resource shortages while minimizing water waste. ↘ Increased Capital Expenditure: The Company plans to invest NT$1,700 thousand in installing a chiller and an RO reverse osmosis system.

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Category	Aspect	Risk Name	Risk Description	Financial Impact	Preventive Measures Taken
R4 Physical risk	Long-term	Impact of extreme weather on supply chain stability	Extreme weather events pose challenges to supply chain stability and may prompt governments to adjust export documentation or raw material management requirements, requiring timely adaptation by enterprises. Extreme weather events such as wildfires and blizzards may also disrupt supply chain operations, resulting in raw material supply interruptions or increased costs. Industries related to agricultural products are particularly vulnerable, facing risks of raw material shortages and supplier disruptions.	Increased Operating Costs: ▶ Raw material production origins affected by climate disasters lead to decreased supply volumes or unstable delivery times, causing supply chain interruptions. The Company must seek alternative suppliers and may also face higher acquisition and procurement costs. ▶ Extreme weather may impact product transportation and storage conditions, indirectly affecting product quality. Issues such as changes in powder moisture content or quality fluctuations during transportation increase re-inspection and operating costs. Decreased Operating Income: ▶ Delayed deliveries or unstable quality may diminish customer satisfaction, subsequently impacting long-term cooperation and order stability, resulting in declining operating revenue.	▶ The Company regularly organizes educational training and seminars to strengthen the identification and response capabilities of employees and management toward supply chain risks under extreme weather. ▶ The Company elevates safety inventory levels to ensure stable supply maintenance during extreme weather conditions, reducing production interruption risks. ▶ The Company continuously tracks changes in import, export, and raw material management regulations. Furthermore, the Company strengthens raw material specifications and quality standard management to avoid quality deviations caused by alternative raw materials. ▶ The Company establishes a tiered risk management system for critical raw material supplies, prioritizing the monitoring of high-risk production origins or climate-sensitive raw materials. The Company negotiates response and delivery plans with suppliers for disaster periods. ▶ The Company collaborates with the procurement department to evaluate production adjustments and quality risks during supply abnormalities. ↘ Increased Operating Costs: 1. Allocate personnel to supplier evaluations, raw material inspections, and quality management, increasing management and administrative workloads and operating costs. 2. Conduct regular education and training, with an estimated annual expenditure of NT$1,000 thousand. 3. Increase safety stock levels and inventory reserves, with an estimated annual expenditure of NT$200 thousand in facility rental costs.

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Category	Aspect	Risk Name	Risk Description	Financial Impact	Preventive Measures Taken
R5 Transformation risks	Technology	Low-carbon smart manufacturing and equipment investment	As demand for low-carbon manufacturing grows, smart manufacturing systems are gradually becoming key to industrial transformation. Failure to introduce automated production management systems may affect production efficiency and corporate competitiveness.	Increased Operating Costs: ▶ The introduction of new technologies or equipment may involve efficiency and quality risks. If integration is unsuccessful, it may affect production efficiency and product quality, while increasing testing and verification costs, thereby raising short-term expenditures. ▶ Promoting low-carbon smart manufacturing requires substantial investment in training resources and the recruitment of professional technical personnel, leading to higher salary and training costs. ▶ Complying with low-carbon requirements from regulations, clients, or the supply chain incurs higher management costs, thereby increasing mid-to-long-term financial burdens. Decreased Operating Income: ▶ Failing to invest in low-carbon smart manufacturing diminishes corporate competitiveness in the market and among clients, subsequently impacting operational performance.	▶ The Company evaluates the introduction of IoT connectivity, semi-automated equipment, and low-carbon processes to drive production digitalization and information integration. The Company will phase out high-energy-consuming equipment to enhance energy efficiency, progressively transitioning traditional processes to semi-automation, and ultimately advancing toward fully automated production. ↘ Increased Capital Expenditure: The Company plans to invest over NT$3 million in mid-term improvement plans covering resource infrastructure such as water, electricity, and natural gas. ▶ The Company plans professional employee training programs focusing on sustainability standards, such as ISO 14064-1 and ISO 14067. This ensures employees master and apply new technologies, facilitating the smooth implementation of low-carbon manufacturing. ↘ Decreased Operating Costs: Improve production efficiency through education and training to reduce labor expenses, thereby optimizing the cost structure.

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Category	Aspect	Risk Name	Risk Description	Financial Impact	Preventive Measures Taken
R6 Transformation risks	Policies and Regulations	Requirements for food safety and green packaging compliance improvement	Global consumers are becoming increasingly aware of food safety and environmental sustainability. Governments and international organizations worldwide are strengthening regulations, including accelerating restrictions on single-use plastics, promoting recyclable and biodegradable packaging, and requiring companies to enhance food safety standards and promote green packaging. As a result, companies must adopt environmentally friendly materials to comply with stricter packaging regulations and market expectations. Regulations have also progressively strengthened oversight of food additives, pesticide residues, and microbial contamination, while improving food traceability mechanisms.	Increased Operating Costs: ▶ Unit prices of eco-friendly and recyclable materials are generally higher than traditional packaging materials, increasing packaging and procurement costs. ▶ Failing to meet regulatory requirements may result in product removals from shelves or channel restrictions, increasing compliance management and penalty costs. Decreased Operating Income: ▶ Failing to introduce green packaging or food traceability mechanisms in a timely manner may diminish procurement willingness among clients and international markets, impacting order opportunities and market share.	▶ The Company upgrades products and packaging to elevate environmental standards and reduce environmental burdens. Furthermore, the Company collaborates with multiple third-party testing institutions to ensure packaging materials and products comply with international standards regarding food safety and environmental protection. ↘ Increased Operating Costs: An estimated NT$3,000 thousand will be invested annually in food safety testing. ▶ The Company provides customized solutions based on diverse market demands to ensure it stands out in competition and complies with green packaging requirements.
R7 Transformation risks	Policies and Regulations	Energy price volatility due to the sustainable laws and regulations	As countries strengthen sustainability regulations and carbon reduction policies, enterprises are required to gradually increase their share of renewable energy use. Before the transition is complete, operations remain highly dependent on conventional electricity. Future increases in electricity tariffs or carbon costs will drive up energy expenditures, impacting manufacturing costs and operational efficiency, while exerting pressure on product pricing and market competitiveness.	Increased Operating Costs: ▶ Surging energy expenses resulting from international energy price fluctuations elevate unit manufacturing costs. This consequently impacts the gross margin structure and exposes costs to greater fluctuation risks. Decreased Operating Income: ▶ Adjusting product pricing due to rising energy costs and price fluctuations may reduce demand due to client price sensitivity, subsequently impacting operating revenue.	▶ The Company plans to construct solar power generation systems at its plant areas in 2026 to increase the renewable energy ratio. ▶ The Company introduces new sterilization equipment and optimizes product sterilization processes to reduce traditional energy consumption. ↘ Increased Operating Costs: Upgrade production lines to improve efficiency and reduce energy consumption, thereby lowering energy costs at the source. ▶ The Company increases compliance costs and educational training expenses to mitigate future penalty and policy impact risks.

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Climate-related Opportunities and Responses

Aspect	Opportunity Name	Opportunity Description	Financial Impact	Preventive Measures Taken
O1 Energy Source	Energy efficiency improvement	In response to global climate change, Hantech Bio-Tech actively enhances energy efficiency and adopts renewable energy to achieve energy conservation and carbon reduction goals. Reduce dependence on fossil fuels and carbon emissions through solar power generation, optimize production processes to reduce energy consumption, and implement water conservation measures, such as adopting high-efficiency water-saving equipment and optimizing water management, to mitigate the risk of water shortages.	Decreased Operating Costs: ▶ Installing solar power generation systems increases renewable energy utilization, reduces reliance on purchased electricity, and lowers energy expenditures, positively impacting gross profit.	▶ In accordance with corporate energy management policies, the Company introduces solar power equipment to increase renewable energy utilization. Furthermore, the Company regularly reviews energy usage conditions to continuously seek energy-saving improvements. ↘ Increased Operating Costs: Install solar panels, with an estimated expenditure of NT$10,000 thousand ▶ Introduce water-saving solutions in the manufacturing process to improve water recycling and reuse efficiency and reduce total water consumption. ↘ Increased Operating Costs: Launch a sterilization retort wastewater recycling project, with an estimated expenditure of NT$2,600 thousand
O2 Resource Efficiency	High-efficiency equipment	In line with global sustainability trends, actively adopting high-efficiency equipment not only significantly enhances energy efficiency and reduces equipment maintenance and downtime risks, but also ensures stable product quality, lowering defect rates and the risk of customer complaints.	Decreased Operating Costs: ▶ Introducing highly energy-efficient equipment reduces power consumption and overall energy depletion, effectively decreasing electricity expenses and mitigating the impact of electricity price adjustments on operating costs. ▶ Stable production helps reduce customer complaints caused by quality issues, thereby lowering complaint handling costs.	▶ The Company incorporates energy efficiency and power consumption evaluation indicators into equipment procurement specifications, prioritizing highly energy-efficient and low-consumption equipment to reduce operational power demand. ↘ Increased Capital Expenditure: 1. Increased capital expenditure in the short term due to the procurement of high-efficiency equipment. 2. The Company plans to invest approximately NT$3,000 thousand in establishing a machine networking system.

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Aspect	Opportunity Name	Opportunity Description	Financial Impact	Preventive Measures Taken
O3 Resilience	Strengthening Supply Chain Climate Risks and Resilience	Establish a comprehensive climate risk management framework and implement a climate risk identification process to integrate climate risks into daily risk management. This enables early identification of risks arising from extreme weather events and climate policy changes affecting the Company and its supply chain, allowing preventive measures to be taken to mitigate potential losses. Strengthen supply chain management and promote supplier diversification mechanisms to enhance product quality stability.	Decreased Operating Costs: ▶ Proactively identifying supply chain segments affected by climate risks prevents issues such as supply chain interruptions, raw material shortages, and production stagnation. This mitigates financial losses caused by insufficient response measures and reduces relevant insurance and risk management costs. ▶ Preventing impacts from disasters such as flooding and hurricanes on infrastructure, equipment, and inventory reduces unexpected capital losses.	▶ The Company purchases natural disaster insurance to ensure economic compensation when encountering extreme weather events, thereby mitigating financial risks. ▶ The Company implements a diversified supply chain strategy to avoid over-reliance on a single supplier or region, mitigating potential financial losses caused by stock shortages, quality issues, and market monopolies. ▶ The Company establishes long-term partnerships with critical suppliers to elevate sustainable supply chain resilience and strengthen climate risk management capabilities. ▶ The Company expects to introduce the FSSC management system to strengthen quality monitoring and evaluation for critical raw materials and high-risk suppliers, elevating overall management effectiveness. ↘ Increased Operating Costs: Increased personnel and administrative costs for risk assessments, supplier evaluations, and quality management.
O4 Resource Efficiency	Optimization of high-efficiency production process	Amid the global trend of increasing emphasis on environmental sustainability, lean management and transportation efficiency should be actively enhanced. Improving resource efficiency not only reduces unnecessary energy consumption but also significantly increases production capacity, meets market demand, and strengthens competitiveness and operational stability.	Decreased Operating Costs: ▶ Optimizing production processes and enhancing manufacturing quality lowers defect rates and rework losses during production, reducing raw material waste and manufacturing costs. Increased Operating Income: ▶ Implementing standardized operations and lean management improves production line stability and overall capacity, shortening product delivery times and enhancing order acceptance flexibility, which facilitates operating revenue scale growth.	▶ The Company introduces highly efficient equipment, such as IoT connectivity systems and auxiliary robotic arms. The Company combines these with resource monitoring mechanisms and personnel training to enhance production efficiency, process quality, and overall capacity performance. ↘ Increased Operating Costs: Introduce high-efficiency equipment, resulting in increased capital expenditure and improvement costs in the short term.

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Aspect	Opportunity Name	Opportunity Description	Financial Impact	Preventive Measures Taken
O5 Market	Development of new markets in line with international sustainability trends	As consumer focus on environmental protection and sustainable development grows, the Company should actively develop products and services that meet these demands to tap into emerging market opportunities. Enhance sustainability performance and strengthen brand image by participating in external ESG ratings or obtaining sustainability-related certifications, increasing the visibility of the Company's sustainability initiatives to attract more potential clients.	Decreased Operating Costs: ▶ Establishing a green supply chain and collaborating with low-carbon transition suppliers lowers raw material and production costs by sharing technological innovations and carbon reduction achievements. ▶ Selecting low-carbon materials or technologies that meet government subsidy standards helps the Company obtain tax exemptions or financial support, thereby reducing operating costs. Increased Operating Income: ▶ Participating in sustainable development and grasping international trends helps enhance the corporate image, attracting consumer attention and encouraging the selection of eco-friendly products to promote operating revenue growth.	▶ The Company participates in ESG ratings and applies for relevant certifications to elevate corporate awareness and competitive advantages. This attracts clients and partners who prioritize sustainable development, expanding market opportunities and driving operating revenue growth. ▶ The Company enhances sustainability performance and transparently discloses relevant actions and achievements to strengthen investor trust and establish a favorable corporate image. ↘ Increased Operating Costs: NT$260 thousand in inventory consulting and verification fees paid to a third-party verification organization. ▶ The Company introduces sustainable raw materials to reduce production carbon emissions and applies for product carbon footprint labels. This ensures products comply with international environmental protection standards, enhancing market recognition and green competitive advantages.

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4.2 Environmentally Friendly Management

In response to the challenges of climate change and limited energy resources, Hantech Bio-Tech continues to implement energy conservation, carbon reduction, resource management, and pollution prevention measures, using quantitative data management as the basis for performance tracking and improvement. Given the high dependence of its production processes on natural gas, energy management is a key focus of Hantech Bio-Tech's environmental management. In 2025, the Company improved natural gas efficiency and reduced energy consumption through process optimization and adjustments to equipment operating modes. In addition, through the collection and analysis of energy consumption data, the Company continues to track the relationship between production volume and natural gas consumption as a basis for evaluating energy efficiency and process improvements. In the future, the Company will enhance energy efficiency and operational resilience through regular reviews and continuous improvement of its management practices.

1. Regularly assess the potential impacts of climate risks and opportunities on operations and finances.
2. Conduct a comprehensive inventory of plant facilities and water resource usage, and formulate corresponding action plans:
   - Strengthen risk management mechanisms for natural gas supply disruptions and price fluctuations
   - Optimize the operating modes of energy-intensive equipment and boiler combustion efficiency
   - Evaluate the installation of an automatic natural gas leak shutoff mechanism to strengthen leak early warning and disaster prevention mechanisms
   - Implement process heat recovery and reuse to reduce natural gas consumption and carbon emissions

4.2.1 Energy and GHG Management

Hantech Bio-Tech continues to address GHG emissions arising from energy consumption, building on its existing energy conservation and carbon reduction strategies to improve energy efficiency and reduce the environmental impact of its operations through systematic management and process optimization.

In terms of energy management, the Company has introduced a process waste heat recovery mechanism to reuse recoverable thermal energy for relevant energy needs. At the same time, the Company continues to advance its solar panel installation plan, conducting assessments and implementation activities according to the established schedule to gradually increase the proportion of renewable energy use, reduce dependence on external energy sources, and steadily promote low-carbon transition and sustainable development.

The Company continues to implement various energy-saving measures, including improving natural gas efficiency, adjusting process parameters, enhancing cooling system efficiency, conserving water, and recovering and reusing RO concentrate, to reduce overall energy and resource consumption.

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Energy Management Organization

To strengthen energy management and GHG reduction, the Company collects and analyzes data to monitor energy consumption and provide a basis for improvement. Each department is responsible for the daily monitoring and management of major energy resources within the factory, including water, electricity, and gas, according to its respective responsibilities. The Sustainability Task Force serves as the cross-departmental coordinating unit responsible for planning and implementing the Company's overall ESG goals, covering key issues such as energy management and GHG reduction. In the future, the Company will establish a comprehensive mechanism to report energy consumption and carbon reduction achievements to management, thereby fulfilling its corporate sustainable development goals.

Office Sustainability Practices

Hantech Bio-Tech continues to promote green office initiatives through a comprehensive energy-saving management system and employee awareness programs to enhance overall environmental awareness and integrate environmentally friendly practices into daily operations. By promoting digital workflows, the Company effectively reduces paper consumption while improving administrative efficiency and resource utilization. At the same time, the Company implements green procurement principles by prioritizing equipment and office supplies with energy-saving or environmental labels and assessing the feasibility of introducing high-efficiency energy-saving equipment to reduce energy consumption and environmental impact.

Types of Sustainable Product Labels/Tags	Procurement Items	Procurement Amount (NTD)
Grade 1 Energy-saving Label	SANLUX Refrigerator	5,810
FSC Forest Stewardship Council Certification	Locally marketed products - packaging materials	245,325

Energy Conservation Initiatives on Production Lines

In 2025, the Company continued its existing energy-saving measures, improving energy efficiency through process optimization and equipment adjustments while maintaining stable production line operations and production efficiency. At the same time, the Company continues to monitor energy consumption and analyze relevant data, occasionally reviewing the effectiveness of various energy-saving measures and adjusting strategies as appropriate to ensure stable equipment performance and sustained energy-saving benefits.

Energy Usage Status

Unit: Gigajoule (GJ)

Energy Type	2024	2025
Non-renewable electricity	6,144.18	6,523.64
Gasoline	240.92	280.16
Diesel	164.41	364.89
Liquefied petroleum gas	2,326.93	1,455.20
Natural gas	5,818.94	7,130.54
Renewable electricity	-	-
Total energy consumption	14,695.38	15,754.43
Operating revenue (NTD millions)	748.42	778.54
Percentage of purchased electricity (%)	41.81%	41.41%
Renewable energy usage rate (%)	- %	- %
Energy intensity (GJ/NT$ million)	19.635	20.236

Note:

1. Data on non-renewable electricity are compiled based on electricity bills; data on gasoline, diesel, and liquefied petroleum gas are disclosed based on purchase volumes; and data on natural gas are disclosed based on consumption.
2. Non-renewable electricity = Annual electricity consumption (kWh)*3,600 KJ/thousand kWh.
3. Liquefied petroleum gas (J) = Annual consumption (kg)*10,972 (calorific value)*4,184 J
4. Gasoline (J) = Annual consumption (L)*7,586 (calorific value)*4,184 J
5. Diesel (J) = Annual consumption (L)*8,636 (calorific value)*4,184 J
6. Natural gas (J) = Annual consumption (m^3)*8,067 (calorific value)*4,184 J.
7. Percentage of purchased electricity = non-renewable electricity / total energy consumption
8. Renewable energy usage rate = renewable energy / total energy consumption
9. The denominator for calculating energy intensity is based on the parent company's standalone revenue in NT$ million
10. Energy intensity = total energy consumption / revenue
11. The disclosure scope is limited to the standalone parent company in Taiwan

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GHG Management

In response to climate change trends, Hantech Bio-Tech began adopting the ISO 14064-1:2018 standard in 2023 to conduct GHG inventories for the parent company. In 2025, the Company further expanded the inventory scope to include Scope 3, gradually gaining a comprehensive understanding of its emissions structure and major carbon emission sources as a basis for subsequent emission reduction strategies.

The Company continues to implement various carbon reduction measures, including optimizing natural gas efficiency and balancing electricity loads. In 2025, natural gas efficiency improved by 1.6% compared with the previous year, while electrical system efficiency increased by 16.7%, effectively reducing overall energy consumption. In terms of renewable energy development, the Company continues to advance its solar power installation plan, gradually increasing the proportion of green electricity use to reduce dependence on conventional energy sources and effectively reduce GHG emissions.

GHG Emissions Status

Items	Unit	2023	2024	2025
Scope 1	Metric tons CO_2e	413.4422	748.1585	806.0199
Scope 2	Metric tons CO_2e	583.6842	857.2821	880.2991
Scope 3	Metric tons CO_2e	-	-	2,944.3202
Total Emissions	Metric tons CO_2e	997.126	1,605.441	4,630.639
Emissions intensity	Metric tons of CO_2e/NTD millions	1.60	2.15	5.95

1. In 2023, the GHG inventory was conducted based on data collected from the Company's various energy activities, and GHG emissions were calculated. The inventory scope only covered the Yuanlin Plant. In 2024, Scope 1 and Scope 2 emissions were calculated in accordance with ISO 14064-1:2018, covering the Xihu Main Plant, Operating Headquarters, Logistics Center, Xihu Plant 2, Xihu Warehouse 2, and Yuanlin Plant
2. The emission factors are primarily sourced from the Ministry of Environment's "GHG Emission Factors" and the 2024 "Electricity Carbon Emission Factor" announced by the Energy Administration, Ministry of Economic Affairs, on April 14, 2025.
3. The global warming potential (GWP) values of each GHG used to calculate carbon dioxide equivalents are based on the Sixth Assessment Report published by the Intergovernmental Panel on Climate Change (IPCC) in 2021.
4. The denominator for calculating emission intensity is based on the standalone parent company's revenue in Taiwan, expressed in NT$ million
5. Emission intensity = total emissions / revenue

Air Pollution Control

As greenhouse gas emissions receive increasing attention in environmental sustainability, Hantech Bio-Tech not only fulfills air pollution reporting operations in accordance with relevant government regulations, but also continuously strengthens air pollution control management measures to ensure that all operations comply with regulatory requirements.

Items	2023	2024	2025
Nitrogen oxides (NOx)	0.3900	0.2660	0.6343
Sulfur oxides (SOx)	0.0300	0.0150	0.0077
Persistent organic pollutants (POPs)	-	-	-
Volatile Organic Compounds (VOCs)	-	-	-
Hazardous Air Pollutants (HAPs)	-	-	-
Suspended particulate matter/ particulate matter (PM)	0.0070	0.0070	-

Unit: Metric Tons

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4.2.2 Water Resource Management

In response to uncertainties in water resource supply, Hantech Bio-Tech continues to strengthen water resource management measures through process optimization and improved water use efficiency to reduce its environmental impact. In 2025, in addition to continuing to implement water conservation measures, the Company strengthened its water recycling and reuse mechanisms to increase the proportion of recycled water use and reduce dependence on external water sources. At the same time, through the collection and analysis of water consumption data, the Company continues to monitor water usage and regularly review and adjust improvement measures to ensure steady progress in water management effectiveness and move toward its sustainable water use goals.

Material Topic Water Resource Management	
Significance of Material Topics	Given the high dependence of its production processes on water resources and the increasing frequency of extreme climate events, which further exacerbate water resource management challenges, the Company actively improves water use efficiency and water resource adaptation capabilities to enhance overall operational resilience and ensure business stability and sustainable development
Policy/Commitment	The Company has long been committed to environmental protection, upholding the principle of achieving a harmonious win-win situation that balances maximum production efficiency with environmental sustainability.
Goals	Short-term ▶ Reduce overall water consumption through a concentrate recovery and reuse mechanism, using 2024 as the baseline year to progressively achieve annual reduction targets ▶ Plan to introduce a water recovery and reuse system for production equipment and continuously optimize cleaning processes and equipment parameters to improve water use efficiency per unit of product Mid- to Long-term ▶ Improve overall operational efficiency through process optimization and equipment improvements, while expanding the scope of water recovery and reuse to gradually increase the recycling and reuse rate ▶ With 2030 as the target year, continue to implement water management measures in accordance with the established reduction pathway, aiming to reduce total water consumption by 5% to 15% compared with the baseline year ▶ Establish a data management platform to integrate water and energy consumption information, using real-time monitoring and analysis as a basis for decision-making on process optimization and resource allocation ▶ Introduce the PDCA management model to regularly review the effectiveness of water and energy conservation measures and ensure the effective implementation of all strategies
Actions	The Company continues to improve water resource management through KPI setting and performance tracking mechanisms to ensure the effective implementation of various water conservation measures and gradually enhance water use efficiency
2025 Actual Performance	▶ Recover and reuse concentrate after treatment through water softening equipment, saving approximately NT$8,100 to NT$10,800 in water costs annually
Communication Channels	The Company has designated personnel responsible for promptly receiving and handling related matters to ensure timely response and proper resolution of issues. ▶ Address: No. 101, Gongye Rd., Xihu Township, Changhua County ▶ Tel.: (04) 8811181 ▶ Fax: (04)8823456 ▶ Stakeholders mailbox: IR@htbios.com ▶ Company website: www.htbios.com/

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Daily Water Resource Management

Hantech Bio-Tech encourages employees to develop good water-saving habits, such as turning off water sources after use and recycling non-process water, to strengthen awareness and participation in water resource management. In terms of equipment procurement and management policies, the Company also prioritizes equipment with water-saving capabilities and integrates water consumption monitoring and data analysis mechanisms to track water usage in major water-consuming areas as a basis for improvement.

To enhance overall water resource utilization efficiency, each plant has continuously optimized water use processes, introduced high-efficiency water-saving equipment, and promoted the reuse of water resources for various non-process applications, including cooling and cleaning. At the same time, related drainage systems and monitoring facilities have been upgraded to work in conjunction with existing water-saving programs, establishing a management system that ensures both accuracy and timeliness. Hantech Bio-Tech continues to enhance its water monitoring and data management operations by regularly recording and analyzing data from major water usage areas. Smart monitoring devices have also been installed at key points to track water use trends and detect potential abnormalities in real time. The consolidated water consumption data are also regularly reported to management as a basis for formulating subsequent water conservation strategies.

Establish a maintenance and inspection system for water piping facilities, with technical personnel conducting routine daily inspections and immediately reporting and addressing any abnormalities or water leaks to reduce operational risks. Gradually replace aging facilities and introduce water-saving equipment to improve water use efficiency and system stability. At the same time, continue to strengthen employee education and training and emergency response drills to familiarize employees with reporting procedures and emergency response measures, thereby enhancing risk response capabilities across the entire plant.

To strengthen emergency response capabilities and ensure a stable water supply within the plant, Hantech Bio-Tech has also installed water storage facilities on-site, with a total water storage capacity of 68 tons in 2025, helping to enhance water reserves during emergencies and ensure uninterrupted operations.

Water Leakage Handling Process

Simple leakage emergency response process within the plant

When a leakage is detected on site, the operator must immediately stop the related operations and report the situation to the on-site supervisor. After the supervisor arrives, they will assess the leakage situation to determine whether operations can continue and whether any safety concerns exist. If necessary, the branch water valve will be closed to ensure safety.

Warning signs will be placed on site to prevent personnel from approaching the affected area, and maintenance staff or contractors will be notified to carry out emergency repair work. After the initial handling is completed, the incident will be reported through the internal communication system, recording the leakage time, location, condition, and handling method. Once the repair is finished, the issue will be confirmed as properly resolved. If the leakage is caused by equipment aging or structural issues, it will be included in subsequent improvement plans to prevent similar incidents from recurring.

Water Resource Recycling and Reuse

Hantech Bio-Tech continues to promote water recovery and reuse mechanisms, improving recycled water use efficiency and reducing overall water consumption and discharge loads through recovery system optimization and application adjustments. In 2025, the Company further expanded the application of recycled water in production processes and related uses, integrating its use with energy equipment to improve resource efficiency. At the same time, during system operation, the Company continues to adjust parameters and evaluate effectiveness to enhance overall recycled water reuse efficiency while maintaining process quality and stability, with estimated annual water savings of approximately 540 tons.

In terms of rainwater management, the Company currently relies primarily on the existing drainage system within the plant to ensure effective rainwater diversion and reduce the risk of water accumulation. In the future, the Company will assess the feasibility of introducing rainwater recovery and fire protection backup water systems based on actual operational needs and site conditions, gradually improving its water resource management framework and enhancing corporate resilience to climate change.

Water Resource Risk Management

Due to the biotechnology manufacturing industry's high reliance on water resources, Hantech Bio-Tech requires substantial volumes of water during production for equipment cleaning, raw material dissolution, and environmental sanitation maintenance. Its overall water demand is significantly higher than that of typical office-based enterprises, resulting in high sensitivity to and dependence on a stable water supply. To mitigate potential operational risks arising from climate change and resource depletion, the Company has established water resource risk identification and management process. By assessing and monitoring both direct and indirect water usage in production processes and conducting scenario simulations to evaluate potential water supply interruptions caused by extreme weather events, the Company develops specific adaptation strategies accordingly.

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Water Resource Risk Management (cont'd)

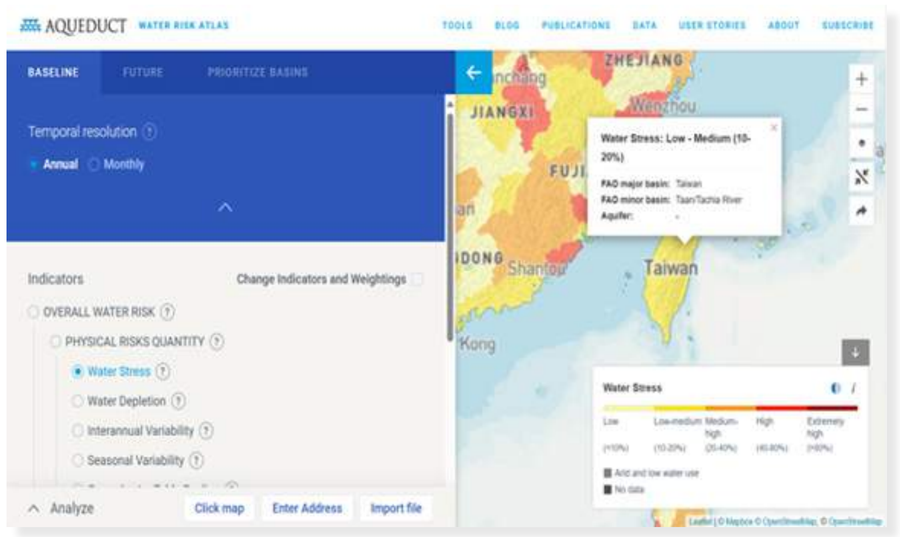
The Company's operations are located solely in Taiwan. According to the World Resources Institute (WRI) Water Risk Atlas[1], Taiwan as a whole falls within the baseline water stress range of 10-20%, classified as a low-to-medium risk area. This indicates that the Company's current water risk remains within a manageable range; however, continued attention to regional resource changes and long-term climate trends is necessary to strengthen operational resilience and resource allocation capabilities.

Therefore, Hantech Bio-Tech has formulated diversified management strategies to address water resource risks, focusing on enhancing operational resilience and reducing resource dependency risks. Measures include optimizing non-process water allocation, strengthening employee awareness of water conservation, enhancing water resource recovery and reuse efficiency, reducing water consumption per unit of product, and establishing diversified backup water supply mechanisms to address droughts or unexpected water outages, thereby ensuring uninterrupted operations.

In addition, the Company has incorporated water resource management into its core sustainability strategy and established internal management indicators to track water-saving performance. Relevant targets are also regularly reviewed and refined in accordance with regulatory requirements and industry trends, ensuring that water conservation initiatives continuously advance and align with sustainable development pathways, demonstrating the Company's environmental responsibility.

Water Use Performance in the Current Year

Hantech Bio-Tech operates in the health supplement contract manufacturing and packaging industry, where process water is primarily used for product mixing as well as cleaning equipment and utensils.



As the water is sourced from general municipal tap water and the manufacturing process does not involve heavy metals or highly polluting chemicals, the resulting RO concentrated water has a relatively low contamination level.

Currently, all RO concentrated water is discharged into local water bodies in accordance with environmental regulations, without imposing a substantial burden on the surrounding environment. The Company is also gradually introducing water recovery and reuse measures to utilize recoverable water resources for appropriate purposes, thereby reducing discharge volumes and improving water use efficiency.

The Company's overall production processes pose limited risks of water pollution, and both water use and discharge comply with relevant environmental regulations. Through continuous improvement and enhanced management practices, the Company strengthens the effective utilization of water resources and environmental protection efforts.

In terms of water resource and energy management, the Company regularly records monthly water bill data as a basis for evaluating water-saving performance, accurately monitoring water usage and continuously optimizing water use efficiency.

Unit: million liters (ML)

Type of Water Withdrawal	2024	2025
Water Withdrawal	24.69	31.94
Water Consumption	0.91	0.18
Water Discharge	23.78	31.76
Operating revenue (thousand)	748,423	778,543
Water Intake Intensity	0.000033	0.000041

Note:
1. The water withdrawal source is tap water
2. Water withdrawal data are disclosed based on water utility bills; water consumption is calculated based on the standard water consumption per unit specified in the Company's BOM and the quantity of finished products received into inventory
3. The disclosure scope is limited to the standalone parent company in Taiwan
4. Water discharge = water withdrawal - water consumption

1. The water risk assessment tool was accessed on April 29, 2026

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Water-saving initiatives for the year

To address the risks of climate change and water resource depletion, Hantech Bio-Tech actively promotes water-saving projects to improve water use efficiency and implement water resource recycling and reuse. Starting in 2024, the Company implemented water conservation initiatives, effectively reducing the generation of RO concentrated water across manufacturing processes while increasing water recycling and reuse rates. At the same time, by optimizing the operation of water recovery systems and expanding their applications, the Company reduces process water demand and discharge volumes to achieve its goal of sustainable water resource utilization.

Phase I: Optimization of Industrial RO Water System

In this phase, Hantech Bio-Tech optimized the water production system to address the issue of excessive RO concentrated water generation commonly found in traditional equipment during operation. By adjusting system parameters and enhancing equipment performance, the Company effectively strengthened pure water production efficiency, significantly reducing water resource loss and RO concentrated water discharge during the water production process. This improvement not only helps reduce water loss and discharge pressure but also enhances the plant's operational resilience in the face of water shortages or unstable supply conditions, strengthening its alignment with sustainability goals.

Saved RO Concentrated Water Volume (tons/day)	Monthly Water Savings Volume (estimated based on 26 days per month)	Water Savings Percentage
180	Approx. 4,680 tons	50%

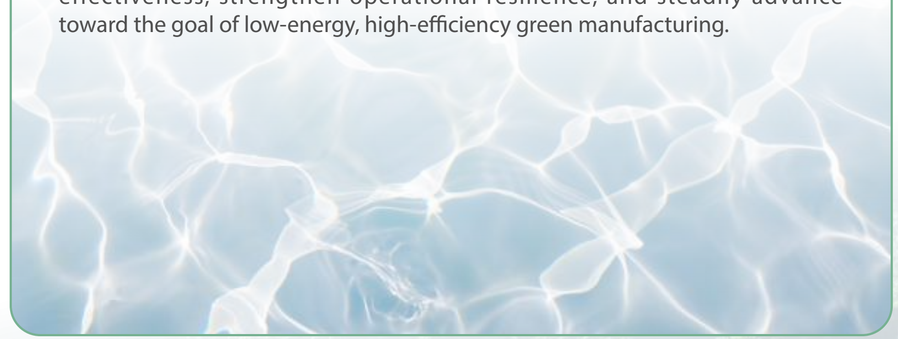
Phase II: Installation of Water Storage Facilities at Major Production Sites

To further improve water resource utilization efficiency within its plants, Hantech Bio-Tech introduced a water recovery and reuse mechanism in specific production areas at its major production sites in 2024. Based on monitoring results, the system can recover more than 60% of process water daily, effectively achieving water conservation targets and improving overall water recycling efficiency while also delivering quantifiable operational benefits. According to observation data from different periods, the average water cost per unit of product has been significantly reduced. Based on annual production estimates, the total annual cost savings are expected to reach several NTD hundred thousands, demonstrating the dual benefits of energy conservation and cost optimization.

Areas of RO concentrated water reuse:

- Specific production processes and air-conditioning cooling systems.
- Restroom facilities and external area cleaning.
- On-site sprinkling and drainage ditch cleaning.

The Company will continue to optimize water-saving equipment and recovery mechanisms while integrating process water recovery and reuse to improve overall resource utilization efficiency. Reduce energy and water consumption while balancing operational needs and cost-effectiveness, strengthen operational resilience, and steadily advance toward the goal of low-energy, high-efficiency green manufacturing.



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4.2.3 Waste Management

Hantech Bio-Tech has established the "Waste Management Procedures" in accordance with relevant regulations to serve as the basis for waste disposal and management operations, ensuring that all handling processes are legal, effective, and traceable. Although the Company's monthly waste generation does not reach the regulatory reporting threshold and is therefore not required to file a waste disposal plan, it has proactively established an internal management system and operation record mechanism to implement management of waste classification, temporary storage, and removal processes. Through comprehensive management systems and legally compliant disposal processes, the Company is committed to preventing potential environmental risks, demonstrating its dedication to environmental protection and regulatory compliance, and fulfilling its responsibility to protect the local ecological environment.

Daily Cleaning Process

The waste generated by Hantech Bio-Tech mainly consists of general domestic waste and general industrial waste, both of which are regularly collected and transported by contracted, licensed waste disposal companies. We implement source reduction and a waste sorting system, categorizing waste by property into recyclables (e.g., paper, empty cans, and packaging materials), reusable resources, general industrial waste, and domestic waste. Clear labeling and employee training are also provided to improve sorting accuracy and resource recovery efficiency. Through systematic processes and regular audits, the Company ensures transparency in waste disposal and compliance with environmental regulations, further reducing the environmental impact of its operations and demonstrating its commitment to resource recycling and sustainable development.

Daily Management of Waste Disposal Contractors

Hantech Bio-Tech engages legally qualified waste disposal contractors to carry out related operations and signs contracts to ensure compliance and operational stability. All waste disposal processes are documented to ensure transparency and traceability throughout the process. At the same time, the Company has established spot-check and record verification mechanisms to regularly review waste disposal routes and records, and conducts annual on-site audits to inspect the operating environment and management practices of waste disposal contractors. The audits and inspections include verifying and retaining valid qualification documents, such as "Waste Disposal Permits," and conducting regular monthly spot checks of GPS tracking records of waste disposal vehicles to verify the contractors' operating environment and management practices and ensure compliance with regulatory requirements.

Considering that terminal disposal operations inherently involve centralized batch processing, certain disposal schedules may experience minor delays. The Company will continue to strengthen information feedback and tracking mechanisms with waste disposal contractors to enhance oversight and management transparency in the final disposal stage.

Waste Output Statistics

Types and Treatment Methods		Unit	2023	2024	2025
General Industrial Waste	Resource Recycling	Metric tons	21.11	21.50	21.56
	Incineration	Metric tons	61.97	74.77	90.66
Total		Metric tons	83.08	96.27	112.22
Total Output		Thousand bags	84,251	130,310	89,203
Waste Intensity		Metric tons/Total output	0.00099	0.00074	0.0013

Note:
1. The Company does not generate hazardous industrial waste
2. All waste generated by the Company is treated off-site
3. The disclosure scope is limited to the standalone parent company in Taiwan

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5.1 Human Resource Management

Hantech Bio-Tech firmly believes that creating a friendly workplace not only reflects the Company's culture but also serves as a key foundation for achieving sustainable development. The Company upholds the belief in growing together with its employees and is committed to fostering a respectful, diverse, and inclusive work environment where every employee can fully utilize their strengths and realize their self-worth. Through open and transparent communication mechanisms, a comprehensive talent development framework, and the promotion of a healthy and safe workplace, the Company continuously enhances employee satisfaction and overall competitiveness, working together toward steady development and realizing the vision of sustainable business operations.

Material Topic Talent Attraction and Retention		
Significance of Material Topics	Upholding its core values of "Integrity and Excellence, Professionalism and Innovation, and Sustainable Prosperity for All," Hantech Bio-Tech is committed to creating a friendly workplace, emphasizing human rights protection and mutual trust between labor and management. Hantech Bio-Tech provides competitive compensation and comprehensive benefits, while planning diverse training and career development opportunities to cultivate outstanding talent. At the same time, the Company fosters a safe, healthy, respectful, and inclusive work environment to enhance employee well-being and organizational cohesion, thereby strengthening team competitiveness and overall operational efficiency	
Policy/ Commitment	Talent is the foundation of corporate sustainable development. The Company continuously promotes a friendly workplace based on respect, diversity, and inclusion, establishes systematic mechanisms for diversified development, and fosters a culture of transparent communication and efficient collaboration. Through competitive remuneration and benefits, it attracts and retains talent. At the same time, the Company encourages self-learning and cross-disciplinary development, cares for employees' physical and mental well-being, enhances employee happiness, and strengthens organizational resilience.	
Goals	Short-term ▶ Establish a performance evaluation system to serve as the basis for promotions, bonuses, and remuneration, thereby enhancing corporate operational performance. ▶ Strengthen the remuneration structure to ensure market-competitive salaries.	
	Mid- to Long-term ▶ The average annual training hours increase by 10% each year. ▶ Establish a corporate talent pool and campus collaboration channels. ▶ Participate in at least two recruitment events each year.	
Action Plans	▶ Regularly review market salary trends and the performance evaluation system to strengthen talent attraction and retention. ▶ Conduct employee satisfaction surveys to understand employees' needs and opinions.	▶ Enhance training effectiveness and employees' professional capabilities through tracking and evaluation of education and training outcomes. ▶ Establish an interview system for new hires and departing employees to analyze employee turnover patterns.
2025 Actual Performance	▶ In 2025, the total number of training hours reached 3,940 hours.	▶ In 2025, a total of four labor-management and welfare committee meetings were held, and weekly morning meetings were conducted throughout the year, totaling 51 meetings.
Grievance Mechanism/ Communication Channels	Internal Channels ▶ Regular communication meetings: Labor-management meetings, welfare committee meetings, and morning meetings ▶ Digital and daily communication channels: Email, social communication software, and the official website	External Channels ▶ Grievance Email: report@htbios.com

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5.1.1 Talent Attraction and Retention

Recognizing that talent is the foundation of the Company, Hantech Bio-Tech upholds its core value of sustainable prosperity for all by providing employees with stable and market-competitive remuneration and benefits. Based on its annual workforce planning, the Company integrates diversified recruitment and talent retention policies to actively build a team with professional expertise and sustainable competitiveness.

Diverse Recruitment Channels

Hantech Bio-Tech recruits talent with diverse backgrounds and professional skills through multiple channels based on the characteristics of each department and position, ensuring that every role is filled by the most suitable candidate. The overall recruitment process adheres to the principles of fairness and transparency, while leveraging external resource platforms to optimize human resource allocation and enhance overall efficiency.

Recruitment Channels	Description	2025 Achievements
104 Job Bank	Post job vacancies through recruitment platforms to expand the talent pool, improve recruitment efficiency, and increase job vacancy visibility.	Successfully matched and recruited 44 outstanding talents
Employee Internal Referral	Employees are encouraged to refer top talent to improve recruitment efficiency and cultural fit, while enhancing employee engagement and expanding talent sourcing channels.	Successfully referred and recruited 8 outstanding talents
Internal Recruitment System	Announce internal job openings to encourage employee transfers and development, promote talent mobility and proper job placement, and support diversified career growth.	A total of 32 employees completed internal transfers
Professional Recruitment Consultants	Expand the talent search scope through professional recruitment consultants to precisely recruit outstanding talent with professional expertise and practical experience.	Successfully matched and recruited 1 outstanding talents

Recruitment Strategy and Planning

Stage	Description
Motivation	▶ To attract and retain outstanding talent while supporting each employee's continuous growth, the Company adopts a goal management mechanism based on employee responsibilities to help them understand their performance and development direction.
Action	▶ Utilize diverse recruitment channels to attract talent that meets the Company's needs. ▶ Provide comprehensive and diverse training programs, covering new-hire orientation, management competencies, professional skills, general education lectures, and ESG-related topics, while encouraging self-directed learning and cross-disciplinary development to support each employee's ongoing growth. ▶ Establish a performance evaluation system to serve as the basis for promotions, bonuses, and remuneration, thereby enhancing corporate operational performance.
Achievements	▶ Attract talent that meets the Company's needs through diverse recruitment channels, thereby reducing employee turnover rates. ▶ In terms of talent development, 22 employees were successfully promoted to managerial roles, demonstrating the positive growth of our internal promotion and talent cultivation mechanisms.

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Workforce Structure

As of the end of 2025, Hantech Bio-Tech had a total of 186 employees. The majority were young and middle-aged adults between 31 and 50 years old. In terms of education, university graduates accounted for 56.99%, and vocational high school graduates made up 31.18%.

Sorted by Age

Employees aged below 30 accounted for 30.65%, those aged 31-50 accounted for 61.29%, and those aged above 51 accounted for 8.06%.

Sorted by Gender

Male employees accounted for 43.55%, while female employees accounted for 56.45%.

Sorted by Education Level

Employees with Ph.D. accounted for 0.54%, those with master's degrees accounted for 6.99%, those with bachelor's degrees accounted for 56.99%, those with senior high school (or vocational school) education accounted for 31.18%, and those with education below senior high school (or vocational school) accounted for 4.30%.

Sorted by Nature of the Contract

Permanent employees accounted for 100%.

Sorted by Working Hours

Full-time employees accounted for 99.46%, while part-time employees accounted for 0.54%.

Workforce structure statistics

Hantech Bio-Tech has established significant fluctuation thresholds for changes in the employee and non-employee workforce at 14% and 7.5%, respectively. In 2025, the employee workforce fluctuation rate increased compared with the previous year, primarily due to continued business expansion driving higher workforce demand. The Company will continue to promote comprehensive talent recruitment mechanisms and establish a harmonious and comfortable work environment to attract and retain outstanding talent.

Unit: Persons

Items		Gender	2023	2024	2025
Position	Senior-level Supervisors	Male	7	6	8
		Female	2	1	2
	Mid-level Supervisors	Male	6	9	5
		Female	5	2	5
	Junior Supervisors	Male	7	11	5
		Female	6	12	6
Identity	Non-management level	Male	49	53	63
		Female	69	77	92
	All employees	Male	69	79	81
		Female	82	91	104
	Part-time employees	Male	-	-	-
		Female	-	1	1
Age	Under 30	Male	26	23	26
		Female	27	26	31
	31-50	Male	36	51	48
		Female	48	58	66
	Over 51	Male	7	5	7
		Female	7	8	8
Total			151	171	186

1. The scope of the above table covers the Taiwan headquarters.
2. The Company has no employees with non-guaranteed working hours or temporary employees.
3. The headcount is calculated based on the number of employees as of the end of the reporting period (December 31, 2025).

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In 2025, the Company employed 56 non-employee workers, primarily personnel dispatched by staffing agencies to perform manufacturing-related duties. In response to growing production capacity demands, the Company utilizes dispatched workers to enhance workforce deployment flexibility and promptly meet production needs, ensuring smooth operations and timely deliveries.

Unit: Persons

Type	2023	2024	2025
Workers who are not employees	67	55	56

1. The scope of the above table covers the Taiwan headquarters.
2. In 2025, the non-employee workforce fluctuation rate did not reach the significant fluctuation threshold established by the Company.

New hires and resignations

The Company is committed to creating a friendly and efficient workplace environment and, through comprehensive onboarding training and continuous care mechanisms, helps new employees quickly adapt to their work and realize their full potential, while incorporating feedback on training effectiveness into performance management and career development. The onboarding, employee separation, and performance management mechanisms are described below:

1. New Hire Training and Support System

- → Check-in and department introduction: On the day of onboarding, new employees are guided by HR personnel to become familiar with their departments and working environments.
- → New Employee Training Courses: Targeted training programs are provided to help employees understand their responsibilities, the Company's culture, and basic workplace knowledge.
- → Supervisor Guidance System: Direct supervisors provide regular support and guidance to enhance employee adaptability and team cohesion.
- → Adaptation and Evaluation Mechanism: Continuously monitor employee adaptation during the probationary period and provide regular feedback and development recommendations.
- → Confidentiality Agreements and Compliance Management: Upon onboarding, employees are required to sign the confidentiality agreement, the "Personal Data Protection Act," and the "Employment Contract." All information accessed during employment must be kept confidential to ensure the Company's information security.

2. Integration of Organizational Resilience and Sustainable Development

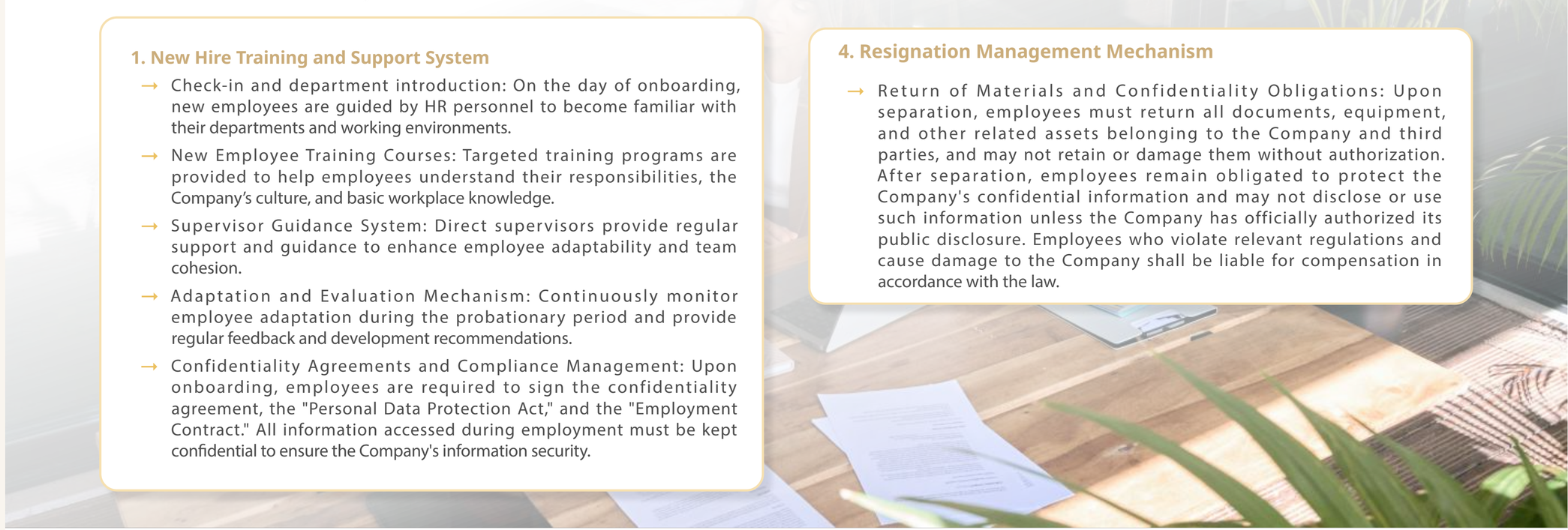
- → Career Development: We encourage employees to pursue continuous learning and enhance their professional skills by providing diverse training resources and learning platforms.
- → Sustainability Goals: During training, new employees learn about the Company's sustainable development goals, environmental protection principles, and social responsibility commitments, further transforming these values into practical actions in their daily work.

3. Employee Care and Performance Management

- → Performance Evaluation: Regularly monitor employees' learning progress and job performance, providing specific and timely feedback.
- → Satisfaction Survey: Continuously improve the work environment through employee feedback to enhance employees' sense of belonging and loyalty.

4. Resignation Management Mechanism

- → Return of Materials and Confidentiality Obligations: Upon separation, employees must return all documents, equipment, and other related assets belonging to the Company and third parties, and may not retain or damage them without authorization. After separation, employees remain obligated to protect the Company's confidential information and may not disclose or use such information unless the Company has officially authorized its public disclosure. Employees who violate relevant regulations and cause damage to the Company shall be liable for compensation in accordance with the law.



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New hire rate over the past three years

Hantech Bio-Tech continues to optimize its human resource strategies and carefully plan new employee staffing based on the Company's development needs and operational scale. In 2025, the overall new hire rate was 29.69%, a decrease compared with the previous two years, reflecting the Company's continued progress toward steady growth and workforce optimization, as well as its commitment to achieving a stable workforce characterized by high retention and low turnover.

Year	2023				2024				2025			
Age/Gender	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
Under 30	14	22.58%	12	19.35%	9	16.67%	10	18.52%	12	22.64%	11	20.75%
31-50	18	29.04%	16	25.81%	22	40.74%	12	22.22%	10	18.87%	16	30.19%
Over 51	1	1.61%	1	1.61%	-	-	1	1.85%	3	5.66%	1	1.89%
Total number of new hires	62				54				53			
Total number of employees	151				171				186			
Total new hire rate (%)	44.13%				33.54%				29.69%			

1. Proportion of new hires = Number of new hires by age and gender/total number of new hires in the year
2. Total new hire rate = (Number of new hires in the year/((Number of employees at the beginning of the year + Number of employees at the end of the year)/2))*100%
3. The scope of the above table covers the Taiwan headquarters.

Turnover rate over the past three years

Affected by changes in the overall employment market environment and talent mobility trends, the employee turnover rate in 2025 was 24.09%, a slight increase compared with the previous year. Overall, the rate remained stable, demonstrating the effectiveness of the Company's ongoing human resource management and talent retention measures. In the future, the Company will continue to refine its talent management system to promote workforce stability and corporate sustainable development.

Year	2023				2024				2025			
Age/Gender	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
Under 30	10	24.39%	5	12.20%	7	20.59%	5	14.71%	6	13.95%	6	13.95%
31-50	18	43.90%	7	17.07%	11	32.35%	8	23.53%	15	34.88%	12	27.91%
Over 51	-	-	1	2.44%	3	8.82%	-	-	3	6.98%	1	2.33%
Total number of departing employees	41				34				43			
Total number of employees	151				171				186			
Total turnover rate (%)	29.18%				21.12%				24.09%			

1. Proportion of resignations = Number of resignations by age and gender/total number of resignations in the year
2. Total turnover rate = (Number of resignations in the year/((Number of employees at the beginning of the year + Number of employees at the end of the year)/2))*100%
3. The scope of the above table covers the Taiwan headquarters.

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Local Employment Status

As of 2025, Hantech Bio-Tech had a total of 20 managers with supervisory responsibilities. Since 2022, all senior management positions at the Company have been held by local residents, consistently maintaining a local hiring ratio of 100%. This demonstrates the Company's continued commitment to cultivating local human resources and actively nurturing local talent, reflecting its dedication to local operations and sustainable development.

Items	2023	2024	2025
Number of local residents [1] serving in senior management positions [2]	19	18	20
Total number of senior management personnel in the Company	19	18	20
Ratio of local residents serving in senior management positions	100.00%	100.00%	100%

Note:
1. Individuals holding Taiwanese nationality
2. Management-level employees or above who were employed as of December 31
3. Significant operating sites are defined as those with annual revenue accounting for a certain percentage or more of the Group's total revenue

Minimum Notice Period for Termination Of Employment Contract

Hantech Bio-Tech upholds the principles of respect, friendliness, and fairness, placing great importance on employee rights and workplace well-being. For departing employees, the Company strictly complies with the "Labor Standards Act," providing notice in accordance with the statutory notice period based on employees' years of service, and properly handling work handovers, salary settlements, and related employee rights and interests to ensure compliance with separation procedures and protect employee rights and interests.

In-service Period	Advance Notice Period
Employees with three to twelve months of service	10 days in advance
Employees with one to three years of service	20 days in advance
Employees with three or more years of service	30 days in advance

5.1.2 Talent Cultivation and Development

Hantech Bio-Tech places great importance on talent cultivation and employee competency development, continuously implements its training system, and plans corresponding internal and external training courses based on job levels and responsibilities to strengthen employees' professional and management capabilities. Diverse courses include: New employee training (basic training), management competency training (management capability enhancement), professional competency courses (professional skill advancement), general education seminars, ESG courses, and cross-disciplinary learning and self-development are described as follows:

Diverse Courses	Description
New Employee Training	Help new employees quickly integrate into the corporate culture and work environment while understanding Company policies and operating procedures.
Management Competency Training	Strengthen leadership and management capabilities to cultivate forward-looking managerial personnel.
Professional Competency Courses	Provide professional development resources related to technical or job-specific needs based on departmental requirements.
General Education Seminars and ESG Courses	Enhance employees' overall competence and promote their understanding and implementation of environmental, social, and corporate governance (ESG) issues.
Cross-disciplinary Learning and Self-development	Encourage employees to engage in self-directed learning and participate in cross-departmental courses and projects to expand diverse career development paths.

The Company values talent development and a culture of continuous learning, regularly organizes ESG-related training courses to help employees comprehensively develop sustainability awareness and practical application capabilities, and integrates sustainability principles and actions into daily work and decision-making.

Education and Training by Job Level

Training Category	Training Category
All Employees	▶ Basic courses (new employee training, food hygiene and safety training, occupational safety and health training, etc.)
Entry-level Supervisors	▶ Management Competency Courses (Process Management and Thinking, Organizational Communication, Digitalization, etc.)
Mid- and Senior-level Supervisors	▶ Corporate Strategy Courses (Business and Organizational Strategies, Digital Transformation, Sustainable Development, Corporate Governance, etc.)

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Continuing Education Channels

Course Category	Internal Education Channels	External Education Channels
Management Competency Training	▶ Management talent training ▶ Internal lecturer system ▶ Supervisor experience sharing ▶ Consultant-led internal training mechanism	▶ Changhua County Industrial Association ▶ Changhua County Labor-Management Relations Association ▶ Chinese HACCP Development Association ▶ China Productivity Center
Professional Competency Courses	▶ Professional courses for departments such as R&D, Quality Assurance, and Production ▶ Consultant-led internal training mechanism	▶ Chinese HACCP Development Association ▶ China Productivity Center ▶ Institute of Internal Auditors ▶ Food Industry Research and Development Institute ▶ SGS Academy ▶ Aiworks ▶ Chinese Personnel Enterprise Association ▶ Labor Education Association, R.O.C. ▶ Taichung Computer Association ▶ Taiwan Food Industry Association ▶ Total Quality Food Association (TQFA) ▶ Rightek Co., Ltd. ▶ Taiwan Corporate Governance Association ▶ FSI Taiwan-Asia Pacific Office Corp. ▶ Accounting Research and Development Foundation
General Education Seminars	▶ Morning Meetings ▶ Employee Seminars ▶ Cross-departmental knowledge exchange ▶ Corporate culture integration ▶ Gender equality seminar	▶ Jillion Co-Location Law Firm ▶ China Productivity Center ▶ Hongan Occupational Health Co., Ltd.
ESG Course	▶ Sustainability management internal training ▶ Consultant-led internal training mechanism	▶ Taiwan Corporate Governance Association ▶ Ernst & Young
Cross-disciplinary Learning and Self-development	▶ Cross-departmental rotation ▶ Competency mapping planning	▶ Food Industry Research and Development Institute ▶ Changhua Training Center

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Competency enhancement and support programs

Learning and Development Support

To foster a corporate culture of continuous learning and personal growth, Hantech Bio-Tech actively provides diverse and flexible learning resources, encouraging employees to pursue self-directed development aligned with their job requirements and career goals. In addition to regularly organizing internal seminars on specific topics, the Company also supports employees in applying for external education and training based on their job responsibilities to continuously enhance their professional skills and knowledge and broaden their cross-disciplinary perspectives.

Corporate Adjustment and Career Support

To help employees smoothly transition into new roles and adapt to new job responsibilities, the Company provides competency training, on-the-job guidance, and support during the adaptation period, while also enhancing its flexibility in long-term development and human resource adjustments. In 2025, the Company conducted parallel transfers for a total of 32 employees, including 27 indirect employees (primarily for operational needs) and 5 direct employees (primarily for multi-skilled workforce development).

Promotion and Talent Development

Through performance evaluations and competency development planning, the Company recognizes employees' performance and contributions in their professional fields and provides clear career growth paths and development opportunities, encouraging employees to continuously enhance their professional capabilities. The Company also strengthens its internal talent hierarchy through its promotion system. In 2025, a total of 22 employee promotions were approved across various functions and departments, demonstrating the Company's emphasis on employee career development and reflecting the continued effectiveness of its internal talent cultivation and performance management mechanisms.

2025 Education and Training Hours

Each year, Hantech Bio-Tech develops its "Annual Education and Training Plan" based on Company policies and the training needs of each unit, and arranges the corresponding courses in accordance with the "Job Title Training Map Plan." In 2025, total education and training hours reached 3,940 hours, including 2,901.5 hours of internal training and 1,038.5 hours of external training.

Year		2025	
Course Category	Number of courses (sessions)	Total training hours (hours)	Number of trainees (people)
HR Management	10	216.5	119
Internal Audit	8	212.0	68
Production Management	12	145.5	141
Business Management and Finance and Accounting	14	123.5	28
Food Safety, Hygiene, and Quality	27	1,108.5	235
Information Technology	11	230.5	224
Environmental Sustainability	10	478.0	121
Occupational Health and Safety	11	591.0	318
Gender Equality Online Course	3	170.0	208
Others	17	664.5	317
Total	120	3,940	1,779
By Gender	Male	22.67	
	Female	20.04	
By Employee Category	Senior-level Supervisors	47.25	
	Mid-level Supervisors	49.55	
	Junior Supervisors	47.91	
	Non-management level	15.77	

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5.2 Diverse and Inclusive Working Environment

Hantech Bio-Tech is committed to creating a diverse, equitable, and inclusive work environment that respects and embraces employees of diverse backgrounds, genders, ages, and cultures, encouraging every employee to realize their full potential and grow together. The Company actively promotes equal employment opportunities and upholds the principles of fairness, impartiality, and non-discrimination in recruitment, hiring, promotion, and remuneration systems to ensure that employees are not treated unfairly due to differences in their personal backgrounds or identities. At the same time, the Company has established effective communication mechanisms to encourage employees to express their thoughts and opinions, support their career development with confidence, and promote corporate sustainable development.

Material Topic Friendly Workplace

Significance of Material Topics	Hantech Bio-Tech is committed to creating a safe, healthy, respectful, and inclusive working environment, upholding human rights protection and workplace equality to strengthen employee well-being and organizational cohesion.	
Policy/ Commitment	The Company complies with labor laws and regulations and the principles of equal employment opportunity, providing a safe, healthy, friendly, and inclusive work environment to protect employee rights and interests and support the development of diverse talent. We oppose all forms of discrimination, harassment, and forced labor, and promote a secure work environment and stable employee growth through fair systems, open communication, and continuous development, creating sustainable value together with the Company.	
Goals	Short-term ▶ Promote occupational safety and health management with quarterly environmental disinfection to effectively maintain workplace hygiene and safety. Mid- to Long-term ▶ Foster an inclusive and friendly workplace culture. ▶ Enhance overall employee physical and mental health management to create a happy workplace.	▶ Promote gender diversity and equality training, as well as health promotion and workplace-friendly initiatives. ▶ Regularly organize employee engagement activities to foster team cohesion. ▶ Improve welfare policies to enhance employee satisfaction. ▶ Establish career development and training systems to promote employees' growth. ▶ Strengthen workplace safety management to create a zero-accident environment
Actions	▶ Establish employee suggestion boxes and grievance channels to encourage employees to voice their opinions and suggestions. ▶ Hold regular labor-management meetings to facilitate two-way communication. ▶ Arrange annual occupational safety training to strengthen employees' safety awareness, and regularly inspect safety equipment and conduct fire drills.	▶ Plan diverse employee engagement and health promotion activities to strengthen connections among colleagues. ▶ Track employees' professional growth and provide personalized learning recommendations and training resources. ▶ Establish an official HR LINE account to create a real-time communication platform and enhance internal communication efficiency.
2025 Actual Performance	▶ In 2025, the proportion of female managers increased to 41.94%. ▶ In 2025, awareness sessions on the Gender Equality in Employment Act, ethical conduct, and anti-corruption were conducted during morning meetings, with a total of 177 participants, to enhance employees' awareness of legal compliance and workplace equality.	▶ In 2025, a total of 5 employees adopted the flexible working hours system. ▶ In 2025, a total of 85 employees completed health consultation services.
Grievance Mechanism/ Communication Channels	Internal Channels ▶ Communication meetings: Labor-management meetings, welfare committee meetings, and morning meetings ▶ Digital and daily communication channels: Email, social communication software, and the official website ▶ Employee suggestion box: A formal channel for submitting suggestions, concerns, or complaints anonymously or with identification.	External Channels ▶ Grievance Email: report@htbios.com ▶ Establish an Official Hantech HR LINE Account

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Gender Equality

Hantech Bio-Tech is committed to fostering a gender-friendly, diverse, and inclusive workplace. Through talent management systems and performance appraisal mechanisms, the Company ensures that all employees enjoy equal opportunities and career development prospects regardless of gender, putting the principles of gender equality into practice.

Ratio	Achievements
Percentage of female employees	56.45%
Percentage of female employees in management positions	41.94%
Percentage of female employees in entry-level management positions	54.55%
Percentage of female employees in senior management positions	20.00%
Percentage of female supervisors in administrative units (excluding support units)	50.00%
Percentage of female supervisors in R&D units	50.00%

Note:
1. Junior management refers to (Deputy) Section Chiefs
2. Middle management refers to Managers and Assistant Managers
3. Senior management refers to employees at the Assistant Deputy General Manager level and above
4. Percentage of female employees = number of female employees / total number of employees
5. The percentage of female employees at each management level is calculated using the total number of employees at the respective management level as the denominator

Inclusion and Acceptance Policy

Hantech Bio-Tech is committed to promoting diverse, equitable, and inclusive employment policies. In accordance with Article 38, Paragraph 2 of the "People with Disabilities Rights Protection Act," the Company employs individuals with disabilities, assigns work appropriately based on their abilities, and provides necessary assistance to ensure the smooth performance of their duties. As of 2025, the Company employed 1 employee with disabilities and continues to review and plan relevant hiring mechanisms to gradually increase the employment ratio and achieve the goals of equal employment opportunities, diversity, and inclusion.

Items	2023	2024	2025
People with disabilities	2	2	1
Foreign migrant workers	5	5	-
Foreign spouses	-	1	1
Statutory employment ratio required by Taiwan regulations: 1.0%	1.00%	1.00%	1.00%
Compliance with laws and regulations	Yes	Yes	Yes

Accessible Facilities	Provide accessible facilities such as ramps, restrooms, elevators, stairways, and designated parking spaces to facilitate office access for individuals with disabilities.
Job Content Adaptability	After assessing employees' physical conditions, tasks involving heights or requiring intense physical coordination are avoided. Employees are reassigned to suitable and safe positions to ensure workplace safety and optimal job performance.
Flexibility and Respect Principles	The Company provides flexible support and appropriate assistance as needed, demonstrating its commitment to respecting individual differences and promoting workplace adaptability.

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5.2.1 Remuneration and Benefits

Hantech Bio-Tech implements a fair and reasonable compensation system, offering market-competitive remuneration and comprehensive benefit policies to enhance employees' quality of life and job satisfaction. Through transparent performance evaluations and incentive mechanisms, the Company further enhances employee motivation and job performance, achieving a win-win vision of corporate development and employee well-being.

Remuneration System

To ensure that the remuneration system remains competitive in the market, the Company conducts annual reviews of all employees' salary levels and makes reasonable adjustments based on external salary surveys, industry trends, and market benchmarks. In accordance with Article 27 of the Company's Articles of Incorporation, if the Company generates profits for the year, no less than 1% shall be allocated for salary adjustments or remuneration distributions to entry-level employees. At the same time, the Company takes annual performance evaluation results into consideration, linking individual remuneration to corporate operational goals and overall profitability to ensure that the remuneration system remains fair, reasonable, and motivational.

Ratio of basic salary and remuneration of women to men in 2025

The Company ensures fairness and transparency in its remuneration system by regularly reviewing the employee remuneration structure and categorizing it based on its components. Basic salary refers to the fixed remuneration paid by the Company to employees for performing their duties, without distinction based on gender or other factors. Remuneration includes basic salary (such as base pay, meal allowance, and position allowance) and variable bonuses (such as year-end and quarterly bonuses). The Company uses the basic salary ratio and remuneration ratio as indicators to demonstrate the competitiveness of its compensation strategy. Compared with 2024, the Company added four female managers this year, three of whom were promoted internally, while the other was a new hire. This has gradually optimized the organizational structure of female managers across management levels and narrowed the remuneration gap, indicating that gender-based remuneration distribution continues to move toward greater balance.

Category	Items	2024	2025
Management Position	Base salary	0.76: 1	0.98: 1
	Remuneration	0.76: 1	0.95: 1
Non-management Position	Base salary	0.94: 1	0.94: 1
	Remuneration	0.90: 1	0.87: 1

1. Supervisory personnel refer to employees at the Section Chief level and above
2. Significant operating sites are defined as those with annual revenue accounting for a certain percentage or more of the Group's total revenue

Salary of full-time employees who are not in management positions

The salary information of full-time employees who are not in management positions at Hantech Bio-Tech is shown in the table below. It includes the average and median salary figures, serving as important references for evaluating the effectiveness of human resource management and the soundness of the remuneration system. This indicator helps assess the fairness and market competitiveness of the remuneration structure, further supporting employee retention and the Company's sustainable operations. For details, please refer to the "ESG Information Disclosure" section under "Social - Human Resource Development Indicators" on MOPS.

Items	Unit	2024	2025
Full-time employees who are not in management positions	people	150	162
Total salary of full-time employees who are not in management positions	NTD thousand	102,777	107,483
"Average salary" of full-time employees who are not in management positions	NTD thousand	685	663
"Median salary" of full-time employees who are not in management positions	NTD thousand	596	609

Performance Evaluation

Hantech Bio-Tech conducts performance evaluations quarterly. Based on the responsibilities, work content, and job characteristics of each department, supervisors of each unit refer to standardized evaluation forms and adjust evaluation items according to actual needs to ensure that the evaluation mechanism is both consistent and appropriate. Upon completion of the evaluations, supervisors of each unit provide feedback on the evaluation results and help employees understand their job performance and identify areas for improvement through interviews, communication, and guidance. They also provide professional advice and development resources to promote continuous employee growth. In 2025, the performance evaluation completion rate reached 100% for all eligible employees who met the applicable evaluation period requirements.

Ratio of minimum wages in 2025

Items	Gender	2025
Local minimum wages [1]	-	28,590
Entry-level wages [2]	Male	31,200
	Female	31,200
Ratio of company wages to minimum wages	Male	1.09
	Female	1.09

1. The standard wages for entry-level employees is set as the minimum approved wages for employees in the respective region.
2. The local minimum wages is based on the statutory standard stipulated by law for 2025 and serves as the calculation base.

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Welfare System

In addition to providing basic protections that exceed legal requirements, Hantech Bio-Tech has established a comprehensive employee benefits system, including health examinations, cash gifts for the three major festivals, and birthday cash gifts. In 2025, the Company also organized a Corporate Family Day, providing employees with opportunities to spend time with their families and demonstrating the Company's commitment to employees' quality of life. Through the above measures, the Company continues to demonstrate its care for employees and foster a safe, healthy work environment that promotes a sense of belonging.

Unit: NT$ thousands

Items	Benefits Description	Subsidy Amount
Insurance	▶ Labor and health insurance ▶ Group insurance (accident and medical)	278.2
Health checkup	▶ Annual health checkups are provided to encourage employees to monitor their health status	173.8
Festival bonuses/gift vouchers/gift boxes	▶ Share the joy of the holidays	1,348.7
Birthday gift money	▶ Express birthday wishes and care for employees	136.8
Monetary gifts for weddings, funerals, and other special occasions	▶ Express congratulations on employees' joyous occasions or offer condolences and support	28
Departmental gatherings	▶ Promote team communication and interaction within the Company.	41.7
Mid-Autumn Festival Evening Party	▶ Express gratitude for employees' hard work and strengthen team cohesion to enhance mutual camaraderie.	228.9
Year-end banquet	▶ Express gratitude to all employees for their hard work and contributions over the past year while welcoming a brand-new year.	573.4
Corporate Family Day	▶ Invite employees and their families to participate in outdoor recreational activities to strengthen team cohesion	182.3

Unpaid parental leave

In accordance with the "Act of Gender Equality in Employment," Hantech Bio-Tech allows employees to apply for unpaid parental leave and commits to not dismissing or subjecting employees to unfavorable treatment for applying for parental leave, thereby protecting their workplace rights and interests. For pregnant employees, the Company provides statutory maternity checkup leave and appropriately adjusts work assignments and work environments based on individual health conditions to ensure their safety and well-being. To help employees balance family and work responsibilities, the Company implements flexible working hours and plans diverse family support measures—including parental leave benefits and prospective partnerships with local kindergartens for childcare support—to progressively build a family-friendly workplace environment. The Company also provides a private lactation room equipped with the necessary facilities, allowing working mothers to balance their work and breastfeeding needs with peace of mind.

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Items	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees applying for paternity leave	-	1	-	-	1	1	1	-	1
Number of employees applying for maternity leave	-	-	-	-	-	-	-	2	2
Actual number of employees who applied for unpaid parental leave during the year	-	1	1	-	7	7	-	2	2
Number of employees scheduled to return from unpaid parental leave during the year (A)	-	-	-	-	4	4	-	2	2
Actual number of employees reinstated from unpaid parental leave during the year (B)	-	1	1	-	4	4	-	2	2
Actual number of employees reinstated from unpaid parental leave in the previous year (C)	-	2	2	-	-	-	-	4	4
Number of employees who continued working for one year after reinstatement from unpaid parental leave in the previous year (D)	-	2	2	-	-	-	-	3	3
Reinstatement rate from unpaid parental leave for the year % (B/A)	- %	- %	- %	- %	100%	100%	- %	100%	100%
Retention rate after reinstatement from unpaid parental leave for the year % (D/C)	- %	100%	100%	- %	- %	- %	- %	75%	75%

Note:
Reinstatement rate = Number of employees who were actually reinstated during the reporting year/ number of employees scheduled to be reinstated during the reporting year
Retention rate = Number of employees who remained employed for one year after being reinstated in the year prior to the reporting year/number of employees who were reinstated in the year prior to the reporting year

Retirement Protection

Hantech Bio-Tech contributes 6% of employees' monthly wages to the labor pension fund in accordance with the "Labor Standards Act" and handles employee retirement procedures in compliance with the government's new pension system, providing retirement payments accordingly.

In 2025, the amount allocated was NTD **5,353** thousand.

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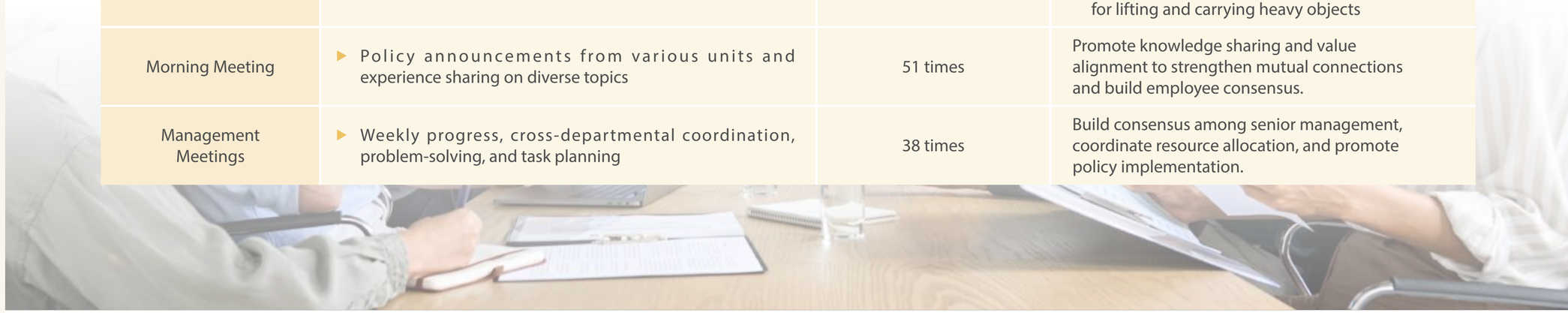
5.2.2 Employee Communication

The Company values labor-management communication and cooperation. Through regular in-person meetings, employee suggestion boxes, and social communication platforms, we help employees understand the Company's development direction while enabling management to listen to feedback from entry-level employees, thereby fostering two-way communication and strengthening internal cohesion. To protect and encourage employees' freedom to express their opinions, the Company has established diverse communication channels, including an anonymous grievance mailbox and an online suggestion platform that requires identification. All complaints are handled by a designated department, which provides a response regarding the progress or outcome within seven working days. If employees have concerns about the result, they may further file an appeal with the HR Department.

Communication Channels	Content Description	Number of Communications in 2025	Communication Results
Labor-management Meetings	▶ Labor and management representatives communicate on various topics such as working conditions and employee benefits	4 times	Promote full exchange and mutual understanding of opinions between labor and management.
Welfare Committee Meetings	▶ Welfare Committee meetings discuss topics related to employee welfare activities	8 times	Organize employee welfare programs and activities, such as Lunar New Year gift vouchers, Labor Day gift vouchers, departmental gatherings, and Mid-Autumn Festival barbecues
Employee Suggestion Box	▶ A designated department is responsible for handling and responding to feedback received through the employee suggestion mailbox.	2 cases	▶ Attendance management improvement measures: HR personnel clearly disclose the calculation rules for working hours, leave, and overtime pay, and provide complete calculation formulas and illustrative examples ▶ Work environment improvement measures: Evaluate and gradually introduce various improvement measures, including providing fan-equipped clothing, electrolyte replenishment drinks, heat insulation measures, and wearable assistive devices for lifting and carrying heavy objects
Morning Meeting	▶ Policy announcements from various units and experience sharing on diverse topics	51 times	Promote knowledge sharing and value alignment to strengthen mutual connections and build employee consensus.
Management Meetings	▶ Weekly progress, cross-departmental coordination, problem-solving, and task planning	38 times	Build consensus among senior management, coordinate resource allocation, and promote policy implementation.



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Employee satisfaction survey

Employees are important assets of the Company and key internal stakeholders. The Company continues to foster a friendly work environment and enhance employees' sense of identification with the Company. In 2025, the Company conducted an employee satisfaction survey using anonymous questionnaires. The survey covered 5 aspects: job content and work environment, supervisor leadership and team atmosphere, remuneration and benefits, education and training and career development, and corporate culture and overall identification. In 2025, the overall satisfaction rate was 69%. The survey results indicated that most employees expressed a certain level of satisfaction with the Company's overall work environment. However, "Remuneration and benefits" and "Education and training and career development" were among the lowest-scoring aspects. The Company has implemented relevant improvement measures to address these areas:

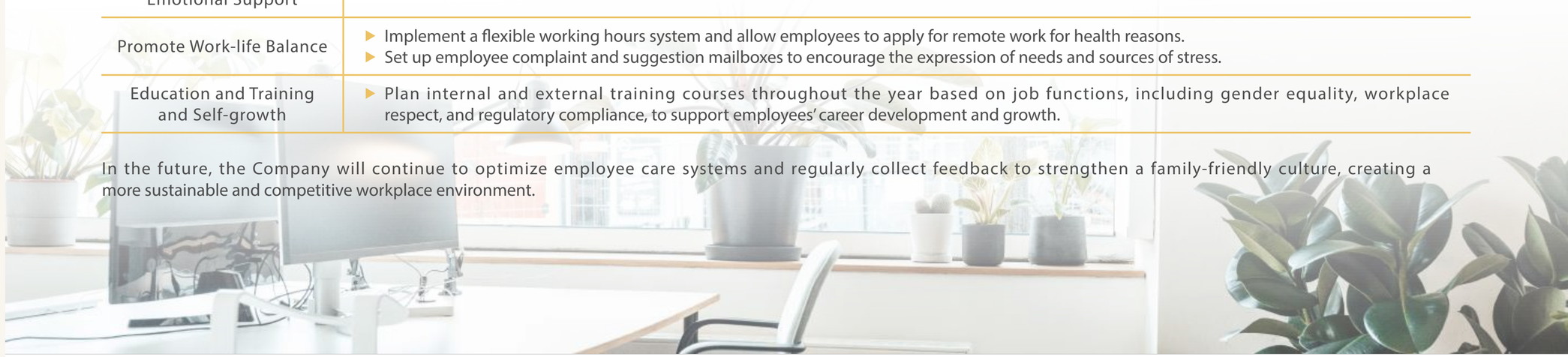
Dimension	Implementation Measures
Remuneration and Benefits	▶ The Company will continue to review the reasonableness of its remuneration structure, division of responsibilities, and workload, while strengthening its employee benefits system
Education, training, and career development	▶ In the future, the Company will regularly arrange diverse education and training programs to support employees' continuous learning and career development

Employee Support Program

To fulfill its commitment to employee well-being, Hantech Bio-Tech implements flexible working hours and family care support programs to address employees' family and childcare needs, including:

Support Program	Program Description
Health Management and Consultation Services	▶ Provide annual employee health examinations and arrange twice-monthly health consultations and education sessions with an occupational health nurse for employees requiring special attention to mitigate health risks and promote physical and mental well-being.
Psychological and Emotional Support	▶ Establish employee grievance and suggestion mailboxes to encourage employees to express their needs and sources of stress.
Promote Work-life Balance	▶ Implement a flexible working hours system and allow employees to apply for remote work for health reasons. ▶ Set up employee complaint and suggestion mailboxes to encourage the expression of needs and sources of stress.
Education and Training and Self-growth	▶ Plan internal and external training courses throughout the year based on job functions, including gender equality, workplace respect, and regulatory compliance, to support employees' career development and growth.

In the future, the Company will continue to optimize employee care systems and regularly collect feedback to strengthen a family-friendly culture, creating a more sustainable and competitive workplace environment.



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Sexual Harassment Prevention

To create a zero-tolerance work and service environment for sexual harassment, the Company has established the "Procedures for Sexual Harassment Prevention Measures, Complaints, and Disciplinary Actions" in accordance with the law. Through prevention, complaint handling, investigation, and disciplinary measures, the Company implements sexual harassment prevention measures to ensure that the rights, interests, and privacy of the parties involved are protected. In 2025, the Company did not receive any sexual harassment complaints.

Goals and Practices	Mitigation/Remedial Measures	Grievance Channels
To protect employees of the Company from sexual harassment in the workplace, these Procedures are established.	▶ Supervisors shall provide sexual harassment prevention education and training to workers. ▶ Job duties or work areas shall be adjusted as necessary depending on the circumstances. ▶ Depending on the severity of the circumstances, the respondent shall be subject to disciplinary actions such as reprimand, minor demerit, major demerit, or demotion, or be dismissed in accordance with the provisions of Article 12, Paragraph 2 of the Labor Standards Act. If the case involves criminal liability, the Company may also refer it to judicial authorities.	▶ Grievance Handling Unit: HR Unit, Administration Department ▶ Grievance Hotline: 04-8811181 ▶ Dedicated Grievance Email: hr@htbios.com ▶ The Company also provides an online grievance reporting platform: report@htbios.com

5.2.3 Human Rights

Human Rights Policy

Upholding the principles of human rights and workplace equality, Hantech Bio-Tech strictly complies with relevant regulations such as the "Labor Standards Act" and the "Gender Equality in Employment Act." The Company strictly prohibits all forms of forced labor, discrimination, and harassment to ensure that every employee is treated equally and with dignity. To further strengthen human rights protection, the Company adheres to the "Universal Declaration of Human Rights," the "United Nations Global Compact," and the "International Labour Organization Conventions." In 2025, the Company established and implemented the "Human Rights Policy Management Procedures," clearly defining responsibilities, measures, and grievance channels for human rights protection to ensure that the human rights management system is fully implemented throughout organizational operations.

Human Rights Management Structure

Unit	Management Responsibilities	Reporting Status and Frequency
Administration Department	▶ Formulate various human resource management regulations to promote human rights-related policies, objectives, and implementation methods.	▶ Review the achievement rate of human rights objectives on a quarterly basis and report to the General Manager's Office.
All Departments	▶ Department supervisors shall participate in and implement various human rights-related management activities and communication.	▶ Each quarter, departments may submit reports on the implementation status of human rights-related management activities as a reference for improving and optimizing the annual human rights policy.

Human Rights Management Process

The Company has established a comprehensive human rights management process covering implementation mechanisms, education, training and communication, risk assessment and management, regulatory identification, grievance management, and performance targets. Furthermore, we continuously conduct rolling revisions and adjustments in accordance with domestic laws and relevant supplier responsibility standards to ensure that labor rights protections remain up to date, demonstrating our commitment to and emphasis on human rights.

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Human Rights Identification and Risk Mitigation

Items	Description	Goals	Annual Achievement Status
Working Hours and Wages	▶ The Company's working hour system complies with relevant labor laws and regulations, does not exceed the statutory limits, and provides overtime pay in accordance with the law to ensure employees receive fair compensation and the right to rest.	Zero violation of laws and regulations	☑
Freedom of employment	▶ Strictly comply with relevant regulations and never withhold employees' personal identification documents to safeguard their personal freedom and rights.	Freedom of employment	☑
Prohibition of child labor	▶ Strictly verify the identification documents of new employees to ensure their age complies with relevant legal requirements and to guarantee that the recruitment process is lawful and compliant.	Zero child labor	☑

Human Rights-related Education and Training

Year	Unit	2025
Number of trainees	Number of Participants	316
Total training hours	Hours	345
Total number of employees	people	186
Employee training percentage	Percentage	100%

Human Rights Grievance and Communication Channels

Hantech Bio-Tech places great importance on protecting employee human rights and has established diverse communication and grievance channels, including an anonymous grievance mailbox and an online suggestion platform that requires identification, to ensure that employees' rights and interests can be promptly addressed and properly handled. If any suspected human rights violation occurs, employees may file complaints through existing labor-management communication mechanisms, and the Company will conduct investigations, provide responses, and implement corrective measures in accordance with relevant procedures. Please refer to Section 5.2.3, Labor-Management Communication, under Employee Communication for details.

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5.3 Employee Health and Safety

Hantech Bio-Tech upholds the philosophy of "people-oriented, safety first" and is committed to creating a safe, healthy, and secure working environment to protect the workplace safety of all employees and contractors. The Company integrates hazard identification and risk assessment into the management of all operations, which are reviewed and revised in a timely manner during process changes, equipment updates, incident occurrences, or regulatory updates to ensure the continuous and effective operation of the occupational safety and health management system, reduce workplace risks, and enhance management effectiveness.

Material Topic Occupational Safety and Health		
Significance of Material Topics	Hantech Bio-Tech recognizes that "occupational safety and health" is essential to corporate sustainability. It not only concerns the protection of fundamental human rights but also helps enhance work efficiency, reduce operational risks, and is closely linked to the Company's economic performance and social responsibility.	
Policy/ Commitment	The Company has established the "Occupational Safety and Health Management Regulations," regularly conducts hazard identification and risk assessments, and continuously reviews operational procedures and on-site management through occasional workplace hazard prevention inspections to reduce the risk of occupational accidents.	
Goals	Short-term ▶ The target for major occupational injury incidents is zero.	▶ Disabling injury frequency not higher than the previous year
	Mid- to Long-term ▶ Hold Occupational Safety and Health Committee meetings quarterly.	▶ Implement occupational safety and health education and training to create a zero-accident workplace.
Actions	▶ Continuously monitor employees' health checkup status. ▶ Conduct occupational safety and health education and training.	▶ Maintain a continuous record of no-disaster working hours. ▶ Establish an Occupational Safety Committee starting in 2025 and hold regular (quarterly) meetings to review and promote occupational safety and health matters within the plant.
2025 Actual Performance	▶ A total of 4 quarterly Occupational Safety and Health Committee meetings were held. ▶ Conduct weekly on-site inspections and propose corrective and preventive measures for identified deficiencies, totaling 63 cases. ▶ In 2025, there were 0 major occupational injury incidents.	▶ In 2025, a total of 85 employees completed health consultation services. ▶ In 2025, the total occupational safety and health training hours reached 591 hours.
Grievance Mechanism/ Communication Channels	Internal Channels ▶ Employee suggestion box: A formal channel for submitting suggestions, concerns, or complaints anonymously or with identification.	External Channels ▶ Grievance Email: report@htbios.com

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5.3.1 Occupational Health and Safety Management

In accordance with the "Occupational Safety and Health Act," Hantech Bio-Tech has established the "Occupational Safety and Health Management Regulations" to continuously advance occupational safety and health management, covering 100% of all employees and contractors. The Company has established a dedicated implementation team and plans to introduce the ISO 45001 Occupational Health and Safety Management System in 2026 to ensure effective implementation of various operations and alignment with international management trends. The Company integrates hazard identification and risk assessment into the management of various operations and implements four major workplace health promotion programs, including prevention of ergonomic hazards, maternal health protection in the workplace, prevention and management of diseases caused by abnormal workloads, and prevention of unlawful infringements in the workplace, to comprehensively enhance employees' workplace health and safety.

To ensure the effective operation of the occupational safety and health management system, the Company established an Occupational Safety and Health Committee in 2025, which holds regular quarterly meetings. The meetings cover occupational safety and health requirements and related matters concerning communication, participation, and consultation. The Committee consists of 8 members, including 4 labor representatives, accounting for more than 1/3 of the total membership. Labor representatives are primarily frontline personnel and are nominated and elected through an open process.

The Company has completed the signing and announcement of its "Occupational Safety and Health Policy" and "Anti-Bullying Policy," clearly committing to creating a safe, healthy, and friendly workplace. The Contractor Management Procedures require hazard notification, risk assessment, and the signing of consent forms for high-risk operations, including ladder work, electrical and fire protection construction, and solar energy projects, to strengthen contractor management at the source.

Workers covered by an occupational health and safety management system

Items	2023		2024		2025	
	Employee	Non-employees	Employee	Non-employees	Employee	Non-employees
Number of people under this management system	151	67	171	55	186	56
Percentage under this management system	100%	100%	100%	100%	100%	100%
Total number of employees	151		171		186	
Total number of non-employees	67		55		56	

Risk Assessment, Control, and Emergency Response Procedures

To strengthen the occupational safety and health management mechanism, Hantech Bio-Tech conducts regular hazard identification and risk assessment in accordance with the "Hazard Identification and Risk Assessment Management Procedures." The scope covers all operational activities and facilities, including those involving contractors and visitors. By implementing identification and control procedures, the Company ensures that all operational risks are kept under control in full compliance with applicable regulations and relevant safety standards.

The assessment process encompasses an inventory of operational processes, risk matrix analysis, and risk level scoring. For items classified as Level 1 to Level 3 "unacceptable risks," control measures are executed alongside continuous tracking and management. All assessment results are reviewed and confirmed by department supervisors and the Occupational Safety Office, then submitted to the General Manager for approval as the basis for annual safety objectives and improvement plans, demonstrating the Company's commitment to and continuous advancement in occupational safety management.

During the hazard identification process, potential hazards are effectively identified and existing protective measures are reviewed through on-site observations and employee interviews to formulate risk control strategies. All countermeasures take into account operational practices and on-site requirements to ensure that employees work in a safe environment, further reducing the likelihood of accidents and risk exposure. In 2025, a total of 63 deficiencies were identified during inspections, with an improvement rate of 87%.

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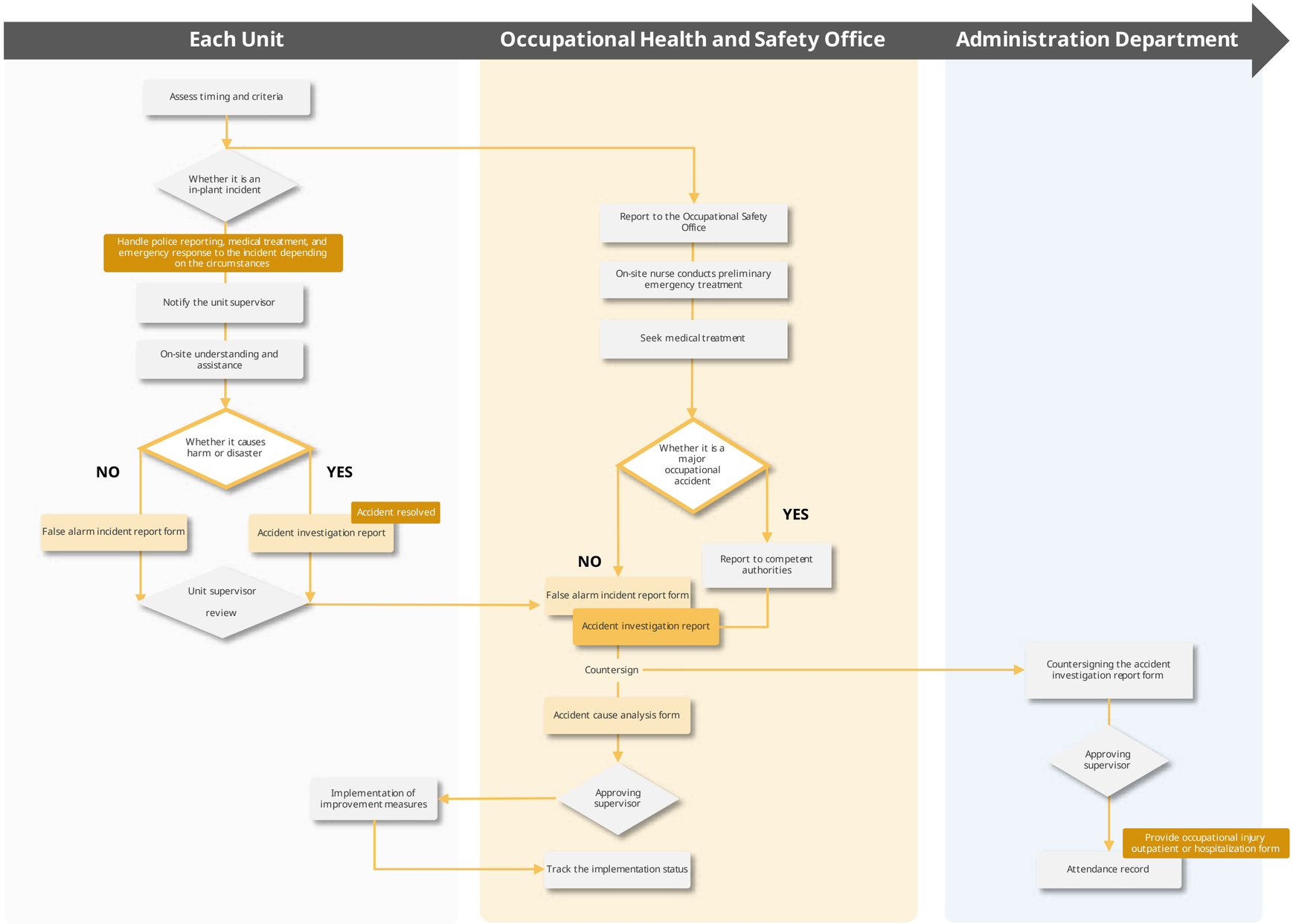
Emergency Incident Response Process



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Risk Assessment Process

Hazard Classification Assessment and Preventive Measures

Hantech Bio-Tech classifies risks into four levels based on the frequency of occurrence and severity of hazards. High-risk operations are subject to immediate control measures to reduce workplace risks. In 2025, risk levels were tracked and controlled accordingly. Existing control measures were implemented for mild to moderate operational activities, taking into account on-site operational conditions to ensure compliance with safety requirements and to strengthen overall risk management and operational safety.

嚴重度等級	可能性等級			
	P4	P3	P2	P1
S4	5	4	4	3
S3	4	4	3	3
S2	4	3	3	2
S1	3	3	2	1

Common Hazards	Groups Affected by the Hazard	Program Description
Traffic incidents (company vehicles)	Employees riding in company vehicles	Conduct traffic safety awareness programs and perform vehicle inspections before departure, with inspection forms completed accordingly.
Cutting, laceration, puncture, abrasion / entanglement / electric leakage, electric shock (including static electricity and sparks)	Equipment operators, maintenance staff	Enhance personal protective equipment (PPE) and machine guarding, and implement improvements through occupational health and safety (OHS) education and training.
Gas or natural gas leakage	Equipment operators	Install gas detectors around gas and natural gas equipment and conduct regular inspections.
Working at heights	On-site operators	Install additional stairways for safe access
Improper placement of items obstructing firefighting equipment and passageways	On-site operators	▶ Clearly mark designated storage areas and no-storage zones in personnel work areas on the floor ▶ Strengthen 6S inspections and clearly specify pallet placement requirements

Issues such as infectious diseases, ergonomic hazards, and traffic safety are incorporated into daily management mechanisms, including health management, epidemic prevention awareness, education and training, and equipment inspection. By integrating professional resources with internal systems, workplace risks are effectively reduced.

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Risk Level	Risk Issues	Control/Mitigation Measures	2025 Implementation Effectiveness
High risk	Statutory infectious diseases	▶ Strengthen office cleaning and disinfection efforts. ▶ Nurse case care and support. ▶ Occasionally issue epidemic prevention and health education announcements.	▶ Engage professional service providers to clean and disinfect the plant every three months. ▶ The contracted occupational nurse provides case-specific education and issues health education materials.
High risk	Machine entanglement and work at heights	▶ Install machine guards ▶ Install additional stairways for safe access ▶ Include safety guards, back panels, and lockout/tagout mechanisms in inspection items	▶ Installation of machine guards completed ▶ Installation of stairways for filling machines completed
Medium risk	Commuting and Business Travel Safety	▶ Conduct traffic safety awareness programs for new employees. ▶ Inspect vehicle conditions before company vehicles are dispatched.	▶ Promote traffic safety during education and training sessions. ▶ Inspect vehicle conditions before company vehicles are dispatched and maintain records of the inspections.
Medium risk	Ergonomic hazards (musculoskeletal soreness)	▶ Formulate and implement the "Ergonomic Hazard Prevention Program" in accordance with the law. ▶ Employees exposed or suspected to be exposed to hazards receive health care and follow-up from contracted physicians and nurses.	▶ The care coverage rate for employees exposed or suspected to be exposed to hazards is 100%. ▶ Based on health checkup assessment results, provide health care and follow-up for employees with health conditions, and keep records of the implementation.
Medium risk	Improper placement of items obstructing firefighting equipment and passageways	▶ Clearly mark designated storage areas, personnel work areas, and no-storage zones on the floor to establish clear site usage rules ▶ Establish pallet placement requirements and conduct education and training and report violations for disciplinary action when pallets are stored upright	▶ All floor areas have now been clearly marked, and inspections will be conducted to ensure proper use of the premises ▶ Pallet storage areas and locations have been designated, and contractors have received education and training to prevent recurrence

Disabling Injury Statistics

The Company's occupational injuries mainly involve cutting/abrasion, entanglement, falls, and commuting accidents within the plant. To mitigate occupational injury risks, the Company continues to raise awareness of safe operating procedures, actively implements various safety management audit measures, and regularly conducts training and awareness campaigns to enhance employees' occupational safety awareness and knowledge, striving toward the goal of zero occupational accidents.

Regarding incident reporting and preventive education, the Company promptly reported and responded to near-miss incidents or accidents that occurred in 2025, such as hornet stings, employee traffic accidents, and abnormal chemical discharges. The Company also conducted targeted safety awareness campaigns and education and training, incorporating case studies to strengthen crisis awareness and risk identification capabilities among all employees, continuously enhance prevention effectiveness, and reduce the risk of similar incidents recurring. In 2025, the Company recorded 1 occupational injury case involving a fall.

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Disabling injury statistics for the past three years

Category	Unit	2023	2024	2025
Total working hours (including overtime)	Hours	281,527	326,067	353,904
Leave hours due to occupational injuries	Hours	89	318.5	21
Recordable work-related injuries	Case	4	5	1
Number of severe occupational injuries (excluding fatalities)	people	-	-	-
Number of fatalities resulting from occupational injuries	people	-	-	-
Total number of occupational diseases	Case	-	-	-
Total workdays lost	Days	11	40	3
Days of absence	Days	405	326	3
Injury Rate (IR)	Ratio	2.84	3.07	3
Disabling Injury Severity Rate (SR)	Ratio	7.90	24.42	7
Occupational Disease Ratio (ODR)	Ratio	-	-	-
Lost Day Rate (LDR)	Ratio	7.90	24.42	7
Absenteeism Rate (AR) %	Percentage (%)	1.15	0.80	0.01
Ratio of fatalities resulting from occupational injuries	Ratio	-	-	-

Note:

1. The above data exclude occupational injury incidents caused by commuting accidents.
2. Total working hours = The actual total working hours of employees throughout the year (including overtime).
3. Injury Rate (IR) = Recordable occupational injury rate = (Total number of occupational injury cases/total working hours)*1,000,000
4. Disabling Injury Severity Rate (SR) = Rate of serious occupational injuries (excluding fatalities) = (Total lost workdays/Total working hours)*1,000,000
5. Occupational Disease Rate (ODR) = (Total number of occupational diseases/total working hours)*1,000,000
6. Lost Day Rate (LDR) = (Total lost workdays (injury leave)/Total working hours)*1,000,000
7. Absenteeism rate = (Number of absent days (personal leave + sick leave + occupational injury leave) ÷ total annual workdays of all employees) × 100%
8. Fatal Injury Rate = (Number of fatalities caused by occupational injuries/total working hours)*1,000,000

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EHS Education and Training and Promotion

Hantech Bio-Tech actively enhances employees' safety awareness and plans professional training courses for occupational safety and health personnel to strengthen their safety and health knowledge and practical capabilities. In accordance with Articles 18 and 25 of the Occupational Safety and Health Act, the Company also informs employees of their right to take proactive measures to avoid danger if they encounter hazardous situations at work, without fear of any adverse disciplinary action. Through continuous education and training, the Company helps employees effectively implement safety and health procedures, establishing the first line of defense against occupational accidents. In 2025, the Company's occupational safety and health training recorded a total of 299 participant attendances and 585.5 training hours, with 18 employees obtaining first-aid personnel certificates.

2025

→ A total of **299** participants received occupational safety and health–related training.

→ The total accumulated training hours reached **585.5** hours.

Environmental, Safety, andHealth

Course Description	Number of participants (people)	Training hours (hours)
Occupational safety and health laws and regulations awareness seminar	27	54
Awareness seminar on the return to work of employees affected by occupational accidents	1	6
Hazard communication for hazardous chemicals	1	6
Safety and health management practices and occupational accident case analysis	179	89.5
Every muscle counts, let's fight sarcopenia together	1	3
Disaster prevention and evacuation knowledge, fire extinguisher operation, and comprehensive fire drills	1	3
Disaster prevention and evacuation knowledge, fire extinguisher operation, and comprehensive fire drills (new employees)	18	288
In-service safety and health training for first-aid personnel – refresher course	13	39
Safety and health education and training course for first-aid personnel	23	23
On-site occupational safety and health education and training under Changhua County's Occupational Safety and Health Enhancement Plan	2	8
Total	318	591

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Occupational Hazard Management

Adhering to the principle of "safety first, prevention foremost," the Company has established an occupational hazard management mechanism to ensure that employees work in a healthy and safe environment. All employees are required to regularly participate in occupational safety and health education and training. New employees receive such training as part of the onboarding program to strengthen their basic safety awareness and protective capabilities. At the same time, in accordance with regulatory requirements, the Company has appointed one Class A occupational safety and health supervisor and one Class B occupational safety and health administrator, dedicated to driving the establishment and implementation of the plant's occupational safety and health management system to ensure that operational activities comply with statutory regulations and safety standards.

For specific working environments such as dust operations, the Company provides personal protective equipment (PPE) that complies with regulatory standards, including safety helmets, protective goggles, respirators, protective gloves, safety shoes, aprons, gaiters, safety face shields, and 3D N95 particulate respirators. Furthermore, protective equipment is managed and regularly inspected according to operational characteristics to mitigate occupational accident risks. In addition, the Company strengthens employees' awareness and habits regarding the proper use of PPE through education, training, and practical instruction, further enhancing overall workplace safety.

In terms of equipment operation safety management, it is clearly stipulated that forklifts may only be operated by personnel with valid technician licenses. Safety inspections must be conducted before each use, with daily inspection records properly completed. Boilers and small pressure vessels are also operated by qualified personnel and inspected and maintained daily in accordance with regulations to reduce the risk of equipment failure and personnel injury.

In 2025, the Company continued to improve the working environment and safety protection measures, including upgrading the air conditioning system for high-temperature operations and providing water-cooled clothing and sports drinks for warehouse and outdoor operations to prevent heatstroke. To reduce ergonomic strain on the musculoskeletal system, the Company introduced assistive lifting suits and electric lifting carts to reduce employees' workload. In addition, the Company completed improvements to lighting levels throughout the plant, continued monitoring carbon dioxide and noise levels, and updated chemical handling protective equipment and SOP management to continuously enhance workplace safety.

Fire Safety Management

To enhance fire emergency response capabilities and safety awareness, reduce the occurrence of fires, and achieve the goal of zero fires, the Company has established three key aspects of fire safety planning: "Disaster Mitigation," "Preparedness," and "Response, Recovery, and Reconstruction," ensuring prompt action in the event of an incident to minimize disaster losses and protect personnel and equipment safety.

Dimension	Planning	Description
Disaster mitigation	Establishment of a fire safety system	▶ Fire protection system: Establish a fire emergency response flowchart to address various emergencies arising from fires, effectively implement response measures and post-incident recovery procedures, and minimize casualties and property losses.
		▶ Strengthening fire safety awareness and education and training: To enhance fire safety management and emergency response capabilities, the Company exceeds regulatory requirements by not only appointing the Plant Manager as the fire prevention manager but also arranging for supervisors to attend fire prevention manager training and obtain the relevant qualifications, thereby strengthening management's professional fire safety knowledge and enhancing overall fire safety awareness and disaster prevention and response capabilities.
		▶ Strict control of smoking and open flames in the plant: To reduce fire risks and maintain operational safety, the Company fully implements smoking bans and ignition source control measures, establishes designated smoking areas within the plant, and strictly prohibits smoking outside these areas. All contractors entering the plant to perform work must complete hazard notification and risk assessment procedures. For hazardous operations such as hot work and work at heights, contractors are required to provide necessary firefighting equipment, including fire extinguishers and fire blankets, in accordance with regulations, and complete hot work area controls and designate an on-site occupational safety officer before commencing operations.
		▶ Chemical substance management in accordance with laws and regulations: In accordance with the requirements of the "Occupational Safety and Health Act," the "Fire Services Act," and other relevant regulations, the Company establishes annual procurement limits for various chemicals and controls the procurement and storage quantities of hazardous chemicals below regulatory thresholds. At the same time, the Company regularly reviews the demand for hazardous chemicals within the plant at Occupational Safety and Health Committee meetings and plans in advance for storage facilities and management measures applicable when regulatory thresholds are exceeded.
		▶ Innovative fire safety measures: To enhance safety protection during non-working hours, Hantech Bio-Tech wirelessly transmits signals from the fire alarm control panel to an external professional security system, establishing a dual-track crisis response mechanism featuring "immediate on-site response" and "simultaneous notification of supervisors" to ensure the safety of the plant.

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Dimension	Planning	Description
Disaster mitigation	Improvement of fire safety equipment	▶ Regular inspection of firefighting equipment and identification of potential risks: The Company allocates an annual budget for the inspection, maintenance, and replacement of firefighting equipment. Every November, the Company engages professional fire protection equipment engineers (technicians) to conduct annual fire safety equipment inspections and file the required reports to ensure that all equipment remains in good working condition. Fire emergency generators undergo monthly maintenance and operational testing, as well as comprehensive annual maintenance and actual load testing, to enhance the reliability and emergency response effectiveness of the emergency power supply system and firefighting equipment. ▶ Other fire safety facilities: The Company has established an independent, dedicated fire water tank exclusively for firefighting purposes. Even during water pressure reductions or water supply restrictions, the Company prioritizes maintaining adequate firefighting water reserves, upholding the principle of "Safety First" to strengthen the plant's fire emergency response capabilities and disaster prevention and protection mechanisms.
	Implementation of safety education and training by level	▶ New employee onboarding training includes occupational safety and health and fire extinguisher operation, as well as topics such as the Chain of Survival and AED operation, with post-training tests conducted to verify training effectiveness. In 2025, the Company further invested NT$48,000 to invite the Vocational Training Center affiliated with the Changhua County Industrial Association to conduct on-site first-aid personnel training. A total of 18 employees obtained first-aid personnel qualifications, exceeding regulatory requirements for first-aid personnel staffing and further enhancing workplace emergency medical care and response capabilities.
Preparedness	Self-defense Fire Brigade Training	▶ To protect employees' lives, safety, and health, the Company conducts self-defense firefighting team training twice a year in accordance with the law and has established a self-defense firefighting team system with clearly defined responsibilities for various emergency response tasks. At the end of 2025, the Company also invited the fire department to the plant to conduct fire safety education and training and provide guidance on self-defense firefighting team drills, strengthening employees' fire safety knowledge and emergency response capabilities while continuously enhancing the plant's disaster prevention and response capabilities.

CPR practical examination for first-aid personnel

Bandaging training for first-aid personnel

Shift	Task Overview
Notification Team	1. Report the incident to the fire department 2. Make emergency announcements and notifications to personnel within the premises 3. Contact relevant personnel
Firefighting Team	1. Direct team members to use fire extinguishers and fire hydrants to extinguish fires 2. Communicate with and assist the fire department

Shift	Task Overview
Evacuation Guidance Team	1. Begin issuing evacuation instructions on the floor where the fire occurs and the floors above 2. Confirm that emergency exits are open 3. Remove items obstructing evacuation 4. Identify and report personnel who cannot evacuate in time or require emergency assistance 5. Establish restricted areas using ropes and other means 6. Operate evacuation equipment and provide evacuation guidance

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Dimension	Planning	Description
Preparedness	Self-defense Fire Brigade Training	Shift: Safety Protection Team Task Overview: 1. Immediately proceed to the fire area and close fire shutters and fire doors 2. Ensure emergency power supply and shut down boilers and other facilities that use fire or electricity 3. Implement emergency measures for elevators and escalators Shift: First-aid Team Task Overview: 1. Set up an emergency first-aid station 2. Provide emergency treatment to injured personnel 3. Communicate with firefighters and provide information
	Response, recovery, and reconstruction	▶ Continuous plant inspections and corrective actions for abnormalities: Weekly inspections are conducted using the "Plant Environmental, Safety, and Health Inspection Checklist," and monthly leak tests are performed on the pipelines of the natural gas pressure boosting station. If any abnormalities are detected, the responsible units are notified through a "Hazard Prevention and Corrective Action Notice" to implement corrective measures. No fire incidents occurred in 2025. The Company will continue to implement its inspection plan to achieve the goal of reducing the severity and frequency of risks. ▶ Fire incident improvement and review: The investigation documented in the "Hazard Prevention and Corrective Action Notice" includes identifying the persons, events, times, locations, and objects involved and analyzing the causes of abnormalities. At the same time, corrective action recommendations are developed through regulatory identification and risk identification and assessment, with continuous monitoring of improvement effectiveness. Electronic forms are also used to compile statistics on the frequency of abnormalities to achieve the goals of focused management and continuous improvement.

Fire extinguishing team drill

Fire safety training

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5.3.2 Employee Care

In terms of health promotion, the Company has planned and implemented four major health promotion programs, covering the prevention of ergonomic hazards, maternal health protection, prevention of diseases caused by abnormal workloads, and prevention of unlawful infringements, actively maintaining workplace health.

The Company actively supports employees' health promotion needs through the implementation of health education, activities, and health services, aiming to guide employees in developing the concept of autonomous health management. By providing diverse health promotion activities and resources, the Company encourages employees to pay attention to their health conditions, enhance health awareness, and adopt proactive behaviors to maintain physical and mental well-being.

In 2025, the Company promoted health promotion activities, completed annual employee health examinations, and organized a workplace weight loss program with 85 participants who collectively lost 118.7 kilograms, significantly improving employees' health indicators. In addition, the Company arranges for dedicated nurses to provide enhanced health care and support for shift workers to reduce occupational health risks and create a safer and friendlier work environment.

Maternal Health Protection

The Company is equipped with a well-designed and fully furnished lactation room that ensures privacy and provides a comfortable and safe space for rest and breastfeeding, fulfilling the protection of maternal health. For female employees during preconception, pregnancy, and postpartum lactation stages, the Company also provides services including occupational and environmental hazard exposure assessments, suitable job assignment recommendations, and health consultations. Each unit is required to complete the "Maternal Health Risk Assessment Form" annually. An occupational medicine specialist conducts classification management and follow-up to ensure proper care for pregnant and postpartum employees and foster a friendly workplace environment that supports women's development.

Abnormal Workload-related Illness Prevention

Health risk management is conducted based on physical examination results; if an employee is deemed unfit for specific tasks, they are legally restricted from being assigned to such work in accordance with regulatory requirements. For employees with abnormal health checkup results, professional medical personnel provide health guidance and conduct follow-up monitoring. If a physician determines that an employee is unfit to perform their original duties, the Company will take appropriate health management measures by adjusting the job content, changing the workplace, or reducing working hours based on the physician's recommendations. Employees are also required to comply with health guidance and attend regular follow-up visits to reduce the risk of illnesses caused by workload and to maintain employees' physical and mental health as well as workplace safety.

Prevention of Ergonomic Hazards

The Company has established prevention and management mechanisms to address the risk of musculoskeletal injuries that may result from prolonged work, repetitive movements, or poor working postures. The Company also conducts regular annual surveys of musculoskeletal symptoms and collaborates with physical therapy professionals to conduct on-site assessments of work operations. The Company assesses and improves high-risk operational processes and has purchased assistive equipment, including lifting assist suits, lumbar support belts, and hydraulic lifting carts, for work areas such as the air-drying line, sterilization line, and warehouse to reduce the physical strain on employees caused by lifting heavy objects and frequent bending. Occupational health personnel also continuously monitor employees' musculoskeletal symptoms based on health examination results. Employees who experience physical discomfort may proactively report to the Occupational Safety Office to arrange occasional assessments and follow-up, ensuring that their health conditions receive appropriate care and management.

Prevention of Unlawful Infringement

The Company strictly prohibits any form of workplace violence and bullying. If employees encounter verbal or behavioral abuse, threats, or attacks in the workplace that cause an actual or potential impact on their physical and mental safety, health, or well-being, the Company treats such occurrences as critical incidents and addresses them with due diligence and care.

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Employee Health Checkup Overview

The Company places great importance on employee health management and provides health checkups that exceed legal requirements, offering annual checkups for all employees. Foreign migrant workers undergo health checkups twice a year, one arranged by the Company and the other arranged by the employment agency. In 2025, the Company's employee health checkup expenses amounted to NTD 170,000, demonstrating commitment to safeguarding employee health.

For employees identified as medium-to-high or high risk based on health checkup results, the Company arranges on-site face-to-face consultations with occupational medicine specialists. In conjunction with relevant health education measures and assessments or adjustments of current working conditions, the on-site nurse provides continuous follow-up care to help employees improve their health conditions, thereby fulfilling the objective of safeguarding employee physical health.

2025	Frequency	Hours
Occupational Medicine Specialist	4	8
Workplace Nurses	28	56
Physical Therapist	20	40

On-site Occupational Health Services

The Company's contracted professional medical personnel provide health consultation services, including regular on-site physician services, health management by occupational health nurses, and professional guidance from physical therapists. Employees may schedule relevant services as needed to receive personalized health consultations and professional guidance on musculoskeletal issues, enhancing their awareness of self-health management.

2025 → Health follow-up: A total of **85** participant attendances

In 2025, a total of 85 instances of employee health follow-up services were recorded. The primary focus for the year was health consultation, while issues such as ergonomic hazard prevention and maternal health protection were also covered. Through diverse health management measures, the Company continues to safeguard employees' physical and mental health and foster a healthy workplace environment.

5.3.3 Contractor Management

The Company regards contractors as vital partners in supporting operations and equipment maintenance, placing high value on protecting their occupational safety and health during work activities. To ensure that all contractor personnel entering the plant fully understand operational risks and protective requirements, the "Contractor Operations Management Procedures" have been established to build risk control and on-site supervision mechanisms. The main management measures are as follows:

- Plant entry education and training: All contractor personnel entering the Plant are required to complete safety and health education and training. The training covers plant operation regulations, operational risks, environmental conditions, and safety precautions to enhance contractors' self-protection capabilities and safety awareness.
- Pre-work hazard notification: Prior to executing any construction or maintenance tasks, risk identification and on-site hazard briefings must be conducted, and the "On-Site Hazard Notification Form" must be completed to ensure all construction personnel understand operational risks and preventive measures before commencing work.
- High-risk work permit system: For tasks involving potential major hazards, such as work at heights and hot work, a "Work Permit" must be obtained and protective measures verified before work can commence, strengthening proactive risk control.
- On-site safety inspections and violation management: During operations, the Company conducts occasional on-site safety inspections. Any violations of safety regulations will be documented with photographs, and a violation notice will be issued in accordance with the relevant regulations. Depending on the severity of the violation, necessary measures will be taken, including immediate suspension of work or imposition of fines, to ensure that the worksite complies with laws, regulations, and Company requirements.

The Company will continue to strengthen its contractor management system to further enhance the sustainability performance and safety awareness of supply chain partners. It will also ensure the maintenance of high standards in risk control and compliance with occupational safety and health regulations, advancing toward comprehensive occupational safety and health governance and sustainable development goals.

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CHAPTER

06

Social Inclusion

6.1 Focus of Public Welfare 139

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6.1. Focus of Public Welfare

Hantech Bio-Tech upholds the spirit of "social inclusion" and "care for the underprivileged," continuously fulfilling its corporate citizenship responsibilities. The Company actively participates in community engagement and public welfare initiatives, striving to achieve the sustainable goal of mutual prosperity, coexistence, and a shared future. The Company firmly believes that sustainable development requires joint efforts from multiple parties. Therefore, it has established a strategic partnership with NPO Channel to collaboratively engage in assistance programs for disadvantaged groups. By integrating corporate resources with social welfare initiatives, the Company aims to become an important partner in driving positive social impact. In 2025, the Company donated a total of NTD 1,999 thousand across various public welfare activities.

Dedicated/Part-time Public Welfare Activity Organizers

Hantech Bio-Tech's public welfare activities are coordinated and reviewed by the General Management Division, while the implementation is carried out by the Administration Department. Overall participation in public welfare activities is primarily through collaboration with external organizations or internal proposals. If any department intends to engage in public welfare cooperation, a proposal must be submitted to the General Management Division for review in accordance with established procedures. The Company promotes public welfare initiatives through diverse approaches, collaborating with partners whose values align with the Company's sustainability philosophy. Through long-term project collaborations, the Company actively participates in various social welfare activities. Hantech Bio-Tech continues to devote efforts to social care, aiming to create a better living environment and social foundation for future generations, thereby fulfilling its core commitment to sustainable corporate operations.

2025 Total donation amount **NT$1,999** thousand

- Support local temple events to strengthen community connections and preserve cultural traditions together.
- Provide material assistance to disadvantaged groups through charitable organizations, conveying warmth through concrete actions.

- Upholding the philosophy of "prospering together with the community," the Company integrates corporate resources and employee efforts to proactively give back to the local community.
- Incorporate local agricultural products to promote regional characteristics.

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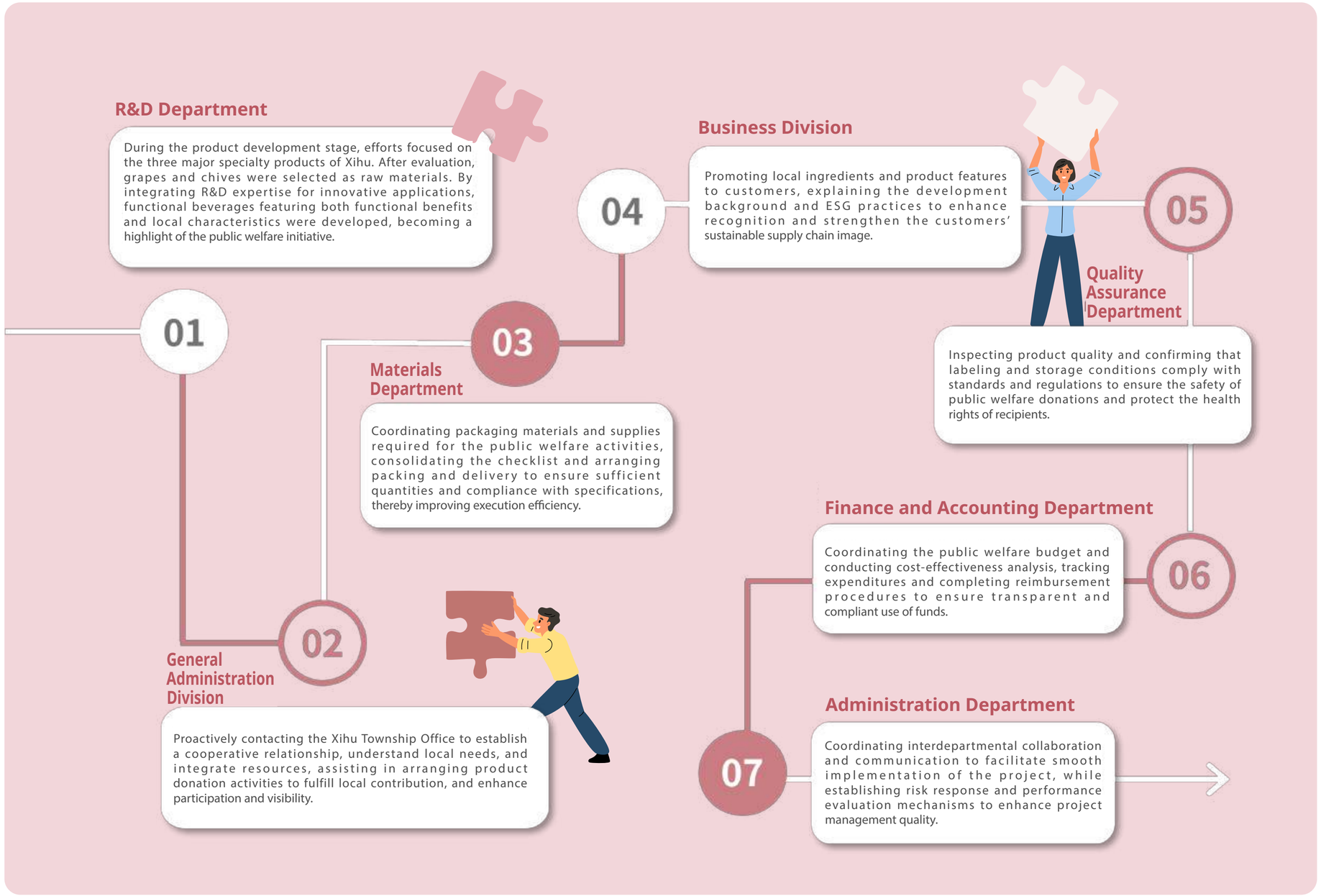
Public Welfare Action Collaboration Process



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Together for the Local Community: Starting with a Cup of Beverage

—— "Designed for Xihu" Creating Distinctive Local Products

In the small town of Xihu in central Taiwan, a century-old steam locomotive slowly travels through the fields, carrying passengers as they journey between memories and scenery. The gentle breeze along the way carries the scent of ripened chives, while sunlight filters through the grapevines, reflecting the warmth of the land. Hantech Bio-Tech has been deeply rooted in Xihu for many years, establishing its plant here and regarding this land as its second home, serving as a vital foundation for coexistence and mutual growth with the local community.

Photos from the Charity Event

To give back to the land that has nurtured the Company's growth, Hantech Bio-Tech launched the "Xihu Design" project in 2024, starting with local agricultural specialties to develop sterilized pouch beverages that combine practicality with cultural significance. The two products, "Daily Fight" and "Dream Revive," combine Xihu's agricultural characteristics, local memories, and consumer health needs, showcasing the integration of local culture with the Company's R&D capabilities. Hantech Bio-Tech upholds the belief that "products are not merely commodities but also carriers that connect convey goodwill." The Company pledges to donate NTD 1 for every product produced. As of now, total donations have reached NTD 103,796, with the funds specifically allocated to support festive charity meals and the distribution of social welfare supplies. Through these efforts, every act of dedication is transformed into tangible assistance, allowing each product not only to represent the flavor of Xihu but also to embody the Company's commitment to social goodwill.

To ensure the smooth implementation of public welfare initiatives, Hantech Bio-Tech has established a comprehensive proposal review and cross-departmental collaboration mechanism. Progress is reported regularly to management, and every stage, from material estimation and event planning to on-site execution, is jointly carried out and continuously refined by all participating departments. Although the Company initially faced challenges such as inaccurate estimations that led to delivery pressure, through review and process improvement, it has effectively enhanced execution efficiency and resource utilization. Through metrics such as event participation rates, distribution volumes, and traveler feedback, the Company gradually evaluates the tangible impact and warmth of its social welfare initiatives.

Starting from February 2025, the Company has set up a booth at the Xihu Sugar Factory each month to distribute its products free of charge to passengers of the steam train. Each product is accompanied by a carefully illustrated guide map inviting travelers to explore Xihu and discover its local stories, extending the experience from taste to footsteps and fostering a genuine emotional connection with the land. The "2024 Xihu Design" project has now become Hantech Bio-Tech's annual public welfare program and is gradually expanding collaborations with local organizations and charitable groups, continuously amplifying the Company's positive social impact. The scenery of Xihu changes with the seasons, yet the bond and responsibility between the Company and the land remain unchanged. This is not only a journey of product development but also a profound practice of local collaboration, corporate sustainability, and social connection. Hantech Bio-Tech will continue to respond to the kindness and hopes of this land through concrete actions, allowing every cup of beverage to serve as a medium that connects people with the community and conveys goodwill and hope.

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Protecting the Land and Passing on Care – Promoting Local Cultural Preservation

Hantech Bio-Tech consistently adheres to the belief that corporate growth should advance in step with societal progress. The Company has long maintained a commitment to local development, cultural preservation, and community inclusion. From local cultural participation to initiatives supporting disadvantaged groups, and from cultural heritage preservation to social support, the Company continues to demonstrate its care for the land, communities, and people through various concrete actions.

In 2025, the Company actively participated in various local religious activities, including distributing 2,900 "Limited-Edition Xihu Travel Kits" featuring cultural motifs from Xihu temples during the "Once-in-24-Years Jianjiao Festival," sharing this cultural celebration with local residents. Through product design, the Company also promoted health awareness and strengthened its emotional connection with the local community. In addition to supporting traditional religious culture and folk activities through concrete actions and preserving local religious traditions, the Company further strengthens its emotional connection with the community, demonstrating its commitment to fulfilling corporate social responsibility through practical initiatives.

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In terms of supporting disadvantaged groups, the Company participates in the "Care for Disadvantaged Groups" program organized by Tianxin Shengxian Academy, providing resources through a charitable fund to help improve the living conditions of disadvantaged groups. In addition, the Company extends its charitable efforts to public issues by making donations to blood donation campaigns to support a stable supply of medical resources. The Company also cares about public safety in local communities and donates to the Changhua County Retired Police Officers Association to promote care mechanisms for retired police officers. Through these diverse initiatives, the Company transforms corporate resources into tangible impact, demonstrating its commitment to mutual prosperity and development with local communities.

Looking ahead, Hantech Bio-Tech will continue to center its efforts on the concept of "co-prosperity," deepening local connections and fostering greater positive impact, making public welfare both a lasting commitment and an ongoing corporate initiative.

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"Mother's Day Love Sharing" - Let's Eat Cake Together!

Fulfilling Dreams for Underprivileged Children in Rural Areas

The warm month of May is approaching, and Mother's Day, which symbolizes gratitude and care, is also drawing near, marking an important time to fulfill the small wishes of children in rural areas. Hantech Bio-Tech joined hands with the NPO Channel public welfare platform and four major NPOs to launch the "Food for Love: Mother's Day Cake Joint Donation Campaign," delivering blessings and warmth to disadvantaged families in areas including the North Coast of New Taipei City, Chiayi, Kaohsiung, Pingtung, Penghu, and Hualien. On this special and heartwarming occasion, Basque cheesecake brings families in rural areas together to share sweet holiday moments, fulfilling children's small wishes and bringing warm, radiant smiles back to the faces of every family member.

A total of **176** sets of supplies were donated

Beneficiary	Collaborating Organizations	Charitable initiative outcomes
▶ Economically disadvantaged families across six regions in Taiwan, including Taipei City, New Taipei City, Taoyuan City, Tainan City, Kaohsiung City, Pingtung County, Hualien County, and Penghu County	▶ Kaohsiung Social Welfare Association ▶ Hualien County Association for the Elderly and Family Care ▶ Shing Yi Charity Foundation	▶ A total of 176 sets of supplies were donated

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"Dragon Boat Festival Food for Love" Rice Burger Joint Fundraising Campaign!

As the Dragon Boat Festival, a holiday symbolizing family reunions and care, approaches, some disadvantaged families may still face difficulties in accessing basic food resources. With "Care Starting with a Meal" at its core, Hantech Bio-Tech jointly launched the "Rice Burger Joint Fundraising Campaign," delivering nutritious meals to rural and underserved areas through collaborative fundraising efforts, with the aim of spreading warmth and support during the festive season.

Long-term inadequate nutritional intake has affected the healthy growth of children in rural areas. A rice burger may seem insignificant, but it provides tangible nourishment and care. This initiative not only improves children's meal conditions but also gives them the opportunity to enjoy nutritious and delicious meals, bringing hope and dignity to their daily lives. By gathering resources and goodwill from all sectors of society, Hantech Bio-Tech continues to transform care into concrete action, bringing warmth to more places in need and delivering long-term support and development opportunities to children in rural areas.

A total of **181** sets of supplies donated, each containing 4 rice burgers

Region	Collaborating Organizations
▶ Disadvantaged families across six regions in Taiwan, including the North Coast, Chiayi County, Kaohsiung City, Pingtung County, Hualien County, and Penghu County, with priority given to marginalized households ineligible for government subsidies.	▶ United Charity Association of Kaohsiung ▶ The New Life Social Welfare Development Promotion Association of the Republic of China ▶ Hualien County Association for the Elderly and Family Care ▶ The Charity Union Association of the Chiayi County

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"Pineapple Cake Joint Donation" - Spreading Love on the Mid-Autumn Festival

As the Mid-Autumn Festival approached, Hantech Bio-Tech collaborated with NPO Channel and several public welfare organizations to launch the "Pineapple Cake Joint Donation Program." Through this initiative, pineapple cakes symbolizing reunion and blessings were delivered to marginalized and underprivileged families across northern, eastern, southern, and island regions of Taiwan, spreading love and warmth during the festive season. Each gift box not only conveys the warmth of the festive season but also delivers genuine care and support. Through the collaboration between enterprises and society, the Company hopes to spread warmth to every corner in need and jointly achieve the sustainable goal of shared care and mutual well-being.

A total of **183** sets of supplies donated, each containing 8 pineapple cakes

Beneficiary	Collaborating Organizations
▶ Marginalized households and disadvantaged families in northern, eastern, and southern Taiwan, as well as outlying islands	▶ United Charity Association of Kaohsiung, The New Life Social Welfare Development Promotion Association of the Republic of China, Hualien County Association for the Elderly and Family Care, The Charity Union Association of the Chiayi County, Chiayi County Material Bank

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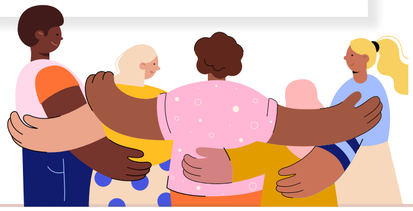
"New Year Dishes with Love" Bringing a Reunion Feast to Elderly People Living Alone

Lunar New Year's Eve dinner is a time for families to gather and share happiness and warmth. However, some elderly people living alone may face difficulties preparing meals due to poor living conditions or limited mobility. While everyone celebrates the Lunar New Year, the dining tables of these elderly people deserve greater attention and care. To address this, Hantech Bio-Tech partnered with the NPO Channel public welfare platform and four major non-profit organizations across Taiwan to launch the "New Year Dishes with Love" initiative, delivering warmth and care to families in need through resource mobilization and distribution of supplies. With the assistance of charitable organizations in completing the deliveries, a total of 169 sets of Lunar New Year meal supplies were provided, allowing elderly people living alone to experience the warmth of the festive season.

A Lunar New Year meal is not only a source of nourishment but also a symbol of care and companionship. Hantech Bio-Tech hopes to continue bringing together goodwill from all sectors of society, transforming every act of kindness into concrete action to bring warmth and support to disadvantaged groups and help more people enjoy a peaceful and heartwarming Lunar New Year reunion.

A total of **169** sets of supplies were donated



Beneficiary	Collaborating Organizations	
▶ Elderly people living alone across 5 regions in Taiwan, including northern, central, southern, eastern Taiwan, and outlying islands, covering the North Coast, Chiayi County, Kaohsiung City, Pingtung County, Hualien County, and Penghu County	▶ United Charity Association of Kaohsiung ▶ The New Life Social Welfare Development Promotion Association of the Republic of China ▶ Hualien County Elderly and Family Care Association	▶ The Charity Union Association of the Chiayi County ▶ Chiayi County Material Bank

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"Community Engagement and Volunteer Care"

To promote community exchanges and cohesion and express appreciation for volunteers' dedicated efforts in maintaining the community environment, Hantech Bio-Tech donated NT$6,000 to 50 volunteers in Xixi Village, Xihu Township, to support community experience-sharing and anti-fraud awareness activities. Through this concrete action, the Company demonstrates its care and recognition for volunteers, further strengthening positive interactions and relationships between the Company and the community.

Number of Beneficiaries: **50**

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Table 2 Climate-related Information Comparison Table for Listed Companies under the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies 159

Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies Sustainability Disclosure Indicators 160

Independent Assurance Statement 161

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GRI Standards Sustainability Reporting Standards Disclosure Table

GRI 1: Foundation 2021

Statement of Use	Hantech Bio-Technology Co., Ltd. has reported the content for the period from January 1 to December 31, 2025 in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable Industry Standards	None

GRI 2: General Disclosures

GRI Standards	Disclosure Items	Corresponding Chapter	Omission/Remarks	Page No.
The organization and its reporting practices				
2-1	Organizational details	Company Profile		07
2-2	Entities included in the organization's sustainability reporting	About the Report		03
2-3	Reporting period, frequency and contact point	About the Report		04
2-4	Restatements of information	About the Report		04
2-5	External assurance	About the Report		04
Activities and workers				
2-6	Activities, value chain and other business relationships	Company Profile 3.3.1 Supplier Management		7 77
2-7	Employee	5.1.1 Talent Attraction and Retention		111
2-8	Workers who are not employees	5.1.1 Talent Attraction and Retention		111-112
Governance				
2-9	Governance structure and composition	1.2 Sustainable Governance Structure 2.1.1 Corporate Governance Structure		15 26
2-10	Nomination and selection of the highest governance body	2.1.1 Corporate Governance Structure		27

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GRI Standards	Disclosure Items	Corresponding Chapter	Omission/Remarks	Page No.
Governance				
2-11	Chair of the highest governance body	2.1.1 Corporate Governance Structure		27
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Corporate Sustainability Policy and Commitment 4.1 Climate Strategy		13 86
2-13	Delegation of responsibility for managing impacts	1.1 Corporate Sustainability Policy and Commitment		13
2-14	Role of the highest governance body in sustainability reporting	About the Report		04
2-15	Conflicts of interest	2.1.1 Corporate Governance Structure		28
2-16	Communication of critical concerns	2.1.1 Corporate Governance Structure		28
2-17	Collective knowledge of the highest governance body	2.1.1 Corporate Governance Structure		28
2-18	Evaluation of the performance of the highest governance body	2.1.1 Corporate Governance Structure		28
2-19	Remuneration policies	2.1.1 Corporate Governance Structure		28
2-20	Process to determine remuneration	2.1.1 Corporate Governance Structure		29
2-21	Annual total compensation ratio	Not disclosed due to privacy concerns		
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Message from the Chairman		06
2-23	Policy commitments	2.1.2 Ethical Corporate Management 3.3.1 Supplier Management 5.2.3 Human Rights		31 77 124
2-24	Embedding policy commitments	2.1.2 Ethical Corporate Management 3.3.1 Supplier Management		31 77-81

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GRI Standards	Disclosure Items	Corresponding Chapter	Omission/Remarks	Page No.
Strategy, policies and practices				
2-25	Processes to remediate negative impacts	2.1.2 Ethical Corporate Management 5.2.2 Employee Communication		32 122
2-26	Mechanisms for seeking advice and raising concerns	2.1.2 Ethical Corporate Management 5.2.2 Employee Communication		32 122
2-27	Compliance with Laws and Regulations	2.1.2 Ethical Corporate Management		33
2-28	Membership associations	2.2.1 Financial Performance		36
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.3 Stakeholder Communication and Materiality Analysis		16-18
2-30	Collective bargaining agreements	The Company currently has no labor union and has not signed any collective bargaining agreements with employees. However, the Company respects employees' freedom to establish, join, or refrain from joining lawful labor organizations of their choice, including labor unions, labor committees, or other organizations, in accordance with the law. In accordance with local laws and regulations, each operating site communicates and coordinates on working conditions and terms of employment through mechanisms such as labor-management meetings, and is committed to ensuring that employees can exercise their rights to freedom of association and collective bargaining without interference, discrimination, retaliation, or harassment.		

GRI 3: Material Topics 2021

GRI Standards	Disclosure Items	Corresponding Chapter	Omission/Remarks	Page No.
3-1	Process to determine material topics	1.3 Stakeholder Communication and Materiality Analysis		19-24
3-2	List of material topics	1.3 Stakeholder Communication and Materiality Analysis		21-24
3-3	Management of material topics	1.3 Stakeholder Communication and Materiality Analysis	Please refer to the management approach for each material topic for details	21-24 40 55-56 103 109 117 126

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Topic Disclosures

GRI Standards		Disclosure Items	Corresponding Chapter	Remarks	Page No.
201 Economic Performance	201-1	Direct economic value generated and distributed	2.2.1 Financial Performance		34-35
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Strategy		86-99
	201-3	Defined benefit plan obligations and other retirement plans	5.2.1 Remuneration and Benefits		121
	201-4	Financial assistance received from the government	2.2.2 Tax Policy		37
202 Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.2.1 Remuneration and Benefits		119
	202-2	Proportion of senior management hired from the local community	5.1.1 Talent Attraction and Retention		114
203 Indirect Economic Impacts	203-2	Significant indirect economic impacts	6.1 Focus of Public Welfare		139-148
204 Procurement Practices	204-1	Proportion of spending on local suppliers	3.3.2 Procurement and Raw Material Management		82
205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	2.1.2 Ethical Corporate Management		31
	205-3	Confirmed incidents of corruption and actions taken	In 2025, no incidents involving violations of business ethics, such as bribery and corruption, money laundering, violations of the Company Act, or insider trading regulations, occurred.		
206 Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.1.2 Ethical Corporate Management		31
207 Tax (2019)	207-1	Approach to tax	2.2.2 Tax Policy		36
	207-2	Tax governance, control, and risk management	2.2.2 Tax Policy		36
301 Materials	301-1	Materials used by weight or volume	3.3.2 Procurement and Raw Material Management		83
	301-2	Recycled input materials used	3.3.2 Procurement and Raw Material Management		84
302 Energy	302-1	Energy consumption within the organization	4.2.1 Energy and GHG Management		101
	302-3	Energy intensity	4.2.1 Energy and GHG Management		101
303 Water and Effluents (2018)	303-1	Interactions with water as a shared resource	4.2.2 Water Resource Management		104-105
	303-2	Management of water discharge-related impacts	4.2.2 Water Resource Management		105
	303-3	Water Withdrawal	4.2.2 Water Resource Management		105
	303-4	Water Discharge	4.2.2 Water Resource Management		105
	303-5	Water Consumption	4.2.2 Water Resource Management		105

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GRI Standards		Disclosure Items	Corresponding Chapter	Remarks	Page No.
305 Emissions	305-1	Direct (Scope 1) GHG emissions	4.2.1 Energy and GHG Management		102
	305-2	Energy indirect (Scope 2) GHG emissions	4.2.1 Energy and GHG Management		102
	305-3	Other indirect (Scope 3) GHG emissions	4.2.1 Energy and GHG Management		102
	305-4	GHG Emissions Intensity	4.2.1 Energy and GHG Management		102
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.2.1 Energy and GHG Management		102
306 Waste	306-1	Waste generation and significant waste-related impacts	4.2.3 Waste Management		107
	306-2	Management of significant waste-related impacts	4.2.3 Waste Management		107
	306-3	Waste generated	4.2.3 Waste Management		107
	306-4	Waste diverted from disposal	4.2.3 Waste Management		107
	306-5	Waste directed to disposal	4.2.3 Waste Management		107
401 Employment	401-1	New employee hires and employee turnover	5.1.1 Talent Attraction and Retention		112-113
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.1 Remuneration and Benefits		120
	401-3	Parental leave	5.2.1 Remuneration and Benefits		120-121
402 Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	5.1.1 Talent Attraction and Retention		114
403 Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	5.3.1 Occupational Health and Safety Management		127
	403-2	Hazard identification, risk assessment, and incident investigation	5.3.1 Occupational Health and Safety Management		127-130
	403-3	Occupational Health Services	5.3.1 Occupational Health and Safety Management		136-137
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.3.1 Occupational Health and Safety Management		127
	403-5	Worker training on occupational health and safety	5.3.1 Occupational Health and Safety Management		132
	403-6	Promotion of worker health	5.3.2 Employee Care		136-137
	403-8	Workers covered by an occupational health and safety management system	5.3.2 Employee Care		127
	403-9	Work-related injuries	5.3.1 Occupational Health and Safety Management		131
	403-10	Work-related ill health	5.3.1 Occupational Health and Safety Management		131
404 Training and Education	404-1	Average hours of training per year per employee	5.1.2 Talent Cultivation and Development		114-116
	404-2	Programs for upgrading employee skills and transition assistance programs	5.1.2 Talent Cultivation and Development		116

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GRI Standards		Disclosure Items	Corresponding Chapter	Remarks	Page No.
405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2.1.1 Corporate Governance Structure 5.1.1 Talent Attraction and Retention		27 111
	405-2	Ratio of basic salary and remuneration of women to men	5.2.1 Remuneration and Benefits		119
406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	The Company did not receive any reports of discrimination during the reporting period		
408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	All employees undergo age and identity verification in accordance with relevant labor laws and regulations, and the Company only employs workers who have reached the legal working age.	For details on the human rights policy and risk identification and mitigation, please refer to 5.2.3 Human Rights.	124-125
409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Company's employment practices, working hours system, remuneration, leave arrangements, and separation procedures all comply with labor laws and regulations and do not involve any form of forced or compulsory labor, such as withholding identity documents, restricting personal freedom, or forcing employees to work overtime		
416 Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	3.2 Product Quality and Customer Management		61-63
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No relevant violations in 2025		
417 Marketing and Labeling	417-1	Requirements for product and service information and labeling	3.2.1 Product Quality and Safety		58, 61
	417-2	Incidents of non-compliance concerning product and service information and labeling	No relevant violations in 2025		
	417-3	Incidents of non-compliance concerning marketing communications			
418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, the Company did not receive any substantiated complaints concerning breaches of customer privacy, nor did any incidents of customer data leakage, theft, or loss occur		

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Sustainability Accounting Standards Board (SASB) Standards Disclosure Table: Processed Foods Industry

Disclosure Topic: Energy Management				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-130a.1	(1) Total energy consumption, (2) percentage of grid electricity, and (3) percentage of renewable energy.	Total energy consumption(GJ): 15,754.43 Percentage of purchased electricity: 41.41% Renewable energy usage rate: 0.00%	4.2.1 Energy and GHG Management	101
Disclosure Topic: Water Management				
FB-PF-140a.1	1. Total water withdrawal and the percentage from areas with high or extremely high baseline water stress 2. Total water consumption and the percentage from areas with high or extremely high baseline water stress	The Company does not withdraw or consume water in areas with high or extremely high baseline water stress	4.2.2 Water Resource Management	105
FB-PF-140a.2	Number of violations related to water quality permits, standards, and regulations	0 cases		
FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate such risks	Please refer to the chapter description.	4.2.2 Water Resource Management	105
Disclosure Topic: Food Safety				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	
FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit: (a) Major nonconformities and (b) minor nonconformities, including (1) nonconformity rate and (2) corrective action implementation rate	In 2025, there were no violations of major food safety regulations and no product recalls.		
FB-PF-250a.2	Percentage of raw materials sourced from Tier 1 supplier sites certified under a food safety certification program recognized by the GFSI	Among the raw materials sourced from Tier 1 supplier sites, 20.02% have obtained Safe Quality Food (SQF) and Forest Stewardship Council (FSC) certifications, both of which are recognized food safety certification programs under the GFSI.	3.3.2 Procurement and Raw Material Management	82
FB-PF-250a.3	(1) Total number of received food safety violation notices (2) Percentage of corrective actions implemented	No relevant violations in 2025.		
FB-PF-250a.3	(1) Number of announced product recalls (2) Total weight of recalled food products	There were no recalls in 2025.		

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Disclosure Topic: Health and Nutrition				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-260a.1	Revenue from products promoted or marketed based on health and nutritional attributes	NTD 207,536		
FB-PF-260a.2	Discussion of the processes for identifying and managing products and ingredients related to consumer nutrition and health concerns	Please refer to the chapter description.	3.3.2 Procurement and Raw Material Management	56

Disclosure Topic: Product Labeling and Marketing				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-270a.1	Percentage of advertisements (1) directed at children and (2) promoting products that meet dietary guidelines for children	0%. The Company operates under a B2B model and does not directly promote or sell products to end consumers, including children, and therefore conducts no advertising or product promotion targeting them.		
FB-PF-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-genetically modified organisms (non-GMOs)	In 2025, all of the Company's products were non-genetically modified foods		
FB-PF-270a.3	Number of incidents of non-compliance with labeling or marketing regulations set by industry standards or competent authorities	0 cases		
FB-PF-270a.4	Total monetary value of legal penalties resulting from legal proceedings related to labeling or marketing practices	NTD 0		

Disclosure Topic: Packaging Life Cycle Management				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-410a.1	(1) Total package weight	306.2 metric tons	3.3.2 Procurement and Raw Material Management	84
	(2) Percentage made from recycled or reclaimed materials	32.35%		
	(3) Percentage of recyclable, reusable, or compostable materials	30.52%		
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging during its life cycle	Please refer to the chapter description.		83-84

Disclosure Topic: Environmental and Social Impacts of the Raw Material Supply Chain				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-430a.1	Percentage of food raw materials certified by third-party environmental or social standards, and breakdown by certification standard	The Company evaluates its suppliers in accordance with the "Procurement and Supplier Management Procedures" and plans to include third-party environmental and social standard certifications in future assessments.		
FB-PF-430a.2	Supplier social and environmental responsibility audits: (a) Major nonconformities and (b) minor nonconformities, including (1) nonconformity rate and (2) corrective action implementation rate	The Company will gradually assess and implement supplier social and environmental responsibility standards and management systems based on operational needs and ESG development trends to enhance the overall sustainability performance and governance of the supply chain.		

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Disclosure Topic: Raw Material Sourcing				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-440a.1	Percentage of food raw materials sourced from areas with high or extremely high baseline water stress	The Company does not procure raw materials from areas with high or extremely high baseline water stress.		
FB-PF-440a.2	List of priority food raw materials and discussion of sourcing risks related to environmental and social considerations	Please refer to the chapter description.	3.3.2 Procurement and Raw Material Management	82

Activity Indicators				
Indicator Code	Disclosure Indicators	Summary	Corresponding Chapter	Page No.
FB-PF-000.A	Weight of products sold	In 2025, the total weight of products shipped was 2,624.51 metric tons, including functional beverage powder ingredients and capsules		
FB-PF-000.B	Number of production sites	The Yuanlin Plant and Xihu headquarters serve as production facilities, totaling 2 plants, while all other operating sites are warehouses and logistics centers		

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Table 2 Climate-related Information Comparison Table for Listed Companies under the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"

No.	Requirement Items	Corresponding Chapter	Page No.
1	Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management	4.1 Climate Strategy	86-99
2	Describe how the identified climate risks and opportunities affect the business, strategy and finance of the Company (short-term, mid-term, and long-term)		
3	Describe the financial impact of extreme climate events and transformation		
4	Describe how climate risk identification, assessment, and management processes can be integrated into the overall risk management system		
5	If a scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be stated		
6	If there is a transformation plan in response to the management of climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks	The Company currently does not possess a transition plan to respond to and manage climate-related risks, which will be incorporated into future planning based on necessity.	
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated	The Company has not yet used internal carbon pricing as a planning tool, and will include it in the planning depending on its necessity, and assist in energy saving and carbon reduction.	
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to Table 2-2-3, "Climate-related Information of Listed Companies," in the Company's 2025 annual report for the shareholders' meeting	
9	GHG inventory and assurance status and reduction targets, strategy, and specific action plan		
	Describe the GHG emissions in the last two years (metric tons of CO_2e), intensity (metric tons of CO_2e/NTD million), and data coverage	Please refer to Table 2-2-3, "Climate-related Information of Listed Companies," in the Company's 2025 annual report for the shareholders' meeting	
	Describe the assurance status in the last two years, including the scope of assurance, the assurance organization, the assurance standards and the assurance opinions		
	Specify the GHG reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets		

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Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies

Sustainability Disclosure Indicators - Applicable to entities for which revenue from the food manufacturing and restaurant industries accounts for 50% or more of total operating revenue

No.	Indicator	Indicator Type	Unit	Corresponding Chapter	Page No.
1	Assessment and improvement measures implemented to enhance food hygiene, safety, and quality with respect to personnel, workplaces, facility sanitation management, and quality assurance systems, as well as the main categories and percentages of products and services affected.	Quantitative and Qualitative Description	Ratio (%)	3.2.1 Product Quality and Safety	59
2	Categories and number of incidents of non-compliance with health and safety regulations or product and service information and labeling regulations, as well as the number of product withdrawals and the total weight of withdrawn products.	Quantitative and Qualitative Description	Quantity, metric tons (t)	3.2.1 Product Quality and Safety	61
3	Percentage of total procurement that meets internationally recognized product responsibility standards, broken down by standard.	Quantitative	Ratio (%)	3.3.2 Procurement and Raw Material Management	82
4	Percentage of products manufactured in facilities independently verified by third parties as compliant with internationally recognized food safety management system standards.	Quantitative	Ratio (%)	3.2.1 Product Quality and Safety	56-57
5	Number and percentage of suppliers audited, along with audit items and results.	Quantitative and Qualitative Description	Quantity, ratio (%)	3.3.1 Supplier Management	80
6	Status of product traceability and tracking management conducted in compliance with regulatory requirements or voluntarily, and the percentage of related products out of all products.	Quantitative and Qualitative Description	Ratio (%)	3.2.1 Product Quality and Safety	61
7	Status of food safety laboratories established in compliance with regulatory requirements or voluntarily, including testing items, testing results, related expenditures, and their percentage of net operating revenue.	Quantitative and Qualitative Description	Reporting currency, ratio (%)	3.2.1 Product Quality and Safety	60
8	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Gigajoule (GJ), percentage (%)	4.2.1 Energy and GHG Management	101
9	Total water withdrawal and total water consumption	Quantitative	Thousand cubic meters (1,000 m^3)	4.2.2 Water Resource Management	105
10	Weight of products sold and number of production sites	Quantitative	Metric tons (t), quantity	1. In 2025, the total weight of products shipped was 2,624.51 metric tons, including functional beverage powder ingredients and capsules 2. The Yuanlin Plant and Xihu headquarters serve as production facilities, totaling 2 plants, while all other operating sites are warehouses and logistics centers	

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