

Stock Code: 1217

# AGV Products Corporation



## 2024 Annual Report

**Published in May 14, 2025**

Website of the annual report: Market Observation Post System:

<https://mops.twse.com.tw/>

AGV Products Corporation website: <https://www.agv.com.tw>

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VI. Institution handling share transfer

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VII. CPA for the financial report in the most recent year

CPA	Accounting firm name	Address and Tel.
Ling-Wen Huang Kuo-Ming Lee	Crowe (TW) CPAs	Kaohsiung firm: 27F.-1, No. 6, Siwei 3rd Rd., Lingya Dist., Kaohsiung City Tel: (07)3312133
Website: <a href="https://www.crowe.com/tw">https://www.crowe.com/tw</a>		

VIII. Exchange information on offshore transactions of the company's securities: None.

IX. Official website: <https://www.agv.com.tw/>

## Table of Contents

Chapter 1.	Letter To Shareholders.....	1
Chapter 2.	Corporate Governance Report .....	9
	I. Information Concerning Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents And Department And Branch Managers .....	9
	II. Status Of Corporate Governance .....	32
	III. Information Of Independent Auditors Fee.....	100
	IV. Information On Change Of Cpas .....	101
	V. Information On The Accounting Firm Of Cpas With Positions Held By The Company's Employees .....	101
	VI. Change In Shares Transferred And Pledged .....	102
	VII Relationship Information Among Top-10 Shareholders .....	103
	VIII Comprehensive Shareholding In The Same Investee .....	104
Chapter 3.	Fundraising Status.....	106
	I. Corporate Capital And Shares.....	106
	II. Issuance Of Corporate Bonds. ....	109
	III. Preferred Stocks, Global Depository Receipts, And Employee Stock Warrants, New Restricted Employee Shares And Issue Of New Shares In Connection With The Merger And Acquisition Of Shares Of Another Company.....	109
	IV. Implementation Of Capital Allocation Plans. ....	109
Chapter 4.	Operational Highlights .....	110
	I. Business Scope .....	110
	II. Overview Of Market And Production/Sales .....	125
	III. Information Of Employees.....	131
	IV. Information On Environmental Protection Expense .....	131
	V. Labor-Management Relationship .....	133
	VI. Cyber Security Management .....	136
	VII. Important Contracts .....	139
Chapter 5.	Review And Analysis Of Financial Status And Financial Performance And Risk Management .....	140
	I. Financial Status.....	140
	II. Financial Performance .....	141

III.	Analysis Of Cash Flow .....	142
IV.	Material Capital Expenditure In The Most Recent Years And Impacts On Business Performance .....	142
V.	The Re-Investment Policy, The Main Reasons For The Profits/Losses Generated Thereby, Improvement Plan, And Investment Plans For The Coming Year .....	143
VI.	Risk Analysis And Assessment.....	145
VII.	Other Important Matters.....	148
Chapter 6.	Special Items To Be Included.....	149
I.	Affiliated Enterprise Information .....	149
II.	Private Placement Of Securities.....	149
III.	Events Having Material Impact On Shareholders' Equity Or Securities Prices Listed In Subparagraph 2, Paragraph 3, Article 36 Of The Securities And Exchange Act In The Most Recent Year And Up To The Publication Date Of The Annual Report .....	149
IV.	Additional Information Required To Be Disclosed .....	149

# One. Letter to Shareholders

## I. Letter to Shareholders from the Chairman

It is a great honor to report that, with the full support of our team, partners and shareholders, AGV once again delivered outstanding results in 2024, not only exceeding NTD 5 billion in revenue to make it ten consecutive years of growth, but also hitting a 25-year high in earnings per share. On behalf of all employees of AGV, I would like to express my sincerest gratitude to you all. In recent years, despite the increasing global political and economic turmoil and market changes, we have resolutely adhered to the business philosophy of “contributing to society with health, driving growth with innovation, and creating value with sustainability” to strengthen our core competitiveness, improve our market adaptability, and build our growth capability. We make progress steadily through innovation. Our operating results and financial performance in 2024 are as follows:

- Total consolidated shareholders’ equity: NTD 8.331 billion (an annual increase of NTD 767 million).
- Consolidated operating revenue: NTD 5.116 billion (an annual increase of NTD 216 million), with revenue growth for ten consecutive years.
- Increases in four margins: gross profit margin, operating profit margin, pre-tax net profit margin, and after-tax net profit margin. All four hit record levels.
- Earnings per share: NTD 0.58, the highest in 25 years since 1999.
- Dividend policy: We have distributed dividends of NTD 0.37 per share for the fourth consecutive year as a positive return to shareholders.

These achievements are attributable to our active investment in robust channel distribution, product R&D and innovation, and enhancement of brand value. We have also ensured sound financial health and outstanding operating performance through precise cost control and operational efficiency optimization.

Looking forward to 2025, the global political and economic environment and taking full advantage of market opportunities are both challenges leftover from 2024.

- The intensified competition between the US and China is accelerating the trend of supply chain restructuring, and the global industrial chain continues to undergo significant adjustments.
- Regional conflicts are raging. With the war between Russia and Ukraine and the conflict between Israel and Palestine, the inflation crisis and financial turmoil has intensified.

- The unpredictability of US interest rates and the impact of rate hikes and cuts both create uncertainty, and the corporate investment and consumer market are volatile.
- China's stagnant economy, weak domestic demand and sluggish real estate market have affected the development of the Asian market.
- The development of AI technology promotes the upgrade of the electronic, financial and traditional industries and reshapes the global consumption pattern.

In the face of these changes, AGV will continue to deepen its brand value, expand the international market, and strengthen product innovation with forward-looking operational strategies to ensure stable growth in a highly competitive environment.

The success of a company is not only determined by its financial performance, but also by its contribution to the country and society. AGV actively promotes ESG development and takes into account non-financial performance, and continues to strengthen environmental sustainability, fulfill social responsibility and implement corporate governance to ensure sound management and enhance corporate value. We will continue to strengthen our corporate quality and competitiveness to ensure food safety for consumers and a healthier tomorrow. In 2025, AGV will continue to deepen its development strategy of "Health, Innovation, and Sustainability", lead by innovation and move forward steadily to create higher value for shareholders! I wish everyone good health and all the best!

Sincerely,

Chairman Kuan-Han Chen

June 25, 2025

## II. Business Report

### (I) 2024 Business Report

Unit: NTD thousand

Item	2024	%	2023	%	Growth rate of amount (%)
Operating revenue	5,115,585	100.0	4,900,038	100.0	4.4
Gross sales margin	1,452,526	28.4	1,413,713	28.9	2.7
Operating expense	1,308,298	25.6	1,284,939	26.2	1.8
Net operating profit	144,228	2.8	128,774	2.6	12.0
Pre-tax profit	362,271	7.1	260,742	5.3	38.9
Net profit	303,272	5.9	217,600	4.4	39.4

In 2024, AGV recorded a consolidated operating revenue of NTD 5.11559 billion, an increase of NTD 215.55 million from the previous year at a growth rate of 4.4%. The gross profit increased by NTD 38.81 million year-on-year. As a result of the excellent overall control over operating expense, the expense ratio decreased by 0.6%. The net operating profit was NTD 144.23 million, an increase of NTD 15.45 million year-on-year. Due to contribution from the profit from non-operating investments, the pre-tax profit was NTD 362.27 million, an increase of NTD 101.53 million year-on-year, and the net profit less income tax expense was NTD 303.27 million.

### (II) Summary of the 2025 business plan

AGV's business strategies for 2024 are as follows:

1. [Strengthening red ocean channels and developing blue ocean platforms]: Strengthening existing cooperation and increasing market opportunities
2. [Building a growth engine and enhancing operating efficiency]: Activating the six driving forces and creating conditions for long-term profitability
3. [Following policy trends and increasing corporate values]: Integrating internal and external resources and enhancing corporate values and goodwill

In 2024, in the wake of the COVID-19 pandemic, the food industry once again faced tremendous changes. The main driving forces include the multiple impacts from the global political and economic environment, the advancement of AI technology, and changes in consumer demand. According to the “2024 Global Food Crisis Report” of the Food and Agriculture Organization (FAO), geopolitical conflicts, climate change, and economic turbulence have become the three core factors affecting food security. It is expected that during 2024 and 2025, global food prices and raw material supply will remain highly volatile. In addition, the implementation of the EU's Carbon Border Adjustment Mechanism (CBAM) will force the food industry to accelerate the pace of carbon neutrality and further promote the development of low-carbon agriculture, sustainable packaging and green supply chain. According to the 2024 Top

Ten Food Industry Trends Report published by the market research firm Innova Market Insights, consumers are becoming increasingly concerned about health and wellness and sustainability. As such, the demand for functional foods, plant-based diets and gut health-related products has grown significantly. At the same time, the application of AI, big data and automation technology is also changing food R&D, supply chain management and consumer experience, driving further digital transformation of the industry. According to a report by the Department of Statistics, MOEA, the annual production value of Taiwan's food industry is about NTD 830 billion and continues to grow steadily. However, affected by the volatility of the international supply chain, the industry will face more severe challenges in 2024 to 2025. Taiwan's food industry needs to adapt to global trends and undergo transform in the areas from sustainable management and food technology innovation to digital marketing in order to maintain its competitiveness in a fiercely competitive market. Based on the above, the key development directions of the food industry from 2025 onwards are as follows:

1. Global political and economic impacts and supply chain adjustment:
  - Geopolitics and trade wars have destabilized the food supply chain and pushed up the prices of raw materials.
  - Stricter ESG regulations: The carbon neutrality policies in the European and US markets drive the demand for low-carbon foods and sustainable packaging.
2. Rise of health, sustainable and functional foods:
  - High-protein and plant-based diets: Consumers pay attention to health, and the demand for plant-based products has grown significantly.
  - Gut health and fermented foods: Probiotics and fermented foods are favored due to their positive gut health effects.
3. AI and technology drive food innovation:
  - Smart production and food safety: AI application in supply management improves production efficiency and reduces waste.
  - Commercialization of artificial and plant-based meat: Plant-based meat has been widely adopted in Europe and the US for quite some time, and is expected to be further expanded globally.
4. Changes in consumption patterns and the impact of digital marketing:
  - Expanded market for ready-to-eat meals: The habit of eating at home amid the pandemic has affected the consumption choices of young people.
  - Transformation of marketing models and platforms: Social media, we-media platforms, and OTT videos have become the mainstream.
5. Local characteristics and green sustainable diet:
  - Local ingredients and low-carbon diet: Consumer trends drive place-of-origin preference and the concept of green sustainability.
  - Reduction of food waste: Food recycling and food waste reuse have become highlights of the new generation of brand marketing.

AGV's management, research, production, and sales teams have long been concerned about major turning points in the food industry trends of various bands, and have



formulated a full range of supply and demand countermeasures for recent food trends and consumer demand. Therefore, our team's business policy for 2025 will be reoriented according to recent variables in the overall environment and uncertainties related to international situations, politics, the economy, the industry and people's livelihoods. Our team has summarized the following operational strategies for AGV in 2025: [AGV's forward-looking operational strategy - continued around-the-clock optimization]

1. [3 enhancements of competitive positions]: brand, team, and industry
  - (1) Advantages of brand value and the accumulation of consumer loyalty: Continue to invest in brand promotion, enhance consumer service experience, and strengthen corporate foundation.
  - (2) Experienced professional team with leading insights: The directors and senior management plan strategic policies that are forward-looking to strengthen the foundation of the company.
  - (3) Co-existence and co-prosperity of industries and cooperation between the industry, government, academia and the public: Industry unions and the competent authority collaborate to revitalize the economy, loosen regulations, and strengthen the foundations of businesses.
2. [6 performance enhancements]: Distribution, market share, revenue, profit, intellectual property and goodwill, and responsibility
  - (1) Diversified alliances in channels, and the integration of R&D, production and sales: Internal and external platforms, old and new channels, all-round functional connection, and appreciation of sales platform.
  - (2) Solid market leadership with long-lasting products: The development of extended categories, the complementarity of the old and the new in the life cycle, and the benchmark of value-added products.
  - (3) Increasing revenue year-on-year with abundant growth momentum: Real-time review of revenue progress, continuous flow of money and logistics, and value-added operations.
  - (4) Steady growth of profits and protection of shareholders' interests: Increased gross profit, revenue and net profit, increased returns to shareholders, and increased return on investment.
  - (5) Acquisition of intellectual property and goodwill and accumulation of intangible assets: Multi-national patented health brands name, national certification and international awards, and value-added intangible assets.
  - (6) Promoting responsible sustainability with environmental protection, public welfare and occupational safety: Energy conservation, carbon reduction and environmental protection, public welfare and charity, employee welfare, and value-added corporate performance.
3. [5 enhancements of management functions]: R&D, production, quality assurance, sales management, and administration
  - (1) Developing innovative ideas and leading market trends: Both local culture and global thinking create ideas that guide consumption and, in turn, enhance

research and development.

- (2) Producing enhanced software and hardware with better results and efficiency: Factory operations are optimized for equipment replacement, staff training on standard procedures, and enhancement of production system functions.
- (3) Strict quality control to stay ahead of government regulations: Quality assurance and quality control inspections are refined, the standards are higher than those of the government and industry, and the quality assurance function is improved.
- (4) Coordination of sales, production, operation and management to achieve goals and missions: Introducing electronic tools and procedures to realize the coordination of production and sales and improve the management and sales functions.
- (5) Keeping the administrative, financial, accounting and logistics systems in pace with the times: The efficiency of administration and logistics is improved, international accounting standards are strictly observed, and internal control is improved.

The following is a summary of the 2025 business plan:

1. AGV new product development: Combining health functions with technological innovation to create new trends in the future.

In an era of rapid changes in the global economy and consumer environment, the food industry is facing a multiple challenges and opportunities. From the post-COVID market recovery, cost pressures caused by inflation, and changes in the international supply chain to the rise of the issue of sustainable development, consumers' eating habits and purchasing behaviors are changing rapidly. Faced with such market dynamics, AGV's research, production and sales teams have oriented their new product strategy to focus on high value-added and health-function products, providing comprehensive nutritional supplements and functional matching, aimed at fully automated smart manufacturing and uninterrupted brand value addition. Through concept, R&D, products and services, AGV aims to achieve the medium- to long-term strategic goals of revenue growth, profit increase, market share increase, and loyalty accumulation. AGV's slogan of "For a Healthy Tomorrow" is more relevant than ever. Starting from consumer needs, AGV combines advanced food technologies to develop innovative products that ultimately help people in the pursuit of their most important need: health. We will focus on functionality, convenience, quality, safety and value, and strive to develop forward-looking areas such as high nutrient density food, smart nutrition regulation, plant-based diet, gut health, and precision healthy diet. Through the one-stop R&D, production, and marketing integration strategies, AGV continues to enhance the competitiveness of its products, create health foods that meet future market trends, and provide consumers with more scientific, nutritious, and sustainable dietary choices. The following are the planned directions for the development of new products of our main categories in 2025:

- (1) Cultural cuisines - Our main focus is on specialty cultural flavors and ready-to-eat and convenience foods, meeting the needs of various customer groups. Our desserts will feature Taiwan's famous local desserts to awaken the dormant taste buds of people of all ages. Exotic soups and dipping sauces favored by consumers will be a main focus to satisfy the home-cooking economy that has emerged in recent years. Traditional pickling techniques combined with classic spicy flavors will provide a fresh and creative twist to the sauces.
  - (2) Health drinks - Health functions are always working. Precise research and strategic orientation will be executed to stay in line with market trends and meet consumer demands. Functional tea introduces the concept of minimalism, or 'less is more', to attract tea consumers with health needs. Energy protein drinks have dominated the market for many years, but the concept of balance between the provision of functionality and sustainability will become mainstream for the new generation. Instant oat drinks have been leading the healthy cereal drink in the market for many years, and we will use the latest state-of-the-art equipment from Europe and the US, combined with patented technologies, to provide brewed oat products that are both functional and delicious.
- (III) Future outlook: The overall medium- and long-term strategic objectives remain unchanged, while short-term strategies are flexibly adapted.
- In order to lay the foundation for sustainable management and accumulation of corporate values, we will continue to implement four major business strategies in the medium and long term. In addition to achieving the business management objectives of each year in response to environmental changes, the medium- and long-term business strategies are aimed at the pursuit of a corporate vision, fulfillment of corporate responsibility, achievement of medium- and long-term operational objectives, and maximization of shareholders' interests.
1. Enhancing corporate values and focusing on sustainable development (corporate values, shareholders' interests, and social responsibilities)
  2. Optimizing operations management and connecting the benefits of management (production, sales, human resources, R&D, finance and accounting)
  3. Creating niche advantages and establishing a strong position (group, brands, products, R&D, and technologies)
  4. Step-by-step growth strategies for the short, medium, and long terms (market share, brand loyalty, and industry position)

As global corporate governance standards are improving, we will continue to benchmark against international trends and introduce more stringent information disclosure mechanisms and transparency management to strengthen the corporate culture of ethical management and ensure that all stakeholders can effectively supervise corporate operations. We believe that only by establishing a more open, responsible and forward-looking business model can we truly achieve the co-prosperity and development of the company, shareholders, employees, society and

the environment. In the future, AGV will adhere to the philosophy of steady management and continue to innovate and adjust its strategy to exert a positive influence on the trend of global sustainable development. We are committed not only to meeting the current market demand, but also to leaving a better environment and society for future generations. We firmly believe that only by integrating corporate social responsibility into the core of corporate culture and operations can we truly realize our long-term value and contribute the most to the development of the country and society.

In 2025, our overall business policy will continue to strengthen the four strategic directions of 2024 and further implement the operational strategies of 2025:

1. Continuing to strengthen the four strategic directions for 2024:
  - [Strengthening red ocean channels and developing blue ocean platforms]: Strengthening existing cooperation and increasing market opportunities
  - [Building a growth engine and enhancing operating efficiency]: Activating the six driving forces and creating conditions for long-term profitability
  - [Following policy trends and increasing corporate values]: Integrating internal and external resources and enhancing corporate values and goodwill
2. Implementation of the operational strategies for 2025:
  - [3 enhancements of competitive positions]:
    - (1) Advantages of brand value and the accumulation of consumer loyalty.
    - (2) Experienced professional team with leading insights.
    - (3) Co-existence and co-prosperity of industries and cooperation between industry, government, academia and the public.
3. [6 enhancements in performances]:
  - (1) Diversified alliances of channels, and the integration of R&D, production and sales.
  - (2) Solid market leadership with long-lasting products.
  - (3) Increasing revenue year-on-year with abundant growth momentum.
  - (4) Steady growth of profits and protection of shareholders' interests.
  - (5) Acquisition of intellectual property and goodwill and accumulation of intangible assets.
  - (6) Promoting responsible sustainability with environmental protection, public welfare and occupational safety.
4. [5 enhancements of management functions]:
  - (1) Developing innovative ideas and being a leader of market trends.
  - (2) Producing enhanced software and hardware with better results and efficiency.
  - (3) Strict quality control to stay ahead of government regulations.
  - (4) Coordination of sales, production, operation and management to achieve goals and missions.
  - (5) Keeping the administrative, financial, accounting and logistics systems in pace with the times.

Chairman:

President:

Accounting Officer:

## Two. Corporate Governance Report

### I. Information concerning directors, supervisors, president, vice presidents, assistant vice presidents and department and branch managers

#### (I) Director information

April 30, 2025

Title	Nationality/place of registration	Name	Gender Age	Date of Election (Appointment)	Term (years)	First elected date	Shareholdings when elected		Current shareholdings		Current shareholdings by spouse and minor children		Shareholdings under the names of others		Education and work experience	Concurrent positions in the Company and in other companies	Other managers, directors or supervisors who are spouses or within two degrees of kinship			Remarks (None)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Director	R.O.C.	Taiwan First Biotechnology Corp.	—	2022.06.24	3 years	2016.06.28	3,075,450	0.62	15,075,450	3.05	0	0.00	0	0.00	—	—	—	—	—	None
	R.O.C.	Representative: Kuan-Han Chen	Male 51-60 years old	—	—	—	—	—	5,676,180	1.15	100,000	0.02	6,069,000	1.23	Post-Doctoral Program of Food Science Graduate School, Cornell University Adjunct Assistant Professor of Institute of Food Science and Technology, National Taiwan University President of Taiwan Canners Association (T.C.A) President of Taiwan Association for Food Science and Technology Chairman, Taiwan Grain Industry Association	Chairman of the Company President of Institute of Health Science of the Company Chairman of Taiwan First Biotechnology Corp. Chairman of KOYA Biotech Corp.	Director	Michael Chen	Brothers	None
Director	R.O.C.	Yueshan Investment Co., Ltd.	—	2022.06.24	3 years	2022.06.24	6,017,049	1.22	6,017,049	1.22	0	0.00	0	0.00	—	—	—	—	—	None
	R.O.C.	Representative: Ching-Jen Chen	Male 81-90 years old	—	—	—	—	—	1,673,563	0.34	901,873	0.18	0	0.00	MBA of Department of Business Administration, National Cheng Kung University; President of AGV Products Corporation	Vice Chairman of the Company Chairman of Defender Private Security Inc. Vice Chairman of Janfusun Fancyworld Corp.	Vice President Director-general	Kuan-Hua Chen Hsuan-Hui Chen	Father and son Father and daughter	None
Director	R.O.C.	NICE Enterprise Co., Ltd.	—	2022.06.24	3 years	2004.06.01	20,780,494	4.20	20,780,494	4.20	0	0.00	0	0.00	—	—	—	—	—	None
	R.O.C.	Representative: Michael Chen	Male 51-60 years old	—	—	—	—	—	4,465,482	0.90	210,780	0.04	0	0.00	Master, The London School of Economics and Political Science Standing Director, Bowa Commercial Bank Ltd.	Director of the Company Director and President, IBF Financial Holdings Co., Ltd.	Chairman	Kuan-Han Chen	Brothers	None
Director	R.O.C.	Fang Tien Enterprise Co., Ltd.	—	2022.06.24	3 years	2022.06.24	2,578,000	0.52	6,128,000	1.24	0	0.00	0	0.00	—	—	—	—	—	None

Title	Nationality/place of registration	Name	Gender Age	Date of Election (Appointment)	Term (years)	First elected date	Shareholdings when elected		Current shareholdings		Current shareholdings by spouse and minor children		Shareholdings under the names of others		Education and work experience	Concurrent positions in the Company and in other companies	Other managers, directors or supervisors who are spouses or within two degrees of kinship			Remarks (Note)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Director	R.O.C.	Representative: Huai-Hsin Liang	Male 51-60 years old	—	—	—	—	—	0	0.00	0	0.00	0	0.00	Master of Law, Fu Jen Catholic University	Licensed Attorney	None	None	None	None
	R.O.C.	Yin-Ji-Li International Consulting Corp.	—	2022.06.24	3 years	2010.06.17	8,210,007	1.66	10,065,007	2.04	0	0.00	0	0.00	—	—	—	—	—	None
	R.O.C.	Representative: Hsien-Chueh Hsieh	Male 61-70 years old	—	—	—	—	—	1,718	—	40,000	0.01	0	0.00	Bachelor of Department of Electronic Engineering, Chung Yuan Christian University; Chief Internal Auditor, Assistant Vice President of Administration Dept. and Manager of Information Dept. of AGV Products Corporation	Director of the Company Chairman of Yunlin Dairy Technology Corp. President of Janfusun Fancyworld Corp.	None	None	None	None
Director	R.O.C.	Cunyuan Heye Co., Ltd.	—	2022.06.24	3 years	2010.06.17	2,982,196	0.60	2,982,196	0.60	0	0.00	0	0.00	—	—	—	—	—	None
	R.O.C.	Representative: Chih-Chan Chen	Male 51-60 years old	—	—	—	—	—	2,556,324	0.52	96,425	0.02	0	0.00	MBA of University of Nottingham Vice President of AGV Products Corporation Chairman of the Manufacturers Association of Touqiao Industrial Park, Minxiong Township, Chiayi County	President of the Company Vice Chairman of Defender Private Security Inc.	None	None	None	None
Independent Director	R.O.C.	Yung-Fu Tseng	Male 81-90 years old	2022.06.24	3 years	2016.06.28	0	0.00	0	0.00	0	0.00	0	0.00	Bachelor of Laws, National Taiwan University Minister of Ministry Of Justice	Independent Director of Chun Yuan Steel Industry Co., Ltd	None	None	None	None
Independent Director	R.O.C.	Yung-Chien Wu	Male 71-80 years old	2022.06.24	3 years	2016.06.28	0	0.00	0	0.00	0	0.00	0	0.00	Doctor of Laws, University of Washington President of Shih Hsin University Chair Professor, College of Law, Shih Hsin University Chairman of Chinese Arbitration Association	Convener of Audit Committee of the Company Director of Eastern Broadcasting Co., Ltd. Independent Director of TT BIO Corp. Independent Director of International Bills Finance Corporation.	None	None	None	None
Independent Director	R.O.C.	Wei-Lung Chen	Male 61-70 years old	2022.06.24	3 years	2019.06.27	0	0.00	0	0.00	0	0.00	0	0.00	MBA, National Taiwan University Deputy Director-General, Securities and Futures Bureau, FSC Chairman of SinoPac Securities Investment Trust Company Chairman of SinoPac Securities	Convener of Remuneration Committee of the Company Independent Director of IBF Financial Holdings Co., Ltd. Independent Director of Janfusun Fancyworld Corp. Independent Director of ITEQ Corporation.	None	None	None	None

Note : If the Chairman, President or personnel with equivalent position (senior managers) are the same person, have spouse relationship or are relatives within the first degree of kinship, the reason, rationality, necessity and countermeasures (including increasing independent director seats and having a majority of directors who do not concurrently serve as employees or managers) thereof shall be explained.

1. Directors being a corporate shareholder among top 10 shareholders

December 31, 2024

Name of corporate shareholder	Major shareholders of corporate shareholders
Taiwan First Biotechnology Corp.	AGV Products Corporation 41.28%, Paolyta Co., Ltd. 8%, BHL Taipei Limited 8%, NICE Enterprise Co., Ltd. 6.1%, DA TAI INVESTMENT CO., LTD 4%, Ho Yuan Investment Co., Ltd. 3.62%, Nice Capital & Finance Corp. 2.05%, Yun Ku 1.57%, Defender Private Security Inc. 1.47%, Teng-Fei Lin 1.28%
Yueshan Investment Co., Ltd.	Ya-Hsin Cheng 24.00%, Hsuan-Hui Chen 24.00%, Lan-Hsin Yeh 16.00%, Kuan-Hao Chen 8.00%, Su-Mei Yuan 4.00%, Kuan-Hua Chen 4.00%
NICE Enterprise Co., Ltd.	AGV Products Corporation 28.24%, Ho Yuan Investment Co., Ltd. 20.58%, Taiwan First Biotechnology Corp. 10.83%, Taiwan NJC Corporation 6.41%, Heding International Development Co., Ltd. 4.21%, Cunyuan Heye Co., Ltd. 3.53%, Yueshan Investment Development Corp. 3.09%, Yu-Ying Hung 3.06%, Chih-Hung Chen 2.73%, Yin-Ji-Li International Consulting Corp. 2.38%
Fang Tien Enterprise Co., Ltd.	Yu-Ying Hung 24.00%, Kuan-Ju Chen 24.00%, Michael Chen 24.00%, Kuan-Han Chen 24.00%, Chiu-Wen Li 4%
Yin-Ji-Li International Consulting Corp.	Yu-Ying Hung 31.60%, Kwan-Ju Chen 24.00%, Kuan-Han Chen 24.00%, Kuan-Chou Chen 19.60%, Yu-Nu Hung 0.40%, Chiu-Wen Li 0.40%
Cunyuan Heye Co., Ltd.	Chih-Hung Chen 28.00%, Chang-Chiao Hu 20.00%, Chih-Chan Chen 15.00%, Chih-Lun Chen 15.00%, Yuan-Hui Wang 13.50%, Hsiao-Tzu Chen 2.84%, Hsiao-He Chen 2.83%, Hsiao-Wei Chen 2.83%

2. Top 10 shareholders as a corporate shareholder (corporate shareholder in the right column of the above table) December 31, 2024

Name of Juristic Person	Names and shareholding ratios of corporate shareholders (top 10 shareholders)
BHL Taipei Limited	Beijing Holdings Limited 100%
DA TAI INVESTMENT CO., LTD	UNITECH PRINTED CIRCUIT BOARD CORP. 100%
Ho Yuan Investment Co., Ltd.	Chih-Hung Chen 23.03%, Yin-Ji-Li International Consulting Corp. 19.00%, Yu-Ying Hung 8.33%, Su-Mei Yuan 9.33%, Chih-Chan Chen 5.71%, Chih-Lun Chen 5.71%, Ching-Jen Chen 4.3%, Chang-Chiao Hu 4.45%, Chi-Hsun Chen 3.5%, Wen-Na Yang 2.12%, Chih-Yu Chang 1.75%
Nice Capital & Finance Corp.	World Capital & Finance Corp. 51.24%, Paotung International Investment Corp. Paotung International Investment Corp. 34.16%, AGV Products Corporation 10.81%, Taiwan First Biotechnology Corp. 3.79%
Defender Private Security Inc.	AGV Products Corporation 100%
Taiwan NJC Corporation	New Japan Chemical Co., Ltd. 43.72%, Taiwan First Biotechnology Corp. 19.86%, NICE Enterprise Co., Ltd. 15.78%, TAIWAN FOOD INDUSTRY CO., LTD. 7.67%, I-Yen Chen 3.45%, JIA HER SHING ENTERPRISES CO., LTD. 0.70%, Ho Yuan Investment Co., Ltd. 0.58%, Yueshan Investment Development Corp. 0.40%, Cunyuan Heye Co., Ltd. 0.40%, Chia-En Chang 0.37%
Heding International Development Co., Ltd.	NICE Enterprise Co., Ltd. 49.07%, AGV Products Corporation 48.98%, He-Tian International Development Corp. 0.53%, Chih-Hung Chen 0.29%, Chang-Chiao Hu 0.29%, Yu-Ying Hung 0.29%, Su-Mei Yuan 0.29%, Global Investment Development Corp. 0.26%



### 3. Disclosure of information about directors' professional qualifications and independent directors' independence

Name \ Criteria		Professional qualifications and experience (Note 1)
Chairman	Taiwan First Biotechnology Corp. Representative: Kuan-Han Chen	Graduated from Cornell University as a post-doctoral researcher in food science and technology, he currently serves as the Chairman of the Company and the Director of the Institute of Health Science, the Chairman of Taiwan First Biotechnology Corp., the Chairman of Koya Biotech Corp., an adjunct assistant professor at the Institute of Food Science and Technology, National Taiwan University, and the Chairman of Taiwan Grain Industry Association and of Taiwan Beverage Industries Association. He has at least 5 years of work experience required in commerce, finance, and the Company's industry. Research honors: Mr. Tseng Tung Memorial Award for Patent and Invention from Taiwan Association for Food Science and Technology, coordinator of a project of the Industrial Development Bureau, Ministry of Economic Affairs for assistance in the development of technologies for traditional industries. With an international outlook and deep knowledge in the food industry, he has led the Company to successfully develop several innovative products through accurate strategic planning and operational management. Through the promotion of sustainable business strategies, he ensures that the Company can continue to create long-term value during the development process and actively provide healthy, safe and creative food in the global market.
Vice Chairman	Yueshan Investment Co., Ltd. Representative: Ching-Jen Chen	Studying for MBA of Department of Business Administration, National Cheng Kung University; currently, the Company's Vice Chairman, and Vice Chairman of Janfusun Fancyworld Corp.; the Company's former President, with at least 5 years of work experience required in commerce, finance, and the Company's industry, and in the fields of marketing, operational management, as well as pretty abundant experience in the food industry.
Director	NICE Enterprise Co., Ltd. Representative: Michael Chen	Master's, The London School of Economics and Political Science; currently, Director and Vice President, International Bills Finance Corporation; having held the position as Standing Director, Bowa Commercial Bank Ltd., with at least 5 years of work experience required in commerce, finance, and the Company's industry, and specialized in finance and operational management. He also has years of experience in leading the formulation and execution of the overall business strategies of large corporations.
Director	Fang Tien Enterprise Co., Ltd. Representative: Huai-Hsin Liang	Master of Law, Fu Jen Catholic University; currently, a Licensed Attorney, and the representative of corporate director of a TWSE/TPEX-listed company, with at least 5 years of work experience required by the Company's industry, with rich knowledge and practical experience in law, and assisting the Company's paralegal with professional consulting service.

<div style="display: flex; align-items: center; justify-content: center;"> <div style="transform: rotate(-45deg); transform-origin: center;">Name</div> <div style="margin-left: 10px;">Criteria</div> </div>		Professional qualifications and experience (Note 1)
Director	Yin-Ji-Li International Consulting Corp. Representative: Hsien-Chueh Hsieh	Bachelor of Department of Electronic Engineering, Chung Yuan Christian University; currently, Chairman of Yunlin Dairy Technology Corp. and President of Janfusun Fancyworld Corp.; having held the position including the Company's Chief Internal Auditor, Assistant Vice President of Administration Dept. and Manager of Information Dept., with at least 5 years of work experience required in commerce, finance, and the Company's industry, and specialized in internal control management, operational management and leadership. He has years of experience in management in the food industry.
Director	Cunyuan Heye Co., Ltd. Representative: Chih-Chan Chen	MBA of University of Nottingham; currently, the Company's President, and the Chairman of the Manufacturers Association of Touqiao Industrial Park, Minxiong Township, Chiayi County; the Company's former Vice President, with at least 5 years of work experience required in commerce, finance, and the Company's industry, specialized in finance and accounting, experienced in planning, and with excellent competency in operational management.
Independent Director	Yung-Chien Wu	Graduated from the University of Washington with a degree of PhD in Law, he currently serves as a chair professor at the College of Law, Shih Hsin University, the Chairman of Chinese Arbitration Association, Taipei, a director of Taiwan Research Institute, and the convener of the Audit Committee of the Company. He has at least 5 years of work experience required in commerce, finance, and the Company's industry, and specializes in law, finance and crisis management, providing highly effective advice on legal risks to the Company.
Independent Director	Yung-Fu Tseng	Bachelor of Laws, National Taiwan University; former Minister of Ministry of Justice; currently, Independent Director of Chun Yuan Steel Industry Co., Ltd., with the experience in commerce and finance and the work experience required by the Company's industry for more than 5 years, specialized in laws.
Independent Director	Wei-Lung Chen	MBA, National Taiwan University; currently, Convener of Remuneration Committee of the Company, Independent Director of IBF Financial Holdings Co., Ltd., and Independent Director of Janfusun Fancyworld Corp.; former Deputy Director-General of FSC, former Chairman of SinoPac Securities Investment Trust Company and former Chairman of SinoPac Securities, with least 5 years of work experience required in commerce, finance, and the Company's industry, specialized in finance, accounting, law and business operations and management.

Name \ Criteria		Independence	Number of public listed companies with independent directors concurrently served by the directors
Chairman	Taiwan First Biotechnology Corp. Representative: Kuan-Han Chen	Does not meet any of the conditions specified in Article 30 of the Company Act.	1
Vice Chairman	Yueshan Investment Co., Ltd. Representative: Ching-Jen Chen	Does not meet any of the conditions specified in Article 30 of the Company Act.	0
Director	NICE Enterprise Co., Ltd. Representative: Michael Chen	Does not meet any of the conditions specified in Article 30 of the Company Act.	1
Director	Fang Tien Enterprise Co., Ltd. Representative: Huai-Hsin Liang	Does not meet any of the conditions specified in Article 30 of the Company Act.	0
Director	Yin-Ji-Li International Consulting Corp. Representative: Hsien-Chueh Hsieh	Does not meet any of the conditions specified in Article 30 of the Company Act.	0
Director	Cunyuan Heye Co., Ltd. Representative: Chih-Chan Chen	Does not meet any of the conditions specified in Article 30 of the Company Act.	0

Name \ Criteria		Independence	Number of public listed companies with independent directors concurrently served by the directors
Independent Director	Yung-Chien Wu	<ol style="list-style-type: none"> <li>1. Not an employee of the Company or any of the affiliates</li> <li>2. Not a director, supervisor of the Company any of its affiliates (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent company or subsidiary).</li> <li>3. Not a natural-person shareholder holding 1% or more of the total shares issued by the Company, together with the person's spouse, minor children or under others' names or ranking in the top 10 in shareholdings.</li> <li>4. Not a spouse, relative of second degree, or direct kin of third degree or closer to persons described in the three preceding criteria.</li> <li>5. Not a director, supervisor, or employee holding 5% or more of the total number of shares issued by the Company, ranking in the top 5 in shareholdings or being the director, supervisor or employee of corporate shareholders who designate their representatives as the Company's directors or supervisors in accordance with Paragraph 1 or 2, Article 27 of the Company Act. (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or a subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)</li> </ol>	2
Independent Director	Yung-Fu Tseng	<ol style="list-style-type: none"> <li>6. Not a director, supervisor or employee of another company in which the number of directors or more than half of the voting shares is under the control of the same person (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or a subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)</li> <li>7. Not a director (managing director), supervisor or employee of another company or institution in which the Chairman, President or personnel with equivalent position are the same person or have spouse relationship (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or a subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)</li> <li>8. Not a director (managing director), supervisor (managing supervisor), manager or shareholder holding more than 5% of the shares of a specific company or institution that has a financial or business relationship with the Company (The same does not apply, however, in case the specific company or institution holds more than 20% and less than 50% of the Company's total issued shares, and the person is an independent director of the Company, its parent company, any subsidiary or a subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary).</li> </ol>	1
Independent Director	Wei-Lung Chen	<ol style="list-style-type: none"> <li>9. Not a professional who provides audits or commercial, legal, financial, accounting or consulting services accumulating more than NTD 500,000 of remuneration obtained in recent two years to the Company or its affiliates nor is an owner, partner, director (managing director), supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliates. However, this shall not apply to the members of the Remuneration Committee, Review Committee for Public Acquisitions or Special Committee for Mergers executing their duties in accordance with the Securities and Exchange Act or Business Mergers and Acquisitions Act.</li> <li>10. Not the spouse or a relative within the second degree of kinship of any other directors</li> <li>11. Does not meet any of the conditions specified in Article 30 of the Company Act</li> <li>12. No government agency, juristic person or their representatives are elected under Article 27 of the Company Act</li> </ol>	3

#### 4. Independence and Diversity of Board of Directors:

##### (1) Independence of the Board of Directors:

1. Board structure: The Company's Board of Directors consists of nine directors, including three independent directors. Directors who are also employees account for 11.11%, and independent directors account for 33.33%.
2. Independence and compliance: There is no conflict of interest between directors and independent directors as defined in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. Independent directors maintain objectivity and independence in the decision-making process, and comply with relevant regulations of the Financial Supervisory Commission.
3. The importance of independence of the Board of Directors: The independence of the Board of Directors is critical to the corporate governance structure, which can effectively prevent conflicts of interest, and enhance the interests and trust of shareholders.
4. For relevant information, please refer to pages 9 to 10 and page 13 to 16 of this annual report.

##### (2) Diversity of Board of Directors:

The Company emphasizes the importance of the diversity of the Board of Directors to corporate governance, improving the quality of decision-making, strengthening the ability to innovate, and better responding to the needs of the global market.

The Board of Directors shall formulate appropriate and diverse strategies based on how the Board works, type of operation, and development needs, including but not limited to the following two aspects:

- I. Basic requirements and values: Gender, age, nationality and culture.
- II. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

- I. Ability to make operational judgments.
- II. Ability to perform accounting and financial analysis.
- III. Ability to conduct management administration.
- IV. Ability to conduct crisis management.
- V. Knowledge of the industry.
- VI. An international market perspective.
- VII. Ability to lead.
- VIII. Ability to make policy decisions.

The Company's current Board of Directors consists of nine directors. The specific management goals under the Board diversity policy and achievement thereof are stated as follows:

Management goals	Achievement
Directors holding the position as the Company's managers shall be no more than one-third of the whole directors.	Achieved
Independent directors shall not be reelected for three terms of office	Achieved
Diversified professional knowledge and skill	Achieved
Independent directors accounting for one-third of the whole directors	Achieved

The achievement of the Company's management goals in terms of maintaining the independence, professionalism and diversity of the Board of Directors has helped to improve the Company's corporate governance and protect the interests of shareholders.

- (3) If the number of female directors is less than one-third of the total number of directors, the reason for the shortage and the measures to be taken to improve the diversity of the Board of Directors:
- A. Reasons for failing to meet the one-third gender ratio:
- (A) The Board of Directors is dominated by men with long-term experience in high management positions. The change of the Board of Directors is relatively small and it is difficult to adjust the diversity of genders quickly.
  - (B) The food industry may be regarded as a male dominated industry, especially in high management positions, which may affect the participation and development opportunities of women.
- B. Plan and measures for enhancing the gender diversity of directors:
- (A) The Company will re-elect all directors in 2025, and gender diversity will be included in the election of the Board of Directors. The Company will give priority to female candidates, and arrange training for directors, so that female members can adapt to the position of director and perform their duties successfully.
  - (B) The Company provides more leadership training and opportunities for female employees with potential to ensure that they can enter more high-level management or the Board of Directors.
  - (C) The Company has hired professional diversified consultants to assist the Company in the selection of Board members and the promotion of diversity.
  - (D) Regularly review the gender diversity of the Board of Directors to ensure that the goal of gender diversity is achieved, and make adjustments according to the actual situation.
  - (E) The gender diversity of the Board of Directors is not only required by law, but can also enhance the corporate governance level and innovation, which not only helps the Company's development, but also promotes social fairness and equality.

Implementation of the diversity policy for members of the Board of Directors:

Title	Chairman	Vice Chairman	Director	
Name	Kuan-Han Chen	Ching-Jen Chen	Kuan-Chou Chen	Hsien-Chueh Hsieh
Gender	Male	Male	Male	Male
Nationality	R.O.C.	R.O.C.	R.O.C.	R.O.C.
Age	51-60	81-90	51-60	61-70
Term of Independent Director				
Also an employee of the Company				✓
Professional background	Food science and technology	Business management	Economics	Business management
Professional knowledge and skills				
Commerce	✓	✓	✓	✓
Technology				
Finance/Accounting	✓		✓	
Law				
Marketing	✓	✓		
Information security				✓
Others				
Abilities and experience				
Leadership	✓	✓	✓	✓
Decision-making	✓	✓	✓	✓
International market vision	✓	✓	✓	○
Industrial knowledge	✓	✓	✓	✓
Financial management	✓	✓	✓	○
Production and manufacturing	✓	✓	○	✓
Business development	✓	✓	○	○
Risk management/Crisis management	✓	✓	✓	✓
Environmental sustainability	○	○	○	○
Social engagement	✓	○	○	○

✓ means possessing the ability; ○ means possessing part of the ability

Title	Director		Independent Director		
Name	Chih-Chan Chen	Huai-Hsin Liang	Yung-Fu Tseng	Yung-Chien Wu	Wei-Lung Chen
Gender	Male	Male	Male	Male	Male
Nationality	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.
Age	51-60	51-60	81-90	71-80	61-70
Term of Independent Director			3-6 years	3-6 years	3-6 years
Also an employee of the Company	✓				
Professional background	Commerce	Legal practitioner	Law	Law	Finance
Professional knowledge and skills					
Commerce	✓			✓	✓
Technology					
Finance/Accounting	✓	✓	✓		✓
Law		✓	✓	✓	
Marketing	✓				
Information security					
Others			✓	✓	✓
Abilities and experience					
Leadership	✓	✓	✓	✓	✓
Decision-making	✓	✓	✓	✓	✓
International market vision	✓	✓	✓	✓	✓
Industrial knowledge	✓	✓	✓	✓	✓
Financial management	✓	✓	○	✓	✓
Production and manufacturing	✓	○	○	○	○
Business development	✓	○	○	○	○
Risk management/Crisis management	✓	✓	✓	✓	✓
Environmental sustainability	○	✓	○	✓	✓
Social engagement	✓	✓	✓	✓	✓

✓ means possessing the ability; ○ means possessing part of the ability



## (II) Information concerning presidents, vice presidents, assistant vice presidents and department and branch managers

April 30, 2025

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholdings		Shareholdings of Spouse and Minor children		Shareholdings under the names of others		Education and work experience	Concurrent positions in other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
President	R.O.C.	Chih-Chan Chen	Male	2013.07.08	2,556,324	0.52	96,425	0.02	0	0.00	Vice President of AGV Products Corporation MBA of University of Nottingham	Vice Chairman of Defender Private Security Inc. Director of Taiwan First Biotechnology Corp.	None	None	None	None
Chief Operating Officer	R.O.C.	Chien-Hua Chen	Male	2016.12.16	95,637	0.02	0	0.00	0	0.00	Senior Manager of AGV Products Corporation Master of Department of Food Science, Tunghai University	Director of Taiwan First Biotechnology Corp. Director of Aco Distribution Corp.	None	None	None	None
Executive Vice President	R.O.C.	Nai-Pin Lin	Male	2017.08.10	10,000	—	0	0.00	0	0.00	Director-general of AGV Products Corporation Department of Banking, National Chengchi University	Executive Vice President of Taiwan First Biotechnology Corp. Chairman of Sentenkan Resort Development Co., Ltd.	None	None	None	None
Deputy Director	R.O.C.	Hung-Chi Hsiao	Male	2019.06.01	0	0.00	20,000	—	0	0.00	Director of AGV Products Corporation Firm Institute of Food Science and Technology, National Taiwan University Master of Business Administration, National Chung Cheng University	President of Taiwan First Biotechnology Corp.	None	None	None	None
Deputy Director	R.O.C.	I-Chen Liao	Male	2019.06.17	0	0.00	0	0.00	0	0.00	Technical Director of Total Quality Food Association. PhD of Food Science of College, Agricultural Sciences, Pennsylvania State University	None	None	None	None	None
Vice President	R.O.C.	Kuan-Hua Chen	Male	2023.01.01	2,123,592	0.43	0	0.00	0	0.00	Manager of AGV Products Corporation Department of Commerce, University of Massachusetts	Director of Taiwan First Biotechnology Corp. Supervisor of Hope Choice Distribution Corp.	Director-general	Hsuan-Hui Chen	Brother and sister	None
Vice President	R.O.C.	Chien-Teng Fan	Male	2019.06.01	2	—	0	0.00	0	0.00	Director of AGV Products Corporation Firm Master of Department of Food Science, Tunghai University	None	None	None	None	None

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholdings		Shareholdings of Spouse and Minor children		Shareholdings under the names of others		Education and work experience	Concurrent positions in other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Chief Auditor	R.O.C.	Chih-Cheng Yang	Male	2018.11.08	0	0.00	0	0.00	0	0.00	Manager of AGV Products Corporation Department of Business Administration, The University of Warwick	Supervisor of Hope Choice Distribution Corp. Supervisor of Yunlin Dairy Technology Corp.	None	None	None	None
Director-general	R.O.C.	Hsuan-Hui Chen	Female	2023.01.01	2,155,501	0.44	0	0.00	0	0.00	Manager of AGV Products Corporation Master of Industrial Psychology, University of Westminster	Supervisor of Sasaya Vitagreen Co., Ltd.	Vice President	Kuan-Hua Chen	Brother and sister	None
Director-general	R.O.C.	He-Shun Chang	Female	2015.07.23	0	0.00	0	0.00	0	0.00	Manager of AGV Products Corporation Department of Accounting, Aletheia University	None	None	None	None	None
Director-general	R.O.C.	Yueh-Chu Tsai	Female	2015.07.23	39,224	0.01	0	0.00	0	0.00	Manager of AGV Products Corporation Master of Business Administration, National Chiayi University	Director of Aco Distribution Corp. Supervisor of Yunlin Dairy Technology Corp.	None	None	None	None
Director-general	R.O.C.	Hai-Feng Chang	Male	2018.02.08	10,150	—	0	0.00	0	0.00	Director of AGV Products Corporation Firm Master of Food Science Division, Department of Food Science, Tunghai University	None	None	None	None	None
Director-general	R.O.C.	Li-Chueh Huang	Female	2018.02.08	30,213	0.01	0	0.00	0	0.00	Director of AGV Products Corporation Firm Department of Aquaculture, National Kaohsiung University of Science and Technology	None	None	None	None	None
Director-general	R.O.C.	Mei-Hua Tsai	Female	2019.11.12	1015	—	1,269	—	0	0.00	Director of AGV Products Corporation Firm Department of Food and Nutrition, Providence University	None	None	None	None	None
Director-general	R.O.C.	Fu-Hui Wen	Female	2019.09.23	10,000	—	0	0.00	0	0.00	Executive Creative Director of HAVAS TAIWAN LTD. Department of Journalism (Editing and Reporting Division), Shih Hsin University	None	None	None	None	None
Director-general	R.O.C.	Hsiao-Chen Lin	Male	2022.01.01	0	0.00	0	0.00	0	0.00	Director-general of Tangsheng International Co., Ltd. Master of Business Administration, National Taipei University	None	None	None	None	None

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholdings		Shareholdings of Spouse and Minor children		Shareholdings under the names of others		Education and work experience	Concurrent positions in other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note)
					Shares	Shareh olding ratio	Shares	Shareh olding ratio	Shares	Shareh olding ratio			Title	Name	Relationship	
Director-general	R.O.C.	Chun-Liang Chou	Male	2020.05.16	115	—	115	—	0	0.00	Director of AGV Products Department of Food Science, National Chiayi University	None	None	None	None	None
Assistant Vice President	R.O.C.	Chi-Mu Chen	Male	2015.02.01	0	0.00	0	0.00	0	0.00	Factory Director of AGV Products Corporation EMBA of Department of Food Science, National Chiayi University	None	None	None	None	None
Assistant Vice President	R.O.C.	Wei-En Wu	Male	2019.08.01	0	0.00	0	0.00	0	0.00	Assistant V.P. of Tangsheng International Co., Ltd. Master of Commerce, National Taiwan University	None	None	None	None	None
Director	R.O.C.	Tsung-Hsun He	Male	2023.06.13	0	0.00	0	0.00	0	0.00	Manager of AGV Products Corporation Master of Business Administration, National Chung Cheng University	None	None	None	None	None
Special Assistant	R.O.C.	Wei-Cheng Chen	Male	2025.01.10	0	0.00	0	0.00	0	0.00	Manager of AGV Products Corporation Department of Business Administration, Soochow University	None	None	None	None	None

Note: If the Chairman, President or personnel with equivalent position (senior managers) are the same person, have spouse relationship or are relatives within the first degree of kinship, the reason, rationality, necessity and countermeasures (including increasing independent director seats and having a majority of directors who do not concurrently serve as employees or managers) thereof shall be explained.

(III) Remuneration to directors (including independent directors), presidents and vice presidents in 2023

1. Remuneration to Ordinary Directors and Independent Directors

Unit: NTD thousand

Title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income		Remuneration received as a staff								Sum of A+B+C+D+E +F+G and ratio to net income		Remuneration from investees beyond subsidiaries or the parent company
		Remuneration (A)		Pension (B)		Remuneration to directors (C)		Business execution expenses (D)				Salary, Bonuses and special allowances (E)		Pension (F)		Employee Compensation (G)						
		The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company		Companies included into the financial report		The Company	Companies included into the financial report	
Amount paid in cash	Amount paid in stock															Amount paid in cash	Amount paid in stock					
Director	Chairman	Taiwan First Biotechnology Corp. Representative: Kuan-Han Chen																				
	Vice Chairman	Yueshan Investment Co., Ltd. Representative: Ching-Jen Chen																				
	Director	NICE Enterprise Co., Ltd. Representative:Michael Chen																				
	Director	Yin-Ji-Li International Consulting Corp. Representative: Hsien-Chueh Hsieh																				
	Director	Cunyuan Heye Co., Ltd. Representative: Chih-Chan Chen																				
	Director	Fang Tien Enterprise Co., Ltd. Representative: Huai-Hsin Liang																				
		1,440	1,925	0	0	2,402	2,402	340	901	4,182 1.46	5,228 1.82	23,460	24,070	280	280	200	0	200	0	28,122 9.80	29,778 10.38	15,285

Title	Name	Remuneration to directors								Sum of A, B, C and D as percentage of net income		Remuneration received as a staff								Sum of A, B, C, D, E, F and G as percentage of net income		Remuneration from investees beyond subsidiaries or the parent company	
		Remuneration (A)		Pension (B)		Remuneration to directors (C)		Business execution expenses (D)				Salary, Bonuses and special allowances (E)		Pension (F)		Employee Compensation (G)							
		The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company		Companies included into the financial report		The Company	Companies included into the financial report		
Amount paid in cash	Amount paid in stock															Amount paid in cash	Amount paid in stock						
Independent Director	Yung-Fu Tseng	2520	2520	0	0	1029	1029	420	420	3,969 1.38	3,969 1.38	0	0	0	0	0	0	0	0	3,969 1.38	3,969 1.38	0	
<div>1. Please describe the policy, system, standard and structure of remuneration payment for independent directors and the association with the remuneration payment amount by factors such as function of the director, risk and involvement duration: According to Article 26 of the Company’s Articles of Incorporation: the monthly transportation allowance for the Directors shall be paid with reference to the level of the peers in the practice without regard to profit and loss. The remuneration to the Chairman and Directors for their execution of duties for the Company shall be paid without regard to profit and loss. The Board of Directors is authorized to determine the remuneration based on their individual level of participation in and the value of contribution to the operation of the Company with reference to the level of peers in practice. The independent directors have devoted and provided generous support for each business promotion in the Company. The remuneration shall be paid with reference to the business performance with the level of the peers in the practice and suggestion shall be proposed to the Board of Directors for resolution.</div> <div>2. In addition to what are disclosed in the above table, the remuneration of the Company’s directors for providing services (such as assuming a non-employee advising post) for the companies included in the financial statement in most recent years: None.</div>																							

Range of remuneration to the Company's directors	Name of Directors			
	Total of the first 4 items (A + B + C + D)		Total of the first 7 items (A + B + C + D + E + F + G)	
	The Company	Companies included into the financial report (H)	The Company	Companies included into the financial report (I)
Under NTD1,000,000	Michael Chen, Ching-Jen Chen, Hsien-Chueh Hsieh, Chih-Chan Chen, Huai-Hsin Liang	Michael Chen, Ching-Jen Chen, Hsien-Chueh Hsieh, Chih-Chan Chen, Huai-Hsin Liang	Michael Chen, Hsien-Chueh Hsieh, Huai-Hsin Liang	Michael Chen, Hsien-Chueh Hsieh, Huai-Hsin Liang
NTD1,000,000 (inclusive) – NTD2,000,000 (exclusive)	Kuan-Han Chen, Yung-Fu Tseng, Yung-Chien Wu, Wei-Lung Chen	Kuan-Han Chen, Yung-Fu Tseng, Yung-Chien Wu, Wei-Lung Chen	Yung-Fu Tseng, Yung-Chien Wu, Wei-Lung Chen	Yung-Fu Tseng, Yung-Chien Wu, Wei-Lung Chen
NTD2,000,000 (inclusive) – NTD3,500,000 (exclusive)	None	None	None	None
NTD3,500,000 (inclusive) – NTD5,000,000 (exclusive)	None	None	None	None
NTD5,000,000 (inclusive) – NTD10,000,000 (exclusive)	None	None	Kuan-Han Chen, Ching-Jen Chen, Chih-Chan Chen	Kuan-Han Chen, Ching-Jen Chen, Chih-Chan Chen
NTD10,000,000 (inclusive) – NTD15,000,000 (exclusive)	None	None	None	None
NTD15,000,000 (inclusive) – NTD30,000,000 (exclusive)	None	None	None	None
NTD30,000,000 (inclusive) – NTD50,000,000 (exclusive)	None	None	None	None
NTD50,000,000 (inclusive) – NTD100,000,000 (exclusive)	None	None	None	None
Over NTD100,000,000	None	None	None	None
Total	9	9	9	9

## 2. Remuneration to presidents and vice presidents

Unit: NTD thousand

2. Remuneration to presidents and vice presidents															Unit: NT\$ thousand	
Title	Name	Salary (A)		Pension (B)		Bonus and and special allowances (C)		Employee Compensation (D)				Sum of A, B, C and D as percentage of net income (%)		Remuneration from investees beyond subsidiaries or the parent company		
		The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company	Companies included into the financial report	The Company		Companies included into the financial report		The Company	Companies included into the financial report			
								Amount paid in cash	Amount paid in stock	Amount paid in cash	Amount paid in stock					
President	Chih-Chan Chen	13,892	14,802	830	830	9,591	9,805	678	0	678	0	24,992 8.71	26,115 9.10	11,245		
Chief Operating Officer	Chien-hua Chen															
Executive Vice President	Nai-Pin Lin															
Vice President	Kuan-Hua Chen															
Vice President	Chien-Teng Fan															
Deputy Director	I-Chen Liao															
Deputy Director	Hung-Chi Hsiao															
Director- general	Hsiao-Chen Lin															
Director- general	Fu-Hui Wen															
Director- general	Hsuan-Hui Chen															

Range of remuneration to presidents and vice presidents	Name of presidents and vice presidents	
	The Company	Companies included into the financial report (E)
Under NTD1,000,000	None	None
NTD1,000,000 (inclusive) – NTD2,000,000 (exclusive)	Chien-Teng Fan, Hsiao-Chen Lin, Fu-Hui Wen	Chien-Teng Fan, Hsiao-Chen Lin, Fu-Hui Wen
NTD2,000,000 (inclusive) – NTD3,500,000 (exclusive)	Chien-Hua Chen, Nai-Pin Lin, Kuan-Hua Chen, I-Chen Liao, Hung-Chi Hsiao, Hsuan-Hui Chen	Chien-Hua Chen, Nai-Pin Lin, Kuan-Hua Chen, I-Chen Liao, Hung-Chi Hsiao, Hsuan-Hui Chen
NTD3,500,000 (inclusive) – NTD5,000,000 (exclusive)	Chih-Chan Chen	None
NTD5,000,000 (inclusive) – NTD10,000,000 (exclusive)	None	Chih-Chan Chen
NTD10,000,000 (inclusive) – NTD15,000,000 (exclusive)	None	None
NTD15,000,000 (inclusive) – NTD30,000,000 (exclusive)	None	None
NTD30,000,000 (inclusive) – NTD50,000,000 (exclusive)	None	None
NTD50,000,000 (inclusive) – NTD100,000,000 (exclusive)	None	None
Over NTD100,000,000	None	None
Total	10	10



3. Names of the managers receiving employee remuneration and the distribution there of

December 31, 2024

	Title	Name	Amount paid in stock	Amount paid in cash	Total	Ratio of total amount to profit after tax (%)
Manager	President	Chih-Chan Chen	0	1,130	1,130	0.39
	Chief Operating Officer	Chien-Hua Chen				
	Executive Vice President	Nai-Pin Lin				
	Deputy Director	Hung-Chi Hsiao				
	Deputy Director	I-Chen Liao				
	Vice President	Chien-Teng Fan				
	Vice President	Kuan-Hua Chen				
	Chief Auditor	Chih-Cheng Yang				
	Director-general	He-Shun Chang				
	Director-general	Yueh-Chu Tsai				
	Director-general	Hai-Feng Chang				
	Director-general	Li-Chueh Huang				
	Director-general	Mei-Hua Tsai				
	Director-general	Fu-Hui Wen				
	Director-general	Hsiao-Chen Lin				
	Director-general	Chun-Liang Chou				
	Director-general	Hsuan-Hui Chen				
	Assistant Vice President	Chi-Mu Chen				
	Assistant Vice President	Wei-En Wu				
	Director	Tsung-Hsun He				

- (IV) Comparison and analysis of the total remuneration to directors, supervisors, the President and Vice President of the Company in proportion to the profit after tax from the Company and companies included in the consolidated statements in the most recent two years shown in the parent company only or individual financial statements and the policies, standards and packages based on which they were paid, procedures of determining remunerations and their correlation with operating performance and future risks:

Year/Item	The Company				Companies included into the financial report			
	2023		2024		2023		2024	
	Total remuneration	Ratio of total remuneration to profit after tax (%)	Total remuneration	Ratio of total remuneration to profit after tax (%)	Total remuneration	Ratio of total remuneration to profit after tax (%)	Total remuneration	Ratio of total remuneration to profit after tax (%)
Director	22,329	11.11	32,091	11.18	23,933	11.91	33,747	11.76
Presidents and Vice Presidents	23,408	11.65	24,992	8.71	24,330	12.11	26,115	9.10

- The remuneration categories and payment regulations for directors are as follows:  
 Compensation: According to the Articles of Incorporation, directors shall be compensated regardless of the Company's profit or loss when performing their duties. The Board of Directors determines the individual remuneration amount based on the directors' participation in the Company's operations and their contribution value, and with reference to the remuneration level of the same industry, so that the remuneration is competitive and rational in the market.  
 Business execution expenses: These include transportation, special expenditure, various allowances, accommodation and vehicles, etc. The standard of these expenses is determined with reference to the common practices of the industry, in order to ensure that the expenditure is reasonable and market-competitive.
- Remuneration paid by the Company to directors:  
 Remuneration for directors: The Company determines the remuneration to directors based on the annual profit, and the remuneration to directors shall not exceed 1% of the annual profit. In addition, the Company pays fixed amounts of directors' remuneration on a monthly basis, which is determined with reference to the Company's operating size, operating results, and the standards in the same industry. The remuneration for directors are paid in cash, to ensure the reasonableness of the remuneration of directors, and to maintain consistency with the Company's industry performance.
- Compensation paid by the Company to managers:  
 The Company's design of remuneration to managers will combine regular and non-regular salaries. The adjustments are made based on individual performance, contributions and the Company's operating conditions. The details are as follows:  
 Regular salary: determined based on academic background, future development potential, performance, and the Company's salary management guidelines, bonus system, and employee benefits. The amount of regular salary is determined based on the time, responsibilities, performance, and results of the manager's investment.  
 A non-regular salary, including regular bonuses and bonuses and rewards for special contributions, is paid based on established operating targets, the personal KPI scores,

and team performance indicators. Additionally, bonuses will be given to those who have made substantial and special contributions to the Company, including those who have achieved great results in proposed improvements, revenue increase and expenditure reduction, according to personal performance.

In addition, the Company also refers to the standards of the industry to ensure that the remuneration of the management is competitive in the industry, helping the Company recruit and retain outstanding talent to ensure that the Company is competitive in terms of remuneration.

4. Remuneration paid by the Company:

Form of remuneration: The remuneration of directors and managers is relatively diversified, covering cash compensation, stock options, bonus shares, retirement benefits, allowances, etc. It is in compliance with the regulations of the Remuneration Committee to protect the reasonableness and fairness of remuneration.

Consistency with the annual report: The remuneration to directors and managers is consistent with the requirements of the annual report, and the annual report has been improved in terms of transparency and governance.

5. Relevance to operating performance and future risks:

(1) Relevance to operating performance

Linking of performance bonus with business indicators: The performance bonus of the management and the specific business performance indicators are directly linked. For example, profitability growth is a key indicator. The management's remuneration will be adjusted according to the Company's net profit or operating profit growth, and the management is encouraged to focus on increasing profits and optimizing the cost structure. The Company can effectively enhance the management's working power and promote the Company to achieve better operating results in a highly competitive market.

(2) Relevance to future risks

The remuneration and earnings per share (EPS) are directly linked to the indicators, in order to maintain the consistency between the interests of the management and shareholders. The management is responsible for improving the performance and earnings per share of the Company. This is helpful to improve the value of the Company.

Risk adjustment mechanism: In order to evaluate the Company's performance more comprehensively, the Company has designed a risk-adjusted return on capital mechanism that takes into account market risk, economic fluctuations, and other external uncertainties, in order to adjust the performance evaluation results in a timely manner. This measure can effectively prevent the management from excessively pursuing short-term high returns, and ignore potential risks, which helps enterprises to achieve stability and sustainability.

Balance between sustainable management and risk control: The purpose of the remuneration structure is to pursue high returns while ensuring the Company's long-term stable operation to avoid potential losses. The risk control mechanism is a key component of maintaining the Company's long-term stable operation.

6. The total remuneration to directors in proportion to the net income after tax paid by the Company in 2024 was increased than the proportion in 2023. This was due to the significant increased in total remuneration in 2024 compared to the previous year. There was no remuneration to supervisors recognized in 2024 due to the Company's replacement of supervisors with the Audit Committee. The total remuneration to presidents and vice presidents in proportion to the net income after tax in 2024 was decreased than the proportion in 2023. This was due mainly to the significant increased in profit after tax in 2024 compared to the previous.

7. In view of the above, the remuneration to directors, presidents and vice presidents paid by the Company is conducted in accordance with relevant regulations.

## II. Status of corporate governance

### (I) Operation status of the Board of Directors

1. The Board of Directors convened 5 meetings in 2024. The attendance of directors is as follows:

Title	Name	Actual attendance	Attendance by proxy	Actual attendance rate (%)	Remarks
Chairman	Taiwan First Biotechnology Corp. Representative: Kuan-Han Chen	5	0	100%	
Vice Chairman	Yueshan Investment Co., Ltd. Representative: Ching-Jen Chen	5	0	100%	
Director	NICE Enterprise Co., Ltd. Representative: Michael Chen	2	3	40%	
Director	Fang Tien Enterprise Co., Ltd. Representative: Huai-Hsin Liang	2	3	40%	
Director	Yin-Ji-Li International Consulting Corp. Representative: Hsien-Chueh Hsieh	5	0	100%	
Director	Cunyuan Heye Co., Ltd. Representative: Chih-Chan Chen	5	0	100%	
Independent Director	Yung-Fu Tseng	4	1	80%	
Independent Director	Yung-Chien Wu	4	1	80%	
Independent Director	Wei-Lung Chen	5	0	100%	

Other items to be stated:

I. If the operations of the Board of Directors meets any of the following circumstances, the meeting date, term, contents of proposals, opinions of all independent directors and the Company's handling of said opinions shall be specified:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act:

The Company held 5 Board meetings in 2024 and the resolutions are specified in Page 95-100 of the annual report. Matters specified in Article 14-3 of the Securities and Exchange Act were approved unanimously by all independent directors.

(II) Any other resolution(s) passed but with independent directors voicing opposing or qualified opinions on the record or in writing: None.

II. Directors' avoidance of proposals involving any conflict of interest; the names of directors, details of the proposals, causes of recusal, and participation in voting shall be disclosed:

1. 9th meeting of the 18th Board of Directors on January 25, 2024:

During the review of the proposal to renew the appointment of the Company's advisor, Chairman Kuan-Han Chen, the brother of Kuan-Ju Chen, independent director Yung-Fu Tseng, the father of Chi-Ying Tseng, and the director Ching-Jen Chen, the brother of Ching-Yao Chen, recused themselves and did not participate in the discussion and voting on the proposal due to involvement of their personal interests.

2. 10th meeting of the 18th Board of Directors on March 11, 2024:

During the review of the proposal to renew the appointment of Ching-Liang Chen as an advisor, director Ching-Jen Chen, the brother of Ching-Liang Chen, recused himself and did not participate in the discussion and voting on the proposal due to involvement of his personal interests.

3. 13th meeting of the 18th Board of Directors on November 8, 2024:

During the review of the proposal to renew the appointment of the Company's advisor, Chairman Kuan-Han Chen, the brother of Kuan-Ju Chen, independent director Yung-Fu Tseng, the father of Chi-Ying Tseng, and the director Ching-Jen Chen, the brother of Ching-Yao Chen, personnel change for director of Hsien-Chueh Hsieh, recused themselves and did not participate in the discussion and voting on the proposal due to involvement of their personal interests.

III. TWSE/TPEX listed companies shall disclose information including the cycle, period, scope, method and items of the self-evaluation (or peer review) for the Board of Directors and specify the implementation of the evaluation for the broad of directors:

(I) According to the Rules for Performance Evaluation of Board Directors of the Company, an annual internal performance evaluation for the Board of Directors is conducted every year and the evaluation result is submitted to the Board of Directors before Q1 of the following year. The cycle, period, scope, method, items and results related to the evaluation in 2024 is as follows:

1. The cycle, period, scope, method, and items of evaluation:

Performance Evaluation of the Board of Directors				
Cycle	Period	Scope	Method	Item
Once a year	January 1 to December 31, 2024	Performance evaluation for the whole Board of Directors	Internal self-evaluation of the Board of Directors	I. Participation in the Company's operation (20%) II. Improvement of the of the Board of Directors' decision quality (28%) III. Formation and structure of the Board of Directors (20%) IV. Election and continuing education of the directors (12%) V. Internal control (20%) A total of 25 indicators.

Performance Evaluation of Board Members				
Cycle	Period	Scope	Method	Item
Once a year	January 1 to December 31, 2024	Performance evaluation of individual director	Self-evaluation of the board members	I. Understanding of the Company's goals and tasks (15%) II. Awareness of duties as a director (20%) III. Participation in the Company's operation (30%) IV. Management and communication of internal relationship (15%)

				V. Directors' professionalism and continuing education (10%) VI. Internal control (10%) A total of 20 indicators.
Performance Evaluation of the Functional Committees				
Cycle	Period	Scope	Method	Item
Once a year	January 1 to December 31, 2024	Audit Committee	Internal self-evaluation of the Functional Committees	I. Participation in the operation of the company (18%) II. Awareness of the duties of the functional committee (23%) III. Improvement of quality of decisions made by the functional committee (27%) IV. Makeup of the functional committee and election of its members (14%) V. Internal control (18%) A total of 22 indicators.
Performance Evaluation of the Functional Committees				
Cycle	Period	Scope	Method	Item
Once a year	January 1 to December 31, 2024	Remuneration Committee	Internal self-evaluation of the Functional Committees	I. Participation in the operation of the company (21%) II. Awareness of the duties of the functional committee (26%) III. Improvement of quality of decisions made by the functional committee (32%) IV. Makeup of the functional committee and election of its members (16%) V. Internal control (5%) A total of 19 indicators.
2. The evaluation is conducted in the form of internal questionnaires based on the operation of the Board of Directors and self-participation evaluated by the director, and Internal self-evaluation of the Audit Committee and . Remuneration Committee. The secretariat of the Board will then collect and summarize the				

statistic results and then submit them to the Board of Directors.

3. Evaluation results of 2024: The evaluation of the performance of the Board of Directors and its members and the functional committees was completed in February 2025. The results indicated an average score of 94.00 for the internal self-evaluation of the Board of Directors, 96.64 for the internal self-evaluation of individual directors, 95.45 for the internal self-evaluation of the members of the Audit Committee, and 95.18 for the internal self-evaluation of the Remuneration Committee, all of which were “Excellent”. The directors strongly agreed that the evaluation indicators met the requirements of corporate governance, as well as effectively strengthened the functions of the Board of Directors and maintained shareholders’ interests. The results were submitted in a report to the 15th meeting of the 18th Board of Directors on March 11, 2025, and were acknowledged by the Board of Directors.
4. Recommendations for improvement or enhancement:
  - (1) Board of Directors, recommended for improvement: participation in the Company’s operations.  
Recommended direction for improvement: The participation in the Company’s operations is one of the key indicators for the evaluation of the performance of the Board of Directors. The evaluation found the participation low, and the Board of Directors should actively improve its participation.
  - (2) Audit Committee, recommended indicator for improvement: awareness of the responsibilities of the functional committee.  
Recommended direction for improvement: The members of the Audit Committee shall be reminded of their duties, to ensure that they effectively supervise or evaluate various potential or existing risks of the Company. During the evaluation, it is found that the members shall be reminded of their duties, and the information will be disseminated and the knowledge will be updated.
  - (3) Remuneration Committee, recommended indicator for improvement: improvement of the quality of decision-making by the functional committee.  
Recommended direction for improvement: The decision-making quality of the Remuneration Committee directly affects the human resource management and the remuneration structure of the Company. It is found that the decision-making quality is pending improvement in the evaluation. The decision process will be strengthened and the information will be updated and further education will be conducted.
5. The Board of Directors engages external professional organizations or experts to conduct performance evaluation of the Board of Directors:  
The Regulations Governing Evaluation of the Performance of the Board of Directors has been established. The Company shall arrange external evaluation agencies or external expert teams to perform performance evaluations of the Board of Directors, which shall comply with the following requirements:
  - (1) External evaluation organizations or external expert teams shall be professional and independent.
  - (2) The external evaluation agencies are mainly related institutions or management consulting companies that undertake the relevant services of the Board of Directors’ related education and training courses, and improve corporate governance.
  - (3) The external expert team shall include at least 3 experts or academic experts in the fields of the Board of Directors or corporate governance, to evaluate

	<p>the performance evaluation of the Board of Directors, and prepare an external evaluation analysis report.</p> <p>(4) The Company plans to engage external professional organizations or experts to conduct performance evaluation of the Board of Directors, and will start to implement this plan in 2025.</p> <p>6. The Company fully discloses the Rules for Performance Evaluation of Board Directors and the Board's and Board members' and Functional Committees evaluation results on the Market Observation Post System, in the Company's annual report and on the Company's website.</p> <p>7. The Remuneration Committee determines the salary adjustment or structure based on the performance evaluation results of the directors. In the decision-making process of the nomination of the directors, the performance evaluation results are also an important reference. The purpose is to ensure that the members of the Board of Directors have sufficient ability and power to perform their duties, and thereby protect the interests of shareholders and the Company.</p>
IV.	<p>Goals of strengthening board functions (e.g. setting up an audit committee or improving information transparency) in the current or most recent year and the implementation status:</p> <p>(I) The Company has established the Audit Committee, composed of three independent directors, to enhance the corporate governance of the Company and the functions of the Board of Directors.</p> <p>(II) In 2024 and as of the date of publication of the annual report, proposals which shall be submitted to the Audit Committee for approval and to the Board of Directors for resolution according to the Company Act and the matters set forth under Articles 14-3 and 14-5 of the Securities and Exchange Act were approved by the Audit Committee, submitted to and approved by resolutions of the Board of Directors, and implemented pursuant to the resolutions.</p> <p>(III) The Company has appointed a chief corporate governance officer in charge of matters related to corporate governance, such as assisting directors in legal compliance.</p> <p>(IV) At the 9th to 13th meetings of the 18th Board of Directors dated January 25, March 11, May 10, August 12, and November 8, 2024, regular reports were given by the President, the COO, the chief auditor, and relevant managers to the Board of Directors regarding the operations of the Company and the implementation of the business, financial, and internal audit plans.</p> <p>(V) Proposals for establishment and amendment of regulations:</p> <ol style="list-style-type: none"> <li>10th meeting of the 18th Board of Directors on March 11, 2024: A resolution approving amendments to the "Rules of Procedure for the Board of Directors", "Corporate Governance Best Practice Principles", "Rules of Procedure for the Board of Directors", "Regulations for Evaluation of the Performance of the Board of Directors" and "Organizational Rules for the Audit Committee".</li> <li>11th meeting of the 18th Board of Directors on May 10, 2024: A resolution approving an amendment to the Articles of Incorporation.</li> <li>12th meeting of the 18th Board of Directors on August 12, 2024: A resolution approving an amendment to the "Procedures for the Preparation and Verification of Sustainability Reports", renaming "Management of Sustainable Development Information" of the Internal Control System and Implementation Rules of Internal Audit to "Management of Sustainability Information", and an amendment to the Procedures and Key Points of Control for the Internal Control System.</li> <li>13th meeting of the 18th Board of Directors on November 8, 2024:</li> </ol>



A resolution approving amendments to the “Regulations for Evaluation of the Performance of the Board of Directors”, “Corporate Governance Best Practice Principles”, “Procedures for Management of Material Insider Information”, Procedures and Key Points of Control for the Internal Control System for “Management of the Prevention of Insider Trading”, and to the Procedures for the Implementation Rules of Internal Audit.

- (VI) Report on the status of implementation and results of evaluation of the performance of the Board of Directors and its members
  - 1. The status of implementation and results of evaluation of the performance of the Board of Directors in 2023 were acknowledged by the 10th meeting of the 18th Board of Directors on March 13, 2024.
  - 2. The status of implementation and results of evaluation of the performance of the Board of Directors in 2024 were acknowledged by the 15th meeting of the 18th Board of Directors on March 11, 2025.
- (VII) The assessment of the engagement, competence and independence of the CPAs was approved by a resolution of the Board of Directors.
- (VIII) The refund of the capital reduction of the subsidiary, AGV Products Corporation, caused the net value on December 31, 2023 to drop, and then caused the loan of funds to Taiwan First Biotechnology Corp. to exceed the limit. This case has been reported to the Board of Directors for approval, and the countermeasures and follow-up control methods are being reviewed. It is also included in the 2024 annual general meeting of shareholders report on the implementation of improvements in accordance with the requirements of the letter from the FSC.
- (IX) The 2024 Sustainability Report was submitted, and its results of the promotion and implementation of sustainable development were approved by a resolution of the Board of Directors.
- (X) Quarterly reports are submitted to the Board of Directors on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
- (XI) Report on renewal of the “liability insurance for directors and managers”.
- (XII) The chief corporate governance officer reported that the professional qualifications and independence of the current independent directors are in compliance with relevant laws and regulations, and the report was approved by the Board of Directors.
- (XIII) The chief corporate governance officer handles requests from directors in accordance with the “Standard Operating Procedures for Handling Requests from Directors”.
- (XIV) The Company forwards relevant laws and regulations or information on continuing education to directors on a regular or intermittent basis to enhance the understanding of the laws.
- (XV) Besides conducting regular self-examination by the Company on the operation of the Board of Directors to enhance the board functions, internal auditors also prepare audit reports concerning the operation of the Board of Directors to comply with the regulations of the competent authority for securities.

(II) Information on the operation of the Audit Committee

1. Power and annual focuses of the Audit Committee
  - A. Establishment or amendment of the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
  - B. Assessment of the effectiveness of the internal control system.
  - C. Establishment or amendment of the handling procedures regarding significant financial business behaviors, including the acquisition and disposal of assets, trading of financial derivatives, loaning of funds to others, and endorsement/guarantees for others in accordance with Article 36-1 of the Securities and Exchange Act.
  - D. Matters involving any directors' personal interests.
  - E. Significant transactions of assets or financial derivatives.
  - F. Significant loans of funds, and endorsement/guarantees.
  - G. The offering, issuance, or private placement of equity-type securities.
  - H. The hiring or dismissal of CPAs or the remuneration given thereto.
  - I. The appointment or discharge of a financial, accounting, or internal audit officer.
  - J. The first quarter, second quarter, third quarter financial reports, and annual financial report signed or stamped by the Chairman, Manager, and Accounting Supervisor.
  - K. Any other material matter required by the Company or the competent authority.
2. The Audit Committee convened 5 meetings in 2024. The attendance of independent directors is as follows:

Title	Name	Actual attendance	Attendance by proxy	Actual attendance rate (%)	Remarks
Independent Director	Yung-Chien Wu	4	1	80%	
Independent Director	Yung-Fu Tseng	4	1	80%	
Independent Director	Wei-Lung Chen	5	0	100%	

Other items to be stated:

- I. If the operations of the Audit Committee meets any of the following circumstances, the meeting date of the Board of Directors, term, contents of proposals, resolutions of the Audit Committee and the Company's handling of said opinions shall be specified.
  - (I) Matters specified in Article 14-5 of the Securities and Exchange Act:

In 2024, the Audit Committee of the Company held 5 meetings and the resolutions are specified in Page 40-41 of the annual report. Matters specified in Article 14-5 of the Securities and Exchange Act were approved unanimously by the Audit Committee.
  - (II) Other than those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of directors: None.
- II. Independent directors' avoidance of proposals involving any conflict of interest; the names of independent directors, details of the proposals, causes of recusal, and participation in voting shall be disclosed: None.

- III. Communication between independent directors, internal audit officer and CPAs (e.g. the major matters, methods and results of communication with regard to the financial and business statuses of the Company):
- (I) Monthly Audit Reports: Audit reports are submitted to the Audit Committee at least once a month. Each report includes follow-ups on the improvement of internal control deficiencies or irregularities.
  - (II) Reports from the Chief Auditor: The Chief Auditor reports on audit activities during every Audit Committee meeting, using the meeting as a platform for communication.
  - (III) Audit Committee Instructions and Inquiries: When the Audit Committee reviews audit reports and has any instructions or questions, the Chief Auditor is informed for further handling.
  - (IV) Regular Communication Between the CPAs and Audit Committee: CPAs regularly communicate with the Audit Committee, including presenting the annual audit plan and audit completion reports.
  - (V) CPAs Attendance at Audit Committee Meetings: CPAs attend Audit Committee meetings to report on the audit results of financial statements or other regulatory impacts on the company. Communication between the independent directors and CPAs is smooth and effective.
  - (VI) Diverse Communication Channels: The Audit Committee maintains effective communication with both the Chief Auditor and CPAs through various means, including video conferencing, phone calls, email, LINE, and fax, ensuring a clear understanding of the company's financial and operational status.
  - (VII) Transparency and Communication Mechanisms: The transparency of the company's internal controls and communication mechanisms ensures that independent directors are kept well-informed about the financial and audit conditions. Communication with both the Chief Auditor and CPAs smooth and conducted through diverse channels.
- IV. Summary of the work focuses of the Audit Committee in 2024:
- (I) Reviewing the annual audit plan.
  - (II) Reviewing the Q1, Q2, Q3 and annual financial reports.
  - (III) Review of the appointment, competence, and independence of CPAs.
  - (IV) Review of amendments to the internal control system and assessment of its effectiveness.
  - (V) Reviewing internal audit reports and follow-up reports.
  - (VI) Regular communication with the external auditors.

3. The contents of proposals and resolutions of the Audit Committee and the Company's handling of the Audit Committee's opinions in 2024 is as follows:

Audit Committee	Proposal	Objection or reservations by independent director	Resolution Results	Company's response to Audit Committee's opinions
January 25, 2024 2nd Audit Committee, 8th meeting	Matters to be reported: 1. Report on the implementation of the internal audit plan. 2. Communication between the CPAs and the governing bodies. Matters to be discussed: None.	None	Acknowledged	Acknowledged
March 11, 2024 2nd Audit Committee, 9th meeting	Matters to be reported: 1. Report on the implementation of the internal audit plan. 2. Communication between the CPAs and the governing bodies. Matters to be discussed: 3. Review of the Company's 2023 financial statements (including consolidated financial statements). 4. Review of the proposal for distribution of the earnings of 2023. 5. Review of the 2023 "Statement of Internal Control System". 6. Review of the issuance of common shares for cash capital increase via private placement approved by the 2023 annual shareholders' meeting, with a proposal to discontinue the issuance in the remaining period. 7. Review of the proposal for issuance of common shares for cash capital increase via private placement. 8. Review of the proposal for assessment of the engagement and independence of the CPAs.	None	Acknowledged  Approved without amendment, and submitted to the Board of Directors for review.	Acknowledged  Approved, without amendment, by a resolution of the Board of Directors.
May 10, 2024 2nd Audit Committee, 10th meeting	Matters to be reported: 1. Report on the implementation of the internal audit plan. Matters to be discussed: 2. The 2024 Q1 consolidated financial statements, audited by the CPAs.	None	Acknowledged  Approved without amendment, and submitted to the Board of	Acknowledged  Approved, without amendment, by a resolution of

Audit Committee	Proposal	Objection or reservations by independent director	Resolution Results	Company's response to Audit Committee's opinions
			Directors for review.	the Board of Directors.
August 12, 2024 2nd Audit Committee, 11th meeting	<p>Matters to be reported:</p> <p>1. Report on the implementation of the internal audit plan.</p> <p>Matters to be discussed:</p> <p>2. Review of the 2024 Q2 consolidated financial statements, audited by the CPAs.</p> <p>3. Reviewed and revised the company's "Guidelines for Handling Internal Control Systems".</p> <p>4. Reviewed the proposed renaming of "Management of Sustainability Development Information" to "Management of Sustainability Information" in the Internal Control System and Internal Audit Implementation Rules, and revised the operating procedures and key controls of the Internal Control System accordingly.</p>	None	<p>Acknowledged</p> <p>Approved without amendment, and submitted to the Board of Directors for review.</p>	<p>Acknowledged</p> <p>Approved, without amendment, by a resolution of the Board of Directors.</p>
November 8, 2024 2nd Audit Committee, 12th meeting	<p>Matters to be reported:</p> <p>1. Report on the implementation of the internal audit plan.</p> <p>Matters to be discussed:</p> <p>2. Review of the 2024 Q3 consolidated financial statements, audited by the CPAs.</p> <p>3. Review of the 2025 audit plan.</p> <p>4. Reviewed and revised the operating procedures and key controls of the "Management of Insider Trading Prevention" within the Internal Control System, as well as the operating procedures in the Internal Audit Implementation Rules.</p>	None	<p>Acknowledged</p> <p>Approved without amendment, and submitted to the Board of Directors for review.</p>	<p>Acknowledged</p> <p>Approved, without amendment, by a resolution of the Board of Directors.</p>

(III) Implementation of corporate governance, and deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance best practice principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	✓		<ol style="list-style-type: none"> <li>1. The Company has established the “Corporate Governance Best Practice Principles” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” on May 12, 2017, and follows the guidelines of the Principles for corporate governance.</li> <li>2. The time of the amendment to the Principles, including August 13, 2019, January 18, 2022, March 13, 2023, March 11, 2024, and November 8, 2024, were approved by the Board of Directors.</li> <li>3. All the provisions have been publicly disclosed and disclosed on the Company’s website (<a href="https://www.agv.com.tw">https://www.agv.com.tw</a>) and MOPS, for the information of shareholders and stakeholders.</li> <li>4. The Company has implemented these practices accordingly based on the spirit of the Corporate Governance Best Practice Principles, in order to safeguard the interests of shareholders and stakeholders.</li> </ol>	In compliance with the Best Practice Principles.
II. Equity structure and shareholders’ equity of the Company				
(I) Has the Company established internal procedures for handling shareholders’ suggestions, questions, disputes, and lawsuits? Does your company follow such procedures?	✓		<ol style="list-style-type: none"> <li>1. In addition to engaging a stock agency to handle stock affairs, the Company has also established a dedicated internal system to manage shareholder communication and related affairs.</li> <li>2. The Company has a spokesperson and deputy spokesperson system in place to ensure that all questions from shareholders or other stakeholders are effectively responded to in all circumstances.</li> <li>3. The Company has delegated the chief corporate governance officer, shareholders service dedicated personnel, and legal affairs unit to handle related affairs such as shareholders’ suggestions, questions, disputes, and lawsuits, to ensure good interaction between the Company and its shareholders and timely handling of related issues.</li> </ol>	In compliance with the Best Practice Principles.
(II) Does the Company keep a list of major shareholders actually controlling your company and the ultimate controllers of the major shareholders ?	✓		<ol style="list-style-type: none"> <li>1. The Company has a stock agency - Capital Securities Corporation, to keep track of the shareholders’ register, and ensure the management and update of the shareholders’ information.</li> <li>2. The Company regularly reports the changes in shareholdings of directors and insiders on a monthly basis, which helps ensure the transparency of insider shareholdings.</li> </ol>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
(III) Has the Company established and implemented a system for risk control and firewalls with its affiliates?	✓		The operation of the Company and its affiliates is independent from each other and the operation of the Company is conducted based on the internal control system. We have established the “Regulations Governing the Monitoring of Subsidiaries”, participated in important meetings of the affiliates to ensure effective oversight of its operations and decision making, and established the international investment department to actively manage and reduce risks to ensure that collaboration between the Company and its affiliates is smooth and in line with governance standards.	In compliance with the Best Practice Principles.
(IV) Has the Company established internal regulations that prevent insiders from trading securities using non-public market information ?	✓		<ol style="list-style-type: none"> <li>Article 4 of the “Ethical Management Best Practice Principles” stipulates that: the Company shall comply with related regulations such as the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on the Recusal of Public Servants Due to Conflicts of Interest, and regulations governing TWSE/TPEX listed companies or other laws concerning business activities, as the underlying foundation to facilitate ethical corporate management. The Company’s directors, managers, employees, and de facto controllers of the Company are required to comply with relevant regulations, and also adopt the “Procedures for the Management of Material Insider Information” in order to protect investors and maintain the Company’s interests.</li> <li>The Company provides related information to new directors and insiders and communicates with them to remind them regarding matters requiring attention to ensure directors and insiders understand and comply with the requirements of corporate governance and the law.</li> <li>The regulations and procedures for strengthening stock trading controls to prevent insiders from trading in securities using non-public information. The Company has established its “Corporate Governance Best Practice Principles” and “Procedures for Handling Material Inside Information” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and stipulated that insiders of the Company shall not trade shares during the 30 days prior to the date of announcement of the annual financial report or during the 15 days prior to the date of announcement of the quarterly financial report. The purpose is to enhance the transparency of the Company, and prevent insiders from using undisclosed financial or other material information to trade stocks, in order to meet the requirements of corporate governance.</li> </ol> <p>The following is a list of the Company’s implementation</p>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons									
	Yes	No	Summary										
			<div>of the annual report before publication:</div> <table><tr><td>Period of financial reporting</td><td>Date of Board of Directors meeting</td><td>Period of closure</td></tr><tr><td>2024</td><td>March 11, 2025</td><td>February 9 to March 11, 2025</td></tr><tr><td>Q1 of 2025</td><td>May 9, 2025</td><td>April 24, 2025 to May 9, 2025</td></tr></table>	Period of financial reporting	Date of Board of Directors meeting	Period of closure	2024	March 11, 2025	February 9 to March 11, 2025	Q1 of 2025	May 9, 2025	April 24, 2025 to May 9, 2025	
Period of financial reporting	Date of Board of Directors meeting	Period of closure											
2024	March 11, 2025	February 9 to March 11, 2025											
Q1 of 2025	May 9, 2025	April 24, 2025 to May 9, 2025											
III. Composition and responsibilities of the Board of Directors  (I) Has the Board of Directors established a diversity policy and specific goals of management? Have such policies and goals been implemented ?	✓		<p>The Board of Directors plays an important role in corporate governance. It must ensure that the Company and its shareholders are held accountable for the exercise of its powers in accordance with laws, the Articles of Incorporation, and resolutions of shareholders’ meetings. Chapter 3 of the “Corporate Governance Best Practice Principles” has stipulated that the Board of Directors shall be responsible for establishing an appropriate diversity policy, which consists of the following two aspects:</p> <p>1. Basic conditions and values: Gender, age, nationality, and culture, etc. The purpose is to ensure that the members of the Board of Directors can represent different perspectives and experiences in a diversified manner, and enhance the overall decision-making process of the Board.</p> <p>2. Professional knowledge and skills: Including professional background (e.g. law, accounting, industry, finance, marketing, or technology), professional skills and industrial experience, all of which can help members of the Board of Directors make effective contribution to the Company’s decisions.</p> <p>Members of the Board of Directors shall possess the necessary knowledge, skills, and experience for performing their duties. To achieve the ideals and goals of corporate governance, members of the Board of Directors must possess the following abilities:</p> <p>1. Ability in operational judgment.</p> <p>2. Ability in accounting and financial analysis.</p> <p>3. Ability in business management.</p> <p>4. Ability in crisis management.</p> <p>5. Industrial knowledge.</p> <p>6. International market vision.</p> <p>7. Leadership ability.</p> <p>8. Decision-making ability.</p> <p>The achievement of targets formulated regarding diversification in the abilities of members of the Board of Directors is described as follows:</p> <p>The members of the Board of Directors are from</p>	In compliance with the Best Practice Principles.									



Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
			<p>different fields, with food expertise, accounting, lawyer, finance and accounting, and business management expertise. All members demonstrate high professionalism, independence, and diversified professional experience, which meet the requirements of the Board of Directors structure in the Corporate Governance Best Practice Principles.</p> <p>The Board of Directors emphasizes the diversity of professional skills and has performance evaluation indicators to help improve the quality of decision making, and ensure that the Board of Directors can fully exploit its professional knowledge in each field.</p> <p>The members of the Board of Directors of the Company have diversified professional backgrounds, and all the indicators have been achieved in accordance with the diversified goals (with more than 10% of each profession). The expertise of directors can be divided as such: 44.45% have expertise in the food industry, 22.22% in the finance industry, and 33.33% have a legal background. This shows that the Company has demonstrated the ability to select and train a diverse and balanced Board of Directors, successfully established a professional and diversified decision-making team, and strengthened the Company’s corporate governance effectiveness.</p> <p>For the policy of diversity for the composition of members of the Board of Directors and its implementation, please see pages 17–20 of the annual report and the Investor Section – Status of Corporate Governance on the Company’s website (at <a href="https://www.agv.com.tw">https://www.agv.com.tw</a>), to obtain more specific information regarding corporate governance operations.</p>	
(II) Has the Company, apart from establishing a remuneration committee and an audit committee, voluntarily set up any other functional committee ?	✓		<p>The Company has established the Audit Committee and the Remuneration Committee, in order to strengthen corporate governance, improve transparency and ensure a fair remuneration structure. Additionally, to promote the Company’s sustainable development and internal management efficiency, we have established a number of special committees including the Management Strategy Committee, Marketing Management Committee, Total Quality Management Review Committee, Evaluation Committee For Food Science and Technology Personnel, Procurement Committee, Operation Review Commission, Personnel Evaluation Committee and Security Center. They enable the Company to continue innovation and development during its operations. The operation of the committee is in compliance with relevant laws and regulations and the Company’s internal regulations, to ensure compliance, and implement the governance structure and operation mechanism of the Board of Directors.</p>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
(III) Has the Company established regulations and methods for the evaluation of the performance of the Board of Directors? Does the Company conduct such performance evaluations on a regular basis each year? Are the results of such performance evaluations submitted to the Board of Directors and used as a reference for the remuneration of individual directors and for their nomination or re-election?	✓		<p>The Company has established the Board of Directors’ performance evaluation measures, and has also implemented an internal Board of Directors’ performance evaluation in accordance with the measures every year. The evaluation results will be submitted to the Board of Directors for reporting before the first quarter of the next year to ensure the transparency and efficiency of the Board of Directors’ operations.</p> <p>The 2024 Board of Directors’ performance evaluation was completed in February 2024. The evaluation results are as follows:</p> <ul style="list-style-type: none"> <li>• Average score of the whole Board of Directors: 94.00</li> <li>• Average score of individual directors: 96.94</li> <li>• Average score of the Audit Committee: 95.45</li> <li>• Average score of the Remuneration Committee members: 95.18</li> </ul> <p>The above results are all excellent (90 or above), which shows that the Board of Directors and members of various committees have performed well. The evaluation results were submitted to the 15th meeting of the 18th Board of Directors on March 11, 2025, and acknowledged by the Board of Directors.</p> <p>The Company follows applicable laws and regulations in the process of performance evaluation of the Board of Directors, to ensure the standardization and transparency of corporate governance.</p> <p>The results of the performance evaluation of the Board of Directors of the Company are submitted to the Board of Directors before the first quarter of each year, and the results are used as follows:</p> <p>The reference for individual directors’ remuneration: The results of performance evaluation will be used as an important basis for adjusting directors’ remuneration to ensure that the directors’ remuneration is consistent with their work performance.</p> <p>The nomination of the continuing directors is based on the results of the evaluation, which will also become one of the important references for the nomination of the continuing directors, in order to enhance the overall performance and professionalism of the Board of Directors.</p>	In compliance with the Best Practice Principles.
(IV) Does the Company assess the independence of CPAs on a regular basis ?	✓		<p>1. According to the Company Act and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the independence of CPAs shall be assessed periodically (at least once per year). With reference to Article 47 of the Certified Public Accountant Act and the items for assessment listed in the Standards of Professional Ethics for Certified Public Accountants Bulletin No. 10 “Integrity, Impartiality, Objectivity and Independence”, the CPAs Ling-Wen Huang and Kuo-Ming Li from Crowe Taiwan, engaged by the Company for financial and</p>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
			<p>tax audits in 2025, have met the independence and competence requirements according to the results of assessment conducted by the Company’s accounting department. Also, the CPAs have issued their 2025 CPA independence assessment reports and provided a declaration of independence.</p> <p>2. The Company has established the following assessments of independence and suitability for the CPAs, including:</p> <p>(1) There is no direct or material indirect financial interest relationship between the CPAs and their dependents and the Company.</p> <p>(2) There is no significant close business relationship between the CPAs and the Company.</p> <p>(3) The CPAs have no potential employment relationship with the Company during the audit.</p> <p>(4) The CPAs and their dependents have not had loans from the Company.</p> <p>(5) The CPAs have not received gifts or gifts of great value from the Company and the Company’s directors and managers (the value of which exceeds the general social custom).</p> <p>(6) The CPAs have not been providing the Company with audit services for seven consecutive years.</p> <p>(7) The CPAs do not hold the Company’s shares.</p> <p>(8) The CPAs, their spouses or dependents, and their audit team have not served as directors, managers, or in positions that have significant influence on the audit operation during the audit period or in the most recent two years, and it is also confirmed that they will not serve the above-mentioned positions in the future audit period.</p> <p>(9) Are the CPAs in conformity with the Norm of Professional Ethics for Certified Public Accountants No. 10 regarding the independence, and have they obtained the “Declaration of Independence” issued by the CPAs.</p> <p>3. The assessment of independence of the CPAs includes four items:</p> <p>(1) Requirements of the Certified Public Accountant Act.</p> <p>(2) Standards of Professional Ethics for Certified Public Accountants Bulletin No. 1.</p> <p>(3) Standards of Professional Ethics for Certified Public Accountants Bulletin No. 10.</p> <p>(4) Articles 65 and 68 of TWSQM1 concerning the quality control of accounting firms.</p> <p>4. The CPAs reported to the Audit Committee on the operation of the audit quality indicators, and the resolution of the 14th meeting of the 2nd term of the Audit Committee on March 11, 2025 was passed as proposed, and the resolution of the 15th meeting of the</p>	

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
			18th term of the Board of Directors on March 11, 2025 was passed as proposed. All the procedures complied with the relevant regulations and corporate governance requirements.	
IV. Does the TWSE/TPEx listed company appoint an appropriate number of competent corporate governance officers and designate a chief corporate governance officer to be in charge of corporate governance affairs (including but not limited to providing the information required for directors or supervisors to perform their duties, assisting directors or supervisors in compliance, managing affairs for Board of Directors meetings and shareholders’ meetings as required by law, and preparing minutes for Board of Directors meetings and shareholders’ meetings)?	✓		<p>The Board of Directors has adopted a resolution to appoint a chief corporate governance officer, the position of which is currently occupied by Yue-Tsu Tsai, the manager of the Human Resources Department. Graduated as an MBA from National Chiayi University, she possesses years of practical experience in compliance, operations of the Board of Directors, and stock affairs, meeting the requirements of the Corporate Governance Best Practice Principles. Her main responsibilities are as follows:</p> <ol style="list-style-type: none"> <li>1. Managing matters related to the Board of Directors meetings and shareholders’ meetings in accordance with the law.</li> <li>2. Preparing minutes for Board of Directors meetings and shareholders’ meetings.</li> <li>3. Assisting directors in taking office and continuing training.</li> <li>4. Providing the information required for directors to perform their duties.</li> <li>5. Assisting directors in compliance.</li> <li>6. Submitting a report to the Board of Directors regarding the result of review on whether the qualifications of independent directors meet the requirements of relevant laws and regulations at the times of their nomination and election and during their term of service.</li> <li>7. Managing matters related to changes of directors.</li> <li>8. Other matters set out in the Articles of Incorporation or contracts.</li> </ol> <p>The following is a description of the key duties performed and the status of continuing training in 2024:</p> <ol style="list-style-type: none"> <li>1. Managing matters related to meetings of the Board of Directors, Audit Committee and Remuneration Committee and shareholders’ meetings in accordance with the law. Informing all directors to attend the meeting at least seven days in advance with the provision of sufficient meeting information and preparing minutes of the Board of Directors meetings, Audit Committee meetings, Remuneration Committee meetings, and shareholders’ meetings.</li> <li>2. The update of the latest information on laws and regulations required for the directors to perform their duties.</li> <li>3. During the 13th meeting of the 18th Board of Directors on November 8, 2024, the Company’s current independent directors reported their professional qualifications and independence. The corporate governance officer reviewed the three</li> </ol>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
			<p>independent directors who are currently in office to ensure that they meet the relevant laws and regulations, and also provided a qualifications inspection checklist and statement for independent directors (during their term of office), which the Board of Directors reviewed and approved to ensure that the independent directors maintain their independence and professional qualifications during their term of office in accordance with relevant laws and regulations.</p> <p>4. Provision of information related to continuing education for directors to assist them in legal compliance.</p> <p>5. Registration of the date of the shareholders’ meeting each year as required by law, and preparation and filing of meeting notices, handbooks, meeting minutes, and annual reports before the deadline.</p> <p>6. Matters related to changes in company registration.</p> <p>7. Matters related to investor relations.</p> <p>8. Review of the corporate governance evaluation indicators published every year, review of the targets achieved by the Company item by item, and planning for improvements.</p> <p>9. Amendments to the latest regulations concerning corporate governance, and the submission of such amendments to the Board of Directors for review.</p> <p>10. Assessment of the purchase of liability insurance for directors and important employees, and reporting its implementation to the Board of Directors.</p> <p>11. Report to the Board of Directors and the performance evaluation of the Board members and functional committees, and the results of the 2023 Sustainability Report.</p> <p>12. Completing other related matters set out in the Articles of Incorporation or contracts.</p> <p>13. In 2024, the chief corporate governance officer attended continuing training courses for a total of 23 hours.</p>	
V. Has the Company established channels of communication with stakeholders (including but not limited to shareholders, employees, customers, and suppliers)? Does the Company create a section for stakeholders on its website and give proper responses regarding important	✓		<p>1. To achieve sustainable management and development, it is imperative that the Company understand the opinions of stakeholders as an important basis of sustainable development. Besides maintaining interaction with stakeholders in various forms, the Company has also set up a section for external communication on its website: <a href="https://www.agv.com.tw/投資人專區/利害關係人專區">https://www.agv.com.tw/投資人專區/利害關係人專區</a>, allowing stakeholders to contact the Company more easily.</p> <p>2. The Company’s website has a stakeholder section (including business partners, social welfare organizations, consumers, customers, employees, governments, local communities, non-government</p>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
issues of corporate social responsibility that concern stakeholders?			<p>organizations, shareholders and other investors, suppliers, public associations, disadvantaged groups, etc.) that provides various information related to stakeholders, such as shareholders’ meeting information, corporate governance, corporate social responsibility, etc., so that stakeholders can easily inquire and interact with the Company effectively. The corporate governance officer is responsible for managing this communication channel to ensure that stakeholders can express their concerns in a timely manner and provide corresponding responses and solutions.</p> <p>3. The Company will publicly disclose its measures and results in terms of corporate social responsibility (CSR) issues that are of most concern to stakeholders, including environmental protection, employee welfare, social welfare, and other fields.</p> <p>4. Communication channels  Employee relations – Ms. Tsai, Human Resources Department Email: yuehchu@mail.agv.com.tw  Stock Affairs Office – Ms. Tsai Email: yuehchu@mail.agv.com.tw  Investor relations – Ms. Chang, Accounting Department Email: j77888@mail.agv.com.tw  Customer service center – Ms. Chang, Customer Service Center Email: greenbar@mail.agv.com.tw</p> <p>5. The Company’s 12th meeting of the 18th Board of Directors on August 12, 2024, reported the Company’s “2023 Sustainability Report” to the Board of Directors. The report included the sustainability policy and promotion, risk management, ethical management, climate change, energy management, human rights policy, occupational safety, and communication with stakeholders. The report is intended to outline and implement sustainable operation.</p>	
VI. Does the Company engage any professional shareholder services agent to manage affairs for shareholders’ meetings ?	✓		The Company has engaged the professional Registrar Department of Capital Securities Corporation to manage affairs for shareholders’ meetings.	In compliance with the Best Practice Principles.
VII. Information Disclosure : (I) Does the Company set up a website to disclose financial, business, and corporate governance information ?	✓		The Company is committed to providing transparent and complete financial and business and corporate governance information, and ensuring that all stakeholders can easily inquire about relevant information. The Company’s website (including the English version) has fully disclosed the financial and corporate governance information of the Company.	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and the reasons
	Yes	No	Summary	
			Website: <a href="https://www.agv.com.tw">https://www.agv.com.tw</a> .	
(II) Does the Company use other means to disclose information (e.g., setting up an English website, assigning specialized personnel to collect and disclose corporate information, implementing a spokesperson system, uploading the proceedings of investor conferences to the Company’s website)?	✓		<ol style="list-style-type: none"> <li>1. The Company has designated personnel to be responsible for the collection and disclosure of information relating to the Company, ensuring the accuracy, integrity and timeliness of information, in order to meet the requirements of the law and to protect the Company’s image.</li> <li>2. Spokesperson: Chairman Kuan-Han Chen Deputy Spokespersons: General Manager Chi-Hsiang Chen, COO Chen, Chien-Hua Chen, and Director Hong-Ki Hsiao.</li> <li>3. Investors can visit the MOPS for information related to the Company’s finance, business, corporate governance, and corporate social responsibility.</li> <li>4. The video of the investor conference has been disclosed on the Company website at <a href="https://www.agv.com.tw">https://www.agv.com.tw</a>, allowing investors and other stakeholders to readily access the latest information of the Company.</li> </ol>	In compliance with the Best Practice Principles.
(III) Does the Company publish and submit an annual financial report within two months after the end of each fiscal year? Does the Company publish and submit financial reports for the first, second, and third quarters and the monthly status of operations before the required deadline?	✓		Publication of the 2024 financial report was completed on March 14, 2025. The Q1, Q2, and Q3 financial reports and information of monthly operations have been submitted for disclosure within the period specified in the Taiwan Stock Exchange Corporation Rules Governing Information Filing by Companies with TWSE Listed Securities and Offshore Fund Institutions with TWSE Listed Offshore Exchange-Traded Funds of the TWSE.	In compliance with the Best Practice Principles.
VIII. Does the Company have other important information useful for understanding the status of corporate governance of the Company (including but not limited to employees’ rights, employee care, investor relations, supplier relationships, stakeholders’ rights, continuing training of directors and supervisors, implementation of risk management policies and risk measurement standards,	✓		<ol style="list-style-type: none"> <li>1. The Company values the harmonious labor relations very much and is committed to creating a balanced working and family environment. We believe that employees are the most valuable assets of the Company. Therefore, we have not only established a comprehensive personnel system and promotion system, but also provide comprehensive support and care for employees in all aspects. <ol style="list-style-type: none"> <li>A. Profit sharing and safe workplace: The Company provides employees with a profit sharing mechanism, so that employees can share the results of the Company’s development, and is committed to creating a safe and pleasant workplace, so that employees can work and grow safely.</li> <li>B. Emergency relief and welfare plans: The Company has an emergency relief plan to meet the needs of employees and their families in case of sudden events, and provides diverse benefits such as</li> </ol> </li> </ol>	In compliance with the Best Practice Principles.

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
implementation of customer policies, purchase of liability insurance for directors and supervisors by the Company, etc)?			<p>cultural and recreational activities and on-the-job training to promote the physical and mental health and self-development of employees.</p> <p>C. Education scholarships and employee health checkups: The Company provides education scholarships to help employees with their career development, and arranges regular health checkups for employees to look after their physical and mental health.</p> <p>D. Care for employees and their families: The Company not only cares for the personal development of employees, but also the happiness of their families. It hopes that employees and their families, friends and relatives can see the Company as their home and be proud of the Company.</p> <p>2. The Company’s relations with investors: The Company handles matters related to the publication and submission of information to be disclosed in accordance with the relevant regulations issued by the competent authority to timely provide information that may affect investors’ decisions. The Company has appointed a spokesperson, a deputy spokesperson, and a contact person for investor relations to address related matters between the Company and investors, enhancing investors’ trust in the Company’s management while promoting the flow of information and effective communication.</p> <p>3. Supplier relations include:</p> <p>A. Good and stable supplier relations: The Company maintains good and stable cooperative relations with suppliers, which helps ensure the smooth and efficient supply chain.</p> <p>B. Supplier on-site evaluation: The Company conducts on-site evaluations of suppliers regularly to ensure that the quality of products or services they provide meets the Company’s requirements.</p> <p>C. Supplier factory visits: The Company visits new suppliers and audits their factories to ensure that they meet the Company’s standards.</p> <p>D. On-site evaluation and inspection from time to time: The Company will conduct on-site inspections from time to time to help maintain good supplier management and keep track of the operation of suppliers in a timely manner.</p> <p>E. Sustainable development: In addition to focusing on the immediate performance of suppliers, we also pay attention to the health development of long-term cooperation and the achievement of sustainable goals.</p> <p>4. Stakeholders’ rights: The Company provides multiple channels for communication and information</p>	



Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
			<p>disclosure, describes the issues of concern for stakeholders in the sustainability report, and respects and protects the legitimate rights of stakeholders. These help build trust and cooperation between the Company and its stakeholders and promote good interaction between them, which in turn drives the Company’s progress towards sustainable development.</p> <p>5. Continuing training of directors (including independent directors) in 2024:</p> <p>A. Chairman Kuan-Han Chen: The Company participated in the “Corporate Governance and Securities Laws and Regulations - Interviewing the Corporate Governance Roadmap and Practice”, “Analysis of the Application of Corporate Employee Bonuses and Tools”, “2024 Conference on Awareness of Prevention of Insider Trading”.</p> <p>B. Vice Chairman Ching-Jen Chen: Attended “2024 Conference on Awareness of Prevention of Insider Trading” and “2024 Conference on Awareness of Compliance with the Laws Governing Trading of Equity by Insiders”.</p> <p>C. Director Huai-Hsin Liang: Participated in the “Interviews on the Blind Points and Response Measures of the Governance of Information Security,” and “Prevention of Sexual Harassment in the Workplace”.</p> <p>D. Director Kuan-Chou Chen: Participated in the “Precision Control of Sustainable Programs” and “Seminar on Money Laundering Prevention and Ethical Management (and Prevention of Harassment).”</p> <p>E. Director Hsien-Chueh Hsieh: Participated in the “2024 Conference on Awareness of Prevention of Insider Trading” and “ESG Trend and Pandemic Environment Tax Reform and Corporate Tax Governance.”</p> <p>F. Director Chih-Chan Chen: The Company participated in the “Digital Transformation and Latest Information Technology”, “How to Draw a Sustainable Roadmap for Enterprises”, “Board of Directors vs. Management Team”, and “Corporate Governance - Information Security - Personal Information Security Audit”.</p> <p>G. Independent Director Yung-Fu Tseng: The Company participated in the “CDP Taiwan Announcement - New Carbon Era Advocacy” and “2024 Conference on Awareness of Prevention of Insider Trading”.</p> <p>H. Independent Director Yung-Chien Wu:</p>	

Evaluation item	Status			Any variance from the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and the reasons
	Yes	No	Summary	
			<p>Participated in the "Institutional Investor Forum" and "Precision Control of Sustainability Programs".</p> <p>I. Director Wei-Lung Chen: Participated in the "Non-financial Accounting Background Directors and Supervisors How to Review Financial Statements", "2024 Conference on Awareness of Prevention of Insider Trading", "Anti-money Laundering and Ethical Management Seminar (with Sexual Harassment Prevention)".</p> <p>6. Implementation of risk management policies and risk assessment standards: The Company adopts a prudent risk management strategy and does not engage in high-risk, high-leverage investments. This demonstrates the Company's emphasis on risk management and adheres to the principle of prudence in making investment decisions, giving priority to risk control and capital protection.</p> <p>7. Implementation of consumer or customer protection policies: The Company has set up a consumer service hotline to actively handle suggestions or complaints from consumers to protect and maintain consumers' rights and provide them with the best services. The Company is committed to improving consumer satisfaction and its brand image.</p> <p>8. The Company seeks to protect its directors and managers from possible legal risks arising out of the performance of their duties, and the Company may purchase liability insurance for its directors under Article 26-1 of the Articles of Incorporation. Accordingly, the Company has purchased a one-year liability insurance policy from Shinkong Insurance Co., Ltd., with an insured amount of USD2,000,000. The insurance was approved by the 12th meeting of the 18th Board of Directors on August 12, 2024.</p>	
<p>IX. Please specify the status of the improvement made, based on the corporate governance assessment report released by the Corporate Governance Center of TWSE in the most recent year, and the priority corrective actions and measures for any issues that are yet to be rectified:</p> <p>(I) Improvement completed according to the result of evaluation of corporate governance:</p> <ol style="list-style-type: none"> <li>Where cash dividends are distributed in the year of evaluation, their distribution is completed within 30 days after the ex-dividend date.</li> <li>The Company has formulated and disclosed the internal regulations on the insiders' trading of securities using the undisclosed information in the market, including (but not limited to) the directors shall not trade their stocks during the period of 30 days before the announcement of the annual financial report, and during the 15 days before the announcement of the quarterly financial report, and the implementation status shall be disclosed in the annual report.</li> <li>The Company's interim financial reports are approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.</li> <li>The Board of Directors regularly (at least once per year) assesses the independence and competence of the CPAs based on the Audit Quality Indicators (AQIs), and discloses the evaluation procedures in the annual report.</li> <li>All directors and independent directors have completed continuing training based on the hours specified in the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE</li> </ol>				

Evaluation item	Status			Any variance from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and the reasons
	Yes	No	Summary	
Listed and TPEx Listed Companies”.				
6. The Company’s annual report discloses the specific and clear dividend policy.				
7. The Company has set up an English website, which includes information related to finance, business, and corporate governance.				
8. The Company is invited (voluntarily) to hold at least two institutional investor conferences, and disclose at least two complete video/audio links of the meetings. The Company is also required to hold the first and last investor conferences of the year of evaluation with at least three months in between.				
9. The Company establishes a specialized (or designates an existing) department to promote sustainable development, and it conducts a risk assessment of environmental, social, and corporate governance issues related to its operations and establishes relevant risk management policies or strategies based on the principle of materiality, with the Board of Directors responsible for supervising the promotion of sustainable development, and with disclosures on its website and in its annual report.				
10. The Company discloses the water consumption and total weight of waste over the previous two years.				
11. The Company has established and disclosed in detail on its website a system for reporting illegal (including corruption) and unethical behaviors of both staff and non-staff.				
12. The Company’s Board of Directors has approved the sustainability report prepared by the Company.				
13. The Company discloses the annual greenhouse gas emissions over the previous two years.				
14. The Company has adopted policies for GHG reduction management, including reduction targets, implementation measures, and results of achievement.				
(II) Priority corrective actions and measures for any issues that are yet to be rectified:				
1. The Company has established an environmental management system and disclosed the implementation status on the Company’s website, annual reports or sustainable reports.				
2. The Company discloses the scope of greenhouse gas emissions and the annual emission volume in the previous year.				
3. The Company has established an energy management plan and disclosed the implementation status on the Company’s website, annual report or sustainable report.				
4. The Company has established an employee training and development program to enhance the career skills of employees, and disclosed the content and implementation status thereof.				
5. The Company conducts employee satisfaction surveys on a regular basis, and discloses the status and improvement plans.				
6. The Company has established a personal data protection policy and disclosed the content and its implementation.				
7. Regarding customer health and safety, marketing, and labeling in relation to products and services, the Company has established policies and complaint procedures for the protection of consumer or customer rights.				

(IV) The composition, responsibility and operations of the Remuneration Committee

1. Information on the Remuneration Committee members

Criteria Position title Name		Professional qualifications and experience	Independence	Number of public listed companies where the member also serves as a remuneration committee member
Independent Director	Wei-Lung Chen (Convener)	Please refer to Pages 13–16 of the annual report for the disclosure of information about directors’ professional qualifications and independent directors’ independence	1. Not an employee of the Company or any of the affiliates 2. Not a director or supervisor of the Company or any of the affiliates 3. Not a natural-person shareholder holding 1% or more of the total shares issued by the Company, together with the person’s spouse, minor children or under others’ names or ranking in the top 10 in shareholdings. 4. Not a spouse, relative of second degree, or direct kin of third degree or closer to persons described in the three preceding subparagraphs.	3
Independent Director	Yung-Chien Wu		5. Not a director, supervisor, or employee holding 5% or more of the total number of shares issued by the Company, ranking among the top 5 in shareholdings or being the director, supervisor or employee of corporate shareholders who designate their representatives as the Company’s directors or supervisors in accordance with Paragraph 1 or 2, Article 27 of the Company Act 6. Not a director, supervisor or employee of another company in which the number of directors or more than half of the voting shares is under the control of the same person	2
Independent Director	Yung-Fu Tseng		7. Not a director, supervisor or employee of another company or institution in which the Chairman, President or personnel with equivalent position are the same person or have spouse relationship 8. Is neither a director, supervisor, manager, nor a shareholder holding more than 5% of the outstanding shares, of a certain company or organization that has a financial or business relationship with the Company. 9. Not a professional who provides audits or commercial, legal, financial, accounting or consulting services accumulating more than NTD 500,000 of remuneration obtained in recent two years to the Company or its affiliates nor is an owner, partner, director (managing director), supervisor, or manager or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliates. 10. Not the spouse or a relative within the second degree of kinship of any other directors	1

## 2、Scope of duties of the Remuneration Committee:

- (1) The Remuneration Committee shall implement the following duties faithfully and submit the proposed motions to the Board of Directors for discussion to fulfill the duty of care as a good administrator:
  - A. Regularly review the Charter and propose amendment motions.
  - B. Stipulate and review regularly the compensation policies, systems, standards and structures and performance of directors and managers.
  - C. Regularly review the remunerations and its amounts to directors and managers.
- (2) The Remuneration Committee shall comply with the following principles when performing the above duties:
  - A. The remuneration to directors and managers shall be paid with reference to the business performance with the level of the peers in the practice while considering the time spent by the individual and their responsibilities and performance and the reasonableness of the correlation between the Company's business performance and future risk.
  - B. The directors and managers shall not induced to engage in activities involving risk beyond the tolerance limits of the Company in order to pursue monetary reward.
  - C. The dividend distribution ratio of short-term performance and partial changes in the payment time of remuneration for the directors and senior managers shall be determined based on the characteristics of the industry and nature of the Company's business.
  - D. Make sure the remuneration arrangement of the Company meets relevant laws and regulations and is sufficient to attract outstanding talents.
  - E. The members of the Remuneration Committee shall not engage in the discussion or voting for the determination of their individual remuneration.

## 3、Information concerning the operation of the Remuneration Committee

- (1) The Company's Remuneration Committee consists of 3 members.
- (2) The term of office: From June 24, 2022 to June 23, 2025. The Remuneration Committee held 3 meetings in 2024. The qualifications and attendance of the Committee members are stated as follows:

Title	Name	Actual attendance	Attendance by proxy	Actual Attendance rate (%)	Remarks
Convener	Wei-Lung Chen	3	0	100	
Member	Yung-Fu Tseng	3	0	100	
Member	Yung-Chien Wu	2	1	67	

Other items to be stated:

- I. In the event where the Remuneration Committee's proposal is rejected or amended by the Board of Directors, please describe the date and session of the meeting, details of the proposal, the board's resolution, and how the Company handles the Remuneration Committee's opinions (if the remuneration approved by the Board of Directors was more favorable than the one proposed by the Remuneration Committee, the differences and reasons shall be specified): None.
- II. For resolution(s) made by the remuneration committee with the committee members voicing opposing or qualified opinions on the record or in writing, please state the meeting date, term, contents of motion, opinions of all members and the company's handling of the said opinions: None.

4、The contents of proposals and resolutions of the Remuneration Committee and the Company's handling of the Remuneration Committee's opinions in 2024 is as follows:

Remuneration Committee	Proposal and follow-up actions	Resolution Results	The Company's response to Remuneration Committee's opinions
2024.1.25 3st meeting of 5th Committee	Review on the proposal for the 2023 distribution of year-end bonus.	The members present at the meeting resolved to adopt 3rd Option and submitted it to the Board of Directors for review.	Approved as proposed by the Board of Directors
2024.3.11 4nd meeting of 5th Committee	Review on the proposal for the distribution of remuneration to directors and employees in 2023.	Approved as proposed and submitted to the Board of Directors for review	Approved as proposed by the Board of Directors
2024.11.08 5nd meeting of 5th Committee	1. Reviewed and re-established the company's "Net Profit Bonus Reward and Penalty Guidelines". 2. Review the comprehensive salary adjustment plan for 2025 monthly staff (including managers) for the fiscal.	Approved as proposed and submitted to the Board of Directors for review	Approved as proposed by the Board of Directors

(V) Implementation of the sustainable development, and deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
I. Has the Company established a governance framework to promote sustainable development? Has the Company established a specialized (or designated an existing) department to promote sustainable development, which the senior management is authorized by the Board of Directors to manage under the supervision of the Board of Directors?	✓		<p>The Company established a corporate social responsibility organization in 2015, and changed its name to the Sustainable Development Organization in 2022. The President serves as the convener of the organization, and the Human Resource Department is responsible for the promotion of sustainable development. The promotion unit is set up according to the risks and opportunities of different fields, and is divided into seven categories, namely investors, corporate governance, labor &amp; human rights, supply chain management, channel operators, product responsibility and environmental protection energy. The Human Resource Department conducts regular risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the principle of the Company's operations.</p> <p>The Company will base its risk assessment on the risks and opportunities of each topic, and develop feasible risk management policies or strategies, and execute them effectively. The Board of Directors is responsible for supervising the implementation of the organization's sustainable development, ensuring that relevant tasks are completed successfully and achieving the established goals.</p> <p>The Company discloses the promotion of sustainable development in the annual report every year, and releases related information on the Company's website to ensure that all stakeholders can clearly understand the Company's efforts and results in terms of sustainable development.</p> <p>The Board of Directors will review the performance report of the organization for sustainable development at least once a year to evaluate the achievement of the goals, and shall also review the performance in the fields of environmental and social responsibility and corporate governance.</p> <p>The Company intends to submit the "2023 Sustainability Report" to the Board of Directors for reporting, including the</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			sustainability policy and promotion, risk management, ethical management, climate change, energy management, human rights policy, workplace safety, and stakeholder communication. The implementation and review of the report were approved by the 12th meeting of the 18th Board of Directors on August 12, 2024.	
II. Does the Company implement the risk assessment of environmental, social, and corporate governance issues related to corporate operation and establish relevant risk management policies or strategies based on the principle of materiality?	✓		<p>The Company conducts the risk assessment of environmental, social, and corporate governance (ESG) issues based on the principle of materiality and established the Security Center in the organization with relevant risk management policies to reduce or prevent the risk of possible damage to the Company. In addition, the Company is able to standardize the response process and take necessary preventive measures promptly to enhance its response ability to ensure the Company's goal of sustainable management is achieved.</p> <p>1. Environmental issues:</p> <p>(1) The Company strictly abides by the government's relevant environmental protection laws and regulations and stakeholders' concerns, and has formulated various environmental protection regulations. The supervisors at all levels must practice the responsibility of supervision, ensure that all operating activities comply with the requirements of environmental regulations. Through continuous education and training and internal communication, the Company strengthens the employees' knowledge on the importance of environmental protection, encourages energy conservation and carbon reduction, promotes energy conservation, resource recycling and regeneration, effectively uses limited resources, integrates the environmental management system into the operating process, adopts appropriate production technologies and pollution prevention measures, promotes waste reduction, resource recycling and energy saving plans, and uses resources well, to reduce the impact of products, services and operating activities on the environment.</p> <p>(2) Evaluation of the efficiency of water use has always been the focus of</p>	In compliance with the Best Practice Principles.



Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>improvement for water conservation. We have been promoting the idea of water conservation in various ways such as posters and slogans, in order to integrate such ideas with every aspect of office life. In addition, water discharged from the filtration process is recycled into cleaner treated water, which is stored and pressurized to be supplied to the factory and used for road cleaning, toilet flushing, and irrigation. The amount of water recycled in 2024 was 11,536 tonnes.</p> <p>(3) Recently, our active promotion of energy conservation has achieved certain results, and we will continue to evaluate the performance of old equipment. If its performance is below the expected value, we will purchase new energy-efficient equipment as replacements to reduce energy consumption and improve the performance of equipment.</p> <p>(4) The evaluation of solar panel installation is expected to be completed in 2025, and its construction is expected to be completed in 2026.</p> <p>(5) Continuing to promote light-weight packaging materials to save energy and reduce carbon.</p> <p>(6) The Company strives to conserve energy, reduce carbon emissions, and develop environmental improvement management programs under the P-D-C-A management model. We establish indicators for items related to power and water consumption, wastewater production, chemical use, waste production, and productivity density during the process with monitoring and control at all times, to achieve reasonable energy and resource use and GHG emissions.</p> <p>2. Social issues:</p> <p>(1) Labor rights policy: The Company adopts a labor rights policy in accordance with the basic requirements of the Ethical Trading Initiative (ETI). The Company emphasizes fair treatment of employees, prohibits all forms of labor exploitation, and ensures that all employees enjoy basic working</p>	

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>conditions and rights.</p> <p>(2) Occupational safety and health management: The Company continues to implement and improve the ISO45001 occupational safety and health management system, and conduct a PDCA (Plan-Do-Check-Act) evaluation of the effectiveness of occupational safety and health management each year, in order to ensure workplace safety and employee health, and to continue to improve the effectiveness of occupational safety and health management systems.</p> <p>(3) Balance between work and family: The Company is committed to providing a safe, healthy, and pleasant working environment, and encouraging employees to maintain a good balance between work and family life. The Company has various benefits to help employees cope with the challenges of life and work, ensuring that employees can achieve the best balance between family and the workplace.</p> <p>(4) Food safety and quality management: The Company has been certified by the Taiwan Food and Drug Administration as a “Food Health Inspection Institution”. As a leader in the domestic food industry in terms of inspection and analysis, the Company actively participates in foods safety protection, adheres to the standards of the ISO17025 certification, and strives to safeguard food safety for the public.</p> <p>(5) Customer satisfaction and product quality: The Company remains committed to the idea of “natural product quality, optimized environmental health, and popularized customer satisfaction”, prioritizing customers’ food safety and always focusing on customers’ needs and safety.</p> <p>(6) Compliance with laws and regulations: The Company has established a regulatory identification management procedure to ensure that all products and services continue to comply with the latest laws,</p>	

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>regulations and customer requirements, especially in the field of food safety, where the Company pays close attention to regulatory changes and ensures that all business operations comply with relevant regulations.</p> <p>(7) Establishment of a sustainable supply chain: In addition to quality, delivery time and technical capabilities, suppliers are also required to fulfill corporate social responsibility and work together with the Company to build a sustainable supply chain. The goal is to ensure that suppliers meet the Company's standards in terms of environmental protection, labor conditions and social responsibilities, and thereby achieve a win-win situation and promote the sustainable development of the entire value chain.</p> <p>3. Corporate governance issues:</p> <p>(1) The structure and operation of the Board of Directors: The Company's highest corporate governance body is the Board of Directors, comprised of a total of 9 members (including 3 independent directors). A sound and efficient Board of Directors is the foundation of excellent corporate governance. Members of the Board of Directors are highly concerned about the overall operation of the Company and ensure the effective implementation of the Company's policies.</p> <p>(2) Internal control and risk management: The Company has established an internal control mechanism to monitor compliance and risk management of all business operations.</p> <p>(3) Stakeholder communication: The Company analyzes the issues of concern to stakeholders every year and establishes effective communication channels. This not only enhances the Company's brand image, but also helps the Company identify potential risks and opportunities, and optimize the decision-making process.</p> <p>(4) Corporate social responsibility: While realizing sustainable operation and maximizing shareholders' interest, the</p>	

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>Company also pays great attention to consumers' rights and interests, community environmental protection, and public welfare issues. The Company is committed to fulfilling its corporate social responsibility by actively promoting various measures related to consumers, society and the environment, ensuring that the Company's business development and social values are complementary.</p> <p>(5) Director liability insurance: The Company purchases director liability insurance for directors to provide protection for directors in the event of legal liability during the performance of their duties, and to ensure that the directors have reasonable control over the risks when performing their duties.</p> <p>(6) Compliance and monitoring of regulations: The Company has established an internal system that covers corporate governance, ethics, and anti-corruption, and ensures compliance with relevant laws and regulations. The Company also continues to monitor and grasp the amendments and changes in laws and regulations, to ensure that the Company's business operations comply with the latest legal requirements.</p> <p>(7) Information disclosure and transparency: The Company discloses information related to the Company's business operations and corporate governance information on the Company's website (<a href="https://www.agv.com.tw/">https://www.agv.com.tw/</a>), for the reference of shareholders, investors and other stakeholders. The website also announces the channels for reporting of internal and external personnel, and provides confidentiality protection for the files provided by the reporter, to protect the privacy and safety of the reporter.</p>	
<p>III. Environmental issue</p> <p>(I) Does the Company create an appropriate environmental management system based on the industrial</p>	✓		<p>1. In accordance with the ISO14064-1:2018 standard, the Company conducts a comprehensive greenhouse gas inventory covering all operating scopes to ensure the Company's accurate understanding of</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
characteristics of the Company?			<p>environmental impacts. The inventory process includes: regularly collecting the Company's greenhouse gas emissions data during operations, identifying and quantifying various emission sources, setting specific carbon reduction targets, and adjusting environmental strategies based on data analysis.</p> <ol style="list-style-type: none"> <li>The Company has received accreditation badges for a healthy workplace and health promotion to provide a healthy, safe and comfortable working environment for employees.</li> <li>The Company has established a department dedicated to environmental management to maintain its environmental management systems. The Company has set up an energy-conservation performance system, optimized energy use during the production process, and regularly maintained and upgraded equipment to ensure its operating efficiency.</li> <li>The Company complies with the environmental protection and occupational safety &amp; health laws and regulations, and other requirements. All of the Company's employees continue to promote improvement in order to effectively control the risk of environmental safety and health in the operating environment and in the process of activities, products or services, prevent accidents, and build a safe and comfortable working environment to protect employee health and wellbeing.</li> <li>The Company continues to promote the ISO14001 and ISO45001 management system, regularly assess and identify occupational health and safety risks, adopt appropriate risk control measures, strengthen the safety facilities and operation specifications in the workplace, reduce the injury or misconduct of operators, and ensure that the Company's operations meet the requirements of occupational safety and health regulations.</li> </ol>	
(II) Is the Company committed to achieving more efficient use of energy and using renewable materials with a low impact on environmental burdens?	✓		<ol style="list-style-type: none"> <li>The Company is committed to improving the efficiency of energy use. The energy used by the Company mainly includes steam, electricity, and natural gas.</li> <li>The Company currently has three factories. Compared to 2023, in 2024, the proportion of steam consumption in the production process increased by 7.9%, the proportion of electricity consumption in the main</li> </ol>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>process increased by 5.3%, and the proportion of natural gas consumption increased by 10.8%. In the face of increasing energy consumption, the Company continues to improve product yield and further reduce food waste generation through process optimization and equipment upgrades. At the same time, in order to implement the environmental sustainability concept, the Company actively promotes the introduction of green power and energy storage equipment establishment, in order to strengthen corporate social responsibility while reducing environmental impacts.</p> <p>3. The Company will continue to promote the environmental protection program to improve its environmental protection performance and also strive to promote energy conservation and carbon reduction, recycling and reuse, protection of water and soil resources, and strengthen the education to employees on the office premises. In addition, the Company also focuses on the improvement of environmental awareness of employees. Through education, training and promotion activities, the Company deepens the concept of sustainability, and implements environmental actions in daily work.</p>	
(III) Does the Company assess the present and future potential risks and opportunities arising from climate change for your company? Does the Company take any measures in response to climate-related issues?	✓		<p>1. Given the low carbon emission policy currently implemented in Taiwan, the Company actively introduces a mechanism for analysis and control of production capacity and engages in production under the energy-conservation model. Meanwhile, the Company engages in big data analysis for different products to continue to optimize production processes, reduce carbon emissions, and achieve the goals for an eco-friendly environment.</p> <p>2. The Company evaluates the impact posed by climate change to the Company's operations based on the recommendations of the "Task Force on Climate-related Financial Disclosures (TCFD)" published by the Financial Stability Board (FSB). Through regular meetings, the Company works with a team of CPAs and professional consultants to analyze climate risks from a multi-disciplinary perspective, formulate specific response strategies, and implement them through project management in order to fulfill its</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof																																	
	Yes	No	Summary																																		
			commitment to sustainable corporate development.																																		
(IV) Does the Company keep statistics on its greenhouse gas emissions, water consumption, and total weight of waste over the previous two years? Has the Company established policies for energy conservation and carbon reduction, greenhouse gas reduction, reduction of water usage, or management of other waste?	✓		<p>Most of the Company’s subsidiaries engage in sales. Therefore, their related disclosures are focused on the Company. (Excluding subsidiaries); the scopes for inventory and their data are as follows:</p> <p>1. Direct GHG emissions (Scope 1): Unit: Tonnes CO2e/year</p> <table><tr><td>Scope 1: Direct GHG emissions and removals</td><td>2023</td><td>2024</td></tr><tr><td>Direct emissions from stationary combustion</td><td>1,104.4595</td><td>1,240.3835</td></tr><tr><td>Direct emissions from mobile combustion</td><td>137.2080</td><td>112.3029</td></tr><tr><td>Direct fugitive emissions caused by GHG releases from human systems</td><td>341.4986</td><td>340.6662</td></tr><tr><td>Total</td><td>1,583.1661</td><td>1,693.3526</td></tr></table> <p>2. Indirect GHG emissions (Scope 2): Unit: Tonnes CO2e</p> <table><tr><td>Scope 2: Energy</td><td>2023</td><td>2024</td></tr><tr><td>Electricity/Energy (electricity, and purchased or acquired energy such as steam, heat, cooling, and compressed air)</td><td>5,364.9446</td><td>5,441.6045</td></tr></table> <p>Greenhouse gas emissions for both 2024 and 2023 remained consistent, showing no material fluctuation.</p> <p>3. Indirect GHG emissions (Scope 3): Unit: Tonnes CO2e</p> <table><tr><td>Scope 3: Transportation</td><td>2023</td><td>2024</td></tr><tr><td>Employee commuting (including cars and motorcycles or public transportation)</td><td>177.4693</td><td>210.2259</td></tr></table> <p>Transportation-related emissions increased in 2024, primarily due to increased employee headcount compared to 2023.</p> <p>4. Indirect GHG emissions (Scope 4): Unit: Tonnes CO2e</p> <table><tr><td>Scope 4: Products used by the organization</td><td>2023</td><td>2024</td></tr><tr><td>Disposal of solid and liquid waste (such as annual amount of waste disposed of,</td><td>665.0953</td><td>86.6726</td></tr></table>	Scope 1: Direct GHG emissions and removals	2023	2024	Direct emissions from stationary combustion	1,104.4595	1,240.3835	Direct emissions from mobile combustion	137.2080	112.3029	Direct fugitive emissions caused by GHG releases from human systems	341.4986	340.6662	Total	1,583.1661	1,693.3526	Scope 2: Energy	2023	2024	Electricity/Energy (electricity, and purchased or acquired energy such as steam, heat, cooling, and compressed air)	5,364.9446	5,441.6045	Scope 3: Transportation	2023	2024	Employee commuting (including cars and motorcycles or public transportation)	177.4693	210.2259	Scope 4: Products used by the organization	2023	2024	Disposal of solid and liquid waste (such as annual amount of waste disposed of,	665.0953	86.6726	In compliance with the Best Practice Principles.
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			<table><tr><td>domestic waste, and recycled materials)</td><td></td><td></td></tr><tr><td>Fuel- and energy-related activities (emissions related to the production of purchased energy but not included in Scopes 1 and 2)</td><td>1,394.3098</td><td>1,487.5318</td></tr><tr><td>Total</td><td>2,059.4051</td><td>1,574.2044</td></tr></table> <p>In 2023, waste disposal emissions were higher due to the use of Department of Environmental Protection emission factors for garbage trucks. In 2024, the Company adopted emission factors from the contracted waste collection provider, resulting in an 86.97% reduction in waste-related emissions compared to 2023.</p> <p>5. Water consumption:</p> <p style="text-align: right;">Unit: Tonnes</p> <table><tr><td>Year</td><td>2023</td><td>2024</td></tr><tr><td>Water consumption</td><td>378,038</td><td>389,641</td></tr><tr><td>Water intensity</td><td>0.09</td><td>0.09</td></tr></table> <p>Water intensity = Water consumption / Operating revenue (in NTD millions).</p> <p>Water consumption in 2024 saw a slight increase compared to 2023, primarily due to the addition of a new production line, which resulted in higher water consumption needs.</p> <p>6. Gross weight of waste:</p> <p style="text-align: right;">Unit: Tonne</p> <table><tr><td>Non-hazardous waste</td><td>2023</td><td>2024</td></tr><tr><td>Recyclable waste</td><td>2,144.8</td><td>1,823.4</td></tr><tr><td>General waste</td><td>473.6</td><td>540.6</td></tr><tr><td>Total</td><td>2,618.4</td><td>2,364.0</td></tr></table> <p>The total amount of waste in 2024 decreased by 9.7% compared to 2023, due to the effect of results of the reduction of plastic packaging materials and waste. In the future, we will achieve recycling and sustainable use of resources via the “3R” environmental protection policy, namely, reduce, reuse, recycle, in order to mitigate environmental damage and pollution.</p> <ul style="list-style-type: none"><li>• Short-term target: Our set target is to reduce the amount of waste by 1–3% per year, and we expect to reduce the total amount of waste by 5% by 114.</li><li>• Medium-to-long-term target: Our set target is to reduce the total amount of waste by 8% by 2030.</li></ul> <p>7. The Company is expected to conduct a company-wide (including subsidiaries)</p>	domestic waste, and recycled materials)			Fuel- and energy-related activities (emissions related to the production of purchased energy but not included in Scopes 1 and 2)	1,394.3098	1,487.5318	Total	2,059.4051	1,574.2044	Year	2023	2024	Water consumption	378,038	389,641	Water intensity	0.09	0.09	Non-hazardous waste	2023	2024	Recyclable waste	2,144.8	1,823.4	General waste	473.6	540.6	Total	2,618.4	2,364.0	
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	Yes	No	Summary	
			<p>inventory of carbon emissions and formulate corresponding reasonable emission reduction plans in 2025.</p> <p>8. For related environmental protection including energy savings and carbon reduction, water resources management, pollution prevention, and waste management, please refer to the ESG report of the Company.</p>	
<p>IV. Social issue</p> <p>(I) Has the Company established relevant management policies and procedures in accordance with the applicable laws and regulations and international human rights conventions?</p>	✓		<p>1. In order to ensure human rights protection, the Company has established its human rights policy with reference to the International Bill of Rights (IBR) and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work (DFPR) and other internationally recognized human rights standards. The Company's work rules, reward and punishment system, performance evaluation, gender equality, occupational hazards, etc. are established in accordance with the Labor Standards Act and with reference to international labor conventions, in order to create a friendly, equal and highly efficient working environment. The human resources department carries out, revises and announces employee awareness in accordance with the regulations, to ensure that employees fully understand and comply with relevant labor regulations.</p> <p>2. Prohibition of child labor and forced labor: The Company has clearly stipulated that it is strictly prohibited to hire child labor and force labor. The Company also prohibits any form of forced labor. In the recruitment process, the Company will ensure that all employees are of the legal age and voluntarily accept the work. To prevent sexual harassment, discrimination and bullying in the workplace, the Company has established clear rules and regulations and publicly announced the "Declaration of Prevention of Sexual Harassment in the Workplace" to provide employees with a safe working environment free of sexual harassment and discrimination.</p> <p>3. The Company is committed to providing and maintaining a safe, healthy and sanitary work environment, and regularly inspects and improves safety facilities in the workplace in accordance with the</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>requirements of laws and regulations, to ensure the physical and mental health of employees. The Company has also established an occupational safety and health management system to assess and formulate preventive measures for risks in the workplace.</p> <p>4. The Company values its relationship with employees and has established an effective and transparent communication mechanism internally to ensure that employees can express their needs and opinions. Encouragement and assistance in open communication to promote continuous improvement of the work environment. The Company's sustainable development report has been published on the official website (<a href="https://www.agv.com.tw">https://www.agv.com.tw</a>) and MOPS, and all employees are free to access it.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, leave, and other benefits)? Are the operating performances or results appropriately reflected in the remuneration for employees?	✓		<p>1. HR regulations: The HR regulations of the Company have established a comprehensive system, including the work rules, remuneration management regulations, hierarchical responsibility regulations, subsidy payment standards, attendance standards, promotion and transfer regulations, performance regulations, rules for leave application, performance and year-end bonuses, remuneration for employees, insurance payments, welfare fund, and bonuses for proposed improvements, and regulations for prevention, complaint and handling of sexual harassment.</p> <p>2. Remuneration system: The design of the Company's remuneration system is based on an employee's competency, performance and contribution, as well as his/her position, the salary level of peer companies, the supply and demand of manpower in the market, and the Company's future operating risks. It includes: Salaries: Determined based on the position of employees, with reference to the peer level and market condition. Bonuses: Based on the actual operation of the Company, when the Company makes a profit, the Company's operating profit is used to distribute part of the profit to employees to improve the job satisfaction and loyalty of employees. Benefits: If the Company makes a profit in a year, no less than 1% of the profit shall be</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>appropriated as remuneration to employees and the benefits set forth by the Welfare Committee. The Company upholds the principle of harmonious labor relations and is committed to creating a win-win labor relation.</p> <p>3. According to the Labor Standards Act, the Company has a comprehensive leave system, which is clearly stated in the employee handbook to ensure all employees understand and comply with it.</p> <p>4. Workplace diversity and equality: The Company values gender equality, equal pay, and equal opportunity for promotion. In 2024, among the Company's employees, female employees accounted for 56.52%, and female managers accounted for 33.72% of all managers.</p> <p>5. Other benefits: The Company provides employees with a wide range of benefits, including cash gifts and subsidies; health examinations for employees, free parking lots, lactation rooms, dormitory for migrant workers, profit sharing, cash gifts for retired employees, birthday cash gifts, subsidies for marriage, parental care, children's education and funeral, maternity, paternity and parental leave, and company gifts, ensuring a comprehensive welfare system for employees.</p> <p>6. Implementation of employee safety and health measures: The Company values the physical and mental health of all employees, and is committed to creating a healthy and safe working environment, and actively promoting a healthy and safe culture. The Company also conducts regular health checkups for all employees every year, and selects health risks based on the results of the checkup. In the 2024 health examination, screening was conducted for employees with abnormal total cholesterol, low-density cholesterol (LDL), triglycerides, and blood pressure. A total of 103 people were screened. From February 29 to November 21, 2024, the Company completed individual health education and health promotion recommendations for 103 employees to help them understand their own health status and reduce health risks.</p> <p>7. In recent years, the Company's operating performances or results have been appropriately reflected in the remuneration</p>	

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof												
	Yes	No	Summary													
			for employees (full pay raise in 2023, partial pay raise in 2024, and full pay raise in 2025) to reward employees and encourage them to work together in achieving the Company’s goals.													
(III) Does the Company provide employees with a safe and healthy work environment and give safety and health training to employees regularly?	✓		<div>1. The Company has established a complete safety and health work code and has implemented it, and has a dedicated safety and health management organization and management personnel responsible for daily supervision and management. All machinery and equipment are inspected and maintained regularly to ensure that the work environment meets the safety standards. The Company also provides safety training to employees every year to enhance their awareness of possible hazards in the workplace, and strengthens the prevention measures against occupational diseases to create a safe, healthy and comfortable working environment.</div> <div>2. To ensure the health and safety of employees, the operating environment is monitored regularly twice a year. Improvements are made based on the monitoring results, including adjusting the workflow, improving the ventilation system and using safety equipment, to ensure and maintain the occupational health of employees.</div> <div>3. In addition to regular occupational safety training, the Company also organizes training courses to enhance employees’ occupational safety awareness. These include: stacker operation training, quality safety and health education training, first-aid personnel training, and fire drills. In addition, the Company also organizes daily seminars to promote communication between employees and management, and to enhance employees’ health knowledge and quality of life.</div> <div>4. Safety and health training for employees organized in 2024:</div> <table><tr><th>Item</th><th>Number of trainees</th><th>Training hours</th></tr><tr><td>Health courses</td><td>120</td><td>363</td></tr><tr><td>Safety courses</td><td>640</td><td>4,749</td></tr><tr><td>Total</td><td>760</td><td>5,112</td></tr></table> <div>5. In 2024, 5 employees suffered work</div>	Item	Number of trainees	Training hours	Health courses	120	363	Safety courses	640	4,749	Total	760	5,112	In compliance with the Best Practice Principles.
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	Yes	No	Summary	
			injuries on the way to/from work, and 6 employees suffered work injuries in the workplace.	
(IV) Has the Company established an effective plan for development and training of the career abilities of employees?	✓		<ol style="list-style-type: none"> <li>1. Career development planning for employees: The Company arranges suitable training courses based on the position and future career planning of employees, and based on the work performance and development needs of employees, to help employees understand new technologies, gain new knowledge and improve their overall capabilities.</li> <li>2. Design and implementation of training courses: A variety of training courses are available, including professional skills, leadership and management ability training, occupational safety and health education, communication ability and ethics training, etc. The different training contents are carried out in different ways, such as external professional lecturers, internal lecturers, online learning or practical exercises, etc., to provide comprehensive development support for employees.</li> <li>3. Assessment and feedback mechanism: After each training session, the effectiveness is assessed, and a questionnaire is conducted or employees are invited to give their feedback to understand the effectiveness of the training. Based on the assessment results, optimize and improve the training content.</li> <li>4. Employees' career development and promotion opportunities; The Company actively provides opportunities for employees to develop their career and promotes employees through internal promotion mechanisms to encourage them to exert their potential.</li> <li>5. Implementation: The Company's internal training courses have been attended and well received by most employees. In terms of training effectiveness, most employees can apply what they have learned in practice after participating in the training, and their work performance has also improved. It is also observed that the employees' career development has significantly improved. Many employees participating in the training demonstrate stronger work capabilities and are successfully promoted to higher positions.</li> <li>6. The Company's employee training and</li> </ol>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>development program not only focuses on improving the professional skills of employees, but also on the comprehensive development of employees, providing employees with diversified learning and growth opportunities, and providing long-term support for employees' career development. The implementation of this program helps the Company and employees to achieve a win-win situation, and promotes the Company's sustainable development.</p> <p>7. In 2024, a total of 1,091 employees attended training for a total of 7,134 training hours.</p>	
(V) Regarding customer health and safety, customer privacy, marketing, and labeling in relation to products and services, does the Company comply with the applicable laws and international standards? Has the Company established policies and complaint procedures for the protection of consumers or customer rights?	✓		<p>1. Customer health and safety: Customer health and safety are the top priorities of the Company. We strictly abide by food safety laws and international food safety standards (such as ISO22000) and conduct safety inspections and reviews on all products. We regularly conduct risk assessments and quality inspections on products to protect customer health.</p> <p>2. Customer privacy protection: The Company complies with the Personal Data Protection Act and has established a comprehensive privacy policy to protect customers' personal data. Data collection, use and storage are only within the scope agreed upon by customers. Employees receive regular data protection training to ensure the compliance of internal processes.</p> <p>The quantitative data and management indicators related to the personal data protection policy in 2024 are as follows:</p> <p>A. In 2024, the total number of employees receiving the employee data protection policy was 40, and the total number of training hours was 93. The number of employees receiving the training accounted for approximately 7% of the total number of employees. The pass rate of the post-training test was 100%.</p> <p>B. In 2024, the Company organized training courses for 74 new employees on the Personal Data Protection Act, and achieved a 100% rate of completion.</p> <p>C. No violation of the Personal Data Protection Act occurred in 2024.</p> <p>3. Marketing and labeling; the Company follows the principle of honesty in</p>	In compliance with the Best Practice Principles.

Item	Implementation status			Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof
	Yes	No	Summary	
			<p>marketing to ensure that all product labels are clear and accurate. All product labels are designed in accordance with food safety regulations, and the Company has developed dedicated standard operating procedures to ensure compliance with relevant regulatory requirements. The Company's product labeling is reviewed by a professional team responsible for reviewing food safety and health regulations to ensure that all product labels comply with government regulations, including nutrition labeling, ingredient labeling, etc., to ensure that consumers can obtain transparent and accurate product information. In addition, the team reviews product labeling in accordance with health certifications, international awards, organic, green, and clean marks to further enhance product transparency and market credibility.</p> <p>4. R&amp;D innovation and technology investment: Having spared no effort in its investment in food safety and R&amp;D innovations, the Company has strived to ensure all of its products meet the requirements of national food laws and regulations, and has continued to utilize more manpower and resources for upgrade its own regulations to enhance its capacity for self-inspection. The Company maintains control of food additives with designated personnel, department and records, and has received international food safety certifications. The Company received approval of its application for the "Project on Encouragement by the Department of Industrial Technology, MOEA for Domestic Businesses to Establish R&amp;D Centers in Taiwan" to promote the plant-based milk technology of AGV. This is an honor for AGV as it builds a reliable brand image.</p> <p>5. Service improvement and feedback mechanism: The Company can optimize services or improve products based on the opinions of consumers through the 0800 hotline service. The Company optimizes the service flow based on the problems reported by consumers, improves the training and service quality of employees, and requires the customer service center to respond to customers within 24 hours after receiving customer complaints. The</p>	

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	Yes	No	Summary	
			<p>response rate in 2024 reached 95%.</p> <p>6. Preventing fraud and misleading behavior: The Company organizes regular employee education and training programs to help them understand ethical standards, fraud prevention policies and relevant laws and regulations; employees should have the ability to identify frauds and respond correctly; and ensuring that suppliers can also comply with the same ethical standards and legal regulations; continuous supervision of all business processes of the Company; and timely discovery and correction of any potential frauds or misbehavior to prevent any form of fraud or dishonesty.</p> <p>7. The Company complies with international standards and regulations: In addition to complying with domestic regulations, all factories of the Company have passed the ISO22000 and FSSC quality system certifications (100% pass rate) to establish and maintain high-standard products and service quality, not only enhancing the brand image, but also helping to protect the interests of consumers.</p>	
(VI) Has the Company established any supplier management policy that requires suppliers to comply with relevant regulations with regard to issues of environmental protection, occupational safety, and health or labor rights. What is the status of its implementation?	✓		<p>1. In order to strengthen the mechanism for sustainable management of suppliers, the Company will conduct on-site evaluation of its suppliers in accordance with the Regulations on Good Hygiene Practices for Food and the Regulations on Food Safety Control Systems to ensure its suppliers meet relevant health and safety standards and continue to improve themselves.</p> <p>2. The four core categories in the “Supplier Commitments on Social Responsibility” to be implemented concern workers and human rights, health and safety, environmental issues, and ethical standards to enhance the importance of issues such as environmental protection, occupational safety and health, and labor rights in the supply chain, with the aim to ensure suppliers comply with the regulations and improve their practices.</p> <p>3. The Company will conduct supplier evaluations and source inspections and provide audit guidance from time to time, and will require suppliers to implement the relevant requirements in the daily management of their food supply chains, to ensure the performance of suppliers in all aspects meet the Company’s standards.</p>	In compliance with the Best Practice Principles.



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	Yes	No	Summary	
			<p>4. In 2024, an evaluation was conducted for a total of 198 suppliers (188 were rated A, 8 were rated B, 0 was rated C, and 2 were rated D). The two non-conforming suppliers were paper straw manufacturers trading with the Company for the first time. Due to the incompatibility of paper straw molds and on-site machinery, the purchased products were not applicable. Subsequently, technical exchanges and counseling were conducted between the Company and the suppliers, and the products provided in the second half of the year were in line with the Company's needs. The two suppliers are now qualified. The information of business and factory registration of the suppliers is in compliance with the regulations, and the suppliers have registered in accordance with the "Regulations Governing the Category and Scale of Food Businesses Who May Commence Their Business Operations After Applying for Registration and the Date of Implementation", while meeting the food hygiene requirements.</p>	
V. Does the Company prepare an ESG report or other reports that disclose non-financial information of the Company in reference to internationally accepted report preparation guidelines or guides? Is there any third-party verification unit's assurance or verification opinion acquired for the above-mentioned reports?	✓		<p>1. The sustainability report has been prepared in accordance with the 2021 Universal Standards published by the GRI in 2021, as well as the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", the frameworks of the Task Force on Climate-related Financial Disclosures (TCFD), and the standards of the Sustainability Accounting Standards Board (SASB).</p> <p>2. The Company has engaged Crowe Taiwan to provide independent limited assurance in accordance with the Standards on Assurance Engagements No. 3000 "Assurance not Classified as an Audit or Review of Historical Financial Statements" issued by the Accounting Research and Development Foundation. The independent limited assurance was provided in accordance with the Standards on Assurance Engagements No. 1 "Assurance not Classified as an Audit or Review of Historical Financial Statements", and its result can be downloaded from AGV's website for review.</p>	In compliance with the Best Practice Principles.
<p>VI. Where the Company has established its own principles of sustainable development in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", the differences between the operations of the Company and such principles must be described: The Company has been in compliance with the "Sustainable Development Best Practice Principles for</p>				

TWSE/TPEx Listed Companies”, and the report does not indicate any material differences. At the end of August 2024, the Company disclosed the 2023 sustainability report on the Company’s website and the MOPS for public access.

VII. Other important information useful for understanding the status of the promotion of sustainable development:

1. The product commitment of “For a Healthy Tomorrow” is the cornerstone of AGV. Whether in terms of product traceability and tracking, simple formulas, or the use of clean labeling, the Company always insists that natural products provide the health, flavor, and sustainability that consumers demand.
2. We have established a Sustainable Development Organization, supported by our management in mobilizing manpower and corresponding resources to achieve the integration of corporate social performance (CSP) and corporate financial performance (CFP), with CFP sustaining CSP in the short term and CSP promoting CFP in the medium to long term. The whole team works together to promote the mission of corporate sustainability.
3. AGV’s Food Factories 1, 2 and 3 have acquired a number of internationally recognized certification systems including ISO22000 and HACCP.
4. We are committed to providing a safe, healthy and harmonious workplace for employees to achieve work-family balance. We also actively enhance the professional skills and abilities of our employees, and assist them to grow and prosper together with the Company.
5. We have continued to increase investment in software, hardware, and intellectual property to enhance our overall competitiveness and innovation capability.
6. In 2024, the Company received the following domestic and foreign awards:  
Instant oat powder for Premium Oat Drink (Original) won one-star Superior Taste Award; Oat Milk with Peanuts won one-star Superior Taste Award; Instant oat powder for Premium Oat Drink (Original) won Monde Selection Gold Award; Sweet Chili Sauce won Monde Selection Gold Award; Unsweetened Activate Green Tea won Monde Selection Gold Award; Premium Oat Drink (Original) won Monde Selection Gold Award; Tube Savory Rice Pudding won Monde Selection Bronze Award; Tube Savory Rice Pudding received Eatender certification; Premium Oat Drink (Original) received Anti-Additive (A.A.) Three Stars certification (6th year); Instant oat powder for Premium Oat Drink (Original) won three-star A.A. Taste Award (organized by A.A.); Premium Oat Drink (Original) won three-star A.A. Taste Award (organized by A.A.); Honey Oat Drink won three-star A.A. Taste Award (organized by A.A.); Premium Oat Drink (Maca-Zinc) won two-star A.A. Taste Award (organized by A.A.); Unsweetened Activate Green Tea won two-star A.A. Taste Award (organized by A.A.); Tube Savory Rice Pudding won Good Awards for Grain Food Products; Polyphenol Buckwheat Drink was nominated for Good Awards for Grain Food Products; Tube Sticky Rice Cake won one-star Food Innovation Award – Food and Beverage Innovations.
7. The Company has actively engaged in social charity activities, such as the organization of beach or mountain cleaning activities, the selection of road sections for greening and maintenance, and assistance in the development of leisure activities, to have a positive influence on society.
8. The Company’s contribution to society not only includes monetary donations but also investments in manpower, donations of items, and service provisions. The main contents of various social activities are summarized as follows:
  - a. By establishing an energy-saving performance system, AGV is striving to optimize its manufacturing processes and enhance competency training for production line personnel and equipment maintenance to further improve the production efficiency of equipment. Moreover, AGV is enhancing employees’ awareness of energy conservation and carbon reduction, which can not only effectively reduce GHG emissions, but also decrease operating costs from the perspective of sustainable corporate development.
  - b. As of the date of publication of the annual report, the money and supplies donated and visits conducted by Company are as follows:  
Dinner party for Double Ninth Festival organized by Minxiong Township’s Fule Community; 4th Art and Culture Exhibition and Charitable Carnival organized by Spinal Cord Injury Association of Chiayi County; charitable carnival “A Warm New Year: Happy You&Me Bazaar” organized by Chiayi Branch Office of Taiwan Fund for Children and Families; parent-child walking and charitable carnival organized by Chung Yi Social Welfare Foundation; National Cheng Kung University’s open badminton tournament; dragon boat race organized by Chiayi County; road running event “2024 Run for the Golden Tiger” organized by Hsin Kang Feng Tian Temple of Chiayi County; 18th Christmas card writing event organized by Nice Prince Hotel of Chiayi City; charity bazaar “2024 Generation of the Infinite” organized by Kaohsiung Branch Office of Taiwan Fund for Children and Families; “Elementary School Storytelling Competition” organized by Paramitas Foundation, etc. The total value of donated goods for the year 2024 amounted to approximately NT\$889,000. The recipients included disadvantaged groups, local government agencies, students, and temples.
9. For other related important information, see the relevant information in the section for sustainable development on the Company’s website ([www.agv.com.tw/企業社會責任之使命](http://www.agv.com.tw/企業社會責任之使命)).

## (VI) Climate-Related Information of TWSE/TPEX Listed Company

In the face of increasingly severe climate change globally, the resulting effects and impacts are issues which businesses must take seriously. Besides meeting the environmental requirements of national policies, we also hold meetings to discuss the risks arising from climate change, analyze future strategies in response to such risks through the perspectives of different fields and engage in project-based management to fulfill the spirit of sustainable development.

Given the existing production policy oriented toward low carbon emission adopted in Taiwan, we analyze and control our production capacity and engage in production under the energy-conservation model. Meanwhile, we engage in the analysis and adjustment of big data by product categories to reduce carbon emissions and achieve the objectives of all-friendliness. Based on the recommendations of the “Task Force on Climate-related Financial Disclosures” (TCFD) issued by the Financial Stability Board (FSB), we assess the impact posed by climate change to us and identify climate-related risks and opportunities to adopt corresponding measures in response to such risks:

### 1. Implementation regarding climate-related information

Item	Implementation		
1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and management.	Regarding the governance of climate change risks, the President is responsible for coordinating and leading the Sustainable Development Organization in controlling related issues. Under the Sustainable Development Organization, several sub-committees have been formed for risk management and issue assessment, and they will submit regular reports on the status of implementation to the Board of Directors in the future in order to reduce the risks and impact caused by climate change to our sustainable management.		
2. Describe how the identified climate risks and opportunities affect the business, strategy and finance of the company (short, medium and long term).	The Company actively develops solutions to reduce the impact of climate change on its operations and finances to improve the organization's climate resilience.		
	Risk types and opportunities	Potential effect	Period of effect Please tick one or more
	Transition risks According to the requirements of domestic and foreign environmental laws and regulations and the needs of the government for GHG management, a certain percentage of energy used by	1. Failure to meet such requirements may result in the payment of carbon fees (taxes) or fines. 2. Additional renewable energy regulations are	<input checked="" type="checkbox"/> Short-term (within 3 years) <input checked="" type="checkbox"/> Medium-term (3-5 years) <input checked="" type="checkbox"/> Long-term (over 5 years)

	energy-consuming companies must be renewable or such companies must reduce the amount of packaging materials and investigate the carbon footprints of products.	<p>enacted.</p> <p>3. Changes in consumer demand and preferences.</p> <p>4. Transition to low-carbon/less-plastic technology.</p> <p>5. Trend of net-zero emissions.</p>	
	<p>Physical risks</p> <p>1. The severity and frequency of extreme climate events (such as typhoons and floods) increases, causing power outages or abnormal power supply.</p> <p>2. Changes in rainfall (precipitation) pattern (such as drought and water shortage).</p> <p>3. Rise of the average temperature.</p>	<p>1. Extreme climate may cause damage to machines, personnel, plant and other equipment.</p> <p>2. It would lead to interruption or shortage of raw material supplies or a need to increase the number of days for warehousing of raw materials and products, directly affecting the progress of factory schedules and manufacturing.</p> <p>3. Causing reduction in raw material supply and increase in air-</p>	<p><input checked="" type="checkbox"/>Short-term (within 3 years)</p> <p><input checked="" type="checkbox"/>Medium-term (3-5 years)</p> <p><input checked="" type="checkbox"/>Long-term (over 5 years)</p>

		conditioning energy consumption.	
	<p>Opportunities</p> <ol style="list-style-type: none"> <li>1. Developing green power and installing energy storage systems.</li> <li>2. Increasing the efficiency of water usage by equipment, and adjusting or combining production processes of the same nature to decrease the frequency of CIP and reduce the amount of water used for cleaning.</li> <li>3. We will continue to improve our manufacturing processes and equipment to increase the conformance rate of products and reduce food waste and at the same time actively install green power and energy storage equipment to create a friendly environment and enhance our reputation.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reducing energy consumption, and recycling and re-use.</li> <li>2. Planning to construct green buildings and plants and install new low energy-consuming equipment.</li> <li>3. R&amp;D and innovation of new products and services, and use of low-carbon energy.</li> </ol>	<input checked="" type="checkbox"/> Short-term (within 3 years) <input checked="" type="checkbox"/> Medium-term (3-5 years) <input checked="" type="checkbox"/> Long-term (over 5 years)

	The Company has assessed the aforementioned risks, and identified the climate-related risks and opportunities that may cause significant financial effects, as well as the response strategies:		
	R (Risk)/O (Opportunity)	Financial effect – / +	Response strategy
	According to the requirements of domestic and foreign environmental laws and regulations and the needs of the government for GHG management, a certain percentage of energy used by energy-consuming companies must be renewable or such companies must reduce the amount of packaging materials and investigate the carbon footprints of products.	<ol style="list-style-type: none"> <li>1. The payment of carbon fees increases operating costs.</li> <li>2. The purchase of renewable energy power certificate increases operating costs.</li> <li>3. Violation of the laws and regulations will result in the payment of fines, causing the increase of operating expenses.</li> </ol>	<ol style="list-style-type: none"> <li>1. Strengthening green R&amp;D and innovation.</li> <li>2. Enhancing energy efficiency and investing in green energy equipment.</li> </ol>
	<ol style="list-style-type: none"> <li>1. The severity and frequency of extreme climate events (such as typhoons and floods) increases, causing power outages or abnormal power supply.</li> <li>2. Changes in rainfall</li> </ol>	<ol style="list-style-type: none"> <li>1. The shutdown of the plant may result in a decrease in revenue.</li> <li>2. Property losses due to machinery and equipment damage.</li> <li>3. Increased power consumption</li> </ol>	<ol style="list-style-type: none"> <li>1. The location of a new factory is determined by taking into account the risk of natural disasters.</li> <li>2. Assessing the risk of natural disasters in the production site and implementing</li> </ol>

	<p>(precipitation) pattern (such as drought and water shortage).</p> <p>3. Rise of the average temperature.</p>	<p>has led to higher operating expenses.</p>	<p>risk mitigation measures.</p> <p>3. Constructing green buildings and using renewable energy.</p>
	<p>1. Developing green power and installing energy storage systems.</p> <p>2. Increasing the efficiency of water usage by equipment, and adjusting or combining production processes of the same nature to decrease the frequency of CIP and reduce the amount of water used for cleaning.</p> <p>3. We will continue to improve our manufacturing processes and equipment to increase the conformance rate of products and reduce food waste and at the same time actively install</p>	<p>1. Additional expenses are incurred for the installation.</p> <p>2. Reducing the costs of water and electricity consumption.</p> <p>3. Application for subsidies for the purchase of energy-saving equipment.</p> <p>4. The Company provides a wide range of services and products to meet the market demand and enhance the Company's reputation and popularity.</p>	<p>1. For energy savings and carbon reduction, the Company promotes the replacement of chillers in the factory.</p> <p>2. The factory is expected to complete the assessment of solar panel installation in 2025, and its construction is expected to be completed in 2026.</p> <p>3. Promoting light-weight packaging materials to save energy and reduce carbon.</p>

	green power and energy storage equipment to create a friendly environment and enhance our reputation.		
3. Describe the financial effects of extreme climate events and transition actions.	<p>Financial effects of extreme climate events: Floods caused by typhoons or heavy rain will lead to the suspension of operations at the business locations and equipment damage, resulting in a half in shipments in the short term. Droughts or water shortages will affect the normal operation of the production line. In the event of water shortage, the Company must reduce the consumption of water, engage in cross-region water transportation by water trucks, or purchase from other manufacturers to maintain supply, resulting in an increase in operating and transportation costs.</p> <p>Financial effects of transition actions: The transition to a low-carbon economy may face a wide range of changes in policies and regulations, technology and market. Based on the nature, speed and focuses of such changes, within the time range of analysis, carbon fees and GHG capping, renewable energy regulations, and changes in consumer preferences may increase operating costs or reduce sales.</p> <p>The Company has introduced energy-saving and carbon reduction projects to minimize the climate impact of energy, water, and waste consumption from operations and supply chains. We enhance energy use efficiency, invest in green energy equipment and engage in the R&amp;D and innovation of green products to meet consumer needs in response to these transition risks. These projects have a financial impact on the consolidated company, which will result in an increase in the Company's capital investment and operating costs.</p>		
4. Describe how the processes for climate risk identification, assessment, and management are	A Risk Management Task Force is formed by the R&D, QC, manufacturing, procurement, financial, audit and industrial safety departments. It is tasked with conducting an overall assessment of climate change risks based on the duties of the departments to enhance our knowledge of the relevant		



integrated into the overall risk management system.	issues and provide decision makers with a basis of reference to formulate strategies in response, such as a comprehensive inventory of the power restoration and storage system and the establishment of emergency response procedures, with the purpose of dealing with unexpected power shortages and mitigating our operating losses. In terms of production, we hold management meetings from time to time and continue to adjust and control our production and sales volumes to facilitate inventory management and reduce inventory costs. Additionally, to improve the quality of raw materials and maintain stable sources of supply, we will seek cooperation from contract farming and secondary suppliers to minimize shortages of materials caused by climate change, hoping to reduce their impact and effect on our operations. At the same time, we conduct energy consumption inventories to reduce and control the consumption of water, energy and resources, and to further recycle and reuse usable resources.
5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions and analysis factors used and the main financial impact must be described.	The Company has yet to conduct scenario analysis and assessment in the current year.
6. If there is a transition plan in response to climate-related risks, the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks must be described.	The Company has not yet established a transition plan for managing climate-related risks.
7. If internal carbon pricing is used as a planning tool, the basis for pricing must be described.	The Company has not yet used internal carbon pricing as a planning tool in the current year.
8. If climate-related targets are set, the activities covered, the scope of GHG emissions, the	The Company has not yet set any climate-related targets for the current year.

planning schedule, and the progress of each year must be described. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits offset or the quantity of RECs must be described.	
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9. GHG inventory and assurance status, reduction targets, strategies, and specific action plans.

(1)GHG inventory and assurance status of the Company in the most recent two years

A. Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

	Item	2023	2024
The Company	Scope 1: Direct GHG emissions (Tonnes CO <sub>2</sub> e)	1,762.1271	1693.3526
	Scope 2: Direct GHG emissions (Tonnes CO <sub>2</sub> e)	5,971.7458	5441.6045
	Scope 3: Other indirect GHG emissions (Tonnes CO <sub>2</sub> e)	2,318.9511	1,784.4304
	Total emissions (Tonnes CO <sub>2</sub> e)	10,052.8240	8,919.3875
	Intensity (Tonnes CO <sub>2</sub> e / NTD million in revenue)	2.48	2.12
All subsidiaries included in the consolidated financial statements	Scope 1: Direct GHG emissions (Tonnes CO <sub>2</sub> e)		2,004.0971
	Scope 2: Direct GHG emissions (Tonnes CO <sub>2</sub> e)		2,753.2538
	Scope 3: Other indirect GHG emissions (Tonnes CO <sub>2</sub> e)		1,881.2368
	Total Emissions (Tonnes CO <sub>2</sub> e)		6,638.5877
	Intensity (Tonnes CO <sub>2</sub> e / NTD million in revenue)		1.58
Total Emissions (Tonnes CO <sub>2</sub> e)		10,052.8240	15,557.9752
Intensity (Tonnes CO <sub>2</sub> e / NTD million in revenue)		2.48	3.70

## B. GHG Assurance Information

Describe the assurance status for the most recent two years and up to the date of publication of the annual report, including the scope of assurance, assurance provider, assurance standards, and assurance opinion: Not applicable.

### (2) GHG reduction targets, strategies, and specific action plans

Describe the baseline year and data for GHG reduction, as well as the reduction targets, strategies, specific action plans, and the status of target achievement:

Water resource management:

The Company has set 2023 as the baseline year.

- Short-term target: The expected target is to achieve a 3% reduction in water consumption by 2025.
- Mid- to long-term targets (after 2025):
  - A. Creating an eco-friendly and energy-saving environment, and increasing the efficiency of resource use.
  - B. Following the energy management policy, and the participation of all employees in energy conservation and carbon reduction.

Energy management: (Improve energy efficiency, reduce environmental impacts, and adopt ISO50001 or other internationally recognized energy management systems)

- Short-term target: The expected target is to achieve a 3% reduction in energy consumption by 2025.
- Mid- to long-term targets (after 2025):
  - A. Continuing to replace old equipment in the plants with new energy-saving equipment to reduce energy consumption.
  - B. Purchasing a certain amount of green electricity to reduce GHG emissions.

Waste management:

- Short-term target: The expected target is to achieve a 5% reduction in total waste volume by 2025.
- Mid- to long-term targets (after 2025):
  - A. Continuing to enhance production technologies to reduce waste from the source.
  - B. Following the waste recycling management policy, and the participation of all employees in waste recycling and sorting.

GHG reduction baseline year and targets:

- Short-term target: The set target is to reduce GHG emissions by 1% annually, with a cumulative reduction of 3% by 2025.
- Medium-to-long-term target (after 2025): The expected target is to achieve a 5% reduction in GHG emissions by 2030.

GHG reduction strategies and specific action plans

Using 2023 as the baseline year, an inventory of our internal GHG emissions is considered fundamental to carbon management, as it allows the Company to understand its GHG emissions profile. A GHG inventory not only verifies the accurate amount of emissions, but also helps identify areas and opportunities for reduction. In 2024, the Company conducted a company-wide GHG inventory to facilitate the development of reasonable and feasible improvements targeting major sources of emissions.

(VII) Implementation of ethical corporate management, and deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
I. Establishment of ethical management policies and plans				
(I) Has the Company established any ethical management policy adopted by the Board of Directors? Do the regulations and external documents of the Company specify the policy and practices of ethical management and the commitments by the Board of Directors and the senior management to actively implement the ethical management policy?	✓		The Company has established the “Ethical Corporate Management Best Practice Principles” and will make adjustments in accordance with the law and business needs. The Company publicly disclosed the 2023 Sustainability Report in August 2024, which contains a detailed description of the corporate ethical management philosophy and the establishment of a comprehensive corporate governance and risk control mechanism to create a business environment for sustainable development. The Company also insists on preventing unethical behavior, including refusing to accept hospitality, gifts, kickbacks, embezzlement of funds or other unlawful benefits. In addition, the Company has disclosed the “Ethical Corporate Management Best Practice Principles” and related regulations on the MOPS and the Company’s website for stakeholders to inquire at any time.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
(II) For the risk of unethical conduct, does the Company establish an assessment mechanism and regularly analyze and assess the business activities within its business scope which are possibly at a higher risk of being involved in unethical conduct to establish preventive solutions that at least cover the conduct specified in each subparagraph under Paragraph 2 in Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies”?	✓		When establishing the preventive program, the Company will analyze activities within its business scope which are likely to have a higher risk of unethical behavior and enhance related preventive measures, including the prevention of offering or accepting bribes or illegal political donations, improper charitable donations or sponsorships, other improper benefits, infringement of trade secrets, trademark rights, patent rights, copyrights and other intellectual property rights, and of unfair competitive practices. In addition, the Company will ensure that the development, procurement, manufacturing, provision or sale of products and services will not directly or indirectly damage the rights, health	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			<p>and safety of consumers or other stakeholders.</p> <p>The implementation of preventive measures in 2024 is as follows:</p> <ol style="list-style-type: none"> <li>1. In 2024, 6 sessions on food safety awareness were organized.</li> <li>2. In 2024, 18 sessions on food protection were organized.</li> <li>3. In 2024, 21 sessions on compliance were organized.</li> <li>4. In 2024, the tracking of 121 products required by law was completed, and their traceability data was uploaded to the platform "Food Tracebook".</li> <li>5. In 2024, all food and beverage factories of the Company acquired a number of internationally recognized certification systems including ISO 22000 and HACCP.</li> <li>6. In terms of food safety management system, the Company has received the CAS, TQF and HACCP certifications. In 2007, the Company became the first food manufacturer in Taiwan to receive the ISO22000 certification of SGS (SGS Taiwan Limited).</li> <li>7. All plants of the Company have received: ISO22000/FSSC22000 certification.</li> </ol>	
(III) Does the Company specify and implement the operating procedures, guidelines of behavior, penalties for violations, and complaint system in the plan for prevention of unethical behavior? Is the foregoing plan reviewed and amended on a regular basis?	✓		<p>The Company upholds the principle of honesty and ethical management, and follows the requirements of the "Ethical Corporate Management Best Practice Principles". Any violation of the ethical management principles will be punished according to the law. The title and name of the violator, date of violation, content of violation, and the status of its handling will be published on the Company's internal website. We have also implemented a complaint system. The status of implementation of ethical management is regularly disclosed on the Company's website, annual report, and prospectus. The content of the "Ethical Corporate</p>	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			Management Best Practice Principles” is disclosed on the MOPS and is regularly reviewed and amended.	
II. Implementation of ethical management (I) Does the Company assess the history of the integrity of its business counterparties? Does the contract between the Company and a business counterparty include any provision governing ethical behavior?	✓		To ensure that our business counterparties engage in ethical management, most of the Company’s customers and suppliers are well-known companies. Their ethical management information can be acquired via the website of MOEA or other channels, where we can query the operating status of our suppliers, or we require them to provide relevant evidence of their compliance with laws and regulations. The Company will also explain the supplier selection principles of fairness, openness, and transparency to the suppliers. In addition, we strengthen the integrity clauses in a contract, which are reviewed by the Legal Affairs Office, Audit Office and President’s Office, and we stipulate that the Company may terminate or revoke the contract in the event of any violation of ethical management requirements.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
(II) Does the Company set up any unit under the Board of Directors that is responsible for the promotion of corporate ethical management and that gives a report to the Board of Directors regarding its ethical management policy and unethical behavior prevention plan and their supervision and implementation on a regular basis (at least annually)?	✓		1. The Company’s Audit Office is responsible for promoting ethical management and implementing related measures in accordance with the Ethical Management Best Practice Principles. The Board of Directors may audit the establishment and implementation of the ethical management policy through its audit function. The Chief Auditor attends and reports relevant activities at Board of Directors meetings while reporting regularly to the independent directors. 2. Employees may express opinions to and communicate with the management, Human Resources Department, and Audit Office via multiple channels, including internal e-mail, employee opinion mailbox, and the Company’s website.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			3. In 2024, there were 0 cases reported externally or internally, and no major unethical behavior occurred.	
(III) Has the Company established any policy for the prevention of conflict of interest, provide any appropriate channels for representation, and implement such policy?	✓		<p>1. The “Procedures for Management of Material Insider Information” has specified that any director, manager or employee knowing any material insider information shall not disclose the known information to others, nor may he/she inquire about or collect any non-public material insider information of the Company not related to his/her individual duties from a person with knowledge of such information, nor disclose to others any non-public material insider information of the Company of which he/she becomes aware for reasons other than through the performance of their duties. These requirements must be strictly enforced.</p> <p>2. The Company has established a comprehensive internal audit system and a mechanism for opinion, communication and risk management to maintain effective operation of the internal control system, prevent conflicts of interest, and provide effective communication channels, which contribute to maintaining the fairness, transparency and efficiency of the Company’s operations and preventing potential issues or risks.</p> <p>3. In case any proposal at a meeting of the Board of Directors involves those with conflicting interests, the emcee will announce the names of those requiring recusal and the reasons for their recusal before reading the proposal, and will again remind these stakeholders to recuse themselves. The minutes of the Board of Directors meeting will record in detail the specific circumstances of the avoidance of conflicting interests and the process</p>	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			of refusal of the members concerned. 4. In 2024, the Board of Directors held 5 meetings in accordance with the Rules of Procedure for the Board of Directors.	
(IV) Has the Company established effective accounting and internal control systems to ensure the implementation of ethical management? Does the internal audit department establish any relevant audit plan based on the results of the assessments of the risks of unethical behavior? Does the Company, in accordance with the foregoing plan, conduct an audit of the compliance with the unethical behavior prevention plan, or engage a CPA to conduct such audit?	✓		Committed to implementing ethical management, the Company has established effective accounting and internal control systems that are able to ensure the accuracy and transparency of financial information, and the CPAs are responsible for auditing the related accounting statements and records. For internal auditing, the status of compliance is audited according to the annual audit plan established based on the result of risk assessment. In 2024, 60 audit cases were completed with the issuance of audit reports. The effectiveness of the design and implementation of the internal control system is ensured by the annual self-evaluation of internal control with the issuance of a statement on the internal control system, which is reviewed and approved by the Audit Committee and then approved by a resolution of the Board of Directors.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
(V) Does the Company organize internal and external training sessions on ethical management on a regular basis?	✓		Specific measures regarding the Ethical Corporate Management Best Practice Principles are not only disclosed on the Company's website to help employees make the right choice whenever they face ethical or integrity problems, but also during the new employee training and common management courses, where ethical values are promoted to ensure the core ethical values of the Company's culture are fully implemented. In 2024, a total of 80 persons attended training courses on issues related to ethical management and took post-training tests, with an achievement rate of 100%, indicating employees' high-level recognition of the ethical management principles.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
III. Operations of the whistleblowing				



Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
system of the Company (I) Has the Company established specific systems for whistleblowing and rewards? Has the Company established any convenient whistleblowing channel and appointed any appropriate person to handle the case of a reported person?	✓		<p>The Company has set up a section for “Employee’s Opinion and Real-time Feedback” and the President’s mailbox, and established a whistleblowing system for violations of business ethics, so that employees, suppliers, shareholders and other related persons can report illegal or unethical behavior, including corruption, bribery, fraud, etc. The whistleblower system is published on the Company’s website to ensure that all insiders and outsiders can clearly understand the operating guidelines of the system, how to submit a report, and the handling process after the receipt of a report. The system also ensures the confidentiality of the identity of the whistleblower and prevents the occurrence of retaliation, encouraging more people to report improper behavior.</p> <p>Any employee violating the requirements of ethical management of the Company will be punished depending on the severity of the violation in accordance with the “Regulations Governing Reward and Punishment of Employees”. The President and the manager of the Human Resources Department are designated to address such violations.</p> <p>Website: <a href="http://www.agv.com.tw/投資人專區/公司治理專區/違反從業道德行為檢舉系統">www.agv.com.tw/投資人專區/公司治理專區/違反從業道德行為檢舉系統</a>;            Email: <a href="mailto:yuehchu@mail.agv.com.tw">yuehchu@mail.agv.com.tw</a></p>	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.
(II) Has the Company established standard operating procedures for investigation of cases reported by whistleblowers, including subsequent measures required after the completion of investigations and the relevant confidentiality measures?	✓		<p>The “Ethical Management Best Practice Principles” specify that in the event that any material violation or likelihood of material damage to the Company is found upon investigation, the designated personnel or department handling whistleblowing reports shall immediately prepare a report and notify the independent directors or supervisors in writing. In addition, the “Employee Rules” have specified standard operating procedures for investigation of whistleblowing reports</p>	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation item	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			and relevant confidentiality mechanisms, and have adopted measures to protect whistleblowers from improper retaliation as a result of whistleblowing. There was no reported case in 2024.	
(III) Does the Company take measures to protect whistleblowers from improper retaliation as a result of whistleblowing?	✓		The “Ethical Management Best Practice Principles”, complaint regulations, and employee rules established by the Company have adopted measures to protect whistleblowers from improper retaliation as a result of whistleblowing.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
IV. Enhancement of information disclosure Does the Company disclose the contents of its ethical management principles and the results of their promotion on its website and the Market Observation Post System?	✓		The Company has disclosed the information related to corporate governance on its website and the MOPS, so that shareholders, investors and other stakeholders can understand the status of its corporate governance. Website: <a href="https://www.agv.com.tw">https://www.agv.com.tw</a> The Company has also disclosed its ethical management philosophy in its sustainability report, demonstrating its commitment to ethical management, as well as its emphasis on corporate social responsibility and sustainable development.	In compliance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
V. Where the Company has established its own principles of ethical management in accordance with the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies”, the differences between the operations of the Company and such principles must be described: The Company has established the “AGV Products Corporation Ethical Management Best Practice Principles” based on the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies promulgated by TWSE, and has disclosed the Ethical Management Best Practice Principles on the Company’s website. (Website: <a href="https://www.agv.com.tw">https://www.agv.com.tw</a> ) while implementing them accordingly without any discrepancy.				
VI. Other important information useful for understanding the status of ethical management at the Company: (e.g., review and amendment by the Company of its ethical management principles) 1. 1. The Company integrates the “Ethical Corporate Management Best Practice Principles” with employee performance evaluations and human resource policies to ensure the implementation of integrity in business operations. 2. 2. The Company consistently adheres to the principles of ethical business conduct, ensuring compliance with various legal regulations such as the Company Act, Securities and Exchange Act, Act Governing Food Safety and Sanitation, relevant TWSE/TPEX regulations, the Anti-Corruption Act, and the Government Procurement Act. These serve as the foundation for ethical management. In terms of employment policies, the Company prioritizes integrity and character, and emphasizes anti-corruption mechanisms such as job rotation. No incidents of corruption, bribery, or extortion have occurred within the organization. 3. 3. The Company continues to promote corporate sustainability and upholds its vision of “Making Tomorrow Healthier,” emphasizing the importance of sound governance. 4. 4. The Ethical Corporate Management Best Practice Principles were established in May 2017 and were first amended in August 2019.				

- (VIII) Other information material to the understanding of corporate governance within the Company:

Please refer to Page 32 of the annual report.

- (IX) Implementation of the Internal Control System

1. Statement on Internal Control System

It has been disclosed on the Market Observation Post System (MOPS):

<https://mops.twse.com.tw/mops/#/web/t06sg20>.

2. If review of the internal control system has been conducted by entrusted CPAs, the CPAs' review report shall be disclosed: N/A.

- (X) Important resolutions made by shareholders' meetings and the Board of Directors in the most recent year up to the date of publication of this annual report:

1. Important resolution of the shareholders' meeting:

As of the date of publication of the annual report in 2024, the Company held one annual shareholders' meeting on June 21, 2024.

- (1) Approved the proposal for ratification of the 2023 financial statements.

Implementation: The relevant statements have been submitted to the component authority for future reference and public disclosure in accordance with applicable laws and regulations.

- (2) Approved the proposal for ratification of the 2023 table of earnings distribution.

Implementation: An amount of NTD0.23 was distributed as cash dividends per share, and April 27, 2024 was set as the ex-dividend date. Distribution of the cash dividends was completed on May 24, 2024.

- (3) Approved an amendment to the "Articles of Incorporation".

Implementation: The amendment took effect after a resolution was adopted by the shareholders' meeting, with the relevant procedures implemented in accordance with the amended regulations.

- (4) Approved an amendment to the "Rules of Procedure for Shareholders' Meeting".

Implementation: The amendment took effect after a resolution was adopted by the shareholders' meeting, with the relevant procedures implemented in accordance with the amended regulations.

- (5) Approved the proposal for issuance of common shares for cash capital increase via private placement.

Implementation: The 2024 annual shareholders' meeting approved the issuance of no more than 100,000,000 shares via private placement, which will be issued in tranches within one year from the date of the resolution of the shareholders' meeting. Such shares have yet to be issued, and the Board of Directors adopted a resolution on March 11, 2025 to discontinue the issuance of such shares in the remaining period.

2. In 2024 and up to date of publication of the annual report, the Board of Directors held five meetings. Important resolutions adopted by the meetings are summarized as follows:

- (1) 9th meeting of the 18th Board of Directors on January 25, 2024:

A. Report on the implementation of internal audits.

- B. A resolution approving the 2024 operational plan.
  - C. A resolution approving the continued engagement of advisors.
  - D. A resolution approving the revision to the Company's organizational system and personnel change.
  - E. A resolution approving the distribution of the year-end bonus for 2023 (including managers).
  - F. A resolution approving the proposal for application to the bank for the renewal of a credit line.
- (2) 10th meeting of the 18th Board of Directors on March 11, 2024:
- A. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
  - B. Report on the implementation and results of the performance evaluation of the Board of Directors in 2023.
  - C. Report on the implementation of internal audits.
  - D. A resolution approving the distribution of the remuneration for directors and employees in 2023.
  - E. A resolution approving the Company's 2023 financial statements (including consolidated financial statements).
  - F. A resolution approving the proposal for distribution of the earnings of 2023.
  - G. A resolution approving the "Rules of Procedure for Shareholders' Meetings".
  - H. A resolution approving amendments to the "Corporate Governance Best Practice Principles", "Rules of Procedure for the Board of Directors", "Regulations for Evaluation of the Performance of the Board of Directors" and "Organizational Rules for the Audit Committee".
  - I. A resolution approving the 2023 "Statement of Internal Control System".
  - J. A resolution approving the proposal to discontinue the issuance of common shares for cash capital increase via private placement, as approved by the 2023 annual shareholders' meeting, in the remaining period.
  - K. A resolution approving the proposal for issuance of common shares for cash capital increase via private placement.
  - L. A resolution approving matters related to the convening of the 2024 annual shareholders' meeting.
  - M. A resolution approving the proposal for continued engagement of advisors.
  - N. A resolution approving personnel change.
  - O. A resolution approving the proposal for assessment of the engagement and independence of the CPAs.

- (3) 11th meeting of the 18th Board of Directors on May 10, 2024:
- A. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
  - B. Report on the implementation of the improvement plan for the loaning of excessive funds to others by the subsidiary AGV International (BVI) Limited.
  - C. Report on the implementation of internal audits.
  - D. A resolution approving the consolidated financial statements for Q1 of 2024.
  - E. A resolution approving an amendment to the Articles of Incorporation.
  - F. A resolution approving additional proposals to the 2024 annual shareholders' meeting.
  - G. A resolution approving the proposal for the Company to purchase common shares issued by its subsidiary for cash capital increase.
  - H. A resolution approving the proposal for application to the bank for the renewal of a credit line.
- (4) 12th meeting of the 18th Board of Directors on August 12, 2024:
- A. Report on change of the CPAs to Ling-Wen Huang and Kuo-Ming Li starting from the 2024 Q2 financial report due to the requirements for rotation of the CPAs.
  - B. Report on the implementation of the 2023 GHG inventory report.
  - C. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
  - D. Report on the implementation of internal audits.
  - E. Report on renewal of the liability insurance for directors and managers.
  - F. A resolution approving the consolidated financial statements for Q2 of 2024.
  - G. A resolution approving an amendment to the "Regulations Governing the Internal Control System".
  - H. A resolution approving an amendment to the "Procedures for Preparation and Certification of Sustainability Report".
  - I. A resolution approving amendments to the "Management of Sustainability Information" of the Internal Control System and Implementation Rules of Internal Audit, and an amendment to the Procedures and Key Points of Control for the Internal Control System.
  - J. A resolution approving the results of the promotion and implementation of sustainable development in the "2023 Sustainability Report".
  - K. A resolution approving the continued engagement of advisors.
  - L. A resolution approving continued appointment of overseas personnel.
  - M. A resolution approving the proposal for continued provision of endorsements and guarantees to the subsidiary for financing.

- N. A resolution approving the proposal for application to the bank for the renewal of a credit line.
- (5) 13th meeting of the 18th Board of Directors on November 8, 2024:
  - A. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
  - B. Report on the implementation of internal audits.
  - C. Report on the professional qualifications and independence of the current independent directors (during their term of office) and compliance with relevant laws and regulations.
  - D. A resolution approving the consolidated financial statements for Q3 of 2024.
  - E. A resolution approving the 2025 audit plan.
  - F. A resolution approving amendments to the “Regulations Governing Evaluation of the Performance of the Board of Directors”, “Corporate Governance Best Practice Principles” and “Procedures for Management of Material Insider Information”.
  - G. A resolution approving amendments to the Procedures and Key Points of Control for the Internal Control System for “Management of the Prevention of Insider Trading”, and to the Procedures for the Implementation Rules of Internal Audit.
  - H. A resolution approving the continued engagement of advisors.
  - I. A resolution approving personnel change.
  - J. A resolution approving the proposal for the Company to purchase common shares issued by its overseas subsidiary for cash capital increase.
  - K. A resolution approving the proposal for continued provision of endorsements and guarantees to the subsidiary for financing.
  - L. A resolution approving the proposal for application to the bank for the renewal of a credit line.
  - M. A resolution approving re-establishment of the “Regulations Governing the Distribution of Operating Profit Bonuses”.
  - N. A resolution approving the proposal for adjustment to the salaries of all monthly paid employees (including managers) in 2025.
- (6) 14th meeting of the 18th Board of Directors on January 10, 2025:
  - A. Report on the implementation of internal audits.
  - B. A resolution approving the 2025 operational plan.
  - C. A resolution approving personnel change.
  - D. A resolution approving the determination of the remuneration for the Company’s senior managers.
  - E. A resolution approving the distribution of the year-end bonus for 2024 (including managers).

- F. A resolution approving the proposal for application to the bank for the renewal of a credit line.
- (7) 15th meeting of the 18th Board of Directors on March 11, 2025:
- A. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiary.
  - B. Report on the implementation and results of the performance evaluation of the Board of Directors (including the Audit Committee and Remuneration Committee) in 2024.
  - C. Report on the implementation of internal audits.
  - D. A resolution approving the distribution of the remuneration for directors and employees in 2024.
  - E. A resolution approving the Company's 2024 financial statements (including consolidated financial statements).
  - F. A resolution approving the proposal for distribution of the earnings of 2024.
  - G. A resolution approving the proposal for a new election of all directors.
  - H. A resolution approving an amendment to the Articles of Incorporation.
  - I. A resolution approving the 2024 "Statement of Internal Control System".
  - J. It is proposed to discontinue the issuance of common shares for cash capital increase via private placement, as approved by the 2024 annual shareholders' meeting, during the remaining period.
  - K. A resolution approving the proposal for issuance of common shares for cash capital increase via private placement.
  - L. A resolution approving matters related to the convening of the 2025 annual shareholders' meeting.
  - M. A resolution approving matters related to the acceptance of nomination of candidates for directors (including independent directors) from shareholders with a shareholding of no less than 1%.
  - N. A resolution approving the proposal for requesting a credit line of syndicated loan of no more than NTD 2.5 billion in order to repay existing loans from financial institutions and replenish working capital.
  - O. A resolution approving the proposal for the Company to issue a negative pledge to Bank of Taiwan, the managing bank for a syndicated loan agreement within the amount of NTD 2.5 billion.
  - P. A resolution approving the continued engagement of advisors.
  - Q. A resolution approving the proposal for the Company to purchase common shares issued by the subsidiary of an overseas company for cash capital increase.
  - R. A resolution approving the proposal for assessment of the engagement and independence of the CPAs.
- (8) 16th meeting of the 18th Board of Directors on May 9, 2025:

- A. Report on the Company's full waiver of subscription rights to the Series A registered preferred shares issued by Koya Biotech Corp.
- B. Report on the implementation of the GHG inventory and verification schedule plans of the Company and its subsidiaries.
- C. Report on the execution status of internal audits.
- D. Resolution passed to approve the list of nominated candidates for directors and independent directors.
- E. Resolution passed to approve the lifting of non-compete restrictions for newly elected directors of the 19th Board.
- F. Resolution passed to approve the Q1 2025 consolidated financial statements.
- G. Resolution passed to approve the proposal for the Company to purchase common shares issued by its subsidiary for cash capital increase.
- H. Resolution passed to approve the proposal for application to the bank for the renewal of a credit line.

(XI) Documented opinions or declarations in writing made by directors against important board resolutions in the most recent years and up to the publication date of the annual report: None.

### III. Information of Independent Auditors Fee

Amount Unit: NTD thousand

Accounting firm name	Name of CPA	Audit period	Audit Fee	Non-Audit Fees	Total	Remarks
Crowe (TW) CPAs	Shu-Man Tsai Ling-Wen Huang	2024.01~ 2024.03	3,160	745	3,905	Services for non-audit fees: Fees for consultation and advice regarding IFRS9 conversion, and review of transfer pricing reports.
	Ling-Wen Huang Kuo-Ming Lee	2024.04~ 2024.12				

1. If replacement of a CPA firm results in a lower audit fee in that year compared to the previous year, the amount, percentage and reason of the reduction shall be disclosed: N/A.
2. If an audit fee is reduced by more than 10% compared to the previous year, the amount, percentage and reason of the reduction shall be disclosed: N/A.



#### IV. Information on Change of CPAs

##### (I) About the former CPA

Date of replacement	Not applicable		
Reason and explanation of replacement	Not applicable		
Explain the replacement as a result of a termination by the Company, or by the CPA	Party		
	Status	CPA	The company
	Service terminated by	Not applicable	Not applicable
	Refusal of (continued) commission	Not applicable	Not applicable
Opinions and reasons for issuing opinions of the audit report other than unqualified opinions in the last two years	Not applicable		
Any disagreement with the issuer	Yes		Accounting principles or practices
			Disclosure of financial statements
			Audit coverage or procedures
			Others
	None	v	
	Description		
Other disclosures (Disclosures deemed necessary under Item 1-4 to Item 1-7, Subparagraph 6, Article 10 of the Guidelines)	None		

Note: Disclosures deemed necessary under Item 1-4 to Item 1-7, Subparagraph 6, Article 10 of the Regulations Governing Information to be Published in Annual Reports of Public Companies

##### (II) Succeeding CPA

Accounting firm name	Crowe (TW) CPAs
Name of CPA	CPA Ling-Wen Huang and Kuo-Ming Lee
Date of appointment	Not applicable
Inquiries regarding accounting practices or principles on certain transactions, or any possible opinions to be issued on the financial reports prior to appointment of the CPAs, and the results	Not applicable
Written opinions of the succeeding CPAs different from the opinions of the former CPAs	Not applicable

(III) The former CPA's written response to the Item 1&2-3, Subparagraph 6, Article 10 of the Principles: N/A.

- V. The Company's Chairman, President, or managers involved in financial or accounting affairs being employed by the auditor's firm or any of its affiliated company within the most recent year: None.

VI. Change of shares transferred and pledged for directors and managers and any shareholder who holds more than 10% of the company's shares

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

Title	Name	2023		Up to March 31, 2024	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairman	Taiwan First Biotechnology Corp. Representative: Kuan-Han Chen	2,204,000 0	0 0	2,052,000 0	0 0
Vice Chairman	Yueshan Investment Co., Ltd. Representative: Ching-Jen Chen	0 0	0 0	0 0	0 0
Director	NICE Enterprise Co., Ltd. Representative: Michael Chen	0 0	0 0	0 0	0 0
Director	Fang Tien Enterprise Co., Ltd. Representative: Huai-Hsin Liang	922,000 0	0 0	864,000 0	0 0
Director	Yin-Ji-Li International Consulting Corp. Representative: Hsien-Chueh Hsieh	137,000 0	0 0	912,000 0	0 0
Director	Cunyuan Heye Co., Ltd. Representative: Chih-Chan Chen	0 0	0 0	0 0	0 0
Independent Director	Yung-Fu Tseng	0	0	0	0
Independent Director	Yung-Chien Wu	0	0	0	0
Independent Director	Wei-Lung Chen	0	0	0	0
Chief Operating Officer	Chien-Hua Chen	38,000	0	0	0
Vice President	Kuan-Hua Chen	80,000	0	160,000	0
Director-general	Hsuan-Hui Chen	97,000	0	130,000	0
Director-general	Li-Chueh Huang	0	0	-10,000	0

(II) Information on the counterparty as the related party in the transfer of shares: None.

(III) Information on the counterparty as the related party in the pledge of shares: None.

## VII. Relationship information among top-10 shareholders

Record date: April 30, 2025

Name	Shares held under own name		Shareholdings of spouse and minor children		Total shareholdings in the name of others		The title or name and relation in case of the top-ten shareholders who are related parties to each other, in a spousal relationship or within the second degree of kinship.		Remarks
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Name	Relationship	
Ho Yuan Investment Co., Ltd.	30,388,258	6.15	—	—	0	0.00	—	—	
Representative: Ching-Liang Chen	812,558	0.16	330,124	0.07	0	0.00	—	—	
NICE Enterprise Co., Ltd.	20,780,494	4.20	—	—	0	0.00	—	—	
Representative: Chih-Hung Chen	2,184,622	0.44	648,514	0.13	0	0.00	—	—	
Taiwan First Biotechnology Corp.	15,075,450	3.05	—	—	0	0.00	—	—	
Representative: Kuan-Han Chen	5,676,180	1.15	100,000	0.02	6,069,000	1.23	Kuan-Ju Chen	Brothers	
Deutsche Bank AG, Taipei Branch is the custodian for SPDR.	12,427,415	2.15	—	—	0	0.00	—	—	
Rong-Yu Lin	10,100,000	2.04	—	—	—	—	—	—	
Yin-Ji-Li International Consulting Corp.	10,065,007	2.04	—	—	0	0.00	—	—	
Representative: Chiu-Wen Li	1,435,681	0.29	0	0	0	0.00	—	—	
Goldbank Investment Deveopment Corp.	8,081,047	1.63	—	—	0	0.00	—	—	
Representative: Tsung-Cheng Lin	0	0	0	0	0	0.00	—	—	
Global Investment Development Corp.	7,288,506	1.47	—	—	0	0.00	—	—	
Representative: Tsung-Cheng Lin	0	0	0	0	0	0.00	—	—	
Kuan-Ju Chen	6,808,636	1.38	971,355	0.20	0	0.00	Kuan-Han Chen	Brothers	
Fang Tien Enterprise Co.,Ltd.	6,128,000	1.24	—	—	0	0.00	—	—	
Representative: Chiu-Wen Li	1,435,681	0.29	0	0	0	0.00	—	—	

VIII. For the total number of shares held in any single enterprise invested in by the Company, its directors, managers and any enterprises controlled directly or indirectly by the Company, the general shareholding ratio is calculated in a consolidated manner

Record date: December 31, 2024

Unit: shares, %

Invested business (Note)	Investment of the Company		Investment by directors and managers or by directly or indirectly controlled enterprises		Total investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
Apoland Resource International (BVI) Corp.	10,510,000	100.00	0	0	10,510,000	100.00
Defender Private Security Inc.	4,000,000	100.00	0	0	4,000,000	100.00
Aco Distribution Corp.	5,472,000	100.00	0	0	5,472,000	100.00
Sasaya Vitagreen Co., Ltd.	500,000	100.00	0	0	500,000	100.00
Hope Choice Distribution Corp.	6,500,000	100.00	0	0	6,500,000	100.00
Mascot International (BVI) Corporation	9,026,195	100.00	0	0	9,026,195	100.00
Sontenkan Resort Development Co., Ltd.	Ordinary stock: 177,521,090 Preferred stock: 11,375,250	Ordinary stock: 100.00 Preferred stock: 100.00	0	0	Ordinary stock: 177,521,090 Preferred stock: 11,375,250	Ordinary stock: 100.00 Preferred stock: 100.00
Hopeland Distribution Corp.	1,215,000	81.00	285,000	19.00	1,500,000	100.00
Apoland Development (Singapore) Pte Ltd.	Ordinary stock: 62,076,661	Ordinary stock: 100	Preferred stock: 1,300,000	72.53	Ordinary stock: 62,076,661 Preferred stock: 1,300,000	Ordinary stock: 100 Preferred stock: 72.53
Koya Biotech Corp.	Ordinary stock: 9,219,489 Preferred stock: 8,790,000	Ordinary stock: 42.90 Preferred stock: 87.90	Ordinary stock: 8,249,211 Preferred stock: 1,210,000	Ordinary stock: 38.39 Preferred stock: 12.10	Ordinary stock: 17,468,700 Preferred stock: 10,000,000	Ordinary stock: 81.29 Preferred stock: 100.00
Yunlin Dairy Technology Corp.	4,754,551	75.83	126,322	2.01	4,880,873	77.84
Aiken Biotechnology International Co., Ltd.	5,756,900	53.77	4,680,678	43.71	10,437,578	97.49
Alpha International Developments Limited	2,433,455	100.00	0	0	2,433,455	100.00
AGV First Biotech Food (BVI) Limited.	Ordinary stock: 28,013,400	100.00	Preferred stock: 18,100,000	99.45	Ordinary stock: 28,013,400 Preferred stock: 18,100,000	Ordinary stock: 100.00 Preferred stock: 99.45
AGV International (BVI) Limited	50,000	100.00	0	0	50,000	100.00

Invested business (Note)	Investment of the Company		Investment by directors and managers or by directly or indirectly controlled enterprises		Total investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
AGV Biohealthy Food Limited	783,300	29.75	1,050,000	39.87	1,833,300	69.62
Taiwan First Biotechnology Corp.	54,757,349	41.28	10,323,872	7.78	65,081,221	49.06
Eastern Formosa Resource Development Corporation	5,880,000	32.94	8,180,000	45.83	14,060,000	78.77
Heding International Development Co., Ltd.	16,788,000	48.98	16,819,775	49.07	33,607,775	98.05
Hopeman Distribution Co., Ltd.	6,950,000	43.44	8,050,000	50.31	15,000,000	93.75
Taiwan Food Industry Co., Ltd.	8,615,180	24.83	9,830,470	28.34	18,445,650	53.17
Nice Enterprise Co., Ltd.	49,223,860	28.24	39,317,798	27.29	88,541,658	50.80
Yanjing Agv International Company Limited	2,500,000	50.00	0	0	2,500,000	50.00
Kuo Cheng Investment Development Corp.	Ordinary stock: 5,000,000 Preferred stock: 2,484,000	Ordinary stock: 47.62 Preferred stock: 54.00	0	0	Ordinary stock: 5,000,000 Preferred stock: 2,484,000	Ordinary stock: 47.62 Preferred stock: 54.00
Tongjitang Medicinal Biotech Corp.	5,000,000	26.27	3,000,000	15.76	8,000,000	42.03
Nice Investment Development Ltd.	Ordinary stock: 4,800,000	36.64	Preferred stock: 9,000,000	Preferred stock: 75.00	Ordinary stock: 4,800,000 Preferred stock: 9,000,000	Ordinary stock: 36.64 Preferred stock: 75.00
Alpha Biotech Development (BVI) Limited	24,500	49.00	25,500	51.00	50,000	100.00
Nicostar Capital Investment (BVI) Ltd.	1,764,000	36.21	3,108,000	63.79	4,872,000	100.00

Note: Investment recognized under the equity method by the Company.

## Three.Fundraising Status

### I. Corporate Capital and Shares

#### (I) Equity Capital sources

Date	Issue price	Authorized capital stock		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Equity Capital sources	Offset against the equity capital by property other than cash	Others
July 1994	10	220,000,000	2,200,000,000	203,000,000	2,030,000,000	Capital surplus	—	1994-07-19-(83)-Tai-Cai-Zheng-(Yi) No. 3182
June 1995	10	280,000,000	2,800,000,000	236,600,000	2,366,000,000	Earnings, capital surplus	—	1995-06-24-(84)-Tai-Cai-Zheng-(Yi) No. 37548
July 1996	10	280,000,000	2,800,000,000	250,712,000	2,507,120,000	Earnings	—	1996-07-03-(85)-Tai-Cai-Zheng-(Yi) No. 4170
June 1997	10	420,000,000	4,200,000,000	288,318,800	2,883,188,000	Earnings, capital surplus	—	1997-06-26-(86)-Tai-Cai-Zheng-(Yi) No. 50451
June 1998	10	500,000,000	5,000,000,000	330,125,026	3,301,250,260	Earnings, capital surplus	—	1998-06-24-(87)-Tai-Cai-Zheng-(Yi) No. 54764
June 1999	10	500,000,000	5,000,000,000	346,631,278	3,466,312,780	Earnings, capital surplus	—	1999-06-28-(88)-Tai-Cai-Zheng-(Yi) No. 58680
July 2000	10	500,000,000	5,000,000,000	363,962,843	3,639,628,430	Earnings, capital surplus	—	2000-07-07-(89)-Tai-Cai-Zheng-(Yi) No. 58690
February 2006	10	500,000,000	5,000,000,000	370,826,050	3,708,260,500	Overseas convertible corporate bonds transferred to common stock	—	2006-02-07-Tai-Zheng-Shang-Zi No. 950001599
October 2006	10	500,000,000	5,000,000,000	377,689,257	3,776,892,570	Overseas convertible corporate bonds transferred to common stock	—	2006-10-13-Tai-Zheng-Shang-Zi No. 09500270781
June 2007	10	600,000,000	6,000,000,000	377,689,257	3,776,892,570	—	—	2007-06-13 Increase in the amount of authorized capital resolved by the shareholders' meeting
June 2008	10	660,000,000	6,600,000,000	447,689,257	4,476,892,570	Cash Capital increase	—	2009-06-30 Increase in the amount of authorized capital resolved by the shareholders' meeting
June 2009	10	880,000,000	8,800,000,000	447,689,257	4,476,892,570	—	—	2009-06-19 Increase in the amount of authorized capital resolved by the shareholders' meeting

Date	Issue price	Authorized capital stock		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Equity Capital sources	Offset against the equity capital by property other than cash	Others
April 2011	10	880,000,000	8,800,000,000	497,689,257	4,976,892,570	Cash capital increase	—	Approval date and reference no. by the competent authority: Approved by Jin-Guan-Zheng-Fa-Zi No.10000126721 and Jin-Guan-Zheng-Fa-Zi No.1000012672 dated April 15, 2011
March 2015	10	880,000,000	8,800,000,000	487,205,257	4,872,052,570	Cancellation of treasury stock	—	2015-03-16-Tai-Zheng-Shang-Yi-Zi No. 1040004564
September 2016	10	880,000,000	8,800,000,000	494,513,336	4,945,133,360	Capital surplus	—	Reported and effected by FSC on August 9, 2016.

Types of shares	Authorized capital stock			Remarks
	Outstanding shares	Unissued shares	Total	
Common stock	494,513,336 shares	385,486,664 shares	880,000,000 shares	TWSE listed stocks

Note: The registered amount of the Company's authorized capital is NTD 5,000,000,000 and the increase in amount of authorized capital shall be registered as capital increase.

(The increase in the amount of authorized capital is registered in case the paid-in capital exceeds NTD 5,000,000,000.)

Information relevant to reporting: None.

(II) List of major shareholders (shareholders with shareholdings ratio above 5%)

Shares	Shares held	Shareholding ratio
Major Shareholders		
Ho Yuan Investment Co., Ltd.	30,388,258	6.15%

Note: for the list of top 10 shareholders ranked in shareholdings ratio, please refer to Page 103 of the annual report.

(III) The dividend policy of the Company and its implementation:

1. The dividend policy stipulated in the Articles of Incorporation:

Where there are earnings after closing of the accounts in a fiscal year, in addition to paying taxes and making up for the losses from prior years, an amount equivalent to 10% of such earnings shall be set aside as legal reserves, and an amount of special reserves shall be set aside or reversed from the after-tax net profit of the current year plus items other than the after-tax net profit of the current year with respect to the reduction of shareholders' equity and net increase in the fair value of investment property occurring in the current year. After the dividends to be distributed in the current year for distribution of preferred shares and the accumulated undistributed dividends in prior years are distributed, the Board of Directors shall prepare a proposal for distribution of earnings, excluding the part to be retained, and submit the proposal to the shareholders' meeting for a resolution.

The proposal for the Company's stock dividends or legal reserve distributed from earnings or capital surplus to be paid in cash, in whole or in part, shall be subject to a resolution adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of directors, and a report of such distribution shall be submitted to a shareholders' meeting.

The food industry is in a changing environment and the Company is at a stage of stable growth. To meet the demand for operating funds as the business grows and to develop long-term financial planning for sustainable development, dividends are distributed, in principle, based on the appropriation rate of more than 50% (included) from the distributable surplus. The Company distributes stock or cash dividends. Taking into account the Company's growth rate and capital expenditure, Cash dividends provided that shall be no less than 10% of the total dividends distributed for the current year. Dividends less than NTD0.1 per share will not be distributed in cash.

2. Distribution of dividends proposed at the current shareholders' meeting:

On March 11, 2025, the 15th meeting of 18th Board of Directors adopted a resolution to allocate NTD 182,969,934 from the distributable earnings of 2024 as cash dividends to be distributed at NTD 0.37 per share, and the Board of Directors resolved to authorize the Chairman to separately determine the ex-dividend date, payment date, and other related matters.

(IV) Effect of the allocation of bonus shares proposed at the shareholders' meeting to the Company's business performance and Earnings per share:

None.

(V) Remuneration to employees and directors:

1. Percentage and range of the remuneration to employees, and directors stated in the Articles of Incorporation:

The Company shall set aside the annual profit, if any, at the following rates as the remuneration to the Directors and Employees: (1) Remuneration to Directors: No more than 1% (included). (2) Remuneration for employees: No less than 1% (included) and distributed in the form of stock or cash; distribution of the remuneration to employees and Directors shall be approved by a majority vote at a meeting attended by more than two thirds of the Directors and shall be reported to the shareholders' meeting. Where the Company has any cumulative loss, the profit shall be reserved to offset the loss before being allocated as the remuneration to the employees and Directors at the rates referred to in the preceding paragraph.

2. The basis for estimating the amount of employee and director remuneration, for calculating the number of shares to be distributed as employee compensation, and the



accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

The current estimated amounts of remunerations to employees and directors is based on the profitability of current year and estimated by the percentage specified in the Articles of Incorporation while recognized as current expenses. Subsequently, if the actual distributed amount resolved by the Board of Directors is different from the estimate, the difference shall be recognized as the adjustment to profit or loss in the following year.

3. The motion for allocation of remuneration passed by the Board of Directors:
  - (1) Where the amount of the remuneration for employees and directors distributed in cash or shares is different from the estimated amount in the year of the recognized expenses, the amount, reason, and treatment of such differences must be disclosed:  
On March 11, 2025, the 15th meeting of the 18th Board of Directors adopted a resolution to allocate 1% of the Company's profit, totaling NTD 3,435,000, as the remuneration for directors and 3% thereof, totaling NTD 10,306,000, as the remuneration for employees. Both amounts will be distributed in cash.
  - (2) Percentage of employees' remuneration paid in shares, relative to after-tax profit and total employees' remuneration shown in parent company only or individual financial statements: None.
4. Actual distribution of the remuneration for employees and directors (including the number of shares distributed, amount, and share price) in the previous year. Where there is any difference with the recognized remuneration for employees and directors, the amount, reason, and treatment of such difference must be disclosed:  
In 2023, the Company allocated 1% of its profit, totaling NTD 2,325,000, as the remuneration for directors and 2% thereof, totaling NTD 4,652,000, as the remuneration for employees. Both amounts were distributed in cash, and their distribution was included in the reports to the 2024 annual shareholders' meeting.

(VI) Repurchase of the Company's shares

The Company did not repurchase the Company's shares in 2024 up to the publication date of the annual report.

- II. Issuance of Corporate bonds: None.
- III. Preferred stocks, global depository receipts, and employee stock warrants, new restricted employee shares and issue of new shares in connection with the merger and acquisition of shares of another company: None.
- IV. Status of implementation of capital allocation plans: None.

## Four. Operational Highlights

### I. Business Scope

#### (I) Main areas of business operations

1. Vegetables, fruits, meat, aquatic products and kelp, shellfish, beans, mushrooms, bamboo shoots, pickles, vegetarian, soup, porridge canned food manufacturing and sales.
2. Fruit and vegetable drinks, carbonated drinks, mineral water, packaged drinking water, sports drinks, coffee, tea, grass tea, soy (rice) milk, functional drinks manufacturing and sales.
3. Frozen vegetables, meat, aquatic products, frozen vermicelli, frozen dough, frozen mixed food, frozen processed food manufacturing and sales.
4. Instant noodles, instant rice flour, flour products, vermicelli, ready-to-eat lunch boxes manufacturing and sales.
5. Fermented food, soy sauce, miso, vinegar, sauces (sand tea sauce, hot pepper sauce, salad dressing, mayonnaise, barbecue sauce, Lu meat sauce, peanut butter) manufacturing and sales.
6. Dairy products (milk, long-life milk, milk powder, cheese, condensed milk, cream, etc.) seasoning milk, yogurt and ice products manufacturing and sales.
7. Edible oil, dehydrated smoked food, jam, pudding, jelly, pectin food, candy, pastry, bread manufacturing and sales.
8. Tea products, beans products, cereal products, animal feed manufacturing and sales.
9. Green algae, cyanobacteria, chicken extract, garlic (refined), edible pollen, Ganoderma lucidum, royal jelly, oligosaccharides, enzymes, food manufacturing and sales.
10. The import and export trade of the above products and their raw materials
11. Beer, grape wine, spirits, wine trading and import and export trade business.
12. Operating farm and fish field, playgrounds, department stores, supermarkets and tourist hotels, restaurants.
13. Authorization, rental and selling of national housings and commercial buildings construction.
14. Business management consultant(except accountant and securities investment consulting business)
15. Computer and Computing Peripheral Software Design Services.
16. Automatic vending machine settings.
- 17.C802041 Drugs and Medicines Manufacturing
- 18.C802051 Chinese Medicine Manufacturing
- 19.CC01050 Data Storage Media Units Manufacturing
- 20.CC01060 Wired Communication Equipment and Apparatus Manufacturing
- 21.CC01070 Telecommunication Equipment and Apparatus Manufacturing
- 22.CC01080 Electronic Parts and Components Manufacturing
- 23.CH01010 Sporting and Athletic Articles Manufacturing
- 24.CK01010 Footwear Manufacturing
- 25.E605010 Computing Equipments Installation Construction
- 26.E701010 Telecommunications Construction
- 27.E701020 Channel KU and C of Satellite TV Equipments and Materials Construction
- 28.F102160 Wholesale of Assist Food Products
- 29.F104030 Wholesale of Shoes

- 30.F108011 Wholesale of Chinese Medicines
- 31.F108021 Wholesale of Drugs and Medicines
- 32.F109030 Wholesale of Sporting Goods
- 33.F204030 Retail Sale of Shoes
- 34.F208011 Retail Sale of Chinese Medicine
- 35.F208021 Retail Sale of Drugs and Medicines
- 36.F209020 Retail Sale of Sporting Goods
- 37.I104010 Nutrition Consultation
- 38.I301020 Data Processing Services
- 39.I301030 Digital Information Supply Services
- 40.F399010 Convenience Stores
- 41.F301020 Supermarkets
- 42.ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

(II) Weight of business

Unit: NTD thousand %

Product type	2024	
	Sales amount	Sales ratio
Traditional foods	1,041,371	20.36%
Desserts	741,642	14.50%
Drinks	1,975,214	38.61%
Oat milk	1,037,822	20.29%
Oils	65,308	1.28%
Health foods	20,720	0.40%
Others	233,508	4.56%
Total	5,115,585	100.00%

(III) Present product items of the Company

Foods: pickle series, dessert series, prepared food series, drink series, fresh food series, oil series, international brand agent series, oat milk series, health food series, energy drink series, (frozen) dessert series and (frozen) prepared food series.

(IV) New products planned for development

1. Traditional foods: Marinated Turnip Sauce, Peanut Chili Sauce, Sweet Corn (Buttered/Teriyaki), Marinated Egg White Dices, Chawanmushi, Agar Lemon Aiyu Jelly.
2. Drinks: GYMEFIT High-quality Oat Protein Drink (Soy Milk/Milk Tea), High-calcium Oat Soy Milk, Herbal Health Drink, Baked Azuki Essence Water, Agar Jelly Drink, Multigrain Activate Tea (Sugar-less).
3. Dairy products: Natural Milk Tea Series (Oat Au Lait).
4. Others: High-fiber Hydrolyzed Oat Flour, High-protein Plant-based Hydrolyzed Oat Flour, Dual Protein Energizing Milk Powder, Dual Protein Easy Sleep Milk Powder, Instant Oat Latte Powder.

(V) New products released

1. Traditional foods: Tube Sticky Rice Cake, 100% Canola Oil, Kantan Grass Jelly.
2. Drinks: Premium Oat Drink (Maca-Zinc), Honey Oat Drink (Costco), Premium Oat Drink (Dark Chocolate) (Costco), Nestea Assam Milk Tea, Nestea Prime Black Tea (Tetra Pak), Nestea Lemon Iced Green Tea, Unsweetened Activate Green Tea (PET990), Activate Double-fiber Barley Tea.

(VI) Overview of industry

1. Current situation of the industry and forecast of annual trends

In 2024, the global food industry was seeking a balance between post-COVID recovery and economic turbulence. The US-China trade war, the Russo-Ukrainian war, the Israel-Palestine conflict, extreme weather, raw material shortages, inflation, and disruption of the global food supply chain continued to affect the food industry, making it necessary for food companies to have stronger market adaptability and innovative strategies. According to the 2024 global economic growth forecast of the International Monetary Fund (IMF), the global GDP growth rate was about 3.1%, indicating that economic recovery was slowing down and that the food industry must deal with the intensifying challenges of rising costs and market competition while facing unstable global market demand. According to the 2024 Food Price Index published by the Food and Agriculture Organization (FAO), global food prices remained high, with the prices of meat, dairy products and grains being highly volatile in particular due to the impact of climate change and supply chain. Taiwan's Directorate-General of Budget, Accounting and Statistics, Executive Yuan forecast that the GDP growth in 2024 would be 3.43%, significantly higher than the 1.31% in 2023. The domestic market was recovering, with the food industry expected to benefit from it. However, the export market was still affected by trade barriers, changes in export regulations, and carbon tariffs. Companies need to adjust their strategies in response.

Status of the food industry of Taiwan in 2024:

- (1) The domestic market recovered, and consumers returned to high-quality and health-oriented demands

According to the 2024 consumer behavior survey conducted by NielsenIQ, consumers' purchasing behavior has gradually returned to normal after the pandemic, but with higher requirements for food quality, health and sustainability. No longer simply pursuing low prices, consumers are more concerned about food safety, nutritional value and environmental impact, which has made green labeling, functional food products, and plant-based foods the main driving force for market growth.

Taiwan's domestic food market in 2024 showed three key trends:

- Rising demand for health foods: According to the data of the Health Promotion Administration, Ministry of Health and Welfare, people aged 65 or older account for over 18% of the population of Taiwan, marking a super-aged society and driving the market growth of health foods and functional foods (e.g., collagen, probiotics, Omega-3, etc.).
- Rise of green consumption: According to the Environmental Protection Administration's 2023 Sustainable Consumption Report, over 65% of Taiwanese consumers were willing to pay more for eco-friendly and

sustainable products. Food businesses must focus on eco-friendly packaging, carbon emission management, and reduction of food waste.

- Increased demand for ready-to-eat and convenience foods: According to data from Taiwanese retailers, sales of ready-to-eat, pre-cooked and frozen foods grew by more than 15% compared to 2023, indicating that consumers' demand for convenience foods is increasing due to a faster pace of life.

(2) The export market faces international competition and supply chain challenges

Although the global market demand is gradually recovering, the export of Taiwan's food industry remains affected by international market competition and trade barriers. According to statistics from the Bureau of Foreign Trade, Ministry of Economic Affairs (MOEA), the total value of food exports from Taiwan over the past three years has remained around 2.5 billion USD, showing a gradual downward trend, indicating that the global economic slowdown's continued effect on the food industry's exports.

Three key variables in the export market:

- Continued impact of the US-China trade war: The US has imposed higher tariffs on imported food from China, which has also tightened inspection standards for imported food. As such, Taiwanese food companies must adjust their market strategies and diversify their risks.
- Great potential for growth in the Southeast Asian market: According to the ASEAN Economic Report, the annual growth rate of the food market in Southeast Asia exceeds 5%. The Taiwanese food industry can enhance market penetration through branding and digital marketing.
- Export competitiveness is affected by sustainability and carbon tariffs: The European Union (EU) will fully implement the Carbon Border Adjustment Mechanism (CBAM) in 2026. Taiwanese food companies need to prepare for carbon reduction measures in advance to ensure export competitiveness.

(3) Continued pressure on production costs under the threat of inflation:

Fluctuating raw material prices, rising energy costs, and green transformation driven by environmental protection policies have made it necessary for food businesses to invest more resources in cost control and price competition. In 2024, the food industry was affected by multiple environmental variables, and the global economic recovery continued to face challenges. Despite the official end of the COVID-19 pandemic and return of the global market to stability, the Russo-Ukrainian war, the US-China trade war, inflationary pressure, climate change, and raw material shortages remain the main variables for the food industry.

In 2025, the global economy is facing a high level of uncertainty, and "trade fragmentation", "green transformation", "technology-driven development" and "high inflation" have become the key factors for business decision-making. As an essential part of the global economy, the food industry is bound to be affected and changed by the macro environment. In the face of global economic slowdown, potential escalation of the US-China trade war, and the trend of supply chain restructuring, remaining competitive has become a core issue for food companies in 2025. According to forecasts by Morgan Stanley, the IMF and S&P Global, global GDP growth in 2025 will be between 2.5% and 2.7%, far

below the long-term average of 3%, indicating a slowdown in economic momentum. At the same time, the global market is in the transition stage of de-globalization and supply chain restructuring, which will directly affect the trade model and cost structure of the food industry.

- US market: With the election of Donald Trump as the US President, the market has been highly concerned about his “tariff policy”, “US First manufacturing strategy” and other key issues. It is expected that the tariff hike will have an impact on food exporters in Taiwan and worldwide, and companies need to be prepared for price and supply chain contingencies.
- Chinese market: Economic growth is forecast to be around 4.5%, but domestic consumption is sluggish. Businesses need to pay attention to structural changes in the Chinese market, such as the trends of digital marketing and consumption upgrade.
- Emerging markets: The rapid rise of markets such as India, Southeast Asia and the Middle East presents food companies with new opportunities for growth.
- European market: The US-led peace talks between Russia and Ukraine have hit the rocks. After the pandemic, companies need to pay attention to the impact of a series of variables, including high inflation caused by regional conflicts and tariff wars, sustainability regulations, carbon reduction policies, and increasingly tightened supervision.

Challenges and opportunities of Taiwan’s food industry:

According to the World Economic Forum, the global food value chain is undergoing major changes. Companies need to pay attention to the following trends:

- Smart agriculture: With the rapid development of sustainable agriculture, biotechnology and precision agriculture, supply chain management has become the key to competitiveness.
- Protein and nutrition innovations: The rapid development of emerging food technologies such as plant-based protein, precision fermentation, insect protein, and cultured meat has increased the market demand for health foods.
- Digitization and AI applications: AI technology has entered the areas of food R&D, production and marketing to improve efficiency and competitiveness.
- Supply chain resilience: With extreme climate and intensifying geopolitical risks, companies need to strengthen their supply chain flexibility to reduce dependence on a single market.
- ESG and sustainable development: The global market has increased the requirements of environmental protection, social responsibility and governance (ESG) for food companies, and their future competitiveness will be linked to sustainable transformation.

Future trend forecast of the food industry in 2025:

According to the analyses of KANTAR, Innova, NielsenIQ and other international market research institutions, the food industry in 2025 will be driven by multiple trends, mainly:

(1) Health & Wellness

Consumer demand for health foods continues to increase, especially in the areas of intestinal health, immunity enhancement, and sugar and fat reduction. The market size of functional foods (e.g., protein drinks, collagen products) is expanding.

- (2) Sustainability & Transparency  
Driven by the ESG trend, the food industry is focusing on issues such as carbon emissions, sustainable packaging, and reduction of food waste. The demand for transparent labeling has increased, and green labeling has become one of the competitive advantages for brands.
- (3) Plant-Based & Alternative Proteins  
The technology for new protein sources such as plant-based meat, cell-cultured meat and insect protein has matured, increasing their market acceptance. There is increased acceptance of plant-based foods in the Asian market, where Taiwanese food companies can expand their footprints.
- (4) Smart & Personalized Nutrition  
AI and big data are applied to food R&D to promote the development of personalized nutrition products. DNA analysis and gut microbiota testing technologies are combined with the food industry to provide customized nutritional solutions.
- (5) E-Commerce & Omni-channel Growth  
Consumer habits have changed after the pandemic, and food e-commerce has maintained its growth momentum. Convenience stores and instant delivery platforms have become important distribution channels for fast-moving consumer goods (FMCG).

The Consumer Index of KANTAR, a market trend research institution, has been tracking the FMCG market for a long time, and has provided a summary of ten key trends to help the industry understand the market in 2024:

- (1) R&D Innovation: AI and food technologies drive product innovation  
The development of food technology is accelerating transformation of the food industry, especially the application of technologies such as AI, data analysis and automated production. According to a report by Grand View Research, the global AI market for food industry will reach USD12 billion in 2025, in which the main applications include food formula R&D, supply chain management and smart agriculture.
- (2) Plant-Based Foods: Strong growth in market demand  
Plant-based foods have become an important trend in the food industry. According to Bloomberg Intelligence, the global plant-based meat market will reach USD18 billion in 2025, with a growth rate exceeding 30%. Taiwanese consumers are increasingly accepting plant-based products, in particular plant-based milk, plant-based meat, and protein substitutes.
- (3) Corporate Responsibility: ESG and sustainability are the key  
In addition to pursuing revenue growth, food companies must also assume social responsibilities. ESG (environmental, social and governance) has become an indicator of concern to investors and consumers. According to a NielsenIQ survey, more than 60% of consumers want brands to disclose carbon footprint information. Carbon neutrality, eco-friendly packaging and reduction of food waste have become the core responsibilities of food companies.
- (4) Food Safety: Enhanced supervision and technology application  
Food safety remains the cornerstone of the food industry. According to the World Health Organization (WHO), more than 600 million people worldwide

fall ill due to food contamination every year. Food companies must strengthen food safety supervision.

Technologies and measures to improve food safety:

- Application of blockchain technology: Improving the traceability of the food supply chain to ensure the safety of raw material sources.
- Smart sensing technology: AI detection is introduced to monitor food quality and contaminants in real time.
- Clean label: Reducing artificial additives and improving food transparency to enhance consumer trust.

(5) Health & wellness: Exploding demand for functional foods

With the advent of an aging society, consumer demand for health foods has increased dramatically. According to Innova Market Insights, the global health food market will exceed USD750 billion in 2025.

(6) Sustainability: Green consumption goes mainstream

According to the 2023 report of the Environmental Protection Administration, 65% of consumers in Taiwan are willing to pay more for eco-friendly foods. Carbon reduction, eco-friendly packaging and food waste management have become the keys to business development.

The top 10 global food and beverage trends in 2025, published by Innova:

- Trend 1: Ingredients and Beyond  
Williams, the director of global insights, emphasized that the quality of raw materials is the key to consumers' purchasing decisions.  
According to Innova's latest global consumer survey, 58% of global consumers will give priority to the ingredients and quality of products when choosing food and beverages, with added value gradually becoming the norm.
- Trend 2: Health-Precision Wellness  
According to Innova's latest global consumer survey, nearly 60% of consumers said they are very self-disciplined in health management, and more than half of them would plan their nutritional intake based on their own health.
- Trend 3: Flavors - Wildly Inventive  
Creativity and fun are also very important in product innovation. Consumers are eager to explore unexpected flavors, fusions, co-branding, non-traditional forms, cross-area combinations, and limited-edition products.
- Trend 4: Gut Health - Flourish from Within  
After the pandemic, consumers are again paying more attention to their intestinal health, and it is emphasized that people are showing more interest in digestive health. Key ingredients such as fiber and probiotics are the main driving force of this trend.
- Trend 5: Plant-based - Rethinking Plants  
As the craze for plant-based products fades, consumers begin to seek authentic and easily recognizable natural plant ingredients, reflecting the development of the plant-based product market. Companies not only strive to improve the taste and texture of their products, but also seek to meet consumers' demand for natural, healthy and eco-friendly products.
- Trend 6: Sustainability - Climate Adaption  
Sustainability has always been a focus of consumers and the industry, and it



demonstrates how the industry is responding to the impact of climate change and consumer sentiment.

- Trend 7: Beauty Food - Taste the Glow  
Consumers, regardless of age, continue to pay attention to their appearance, demonstrating the real needs of consumers for beauty products. Young consumers are particularly concerned about their appearance, preferring cosmetics, food and beverages, and dietary supplements with beauty ingredients.
- Trend 8: Food Culture - Tradition Reinvented  
In the era of multi-cultural integration, traditional and local elements remain deeply attractive to consumers. It is emphasized that consumers today want to preserve and be proud of their own food heritage, whether it is family traditions and local flavors, or local recipes, raw materials and products.
- Trend 9: Mood Food - Mindful Choices  
Consumers are paying more attention to their mental and emotional health. 36% of consumers worldwide said that maintaining mental and emotional health is their primary goal.
- Trend 10: AI - Bytes to Bites  
With the development of technological innovation, AI is gradually changing our lifestyle and eating habits.

Environment and future trends of the European and US food industries

- (1) Inflation and economic recovery: Although the US is still in a stage of economic growth, high interest rates have affected consumption power, while the EU is facing the risk of economic recession.
- (2) Impact of environmental protection policies: The EU strengthens environmental regulations, carbon footprint labeling and animal welfare standards, which affect the supply chain strategy of the food industry.
- (3) Growing demand in the high-end market: The demand for high-quality, organic food and sustainable food is increasing, and brands need to strengthen the added value of products.
- (4) Low-carbon and sustainable supply chain: Companies need to adjust their production models to meet the requirements of carbon reduction and green supply chain.

Environment and future trends of the Asia-Pacific and Chinese food industries

- (1) Consumption classification in the Chinese market: The high-end market has an increasing demand for imported foods, but the consumption power of the popular market has been affected by economic slowdown.
- (2) Expanding demand for health foods: Dairy products, plant-based drinks, and low-sugar and low-fat foods have become mainstream in the market.
- (3) Rise of local products: Consumer acceptance of local brands and flavors has increased, and international brands must adjust their strategies to adapt to market demand.
- (4) Enhanced application of food technology: Chinese companies have increased investment in food technology and apply AI and automated equipment to production and R&D.

Environment and future trends of the Taiwanese food industry

- (1) Stable growth of the domestic market: Benefiting from stable economy and recovering consumer confidence, the domestic market of the food industry

- maintains its growth momentum.
- (2) Challenges and opportunities of export: In the face of global economic volatility, food companies must strengthen the added value and brand power of products to improve their competitiveness.
  - (3) Digital transformation and AI applications: The food industry has introduced AI technology for product development, market analysis and supply chain management to improve operational efficiency.
  - (4) Food safety and labeling transparency: The government has tightened its food safety supervision, and green labeling and nutrition labeling have become market standards.

In 2025, the food industry will face more severe challenges from the global economy, but health trends, sustainable development, digital transformation, and technological innovation will become the key drivers for market growth. Advice for food companies:

- Increasing the added value of products and focusing on health, functional foods and sustainable development.
- Accelerating digital transformation, introducing AI and big data technologies, and improving market competitiveness.
- Developing international markets, paying attention to market trends in Southeast Asia, Europe and the US, and expanding overseas channels.
- Strengthening supply chain management to counter the risks of raw material shortages and rising costs.

Taiwan's food industry possesses high-quality R&D capabilities and brand competitiveness. Through precise market strategies and technological innovation, it has been able to maintain its leading position in the changing landscape of the global food industry.

Conclusions on the current status of the food industry, and strategic advice

In 2025, the food industry will face transformation and challenges driven by global economic recovery, changes in consumer demand, and technological innovation. Food companies are advised to adopt the following strategies to maintain their competitive advantage:

- (1) Enhancing R&D and innovation: Using AI and food technologies to improve product competitiveness.
- (2) Deepening health food strategies: Investing in high-protein, functional foods and plant-based products to meet market demand.
- (3) Implementing corporate social responsibility: Strengthening ESG strategy and improving brand image.
- (4) Strengthening food safety technology: Introducing blockchain and smart monitoring to improve food quality.
- (5) Promoting sustainable management: Reducing carbon emissions, using eco-friendly materials, and enhancing market competitiveness.

If Taiwan's food industry can focus on the three key directions of health, innovation and sustainability, it will be able to maintain its competitive advantage and create higher value in the global market in 2025. How can food companies ensure competitiveness in an era of uncertain environmental variables? 2025 will be a year of both challenges and opportunities. The global market environment is changing rapidly, and food companies that plan in advance will have the opportunity to stay ahead of the curve in a highly competitive market.

(VII) Technology and research and development overview

1. Research and development expenditures in the most recent years up to the publication date of the annual report

Unit: NTD thousand; %

Year	R&D expenses	Net operating revenue	Proportion to net operating revenue
2024	58,325	5,115,585	1.14%
Up to March 31, 2025	14,314	1,184,580	1.21%

2. R&D results of the Company's Institute of Health Science in recent years

Year	2023	2024	Up to the end of March, 2025
Number of new product introductions (improvements)	19	25	0
Number of research reports	23	19	3
Number of patents acquired	0	1	0
Number of health food certificates acquired	1	0	1

3. R&D results in recent years

- (1) Continuing the spirit of product innovation to refine and improve quality products

Ongoing optimization of our existing main products makes the Company more competitive in cost and meets high standards in quality, flavor, stability and safety. We also conduct regular functional evaluations for comparison with competitive products in the market to ensure the advantage of our product brands. Due to the rising costs and shortage of raw materials around the world in recent years, we have not only made improvement to reduce costs, but also are actively looking for second and third suppliers, who will undergo strict internal and external evaluations to make sure they are able to maintain good quality. With the spirit of innovation, we seek to improve the quality and flavor of our products and increase profit.

- (2) Innovative R&D and processing technologies to achieve the introduction of leading products

With respect to our exclusive triple enzyme hydrolysis biotechnology, we have continued to develop innovative enzyme decomposition technology and engage in the innovation and development of oat pulps with different kinds of sweetness and taste, which have been successfully applied in different oat products. Consumers can enjoy the natural sweetness of oat while reducing extra calorie intake as there is no additional sugar in the products. According to the recommendations of nutrition experts, protein is a nutrient that maintains certain physical functions, strengthens the immune

system, and repairs muscle structure. The demand for high-protein diets is also growing rapidly, and it is attractive to various consumer groups, especially those who live a busy and active lifestyle. Therefore, we are introducing High-calcium Oat Soy Milk and GYMEFIT High-quality Oat Drink. In addition to focusing on drinks, we have also expanded to instant powders and designed a high fiber scientific formula for joint health and sleep relief to offer consumers healthier and more convenient dietary choices, meeting the health needs of modern people.

As a representative brand of traditional Taiwanese cuisines, AGV has developed the exclusive in-can molding technology for its famous “three canned tofu products” (Mapo Tofu, Curry Tofu and Korean Kimchi Tofu Stew) and Tube Savory Rice Pudding, and has further developed Tube Sticky Rice Cake with the technology, which won the Silver Medal for innovative product design from the Taiwan Innovative Product Awards, demonstrating the Company’s ability to meet consumer demand for more convenient and healthy food.

- (3) Acquiring food and ingredient technologies to improve product quality
- With technologies related to biotechnology of triple enzyme hydrolysis, extract biotechnology, nano-grinding technology, membrane filtration technology, and hydrolyzed oat flour production technology, we improve food ingredient quality and functional ingredients of products to increase the added value of products, while using the core technology of cold aseptic filling for manufacturing to improve product quality. In recent years, consumers seeking to meet their health needs have been focusing on whole foods that are simple and pure with fewer additives. For the food industry, the goal has always been products with clean labeling that preserve the flavor of natural ingredients and are consistent with public health awareness. Activate Double-fiber Barley Tea is made from barley with different roasting levels and is extracted under optimal conditions to retain its rich flavor and fragrance. It is made with dietary fiber and deep ocean water from Kumejima, Okinawa, which not only provides mineral supplies but also aids in digestion. The product has been certified as a health food that slows the formation of body fat, and it is the first Jian-Zi functional barley tea in Taiwan with no added flavor, sugar or caffeine.

- (4) Controlling source safety management to guarantee product quality
- All of the food safety incidents in Taiwan are problems caused by the lack of control of materials in the upstream. Thus, “source management” is critical to the prevention of food safety incidents. The Company has a Testing Lab certified by both TAF and TFDA, with 369 testing items for ingredients and 411 testing items for pesticide residues. Therefore, the Company is able to ensure effectively control of source safety management and provide guarantee for product quality.

#### 4. R&D and investment plan

##### (1) Health food certificate

The development of health food has always been our core goal. We are

committed to integrating the organizational innovation of the Institute of Health Science with technology platforms related to innovative technologies, material applications, patent research, formula development, process technologies, and inspection and analysis. Through industry-government-academia collaboration, we actively apply for health food certifications covering several health effects, including the modulation of blood fat, blood sugar management, intestinal health, liver protection, reduction of accumulated body fat, enhancement of immunity, and delay of aging. During the past five years, we have not only successfully received the certification of our newly developed product “Double-fiber Barley Tea” as a health food that slows the formation of body fat, but we have also continued to upgrade our complete product line. For instance, “Multigrain Activate Tea” has been certified as having the two functions of modulating blood fat and slowing the formation of body fat, while “Premium Oat Drink (Original)” has been approved as having the three effects of modulating blood fat, boosting the immune system, and maintaining intestinal health. Additionally, we are also actively expanding the Premium Oat Drink series. For the newly developed “Premium Oat Drink (High-quality)”, we have applied to have it certified as effectively boosting the immune system, further strengthening the application of the product in the health field and improving its market competitiveness. These achievements show our continued improvement in the area of multi-functional health foods, providing higher-quality and healthier products to the market.

(2) Innovative R&D technology

Innovative R&D technologies are the key to acquiring a competitive advantage in a fiercely competitive market. We are focused on the development and application of patented technologies that cover multiple core process technologies, including triple-enzyme hydrolysis and drying, food biotransformation, nano-grinding technology, probiotic (prebiotic) fermentation, the enzymatic fermentation of fruits/vegetables, and the extraction of herbal ingredients. To accelerate the development and application of technology, we actively participate in industry-government-academia collaborative programs and work with academic institutions and government agencies to make use of their latest research results and professional technologies to promote innovative upgrades. Additionally, we actively introduce foreign technologies and seek strategic alliances with companies worldwide to expand our technological resources and market share to further strengthen the international competitiveness of our group.

5. Current status of R&D projects not completed (or in progress)

- (1) We plan to sell oatmeal series of AGV around the world using the biotechnology of triple enzyme hydrolysis combined with the nano-grinding technology and drum drying technology to produce hydrolyzed oats flour.
- (2) The product formula is designed to meet the clean label and natural idea. The clean label is a concept rather than a certificate or defined requirement originated from the retail channel. Clean means not only being clean on the surface but also reducing unnecessary ingredients and replace additives by natural extracts as the key point. Also, the design of product formula shall

meet the idea of clean label as much as possible.

- (3) In order to meet the diverse needs of modern-day consumers for health and nutrition, we provide a wide range of products certified as health foods, including dairy products, teas, cereal drinks, juices, food capsules, powdered dietary supplements, functional drinks, and wholly plant-based nutritional supplements. We have always insisted on undertaking our responsibility of providing consumers with safe and healthy choices that are officially certified as health foods.

In the future, we plan to continue applying for health food certifications for several new products, such as: teas which slow the formation of body fat and regulate blood fats, and brewed cereal drinks which regulate blood fats and enhance immunity. Moreover, we also actively invest in the development of plant-based nutritious foods to offer more balanced and complete nutritious choices to the market. This is not only our continued commitment to the health of consumers, but also our active fulfillment of corporate social responsibility.

- (4) In order to strengthen our R&D capabilities in the market of plant-based products and deepen the future deployment of plant-based technologies and market development strategies, we have filed an application for the “AGV Plant-based Milk R&D Center” with the Ministry of Economic Affairs. Through this program, we will establish partnerships with industrial and academic institutions to integrate industrial and academic resources to promote technology exchange and application innovation. In addition, we also work with the Food Industry Research and Development Institute to promote the implementation of the program to ensure the R&D results can be effectively transformed into market applications, and to further strengthen our technological advantages and industrial competitiveness in the field of plant-based products. Through this program, we will commit to developing high-quality plant-based products to meet market demand, while also promoting the technological advancement of Taiwan and further expanding its competitive advantage in the international market.

#### 6. Projected time for mass production:

Main products	Projected time for mass production
Traditional foods	Q2 of 2025
Drinks	Q1 and Q2 of 2025
Dairy products	Q3 of 2025
Health foods	-
Snacks	-
Other	Q2 and Q4 of 2025

#### 7. Key factors for successful R&D in the future

- (1) Core technology innovation: we utilize the “exclusive biotechnology of triple enzyme hydrolysis (with applied patents in multiple countries)” and nano-grinding technology to develop grain drinks with high functional

ingredients and adopt advanced European “cold aseptic filling equipment” for production with aseptic control throughout the process. The factory has acquired the highest specification certificate of food safety management HACCP, ISO22000 and FSSC22000 to provide assurance and protection for the quality.

- (2) Innovation of R&D organization: This is the key in whether our human resources are able to improve their capabilities and performance to successfully complete the development of new technologies and products. The Institute of Health Science has been reorganized into a structure based on specialized functions, which consists of two sub-institutes and seven centers. Further deepen technical cooperation with the Food Industry Research and Development Institute, we have established the Plant Milk R&D Center to develop and deepen the processing technologies for plant milk products.
- (3) Product value innovation: The issue concerned by the consumer might be the product design which is easily ignored by the vendors. A successful innovative product may not only increase the revenue rapidly but also may create added value recognized by the consumer due to innovation and then transform to a bestseller with high gross profit and profit. However, innovation is a constant advantage that cannot be ceased due to the increasingly changing demands of the consumer.

#### 8. R&D personnel and their educational background

As of the end of March, 2025, the Company has 25 R&D personnel with educational backgrounds all above college degree and the main members have rich work experience and product R&D experience in relevant industries, contributing to the progress of product research and development.

Unit: people

Year	2023	2024	End of March, 2025
Educational background			
PhD and Master	20	18	19
University and college	6	6	6
Total	26	24	25

#### (VIII) Long-term and short-term business development plans

1. Short-term business development plan: “Dual-ocean” market, “dual-characteristic” platform, “dual-effect” advertising and marketing, and “dual-new” products.

The short-term business development plan gives priority to achieving the annual strategic operating targets. We have included the revenue, profits (gross profit, operating profit, net profit and comprehensive income), market share, distribution rate, the success rate of new product development and release, the

development of new sales models/channel platforms, and cooperation with peers/other industries in the criteria for annual performance evaluation.

- (1) [Exploration] “Dual-ocean” market: Develop the Red Ocean market and explore the potential Blue Ocean market to boost revenue and profitability.
  - (2) [Balance] “Dual-characteristic” platform: Explicit platforms generate volumes, and implicit platforms generate profits, with the doubling of production, sales and market share.
  - (3) [Flexibility] “Dual-effect” advertising and marketing: The traditional media’s wide-spread effect and the new media’s direct effect can improve customer base and loyalty.
  - (4) [R&D] “Dual-new” products: Renewal of old products for stable revenue, and the launch of new products to generate revenue, with overlapping of rigid needs and demand creation.
2. Long-term business development plan: Emphasizing both financial and non-financial performance, and laying the foundation for long-term operations with twin engines.

Our long-term operating performance has been excellent, with ten consecutive years of revenue growth. 2024 saw a revenue exceeding NTD 5 billion, increases in gross profit margin, operating profit margin, pre-tax and after-tax net profit margins, and a 25-year high in earnings per share at NTD 0.58. The Board of Directors has approved the proposal for dividend distribution, which will lead to four consecutive years of dividend distribution. We adhere to the long-term development goal of seeking progress while maintaining stability and making things better. Based on the corporate vision of “For a Healthy Tomorrow”, we will do our best in corporate governance, fulfill our social responsibilities, take care of all employees, protect consumer health, and do our utmost to achieve the medium- and long-term strategic goals.

- (1) [Goals for corporate governance]: All-round growth, efficiency management, and consideration for the rights and interests of shareholders and stakeholders.
- (2) [Goals for social responsibility]: Enhance corporate values and social recognition through charity, compliance, sustainability and environmental protection.
- (3) [Goals for consumer and service]: Enhance service quality and consumer loyalty through health, food safety, innovation and R&D.
- (4) [Goals for industrial revitalization]: Develop market momentum and innovative R&D through exchanges between the industry, government, academia and public.



## II. Overview of market and production/sales

### (I) Market analysis

#### 1. Overview of product sales:

As of 2024, the overall market has been freed from the main impact of the pandemic. Although raw materials, wages and manufacturing costs are still subject to the continuous impacts of various unfavorable factors in the international market, such as regional conflicts (the Middle East, Russia and Ukraine, the Asia-Pacific, and cross-Taiwan Strait tension), US trade policies, the USD exchange rate and interest rates, and the threat of inflation, our team still managed to achieve a ten consecutive years of revenue growth, an increase in four margins, a 25 years record-high in earnings per share, and the distribution of cash dividends for four consecutive years. AGV has leading brand value, consumer loyalty and market share, and a number of main products (health drinks, cultural cuisine) continue to be firmly in a leading market position, further widening the gap to the competitors. In 2024, we recorded a consolidated shareholders' equity totaling NTD 8,331,480,000 (an increase of NTD 766,989,000) and a consolidated revenue of NTD 5,115,585,000 (an increase of NTD 215,547,000), achieving revenue growth for the 10th consecutive year since we began to apply IFRSs in 2015. Other main traditional products, such as five types of pickles (fried gluten with peanuts, pickled cucumber, pickled bamboo shoot, pickled melon, pickled lettuce, and Korean kimchi), canned desserts (Peanuts in Milk, Mixed Congee with Okinawan Brown Sugar, Adlay Oatmeal Deluxe, and Neo Neo series), seasonings (sweet and chili sauce, vegetarian barbecue sauce, and spicy chili sauce), canned foods (Tuna Slice), juices (Honey Tomato Drink) and teas (Multigrain Activate Tea, and Ice Brew Barley Drink), are also firmly leading in the market, with market share and revenue remaining stable or growing. In the international market, sales of our traditional products (pickles, desserts and seasonings) have remained high at Chinese supermarkets in Europe and the US, while Premium Oat Drink, which has become a leading star at US hypermarkets, is leading our efforts in continued exploration for market opportunities in Europe and the US. The functional tea of the year (Activate Double-fiber Barley Tea) took the first place among the new functional teas of the year by a huge margin and did so within six months after it was launched.

#### 2. Market position and share:

In 2024, our main products remained in a leading position in market share, with most of them maintaining a sizable advantage over direct competition. We were first in market share in all the following categories: pickles (five types of pickles), canned desserts (Peanuts in Milk), canned fish (Tuna Slice), functional teas (Multigrain Activate Tea), Chinese teas (Ice Brew Barley Drink), and functional juices (Honey Tomato Drink), as well as oat milk (Premium Oat Drink). Individual products, such as sweet chili sauce, vegetarian barbecue sauce, and Korean kimchi, all ranked 1st in the market share of sub-products in 2024 with significant growth in quantity and amount. Nowadays, in a market where consumer demand is unpredictable and market trends constantly change, AGV remains committed to the brand vision of "For a Healthy Tomorrow". Our consumer loyalty and brand value are increasing day by day, as shown by our

ability to maintain our leading position in market share.

3. Market supply, demand and growth in the future:

The future supply, demand and growth of Taiwan's food market are affected by many factors, including changes in demographics, consumption trends, rising health awareness, and the international economic environment. The following are the main points for observation:

(1) Supply-end trend

- Coexistence of local production and imports: Taiwan's food market relies on a combination of local production and imported food. Local agriculture and food processing industries are still competitive, but some of the food ingredients, such as wheat and soybeans, are imported.
- Development of smart agriculture and food technology: With the advancement of smart agriculture and food technology (e.g., plant-based meat, cell-cultured meat, etc.), the future food supply chain will become more efficient and innovative.
- ESG and sustainable production: Businesses have gradually introduced the concept of environmental sustainability, with reducing food waste, developing green packaging and transparent carbon footprint, all influencing the decision-making of the supply end.

(2) Demand-end trend

- Rising demand for health and functional foods: With an aging population and rising health awareness in Taiwan, the demand for high-protein foods, low-sugar and low-sodium foods, probiotics, collagen and other functional foods has increased.
- Expansion of the ready-to-eat and frozen food markets: As urbanization continues and unmarried population increasing, the demand for convenience foods (such as frozen prepared foods and ready-to-eat meals) grows, which in turn accelerates the development of food processing and cold chain logistics.
- Growing demand for plant-based and special diets: The market expansion for vegetarian, low-carbon, and gluten-free foods is driving food manufacturers to develop more substitute products.

(3) Market growth

- Stable but limited growth: The overall demand for food products in Taiwan is stable, but due to stagnant population growth, future growth will mainly come from consumption upgrades and product innovations, not simple market expansion.
- Export expansion opportunities: Taiwanese food manufacturers are actively expanding into the international market, especially in health foods, instant noodles, tea drinks, and baking. They are competitive in Southeast Asia, Europe and the US.
- E-commerce and new retailers drive growth: The rise of online shopping, delivery platforms, and social e-commerce is changing the food sales model and promoting digital transformation.

(4) Challenges and risks

- Raw material price volatility: The global supply chain is unstable. The price volatility of agricultural products and the rise in transportation costs

- may affect the production and pricing strategies of food businesses.
- Enhanced regulations and food safety requirements: The government has become increasingly strict with food safety and labeling regulations, and businesses need to improve the quality and transparency of production.
- Impact of climate change: Extreme climate may affect the supply of agricultural products, which in turn affects food prices and the stability of the supply chain.

Taiwan's food market as a whole is expected to show a steady growth trend. The growth is mainly due to health foods, convenience foods, emerging dietary trends, and international market expansion. However, supply chain challenges, raw material cost fluctuations and regulatory changes are still important risk factors. Food businesses need to improve their competitiveness through innovation, digitization and sustainable development, in order to adapt to market changes and grasp growth opportunities.

#### 4. Advantages and disadvantages for competitive niches and prospects of development, and measures in response:

##### (1) Advantages for competitive niches and prospects of development

- A multi-year integrated R&D, production and sales system has been established to connect cross-department human, material and financial resources.
- Advanced equipment, sufficient manpower, production efficiency, and flexible scheduling to reduce risks and costs.
- National (TFDA) and international (TAF) accreditation for the Institute of Health Science.
- Production in factories with ISO22000, HACCP and other health and safety standards, exceeding national regulations.
- Fully automated three-dimensional FIFO warehousing and normal temperature and low temperature logistics and distribution systems throughout Taiwan.
- AGV's main products are in a leading position in the market, which helps the Company connect with customers and increase trading leverage.
- Koya Health Biotechnology Park officially started mass production and sales, and entered the huge market of plant-based protein.

##### (2) Disadvantages and response strategy:

- Challenge and difficulty 1: The size of the domestic market is limited, with post-COVID stagnation in foreign markets.

Response strategy:

- Deepen the domestic market: Target the high-end "silver hair" market and increase the added value of products.
- Differentiated product strategy: Develop niche products with competitive advantages to break through the threshold of overseas markets.

- Challenge and difficulty 2: It is difficult to recruit and train talent, and the food industry is facing competition from the electronics industry.

Response strategy:

- Industry-academia cooperation: Establish long-term partnerships with

academic institutions to attract young talents to enter the food industry.

- Enhance employee benefits: Increase remuneration, optimize career planning and internal training mechanisms, and improve employee retention rate.
- Challenge and difficulty 3: Channel competition has intensified, and cross-border e-platforms are reducing market space.

Response strategy:

- Expand channel alliances: Establish strategic cooperation with physical and e-commerce channels to expand market reach.
- Enhance digital marketing: Improve brand exposure and consumer stickiness through social media, e-commerce platforms and content marketing.
- Challenge and difficulty 4: Inflation drives up raw material costs, and environmental protection policies increase corporate burdens

Response strategy:

- Establish a diversified supply chain: Develop a diversified procurement strategy at home and abroad to reduce the risk of raw material cost fluctuations.
- Promote green transformation: Invest in eco-friendly technologies and sustainable development solutions to comply with market trends and policy requirements.
- Challenge and difficulty 5: Outdated regulations affecting market competitiveness, and high international trade barriers are high

Response strategy:

- Promote industry-government-academia cooperation: Strengthen communication with the government and academia, and promote regulatory adjustments to meet industry needs.
- Improve adaptability to the international market: Study the regulations and standards of various countries, adjust products and business models in advance, and reduce the impact of trade barriers.

(II) Important usage and manufacturing process of main products

1. Important usage of main products

Main products	Main usage or function
Tradition series	Appetizer, seasoning and cooking
Dessert series	Edible desserts
Drink series	Snacks and health
Oat milk series	Snacks and health
Oil series	Cooking
Health series	Health

2. Manufacturing process of main products

The main products produced by the Company include traditional foods, desserts and drinks. The main process is respectively listed as follows:

- (1) Traditional foods: Raw materials salted → washing → slicing → filling → sealing → sterilizing → cooling → finished-product
- (2) Desserts: Raw materials → preparation → filling → sealing → sterilizing → cooling → packing → finished-product
- (3) Drinks: Raw material preparation → sterilizing → cooling → filling → sealing → packing → finished-product

(III) Primary raw material supply status

Primary raw material	Source	Supply status
Cucumber, choy sum, snake melon	Contractual farming (import)	Excellent
Red bean, pepper, glutinous rice	Domestic contractual farming and import	Excellent
Peanut	Domestic contractual farming and import	Excellent
Chinese cabbage	Import	Excellent
Granulated sugar	Import	Excellent
Fructose	Long-term contract	Excellent
Tomato	Domestic contractual farming and import	Excellent
Oats, barley	Import	Excellent
Tea	Domestic contractual farming and import	Excellent
Pickled bamboo shoot	Domestic contractual farming	Excellent

(IV) Name of customers accounting for more than 10% of total purchase (sales) amount of the company in recent two years or in any year and the purchase (sales) amount and ratio thereof, and explanation of the reason for increases or decreases in the above figures

1. Information of the main suppliers in the most recent two years

Unit: NTD thousands

	2023				2024				As of March 31, 2025			
Item	Name	Amount	Annual net purchase percentage (%)	Relationship with the issuer	Name	Amount	Annual net purchase percentage (%)	Relationship with the issuer	Name	Amount	Net purchase percentage up to the last quarter of the current year (%)	Relationship with the issuer
1	Taiwan First Biotechnology Corp.	1,113,360	37.35%	Related party	Taiwan First Biotechnology Corp.	1,262,864	39.00%	Related party	Taiwan First Biotechnology Corp.	215,723	33.07%	Related party
	Others	1,867,798	62.65%		Others	1,975,193	61.00%		Others	436,557	66.93%	
	Net purchase amount	2,981,158	100.00%		Net purchase amount	3,238,057	100.00%		Net purchase amount	652,280	100%	

Reasons for increases or decreases:

1. Consolidated revenue in 2024 increased by 4.40% compared to the same period in the previous year, mainly driven by continued growth in sales of Unsweetened Activate Tea and the strong market performance of the newly launched Activate Double-fiber Oat Tea, which in turn led to increased purchasing demand from Taiwan First Biotechnology.

2. Information of the main sales customers in the most recent two years

Unit: NTD thousands

	2023				2024				As of March 31, 2025			
Item	Name	Amount	Annual net sales percentage (%)	Relationship with the issuer	Name	Amount	Annual net sales percentage (%)	Relationship with the issuer	Name	Amount	Net sales percentage up to the last quarter of the current year (%)	Relationship with the issuer
1	Chuan Lian Enterprise Co., Ltd.	1,039,786	21.22%	None	Chuan Lian Enterprise Co., Ltd.	1,078,867	21.09%	None	Chuan Lian Enterprise Co., Ltd.	220,766	18.64%	None
	Others	3,860,252	78.78%		Others	4,036,718	78.91%		Others	963,814	81.36%	
	Net operating revenue	4,900,038	100.00%		Net operating revenue	5,115,585	100.00%		Net operating revenue	1,184,580	100.00%	

Reasons for increases or decreases:

1. Consolidated revenue in 2024 increased by 4.40% compared to the same period in the previous year. The Activate Tea beverage series and the newly launched Activate Tea (Double-Fiber Barley Tea) were well received by consumers, resulting in steady sales growth.
2. Revenue from customers/PX Mart increased by 3.76% compared to the same period in the previous year, primarily due to the continued expansion of store locations, which drove corresponding sales growth.
3. The Company continues to actively expand its OEM product lines and customer base, leading to sustained growth in OEM business performance.

III. Information of employees in the most recent two years and up to the publication date of annual report

Year		2023	2024	Up to March 31, 2025
Number of employees	Employee	379	372	379
	Operator	151	144	143
	Foreign worker	80	82	86
	Total	610	598	608
Average age		41	42	43
Average service year		11	12	12
Education background distribution ratio	PhD	0.66	0.67	0.66
	Master	14.92	14.21	14.14
	College	45.57	47.99	48.52
	Senior High School	32.95	32.78	32.73
	Under Senior High School	5.90	4.35	3.95

IV. Information on environmental protection expense

- (I) In case the Company requires to apply for a permit for polluting facility establishment or a pollution discharge permit or to pay pollution prevention fees, or to designate a unit for environmental protection, the description of the status of such applications, payment or establishment shall be specified

1. The Company has acquired the establishment and operation permit for the following stationary sources of pollution

Item	Permit no.	Duration of permit
8-ton boiler*2	2023 Fu-Huan-Cao-Zheng-Zi No. Q0487-07	2028.9.29
15-ton boiler*1	2022 Fu-Huan-Cao-Zheng-Zi No. Q0305-07	2030.3.28
Water pollution prevention permit	Huan-Shui-Xu-Zi No. 00301-09, Chiayi County	2028.5.30

2. Establishment of designate personnel for environmental protection

Decemer 31, 2024

Item	Establishment	Type of permit	Permit no.
Waste water	1	Dedicated wastewater and sewage treatment specialist (Class A)	2020 Huan-Shu-Xun-Zheng-Zi No. GA060399
Waste	1	Waste disposal technician (Class A)	2023 Huan-Shu-Xun-Zheng-Zi No. HA030469

- (II) Investment on the major anti-pollution equipment, the purpose of such equipment and projected possible effect

The factory of the Company located in Minsyong (with Touqiao) Industrial Park at Minxiong Township, Chiayi County, and regularly accepts the routine emission inspection of the component authority. The factory's equipment all meets the requirements of environmental standards and the existing pollution prevention equipment is listed as follows:

Unit: NTD thousand

Name of equipment	Quantity	Acquisition date	Investment cost	Purpose and projected possible effect
Wastewater system	1	1991.02.01	80,000	Wastewater treatment in compliance with the Effluent Standards
Oxidation pond	1	1998.06.15	12,000	Wastewater treatment in compliance with the Effluent Standards
Waste site	1	2000.05.01	8,000	Waste storage and classified treatment

(III) The process undertaken by the Company on environmental pollution improvement in the most recent two years and up to the publication date of the annual report. If there had been any pollution dispute, its handling process shall also be described: None.

(IV) Any losses suffered by the company in the most recent two years and up to the publication date of the annual report due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental protection inspections): None.

(V) Current condition of pollution and the impact of its improvement to the profits, competitive position and capital expenditures of the Company, as well as the projected major environment-related capital expenses to be made for the coming years:

1. Current condition of pollution and the impact of its improvement to the profits, competitive position and capital expenditures of the Company:

Besides regularly paying the environmental expenses of pollution control fee every quarter, the Company has no expenses generated due to environmental pollution.

Unit: NTD thousand

Item/Year	2024
Air pollution control fee	0.5
Water pollution prevention fee	15.7
The cost of soil and groundwater pollution control and remediation	40

2. Projected major environment-related capital expenses to be made for the coming years:

Unit: NTD thousand

Year	Name of equipment	Improvements	Amount
2025 ~ 2026	Sludge dryer	Currently, the goal planned is to reduce more than 60% of total weight for sludge with original 80% of moisture content by sludge dryer to achieve the goal of sludge reduction.	19,000

3. Impacts after improvement:

For the sludge generated from the factory's wastewater treatment site, the cost of waste treatment triple in recent years. To reduce the impact on the environment, we will evaluate the use of sludge dryer for sludge reduction to achieve the objectives of eco-friendliness and cost reduction.



## V. Labor-management relationship

- (I) Employee welfare measures, continuous education, training and retirement systems and their implementation, agreements between employees and the employer, and measures for protection of the rights of employees:

Adhering to the business philosophy of “harmony, love, integrity” and “pursuit of excellence”, the Company has long been paying attention to the growth and needs of employees in all aspects. The following is a description of the status of employee welfare measures, optimization of the personnel system, working environment, employee career development, and communication channels:

1. The Company places emphasis on the rotation of employees’ jobs, development of their competencies, and promotion of their job levels. In order to increase the productivity of employees, strengthen the future competitiveness of the Company, achieve labor-management harmony and create a win-win situation, the Company has established a well-designed remuneration system to attract and retain talents, as well as develop strong, multi-skilled talents.
2. In addition to improving the professional knowledge and skills of employees relating to their own jobs, the Company also helps employees develop skills and interests in multiple areas. The Company organizes the following categories of training: new employee training, common training, professional training, management competencies, and mental wellness courses. Training organized in 2024: a total of 123 training courses attended by 1,091 persons, with a total of 7,134 training hours.
3. In order to build labor-management consensus and enhance the cohesiveness of employees, the Company has established smooth channels for labor-management communication, such as a President’s Mailbox, an online opinion and comment section for employees, an employee complaint system, the labor-management committee, and the Employee Welfare Committee. The Company communicates and interacts from time to time with the committee members (representatives) appointed by all departments, giving junior-level employees an opportunity to adequately express their opinions and suggestions.
4. The Company is committed to employee welfare measures, including profit sharing, parking lots, employee health examinations, lactation rooms, subsidies for marriage, funerals and festivities, birthday cash gifts, scholarships for employees and their children, incentive trips and travel subsidies, lotteries at year-end banquets, emergency aid for employees, hospitalization grants, subsidies for club activities, recreational facilities, and group insurance.
5. In accordance with the Labor Standards Act and the Labor Pension Act, the Company has adopted the Regulations Governing Retirement. For the payment of pension to an employee, the Company has established the “Labor Pension Fund Supervisory Committee” and allocated “pension funds” to a special account at the “Department of Trusts, Bank of Taiwan” in accordance with paragraph 4, Article 56 of the Labor Standards Act. For any employee subject to the old system under the Labor Standards Act, 13% of his/her total monthly salary will be allocated as pension funds. For any employee subject to the new system under the Labor Pension Act, 6% of his/her monthly salary will be allocated as a pension to his/her personal account at the Bureau of Labor Insurance according to the Table of Salary Ranges for Allocation of Labor Pensions.

- (II) Employee code of conduct or ethical rules:

To establish the management system, complete the organizational function and build labor-management harmony, the Company has established the work rules to regulate the behavior of employees. The description is as follows:

1. Employees shall faithfully fulfill their duties and comply with all regulations of

- the Company to ensure the business confidentiality.
2. When doing business with external parties on behalf of the Company, employees shall take a modest attitude instead of being proud and damaging the image of the Company.
  3. Employees shall keep their integrity, respect other's personality and help each other to jointly achieve the business objectives of the Company.
  4. Employees shall be honest in their daily behavior and shall not involve in conduct that may do harm to the reputation of the Company, such as being licentious or extravagant, visiting prostitutes or gambling.
  5. Employees shall perform their duties as practical as possible instead of being afraid of difficulties, avoiding or delaying their work without any reason.
  6. Employees shall have innovative spirits to seek for work efficiency.
  7. Employees shall inspire themselves by studying and discipline.
- (III) Communication and interaction with employees:
1. Purpose for establishment of communication channels:  
In order to promote good two-way communication, employees can express their views and suggestions to the Company at any time. Meanwhile, through regular communication channels, the Company increases employees' recognition and participation in the Company's operations, and improves work satisfaction and employee loyalty.
  2. Methods of implementation:
    - (1) An employee suggestion box and online platform have been set up to allow employees to express opinions or suggestions to the company, which are handled and responded to by the human resources department.
    - (2) A labor-management meeting is held every quarter to report the Company's latest business performance and future plans. Employees are also allowed to raise questions and suggestions to the management.
    - (3) Regular cross-departmental meetings are held to enable employees to communicate with other colleagues or supervisors from different departments and promote cooperation and understanding.
    - (4) The Human Resource Department will conduct interviews on specific issues to understand the needs and expectations of employees, and take into account the opinions of employees.
  3. Mechanism for opinion handling and feedback:  
All collected opinions and suggestions are responded to or explained in the latest employee meeting. For specific and feasible suggestions, they will be included in the improvement plan. If the employee's suggestion or problem cannot be immediately resolved, the human resources department will provide an explanation and interpretation of the current inability to implement the plan and future improvement plans.
  4. Employee satisfaction survey will be conducted regularly:
    - (1) The Company conducts employee satisfaction surveys on a regular basis, which are usually conducted in Q4 of each year. The purpose is to understand the employees' satisfaction with the Company's culture, working environment, management, remuneration and benefits, and career development.
    - (2) Questionnaires were adopted for the survey. The questionnaire covers several aspects and may include open questions to encourage employees to provide more specific feedback.
    - (3) The design of questionnaires and the collection and analysis of questionnaires are all handled by the human resources department.
- (IV) Working environment and measures for protection of the safety of employees:

In order to build a good working environment and protect the safety and health of employees, the Company engages in the management of labor safety and health in accordance with the law:

1. To maintain the security of its factories, the Company has contracted a security company, with access control and strict monitoring systems in place during daytime and nighttime and on holidays.
2. The Company engages a professional organization to inspect and report on the public safety of buildings every two years.
3. To ensure the safety and health of the workplace, the Company has established a dedicated division and appointed dedicated personnel at the Labor Safety and Health Office in accordance with the law.
4. The Company communicates safety and health requirements and safe operating standards on a periodic or non-periodic to be followed by its employees to achieve the goal of zero workplace accidents.
5. The Company conducts working environment monitoring of the workplace on a semi-annual basis.
6. To maintain the integrity of facilities, daily inspections and follow-ups on improvement are conducted by safety and health management officers.
7. In accordance with the Regulations Governing Occupational Safety and Health, the Company conducts periodic inspections on electrical equipment, forklifts, fixed cranes, freight elevators, pressure vessels and other equipment.
8. In accordance with the Fire Services Act, the Company inspects fire safety equipment and fire evacuation facilities on a monthly basis, conducts maintenance of fire safety equipment and submits a report thereon annually, and organizes training drills for self-defense fire safety teams twice a year to reduce the risks of personal and property losses.
9. Each year, the Company organizes annual health and pre-employment physical examinations for employees, and cooperates with health authorities in providing services of mobile mammography screening, Pap test, bone density test and cancer screening.
10. To protect the physical and mental health of employees and prevent the risk of occupational illness, the Company conducts questionnaire surveys regarding the prevention of ergonomic hazards, the prevention of unlawful harms during the performance of duties, and the prevention of illnesses induced by abnormal workload.
11. To build a safe and healthy working environment, the Company follows the ISO 45001 occupational safety and health management system and complies with legal requirements.

(V) Relevant certificates designated by the competent authority acquired by the Company's personnel involved in financial information transparency:

In 2024, we participated in the internal control course for enterprise held by the Securities and Futures Institute, The Institute of Internal Auditors and Accounting Research and Development Foundation, and passed the proficiency test:

1. Auditing Office: 14 persons.
2. Accounting Department: 2 persons.

(VI) Any losses suffered by the Company in the most recent two years and up to the publication date of the annual report due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and related measures: None.

## VI. Cyber Security Management

(I) Describe the information security risk management framework, the information security policy, specific management plans and the resources invested in information security management.

1. Information and communication security risk management framework:

- (1) The IT department is responsible for developing policies, plans, measures and technical regulations related to information and communication security, and for matters related to the research, deployment and evaluation of security technologies.
- (2) The relevant business department is responsible for matters concerning the development of security requirements, management of use, and maintenance of data and information and communication systems.
- (3) All employees and contracted service providers are required to follow the procedures for security management to maintain the information and communication security policy.

2. Information and communication security policy:

(1) Purposes:

This policy has been established to maintain the overall information and communication security of the host, network equipment and network communications of the Company, effectively mitigate the risks of theft, unfair use, disclosure, alteration, service suspension or destruction of information assets due to negligence, intention or natural disasters, ensure the confidentiality, availability and integrity of such assets, and meet the Company's need for normal operations.

(2) Goals:

- A. To create a secure and reliable information and communication environment by strengthening the management of information and communication security and enhancing the capability for protection.
- B. Confidentiality: Making sure any information in the information system during processing or transmission is accessed by the right person, at the right time, on the right device and in the right place to ensure the information system is accessible only to authorized persons and to protect confidential data from leaking.
- C. Integrity: Any data stored in the Company's information system must be protected during processing or transmission to prevent improper alteration and improper manipulation or breach of the information system during its operation.
- D. Availability: Ensuring that any authorized user is able to receive a response and complete the required service within the appropriate time whenever the user needs to use the information system.
- E. To ensure the availability of core services and network operations.
- F. To ensure that services interrupted by system failure as a result of any information/communication security incident or other anomaly is able to return to normal operation quickly.
- G. To ensure the Company's information and communication security measures or regulations meet the requirements of applicable laws and regulations.

- H. To ensure that any information/communication security incident or suspicious vulnerability is reported through an appropriate reporting mechanism and properly investigated and addressed.
3. Specific management plans and the resources invested in information security management:

The Company establishes the safe information environment and continue to invest the fund to improve vulnerability and upgrade the system's performance.

The main cyber security management programs are stated as follows:

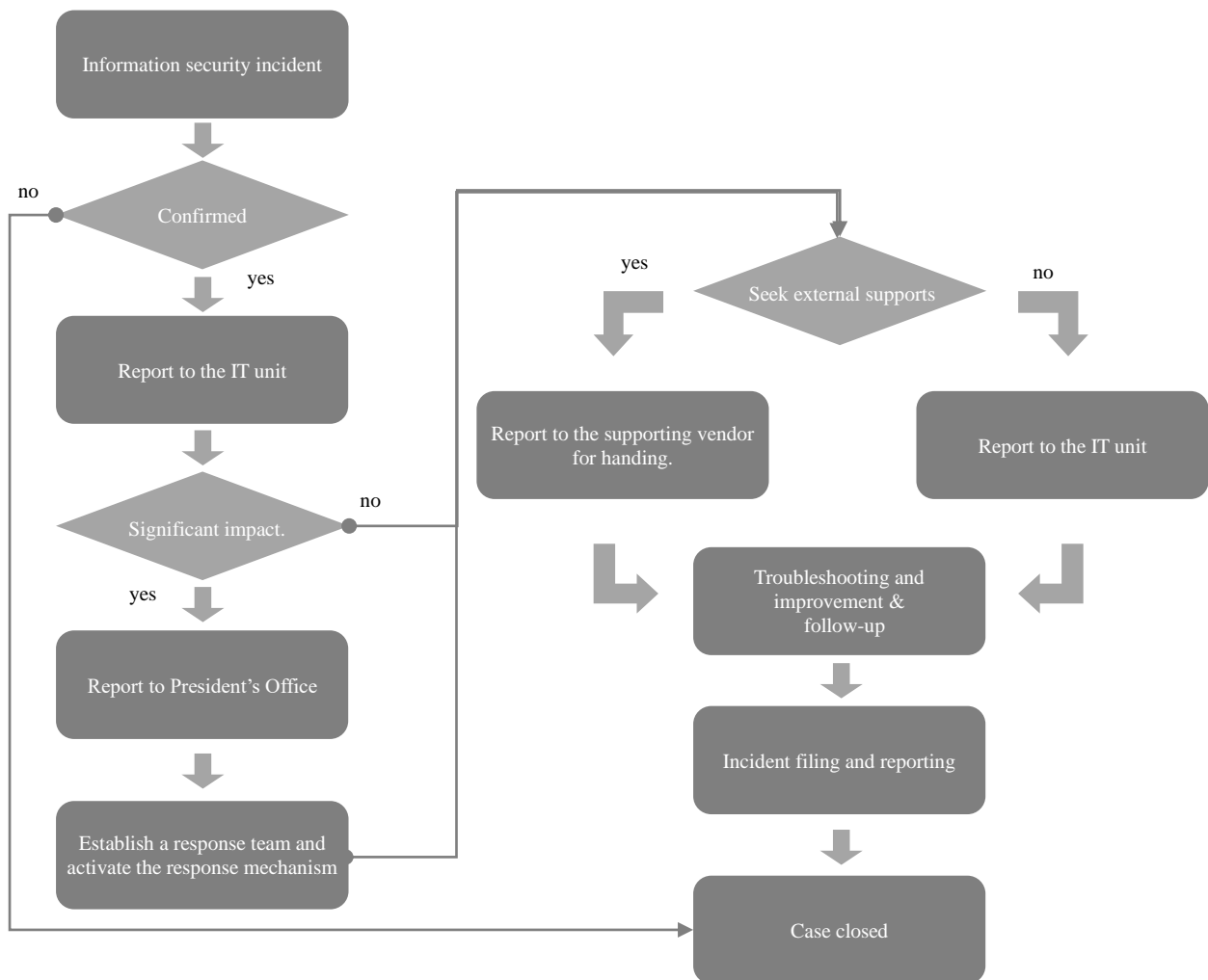
Network security	Building next-generation network firewalls and continuing to update UTM licenses to block external network attacks Upgrading MailGate to defend against external cyber attacks
Information system security	Construct the data backup mechanism to back up the data in the important system and practice the backup exercise periodically Virtualize important application systems and produce backup thereof on a daily basis
Application security	We establish an application system development process, where development, testing, acceptance and deployment are in accordance with SOPs We outsource the maintenance of important data systems to prevent and minimize the risk of personnel loss
Education & training and promotion	Periodic information security promotion and education & training Strengthen employees' awareness toward email social engineering and execute phishing email exercise
Employee information security	Execution of the NDA for employee security Provide employees with the on-the-job education and training to ensure the safety and accuracy of various information assets and operating systems.

Resources invested in information security management:

Item	Implementation	Manpower/ Time invested	Budget invested
Network security	Building next-generation network firewalls and continuing to update UTM licenses to block external network attacks	2 persons/6 months of project period	NTD600,000
	Upgrading MailGate to defend against external cyber attacks	2 persons/1 month of project period	NTD1,400,000
Data system security	Backing up of important system data and conducting backup exercise periodically	1 person/14 days	-

Item	Implementation	Manpower/ Time invested	Budget invested
Education, training and promotion	Periodic information security promotion and education and training	30 persons/0.5 day	-

The Company's cyber security reporting procedures are defined as follows. Any information security incident shall be reported and processed in accordance with the procedures.



- (II) Indicate the losses incurred due to major information security incidents, their possible effects and measures in response. Where no reasonable estimate is possible, the fact based on which a reasonable estimate is not possible must be described.

As of the publication date of the annual report, we have not found any major network attack or incident, but many systems are facing cessation of support and will be evaluated for upgrades or updates. For example, we updated the external firewall and upgraded MailGate and the electronic forms system last year.

## VII. Important contracts

The supply/sales contracts, technologies cooperation contracts, construction contracts, long-term loan agreements, and all other important contracts which are likely to impact the investors' rights, whether they are currently effective or have expired in the most recent year, and shall include the parties, major content, restrictive provisions and the commencement and termination dates of the contracts.

Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
Supply and sales contract	General Welfare Service, Ministry of National Defense	October 23, 2024 - October 22, 2025	Supply of discount goods for the military	As provided in the contract
Supply and sales contract	Chuan Lian Enterprise Co., Ltd.	January 1, 2025 - December 31, 2025	Supplies for the marketing locations of PX Mart throughout Taiwan	As provided in the contract
Distribution contract	Hopeman Distribution Co., Ltd.	April 1, 2023 - March 31, 2025	Contracted distribution of goods	As provided in the contract
Goods contract	SOCIÉTÉ DES PRODUITS NESTLÉ S.A.	January 1, 2016 - December 31, 2026	Production and sale of goods	As provided in the contract
Syndicated loan contract	Bank of Taiwan and other banks	March 27, 2025 - March 27, 2030	Mortgage loan	As provided in the contract
Long-term loan contract	Land Bank of Taiwan	July 5, 2024 - July 5, 2027	Mortgage loan	As provided in the contract
Long-term loan contract	Taiwan Cooperative Bank	July 26, 2021 - July 26, 2026	Mortgage loan	As provided in the contract
Long-term loan contract	Taiwan Cooperative Bank	December 26, 2024 - December 26, 2029	Mortgage loan	As provided in the contract
Long-term loan contract	Agricultural Bank of Taiwan	December 27, 2023 - December 27, 2025	Mortgage loan	As provided in the contract
Long-term loan contract	Hua Nan Commercial Bank	September 27, 2023 - September 27, 2028	Mortgage loan	As provided in the contract
Long-term loan contract	Bank of Kaohsiung	December 25, 2023 - December 25, 2028	Mortgage loan	As provided in the contract
Long-term loan contract	Sunny Bank	December 15, 2023 - December 15, 2025	Mortgage loan	As provided in the contract

## Five. Review and Analysis of Financial Status and Financial Performance and Risk Management

### I. Financial status

The main reasons for, and impact of, any material change in the Company's assets, liabilities, or equity during the most recent two years, and description of future countermeasure:

Unit: NTD thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	2,775,178	2,597,921	177,257	6.82%
Fund and investment (Note 1)	6,429,710	5,758,959	670,751	11.65%
Property, plant and equipment (Note 2)	5,452,024	5,411,917	40,107	0.74%
Other assets	211,084	252,913	-41,829	-16.54%
<b>Total assets</b>	<b>14,867,996</b>	<b>14,021,710</b>	<b>846,286</b>	<b>6.04%</b>
Current liabilities	3,039,709	2,644,278	395,431	14.95%
Long-term liabilities	3,496,807	3,812,941	-316,134	-8.29%
<b>Total liabilities</b>	<b>6,536,516</b>	<b>6,457,219</b>	<b>79,297</b>	<b>1.23%</b>
Capital stock	4,945,134	4,945,134	-	-
Capital surplus	268,144	268,144	-	-
Retained earnings	1,345,945	1,165,584	180,361	15.47%
Other equity	981,501	420,448	561,053	133.44%
Treasury stock	-	-	-	-
<b>Total equity of owners of the parent</b>	<b>7,540,724</b>	<b>6,799,310</b>	<b>741,414</b>	<b>10.90%</b>

Note 1: fund and investment refers to the total of financial assets measured at fair value through other comprehensive income – non-current and investment under the equity method.

Note 2: the property, plant and equipment refers to the total of the property, plant and equipment, right-of-use assets and investment property.

#### (I) Main reasons for material changes (changes exceeding 20%):

Other equity increased by 133.44%: This was mainly due to unrealized valuation gains on financial assets measured at fair value through other comprehensive income, as well as an increase in the share of profits of associates and joint ventures recognized under the equity method.

(II) Impact: No significant impact.

(III) Future countermeasures: N/A.



## II. Financial Performance

Main reasons for any material change in operating revenues, operating income, or income before tax in the most recent two years, sales volume forecast and the basis therefor, and the impact on the Company's future financial operations and countermeasure:

Unit: NTD thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Operating revenue	5,115,585	4,900,038	215,547	4.40%
Operating costs	3,663,059	3,486,325	176,734	5.07%
Gross profit	1,452,526	1,413,713	38,813	2.75%
Operating expenses	1,308,298	1,284,939	23,359	1.82%
Operating profit (loss)	144,228	128,774	15,454	12.00%
Non-operating income and expenses	218,043	131,968	86,075	65.22%
Net profit (loss) before tax	362,271	260,742	101,529	38.94%
Income tax expenses (gains)	58,999	43,142	15,857	36.76%
Current net profit (loss)	303,272	217,600	85,672	39.37%

(I) Main reasons for material changes (change of no less than 20%):

1. Non-operating income and expenses increased by 65.22%: This was mainly due to gains on financial assets measured at fair value through profit or loss and an increase in the share of profits and losses of associates and joint ventures recognized under the equity method.
2. Net Profit before tax increased by 38.94%, income tax expense increased by 36.76%, and current net profit increased by 39.37%: These were mainly attributable to the increase in operating profit and non-operating income and expenses.

(II) Expected sales volumes and their basis:

The Company is a brand in the downstream of the food industry. The scope of its primary business includes the manufacturing and sales of traditional pickles, desserts, drinks, fruit juice, cereal milk, and other products. The sales volumes of the Company's products are mainly affected by demographic, climate, and economic changes. Taking into account factors including the actual sales volumes of products in past years, the plan for the launching of new products in this year, and internal and external economic and environmental changes in the future, the sales volumes of the Company's products are expected to grow reasonably this year.

(III) Impact on the Company's future financial operations: No significant impact.

(IV) Countermeasures: N/A.

### III. Analysis of Cash flow

Description and analysis of cash flow changes in the most recent year, improvement plans for illiquidity, and liquidity analysis for the coming year

#### (I) Description and analysis of cash flow changes in 2024:

Item \ Year	2024	2023	Increase (decrease) ratio %
Cash flow ratio	19.89%	16.38%	21.43%
Cash flow sufficiency ratio	116.64%	99.36%	17.39%
Cash reinvestment ratio	3.36%	1.68%	100%

The changes are analyzed and described as follows:

Increase in cash flow ratio by 21.43%: Mainly due to an increase in the net cash flow from operating activities.

Increase in cash reinvestment ratio by 100%: Mainly due to an increase in the net cash flow from operating activities.

#### (II) Improvement plans for illiquidity: None.

#### (III) Cash liquidity analysis for the next year:

Unit: NTD thousand

Cash balance at beginning of period	Expected annual net cash flow from operating activities	Expected annual cash outflow	Expected cash surplus (deficit) amount	Expected cash deficiency amount remedies	
				Investment plan	Fundraising plan
721,333	356,244	423,010	654,567	—	—

1. Operating activities: The expected growth of operating revenue and increase in profits from main business will generate the net cash inflow from operating activities.

2. Investment activities: The expected increase in the long-term and short-term investments and capital expenditure will generate net cash outflow.

3. Financing activities: The expected payment of the long-term and short-term loans will generate net cash outflow.

### IV. Material capital expenditure in the most recent years and impacts on business performance

The capital expenditure plan of the Company is formulated according to its overall business strategy. The plan consists of two main items: long-term investments and purchases of fixed assets.

For long-term investments, the Company plans to invest in line with the trends of business expansion and industry development, but there was no material capital expenditure in 2024. For fixed assets, the expenditures in 2024 included the repair and maintenance of plant and equipment, purchase of machinery and equipment, and replacement of parts, totaling approximately NTD 161,319 thousand.

V. The re-investment policy in the most recent year, the main reasons for the profits/losses generated thereby, improvement plan, and investment plans for the coming year

The Company's re-investment policy is to invest in the upstream and downstream industries along with the peripheral industry relevant to our main business, or focus on the investment in the leisure industry supporting the main business. We expect to diversify the operating risk in the industry by vertical or horizontal integration and diversified operations to improve the Company's profits and return on shareholder's equity. The recognized profit or loss of the Company's re-investment in 2024, and the main reason and improvement plan thereof is as follows:

Unit: NTD thousand

Item/Description	Scope of business	Investment profit or loss recognized in 2024	Main cause of profit or loss	Rectification
Apoland Resource International (BVI) Corp.	Re-investment business	15	The business performance of reinvested company is not yet revealed	Active management
Defender Private Security Inc.	Security business	4,939	Proper cost control and Re-investment profit	None
Aco Distribution Corp.	Proprietary business	14,771	Successful market development	None
Sasaya Vitagreen Co., Ltd.	Proprietary business	30	The business performance of reinvested company is not yet revealed in the transformation stage	None
Sontenkan Resort Development Co., Ltd.	Leisure and recreation business	(65,857)	The business performance of reinvested company is not yet revealed in the development stage	Active management
Koya Biotech Corp.	Gardening business and oil production	(13,031)	The business performance of reinvested company is not yet revealed in the transformation stage	Active development of new business
AGV International (BVI) Limited	Re-investment business	24	The company is in the preparation stage	None
Alpha International Developments Limited	Re-investment business	(3,247)	The business performance of reinvested company is not yet revealed	Active management
Hope Choice Distribution Corp.	Proprietary business	13,984	Successful market development	None
Mascot International (BVI) Corporation	Re-investment business	(1,373)	The business performance of reinvested company is not yet revealed	Active management

Item/Description	Scope of business	Investment profit or loss recognized in 2024	Main cause of profit or loss	Rectification
Apoland Development (Singapore) Pte Ltd.	Re-investment business	(81,942)	The business performance of reinvested company is not yet revealed	Active management
Hopeland Distribution Corp.	Proprietary business	2,039	Successful market development	None
Yunlin Dairy Technology Corp.	Dairy manufacturing	29,314	Successful market development	None
Taiwan First Biotechnology Corp.	Food manufacturing	136,366	Successful market development	None
AGV Biohealthy Food Limited	Re-investment business	(161)	The re-investment is in the development stage	Active management
Aiken Biotechnology International Co., Ltd.	Biotechnology service	5,523	Successful market development	None
AGV First Biotech Food (BVI) Limited.	Re-investment business	(34,587)	The business performance of reinvested company is not yet revealed	Active management
Yanjiang Agv International Company Limited	Proprietary business	(88)	In the transformation stage	None
Heding International Development Co., Ltd.	Re-investment business	15,805	Re-investment profit	None
Alpha Biotech Development (Bvi) Limited	Re-investment business	9	The company is in the preparation stage	None
Kuo Cheng Investment Development Corp.	Re-investment business	6,963	Re-investment profit	None
Hopeman Distribution Co., Ltd.	Logistics business	486	Proper cost control	None
Nice Investment Development Ltd.	Re-investment business	23,800	Re-investment profit	None
Nicostar Capital Investment (BVI) Ltd.	Re-investment business	(4,148)	The re-investment is in the development stage	Active management
Eastern Formosa Resource Development Corporation	Recreation business	(1,991)	The re-investment is in the development stage	None
Tongjitang Medicinal Biotech Corp.	Medical biotechnology	502	The re-investment is in the development stage	None
Nice Enterprise Co., Ltd.	Household chemicals	69,881	Successful market development	None
TAIWAN FOOD INDUSTRY CO., LTD.	Food manufacturing	4,196	Re-investment profit	None

The Company's investment plans for the coming year will focus on the food industry and related leisure industry in the hope of expanding the business scale. We will also improve the completeness and competitive advantage of the Company's future product lines based on the principles of vertical integration and technology development. We will only evaluate and consider industries irrelevant to food or leisure industry if it is beneficial to the subsequent operation development for the entire Company.

VI. Risk analysis and assessment made in the most recent year and up to the printing date of the annual report

(I) Impact of changes to interest and exchange rates as well as inflation on the Company's earnings, and responsive measures

1. Changes in interest rate

The interest rate interval of the Company's short-term bank loans in 2024 was between 2.100% and 2.515%. Due to uncertainties in both the international and domestic economy, the Central Bank will adjust its interest rate in accordance with the market situation. For short-term interest rates, reference will be made to policies of the US Federal Reserve, which is expected to reduce interest rates gradually. Therefore, the Company's Financial Department conducts both regular and occasional assessments of bank borrowing rates, keeps track of changes in the domestic and international financial markets, and maintains close contact with banks in order to obtain more favorable interest rates and sufficient credit lines.

2. Changes in exchange rate

The Company entrusts foreign companies to process some of its finished products, so it needs foreign currency payments. In this regard, the Company has directed designated personnel at the Financial Department to pay constant attention to changes in the exchange rate market and keep full track of trends in exchange rates and the timeliness of exchange based on the information of exchange rate changes provided by banks dealing with the Company. Personnel have also been directed to open foreign exchange deposit accounts for purchasing foreign currencies at appropriate times in order to meet the need for foreign currency payments arising from imported finished goods and reduce the risks caused by exchange rate fluctuations.

3. Inflation

In recent years, the world has witnessed rising prices of commodities, including raw materials used for food production, as a result of out-of-balance agricultural production caused by climate anomalies, leading to potential inflation concerns. Nevertheless, the inflation rate in Taiwan has remained within certain levels thanks to government efforts in stabilizing financial order and prices. Furthermore, the Company has continued to control production costs and marketing expenses, management and research in recent years, thus limiting the impact of inflation on the operations and profits of the Company. In the future, in order to reduce the negative effects of inflation on its operations, the Company will increase the added values of products through strategies such as product innovation and differentiation, and will maintain control over costs.

(II) Policy on high-risk, high-leverage investments, loaning of funds to others, endorsements and guarantees as well as derivatives transactions, main reason for profits or losses and future countermeasures

Item	Policy	Main cause of profit or loss	Future countermeasures
High-risk, high-leverage investments	The Company does not engage in high-risk, high-leverage investments	None	None

Item	Policy	Main cause of profit or loss	Future countermeasures
Loaning funds to others	Implemented based on the Company's "Regulations on Loaning of Funds to Others"	None	None
Endorsement/guarantee	Implemented based on the Company's "Regulations on Endorsements and Guarantees"	None	None
Derivatives transactions	The Company does not engage in "derivatives transactions"	None	None

(III) Future research and development projects, and expenditures expected in connection therewith

1. Our design meets the food and health regulations while giving consideration to the idea of ecological conservation and economic benefits. We also research and develop functional products meeting natural, healthy, nutritious, safe and hygienic needs.
2. We promote marketing-oriented product research and development to create a sense of belonging for the consumer. By controlling the consumer and market trends, channel information and after-sales service, we provide products that fully satisfy the customer.
3. We provide an innovative learning environment for R&D to explore their creativity and develop their talents with intelligence, and quality, all with a comprehensive international outlook.
4. Being dedicated to the "material extract biotechnology" and core technology of "cold aseptic filling" for manufacturing, we develop new products with concepts meeting the contemporary trends of "germ-free, no pollution, natural flavor preserved, nutritious, healthy and eco-friendly."
5. We seek strategic alliances with international companies and academic organizations to build a global R&D mechanism and are developing a smart network to accelerate the integration of R&D technologies to create a global competitive advantage for our group.
6. According to the idea of similar origins between food and medicine as well as preventive medicine, we use biopharmacy technology to develop health food with "antioxidant effect and prevention of modern illness."
7. Taiwan has become an aging society with aging population structure in Taiwan society. In the future, we actively develop commodities for the senior and comprehensive products with nutrient formula through industry-government-academia collaborations.
8. We actively invest in innovative R&D for the application and development of new products such as plant-based protein drinks, traditional foods, appetizers, and prepared foods that are in line with the recent dietary trends.
9. By investing in comprehensive food and drink plants and new product lines, we integrate R&D and new equipment to actively develop functional grain drinks managed by AGV.

10. The expected expenditures for future research and development by the Company is about NTD74,000 thousand in 2025.
- (IV) Impact on the Company's financial operations of important policy and legal developments at home and abroad, and responsive measures  
None.
- (V) Impact of technological changes (including information security risks) and industrial changes on the company's finance and business, and the measures in response:  
As the diet habits of the consumer gradually change to aspects of high added value foods, convenience foods and diversified food types, the market demand begins to grow for all kinds of frozen prepared foods, prepared foods suitable for the aging population and current needs, health foods and foods convenient to prepare in response to the aging society and current consumption demand. Recently, food businesses have begun to make efforts in refinement of food processing, nano-grinding technology and extracting technology.  
In recent years, the rising prices of related raw materials have caused increasing production costs. Additionally, the rising health awareness of the public has changed consumers' demands from the pursuit of expanded quantity to the demand for quality. In the face of such technological and industrial changes, we will take the following measures:
1. Production innovation: Based on the production advantage of aseptic cold filling, we develop highly technological products that cannot be produced by other competitors and plan to invest in a new production line with higher efficiency.
  2. Sales innovation: Expand domestic and foreign markets by innovating quality product and integrating strategic partners.
  3. Manpower innovation: Strengthen creativity, improve execution and enhance teamwork of specialists in each department.
  4. Research innovation: In response to the rising health awareness of the public, we develop prepared foods, drinks and dietary supplements. For example, we have developed a series of products that meet the extended health needs of the public, such as the Premium Oat Drink, appetizers, functional instant powders, capsules and tablets, prepared foods for aged people, and nutritional supplements.
- (VI) Impact of changes in the Company's image upon its crisis management, and countermeasures  
None.
- (VII) Expected benefits and potential risks of any merger or acquisition, and measures to be adopted in response  
The Company has no plan for merger or acquisition up to the present day.
- (VIII) Expected benefits and potential risks of any plant expansion, and measures to be adopted in response  
None.
- (IX) Risks associated with any consolidation of purchasing or sales operations, and measures to be adopted in response

The main production/sales items of the Company include room temperature and low temperature processed foods and drinks with various types of products. According to the sales of top 10 customers in the most recent three years, because Hope Choice Distribution Corp. is designated by the Company for the sales and delivery of room temperature products in domestic traditional channels and CHUAN LIAN Enterprise Co., Ltd. is the largest franchises supermarket in the nation, the two companies accounted higher weight for the sales of the Company in recent years while the sales amount of other individual customer was less than 10% of the current net sales amount. In addition, the Company has control over Hope Choice Distribution Corp. since it is a 100% owned subsidiary of the Company. Hope Choice Distribution Corp. has a wide scope of product types and the downstream customers are traditional grocery stores, small shops as well as small and medium supermarkets with decentralized customer groups. In conclusion, the Company has no risk of sales concentration.

In addition, the Company commissioned AGV First Biotech Food (BVI) Limited. to produce bottled drinks since 2006 with weight of purchase respectively accounted for 37.35% and 39.00% in 2023 and 2024, which was the largest supplier of the Company. However, AGV First Biotech Food (BVI) Limited. is the affiliate of the Company with 41.28% of shareholding. The supply quality and delivery over the years is good without any supply shortage or interruption. Overall, the Company has no risk of concentrated purchases.

- (X) Impact and risk associated with large share transfers or changes in shareholdings of directors, supervisors, or shareholders who hold more than 10% of the Company's shares, and countermeasures: None.
- (XI) Impact on and risk to the Company of change in management rights and countermeasures: None.
- (XII) (For litigation or non-litigation cases indicating the Company and directors, supervisors, President, substantial responsible person, major shareholder with shareholding exceeding 10% of the Company and affiliates that are involved in major lawsuits with affirmative judgment or is pending in the court proceeding, non-litigation or administrative dispute cases with results capable of causing material impacts on the interests of Shareholder or stock price, the dispute fact, claim amount, litigation starting date, primary litigation parties and handling status up to the printing date of the annual report shall be disclosed: None.
- (XIII) Other significant risks and countermeasure:  
None.

## VII. Other Important matters:

None.



## Six. Special Items to be Included

### I. Affiliated Enterprise Information

It has been disclosed on the Market Observation Post System (MOPS):

[https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10).

### II. Any private placement of securities in the most recent year up to the publication date of the annual report.:

1. On May 11, 2021, the 13th meeting of the 17th Board of Directors adopted a resolution to approve the proposal for issuance of no more than 100,000,000 common shares from cash capital increases via private placement. The proposal was then submitted to the 2021 annual shareholders' meeting as required by law and approved by a resolution without amendment.

Implementation: On May 9, 2022, the 20th meeting of the 17th Board of Directors adopted a resolution approving that the issuance will not continue in the remaining period, and that a report thereon will be submitted to the 2022 annual shareholders' meeting.

2. On May 9, 2022, the 20th meeting of the 17th Board of Directors adopted a resolution to approve the proposal for issuance of no more than 100,000,000 common shares from cash capital increases via private placement. The proposal was then submitted to the 2022 annual shareholders' meeting as required by law and approved by a resolution without amendment.

Implementation: On March 13, 2023, the 5th meeting of the 18th Board of Directors adopted a resolution approving that the issuance will not continue in the remaining period, and that a report thereon will be submitted to the 2023 annual shareholders' meeting.

3. On March 13, 2023, the 5th meeting of the 18th Board of Directors adopted a resolution to approve the proposal for issuance of no more than 100,000,000 common shares from cash capital increases via private placement. The proposal was then submitted to the 2023 annual shareholders' meeting as required by law and approved by a resolution without amendment.

Implementation: On March 11, 2024, the 10th meeting of the 18th Board of Directors adopted a resolution approving that the issuance will not continue in the remaining period, and that a report thereon will be submitted to the 2024 annual shareholders' meeting.

4. On March 11, 2024, the 10th meeting of the 18th Board of Directors adopted a resolution to approve the proposal for issuance of no more than 100,000,000 common shares from cash capital increases via private placement. The proposal will then be submitted to the 2024 annual shareholders' meeting for resolution.

Implementation: On March 11, 2025, the 15th meeting of the 18th Board of Directors adopted a resolution approving that the issuance will not continue in the remaining period, and that a report thereon will be submitted to the 2025 annual shareholders' meeting.

### III. Events having material impact on shareholders' equity or securities prices listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act in the most recent year and up to the publication date of the annual report

None.

### IV. Additional information required to be disclosed:

None.

AGV Products Corporation

Chairman: Kuan-Han Chen

Published in May 14, 2025