



2013 Uni-President

Corporate Social Responsibility Report



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**Chairman Lo Chih-Hsien:
For food safety, we hold
the spirit and attitude of
"we can always do better"
and diligently try our best
to do it.**

After forty years of effort, Uni-President Enterprises Corporation has developed from a flour mill of Tainan into a comprehensive household name which extends to all around Taiwan, Mainland China and Southeast Asia. In 2013, with our operation obtaining a new high, our profit reached a record high as we officially entered into the Top 1000 of Forbes World's Biggest Companies. We know that with a bigger business scale comes great responsibility. Therefore, we uphold the business ideals of "good quality, good credit, good service and reasonable pricing". We manage our corporate social responsibility through four primary aspects of responsibility management, quality products, sustainable environment and connecting with the community, gaining trust from all stakeholders and seeking further development while meeting their expectation.

Food safety inspection, learning from setbacks

As a national food industry benchmark company, our founding principle is to provide consumers with healthy and safe food! For food safety, we hold the spirit and attitude of "we can always do better" and diligently try our best to do it. We admit that in several past food safety incidents, some products whose raw materials through our supply chains were not inspected thoroughly and damaged the trust of our consumers in our brands. But we re-evaluated these previous unfortunate experiences, learned from the lessons and strictly reviewed the process and inspection system immediately. In 2013, we obtained 111 laboratory certifications in 14 categories and strictly inspected the raw materials. Meanwhile, we set up a monitoring system for food safety in order to shape the corporate culture that everybody is responsible for product safety. In addition, in terms of source management, we closely work with the suppliers on establishing production history, assisting 74 suppliers to implement ISO 22000 (Food Safety Management System) and also encouraging 331 suppliers to implement the on-the-spot inspection.

We regret for the occurrence of the edible oil safety incident in 2014, causing social unrest. It makes us acknowledge that the risk in food safety is all-around and can occur in every step. In the

future, other than establishing strict management mechanism for traceability of raw materials, we are also constructing our Food Safety Building as our promise towards food safety. We hope that the risks of food safety can be eliminated with the best inspection process and the involvement of more professional staff. We hope our efforts can earn our customers' trust again. Aside from upholding food safety, we are also dedicated to promoting the local high quality agriculture, cooperating with the local livestock farms in Taiwan, combining the resources of both parties, paying more attention to the local upstream raw material industry and stimulating the local economy. Providing products in accordance with the modern healthy diet trends is also one of our targets. Besides improving the existing products to protect consumer's health, we are also active in the research of healthy foods with the aim of providing consumers with more products which can greatly benefit the health of consumer as well as the sustainability of the environment. At present, 18 kinds of healthy food obtained certification, while 11 products obtained the carbon footprint label. All of these efforts are for the sole purpose of gaining acknowledgement and feedbacks from our consumers and we will continue trying our best to do just that.

In search of excellence, towards sustainable healthy Taiwan

Although the operation has entered into global scale, Uni-President Enterprises Corporation still deeply cares about its hometown Taiwan. Over the past 40 years, we have tried our best to promote environmental protection activities, care for employees, improve public health awareness, carry out charity activities and cultivate an athletic culture. We also hope to create a better society and a better Taiwan through our efforts. We are continuously conducting annual sustainable environment action plan, and in 2013 we have reduced 6,028 tons of greenhouse gas emissions, saved 98,184 tons of water resources along with a waste resource

recovery of 96.3%. In addition, we have studied the feasibility of alternative energy, developing clean renewable energy including solar photo-voltaic power generation, biogas power generation and wind power generation street lamps, etc., gradually expand the generated energy and make efforts for a sustainable environment. In regards to our society, we hold a consistent harmonious labor relation, valuing staff welfare, rights and interests which can make staff work hard. In addition, we positively contribute to the social education of preventive medicine through the Millennium Love Health Foundation. The Eight-Nine Waist Day of this year together with the National Health Day of the Millennium Health Station has been the largest activity among the single health examination activities. The Social Welfare and Charity Foundation of Uni-President Enterprises Corporation continuously cares for the less fortunate and in this year, there are about 5,300 people receiving benefits from the total expenses accumulated worth 10,600,000. Regarding connecting with the community, we also support the Uni-Lions baseball team while supporting a passionate baseball culture. We will continue to uphold the concept "get from the society, use for the society", practice corporate social responsibility, live with harmony and common prosperity.

Looking back our achievements this year, there were setbacks and glories, but all of these will be our motivation in our constant pursuit of excellence. As for the future, optimizing the product value and structure is our operating focus. Under this focus, we hope to deepen our core values and working disciplines while strengthening our corporate culture of ethical management to ultimately becoming a sustainable corporation—a food company earning consumers' trust, an excellent investment for investors, a workplace where staff can unleash their potential, a partner that suppliers want to cooperate with first, a good social citizen, a corporation who positively manages the supply chain and is responsible for the environmental resources. We will continuously work hard and respond to all expectations, carrying forward the Uni-President legacy.

Chairman 
Lo Chih-Hsien



Responsible Management

Market capitalization over NTD

300 billion

- Established an Audit Committee
- Used questionnaire survey to cover issues concerning stakeholders for the first time
- To publish an annual Corporate Social Responsibility Report in the future
- Corporate Social Responsibility Report is in line with GRI G3.1 guidelines at A+ level.



Mutual Prosperity

The salary of employees increased in 2013 by

3.31%

- Employees received on average 32 hours of educational training.
- 98% of employees joined the enterprise union of Uni-President China Holdings Ltd.
- The "Millennium Health for teenagers on campus" was held 10 times.
- The "Millennium Love Health Foundation" disseminated information about "metabolic syndrome" with 70.6% participants.

LOHAS Products

Obtained **111** laboratory certifications

- 331 suppliers conduct on-the-spot inspections
- Supported 74 suppliers in obtaining ISO 22000
- Obtained certification for 18 kinds of health foods
- Passed the external carbon footprint verification for 15 products; obtained carbon footprint label for 11 products



Sustainable Environment

6,028 tons of greenhouse gas emissions were reduced.

- Water: 98,184 tons of water resources were saved.
- Electricity: 6,286 kWh of electricity were saved.
- Heavy oil, diesel oil: 6,764 liters were reduced.
- Waste was transformed to resources by 96.3%.

Summary of 2013

CSR Performance



Awarded 2013 top 20 international brand in Taiwan

Uni-President China Holdings Ltd. provides non-financial information on its corporate social responsibility report. It also promotes sustainability in its operational decisions and actions through specific initiatives such as integrity management, corporate governance, employee relations, environmental responsibility and community, charity work, etc. It is a sustainable company and together with its shareholders, is committed to social responsibility.

Selected by Digital Age magazine as a "benchmark firm in digital service" and No.1 in food and beverage

The third "digital service ability survey" conducted by Digital Age magazine went through a four-stage selection process based on five criteria; namely, user's experience, search engine optimization, internet word-of-mouth (IWOM), online voting and basic web-page elements. This transformed abstract digital service into business information. Uni-President is considered No.1 in food and beverage. It took second place in the online vote and garnered high scores for the layout of its corporate website and readability of its information.



Received an award for excellence in "green food and beverage in the digital age"

The green brand selection was made by a panel of experts based on the following criteria: "green product/service", "green policies and implementation" and "green credit". President Enterprises, President Trading Co., Ltd. and President Starbucks stood out from 123 participating companies and received awards in the following categories: green food and beverage in the digital age, retail channel and catering. Indeed, Uni-President China Holdings Ltd. has made significant contributions to environmental protection over the years and has been widely recognized by experts and netizens.



Selected by Commonwealth Magazine as the No.1 benchmark firm with the best reputation in Taiwan's food industry"

It was chosen as the No. 1 benchmark firm in the food industry for 19 consecutive times and recognized worldwide for its outstanding business operations.



Received the "Taiwan enterprise sustainability award in 2013" from the Taiwan Sustainable Energy Research Foundation

The company helps lead Taiwan towards sustainable development. It hopes to become a dominant force in propelling the world towards a colorful future.



Responsible Management

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1.1 Company Operating Overview

Uni-President Enterprises Corporation has developed from a flour mill in Yongkang, Tainan into an international conglomerate, whose operations have consistently kept up with the times, monitored trends, observed consumer lifestyles, and responded to innovation and challenges. It has also introduced ground-breaking products while identifying the right market and industry, as well as integrating and utilizing existing resources, maximizing its core advantage, enhancing group management and creating strong synergy.

With "internationalization" and "focused operations" as its main strategies, Uni-President Enterprises Corporation continuously invests and cooperates with reputable international companies in order to gain global knowledge in terms of operations and technology. Targeting Mainland China and focusing on the Asian market, it aims to expand its global reach so as to provide customers with the best, happy and healthy LOHAS environment!

China



Uni-President Enterprises Corporation is focused on the Mainland China market which is regarded as the first step to internationalization. Currently, the company is in the second phase of development. It aims to set up a food factory in each province (or autonomous region) along with branch offices to form a comprehensive network.

Other Regions

Uni-President Enterprises Corporation has chosen Los Angeles as its major operating base for food services catering to US and Canadian markets.



Southeast Asia

With the growth of the international economy, Uni-President Enterprises Corporation is optimistic and has established offices in several countries in the Asia Pacific region such as Indonesia, Thailand, Vietnam, the Philippines and so on. Stimulating local development For the past 10 years, Uni-President Enterprises Corporation had spent \$10 billion to build the Hsinchu Hukou Park.

Stimulating local development

For the past 10 years, Uni-President Enterprises Corporation had spent \$10 billion to build the Hsinchu Hukou Park.

After 10 years of business operations, it had spent billions in 2011 to build a new comprehensive production facility which included a fully functional food factory, product distribution and tourism. The facility is estimated to be completed in three years and expected to provide people with better experience and understanding of the food production process, quality, and management. Setting up a factory in HsinChu Hukou would also help stimulate local economic development, providing around 1,000 job opportunities and localize the purchase of raw materials as well as the supply chain. The company hopes to achieve operational synergy once the comprehensive food factory in HsinChu Hukou begins production, since this would allow a more complete and faster service network that could make significant contributions to HsinChu.



Stimulating urban development



The first waterside LRT passing Dream Mall and DC21. A new trigger of business in Asia's New Bay Area in Kaohsiung

Since the opening of Dream Mall in 2007, the company has provided over 5,000 job opportunities, with economic benefits reaching \$8.2 billion. Uni-President Enterprises Corporation has invited owners of 100-hectare lands such as Taisugar, Taiwan Fertilizer Co., Ltd., Sinopec, Southeast Cement Corporation and Cathay Chemical Works, Inc. to establish the "Kaohsiung DC21 Land Developing Association", hold annual seminars, invite local and foreign experts and the media involved in DC21 area development, and encourage land development. Circular Line (KMRT) connects several construction areas such as DC21, Kaohsiung Exhibition Center, Kaohsiung Port Terminal, Kaohsiung Software Technology Park and Multifunctional Park, among others, and it is expected to intensify urban development in the new Asia Bay Area.

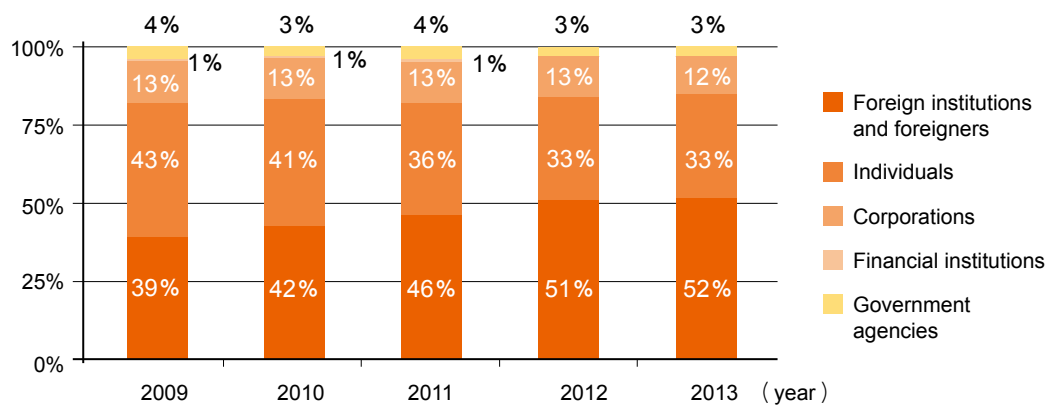


1.2 Financial Performance

The management team, profit model and risk management mechanism set up by Uni-President Enterprises Corporation over the years can effectively cope with systemic risks caused by market fluctuation and can steadily promote the business without significant financial support from the government. In 2013, a tremendous year where the market capitalization of Uni-President Enterprises Corporation reached over NT\$ 300 billion unlike 14 other companies whose market capitalization reached over NT\$10 billion in Taiwan.

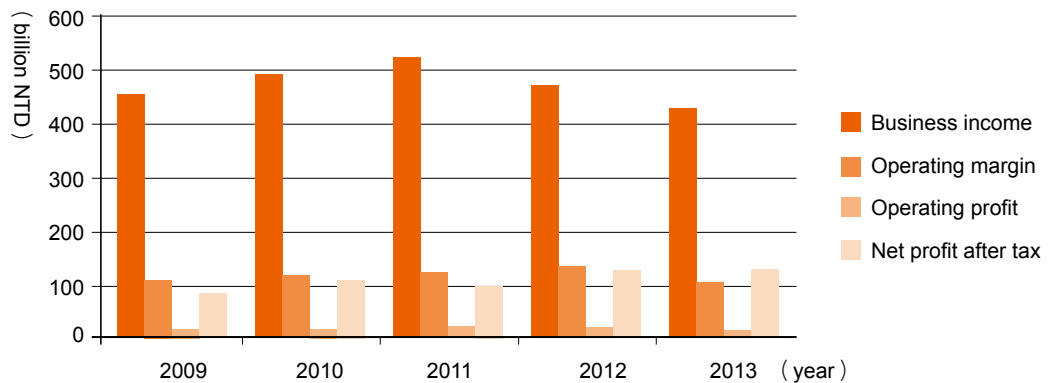
In 2013, the annual turnover was more than NT\$ 42.3 billion. The after-tax profit was NT\$12.8 billion which increased by 29.3% compared to last year's figure. The combined turnover reached NT\$ 423.1 billion. As for other financial data on operational performance, please refer to the combined and independent financial reports posted on the public information website.

Shareholder structure

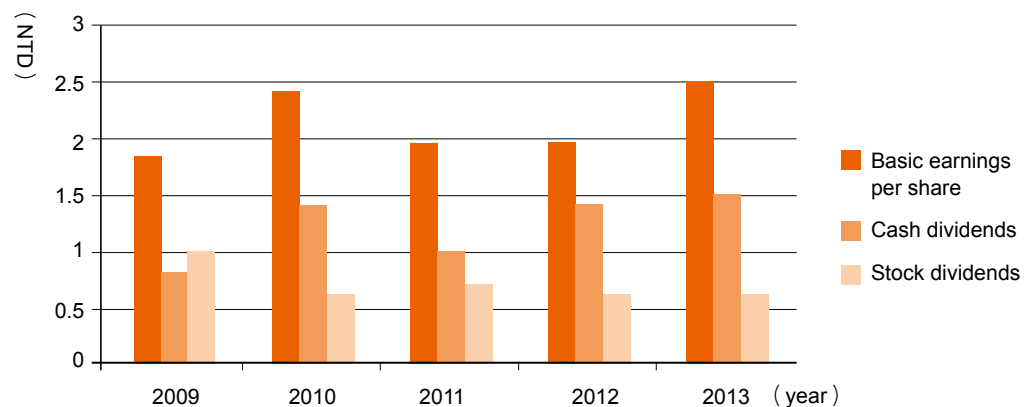


Note: In 2012 and 2013, financial institutions respectively held 0.20% and 0.31%.

Comparison of operating figures:

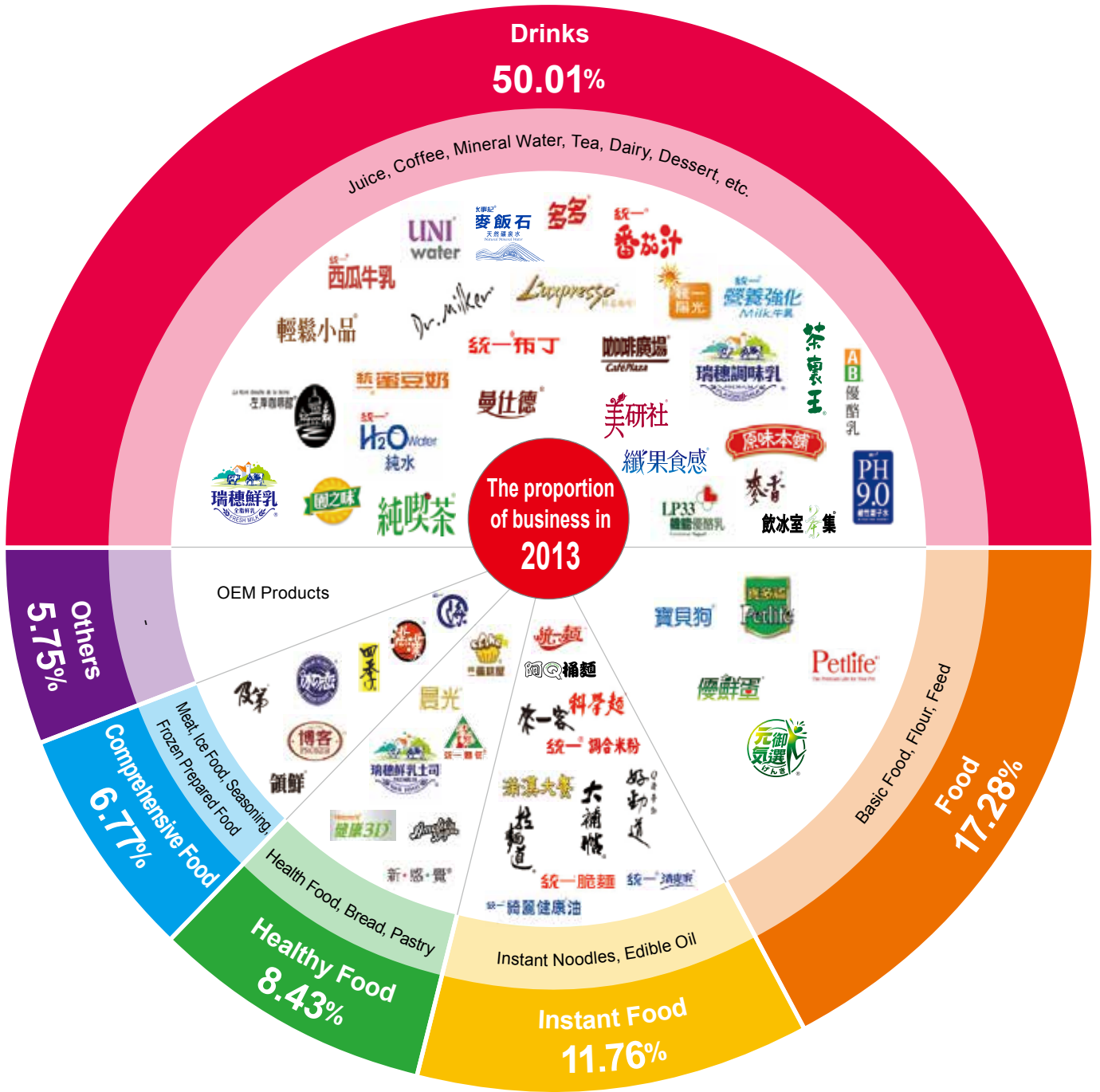


Comparison of dividends



Our Products and Services

During the business growth, Uni-President Enterprises Corporation paid attention to the market trends, observed the consumers' lifestyles, continuously developed new business and products, provided consumers with diversified products and services, being divided into 5 business groups in accordance with category and property.



In corporate governance, we uphold the ethical business ideal, actively promoting the transparency of the operation, managing company based on the principle of stakeholders' rights and interests. To strengthen the corporate governance system, we have made "Scope of Powers of Independent Directors", "Ethical Corporate Management Principles" and "Guidelines of Corporate Governance Practices" in 2013 and 2014.

Board of Directors

Based on the Articles of Incorporation, there are 13 directors and 3 independent directors since June of 2013, whose experiences lie in the fields of finance, economics, accounting, food manufacturing, electric machinery, chemical engineering, industrial engineering. With an average age of 65.7, there are 3 females on the Board making it a diverse group.

To perform its duties and responsibilities, on top of setting up the compensation committee on September 30, 2011 and the audit committee on June 25, 2013, the Board of Directors established the "Regulations Governing Procedure for Board of Directors Meetings", the benefit evasion principles of directors, and adherence to the law to improve corporate governance. As for other business functions, there are complete job processing methods and control mechanisms. According to the corporate governance ideals of Chairman Mr. Lo Chih-Hsien, the board's primary responsibility is to supervise according to the law, make financial records transparent, immediately disclose important information without internal corruption. The board remains concentrated, capable and independent.

The Board of Directors' second responsibility is team direction and management. The Board of Directors arranges the management team for business, finance, audit, etc. to do business reports on a quarterly basis, discussing relevant matters with them to make adjustments as necessary.

The third responsibility is team performance evaluation and appointment of managers. Maintaining good communication with the Board of Directors, our management team dedicates itself to executing the instructions and business operations indicated by the Board of Directors in order to create the biggest benefit for the shareholders.

We believe that under Chairman Lo Chih-Hsien's leadership, aside from inheriting previous Chairman Gao Rong-Yu's business ideals that include honesty and hard work, innovation and improvement, good quality, good credit, good service and reasonable pricing, our company is focused on developing further its core business to enhance its global competitive advantages, while largely targeting the Asian market. Based on his extensive experience in the industry, he actively inculcates a sense of value into the group including efficient implementation of standards, and resource and benefits sharing, leading our company to become a global enterprise.

Regarding the detailed information about the board members, please refer to page 16 to 19 of our 2013 annual report which can be found on our website: <http://www.uni-president.com.tw/invest/index.html>.

Remuneration Committee

The Remuneration Committee has been set up since September 2011, and it was created to periodically review the compensation of directors and managers as well as establishing a periodical performance evaluation, and updating and implementing compensation policies, systems, standards and structure and hands in suggestions to the board for discussion and decision-making. When performing the above function and power, the Remuneration Committee also evaluates the personal performance of the Chairman and the managers, corporate performance and risks in the future based on its professional assessment, establishes a competitive and sustainable compensation system in reference to industry standards.

Audit Committee

The Audit Committee has been set up in June 2013 to represent the authority of the supervisor. The Audit Committee aims to assist the board in performing its supervisory responsibilities in ensuring quality and integrity in the accounting, auditing, financial reporting process, and fiscal control. Aside from abiding by the provisions of organization rules, the major function and power of the Audit Committee is to exercise its duty according to Article 14-5 of the Securities Exchange Law, including: setting up, amending and evaluating the effectiveness of the internal

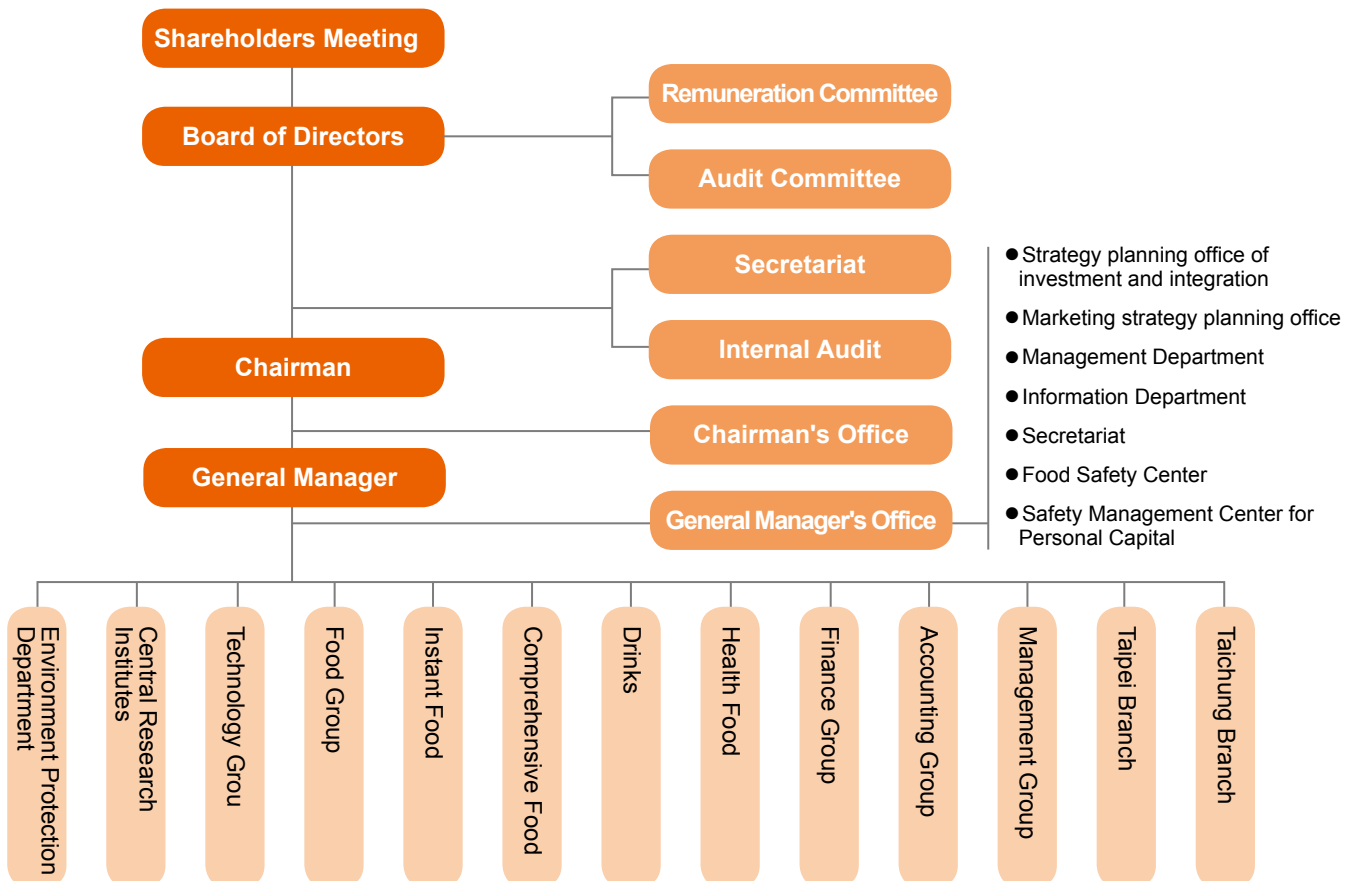


control system; setting up or amending significant financial behaviors and solutions such as engaging in assets and derivatives trade, loans, endorsing or guaranteeing for others; matters involving the Directors' stakes; collecting, publishing or privately raising the securities with ownership property; appointment, removal or compensation of certified public accountants; appointment and removal of finance officers, accountants or internal auditing supervisors; preparing quarterly and annual reports; dealing with important issues stimulated by other corporations or authorities.

Moral Management

We have established strict moral rules and the Sunshine law for Moral management, demanding all employees of Uni-President Enterprises Corporation to abide by the code of conduct and ethics with a responsible attitude; setting up relevant departments for auditing, management, legal, marketing, purchasing and

human resources; establishing and implementing related mechanisms for immoral behavior prevention; covering immoral activities (analyzing in accordance with each department's bribery risk, measures are set to prevent immoral actions from being taken) in areas such as business outsourcing, political contributions, communication and reception, advertising agency, media purchasing and so on; creating the "Uni-President Enterprises Corporation Purchasing Code of Professional Ethics" in order to provide all employees with clear working standards. We will thoroughly implement the Moral management ideal in terms of staff education and training, establishing a judging panel and setting up the Staff Rewards and Punishments Committee to research and deal with cases in violation of the provisions of Moral management. In addition, the "Moral Corporate Management Principles", passed and published by the Board of Directors in 2014, have been regarded as the foundation of an Moral management culture in the enterprise and good risk management.



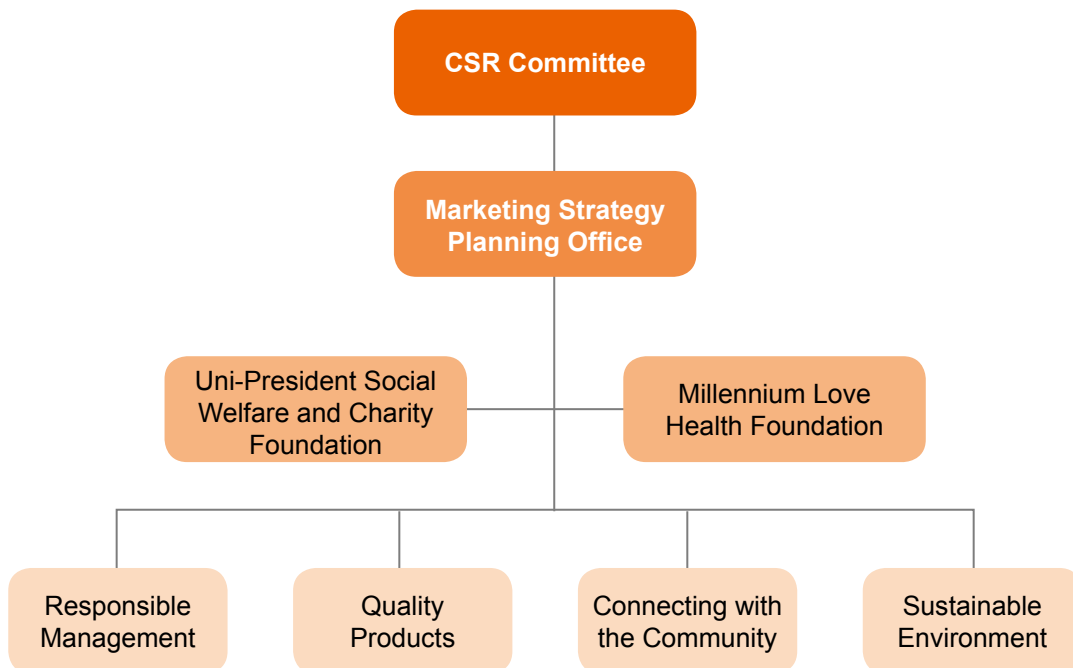


1.5 CSR Governance and Management

In the face of a global and technological business environment, we recognize that our company should fulfill its social responsibilities in accordance with the direction and target of the "Uni-President Moral Corporate Management Principles". The "CSR Management Committee" was approved by the Directors in 2010 to promote Uni-President CSR affairs and regularly report to the board, and in 2013, the amendment of the "Uni-President Moral Corporate Management Principles" for the third time was completed.

CSR topics including risk assessment and performance tracking shall be conducted by the Marketing Strategy Planning Office directly reporting to the General Manager's Office on

behalf of the CSR Committee. We communicated and managed well between the internal and external, while related issues should be reported to the General Manager through the Business Coordination Committee, extended monthly meetings and project meetings. During the meeting, significant issues as determined by the group manager (managers above level of assistant manager) should be reported by the General Manager or group manager in the board meeting, seeking for opinions and decisions. The performance evaluation in terms of the significant CSR issues on the environment and society are the responsibilities of the senior level managers.



1.6 Operating Strategy

Uni-President Enterprises Corporation always upholds the business ideals of "good quality, good credit, good service and reasonable pricing" and believes that in order to become a national benchmark company, it needs to do well on the basics. Continuously providing high quality products and trusted by partners and meeting customer expectations, Uni-President Enterprises Corporation's operation is sustainable while it considers about the rights and interests of its stakeholders.



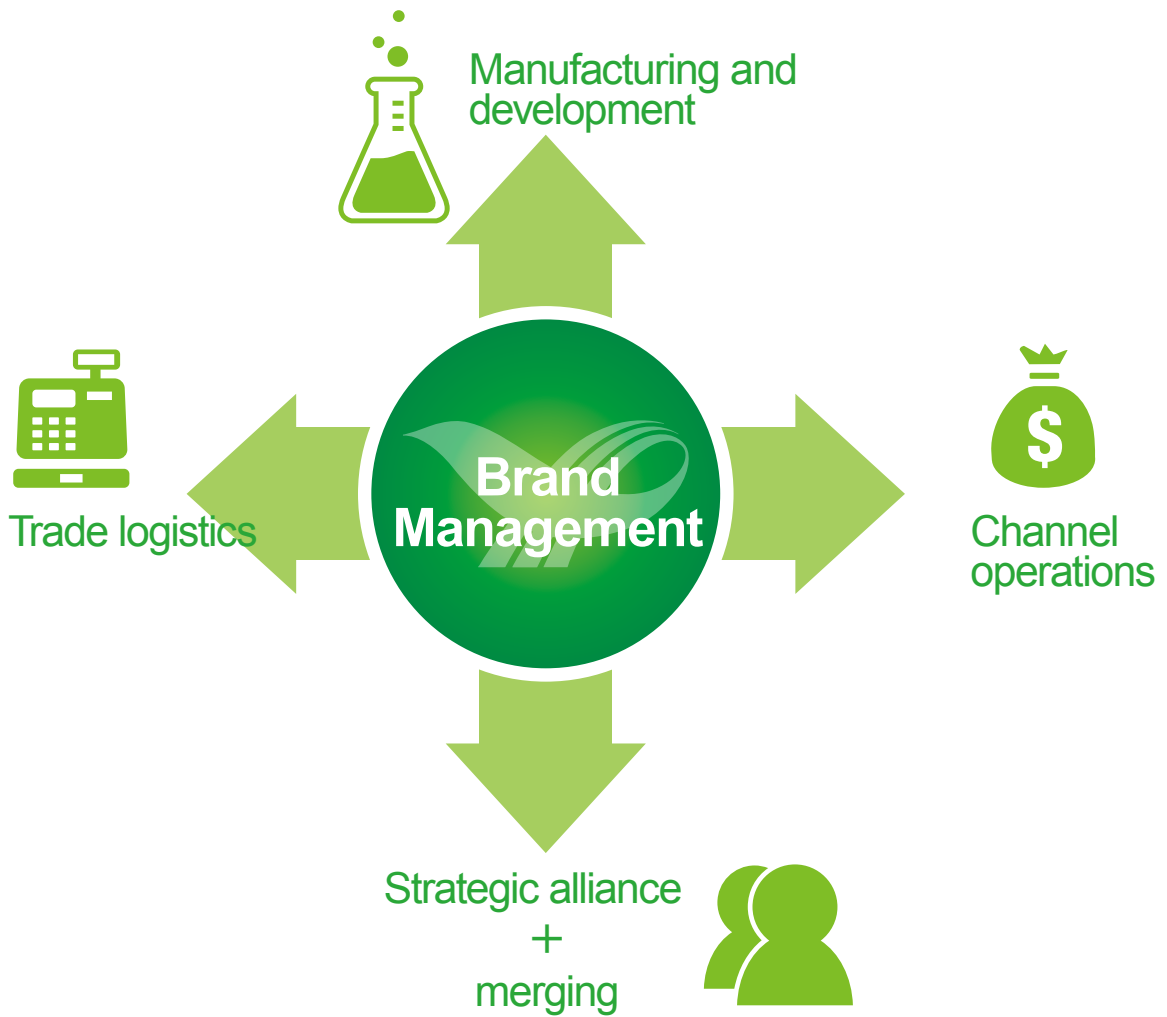
Moreover, as it is faced with the challenge of globalization, Uni-President Enterprises Corporation uses the value innovation strategy to maximize the results of "resource sharing, benefits sharing", to create the most globally competitive enterprise.

Our company continuously persists on development, strengthening internal management and planning, using comprehensive marketing strategies for actively expanding the market, strengthening the cooperation with international firms by economic scale, regional expansion, organizing ability and marketing ability, while maintaining and protecting our own strategic advantages.





Uni-President Enterprises Corporation continues its strategic core of "one core with four aspects." Four main aspects are manufacturing and development, trade logistics, channel operations, and strategic alliance and merging. We focus on these development directions and actively establishing its foothold in Asia to maximize the business value for the company.



Maximum corporate responsibility

Strict discipline and execution

Respect market mechanisms



Risk Management and Crisis Management Principles

All materials operation decisions of our company will be assessed and analyzed by responsible departments before execution in strict conformation with the resolutions of the Board. Internal audit will prepare an annual auditing plan in accordance with the risk assessment results before actual execution using the risk assessment auditing mode and assist internal units of the company and affiliated enterprises in reviewing high risk projects, systems and procedure designs and further improve operations and risk management for better organization value.

Risk type	Responsible unit	Risk Management Method
Financial risk, liquidity risk, credit risk, legal risk	<ul style="list-style-type: none"> financial accounting legal units auditing office 	<ul style="list-style-type: none"> formulate and execute strategic plans and analyze variants and take counter-measures continue assessment and control risk assessment and auditing mode
Market Risk	<ul style="list-style-type: none"> all undertaking units functional units Crisis handling committee (public affairs office and all execution team leaders). 	<ul style="list-style-type: none"> formulate and execute strategies analyze variants and take counter-measures deal with possible market risk crisis using proper measures
Strategy and operation	<ul style="list-style-type: none"> Operation Planning Office all execution teams. 	<ul style="list-style-type: none"> risk assessment before and performance tracking after strategy implementation
Environment risk	<ul style="list-style-type: none"> technical teams environment security office 	<ul style="list-style-type: none"> risk assessment plan track potential influence scope propose proper response measures

Crisis Management Principles

In order to respond swiftly to and take proper measures against all types of risks for better internal communication, Uni-President Enterprises Corporation puts forward risk response principles of 6 types. When a crisis occurs, a response handler will be established immediately in accordance with division of responsibilities, who will be responsible for coordination and direct all related departments or personnel to deal with the crisis as soon as possible and update the center on the progress from time to time.

Principles against Food Safety Crisis

The crisis management principle of the company requires immediate notification and proper measures. For example, upon the occurrence of LI-Guang Agriculture incident in 2013, we immediately started a food safety crisis management mechanism by implementing a recall plan and stopping production of related products, as well as conducting inspections and posting the results in the company websites (www.uni-president.com.tw and www.pecos.com.tw), announcing updates in malls, newspapers and media outfits for public information dissemination together with the overall recall of products in question. Production was not reinstated until issuance of a quality testing for hazardous contents by unbiased third party inspecting units.

6 Types of Risks Faced by Uni-President Enterprises Corporation

1 Food Safety Risk

2 Risk of Serious Environment Incident

3 Risk of Serious Epidemic Outbreak

4 Financial Risk

5 Security Risk

6 Other Risks

1.8 Stakeholder Engagement

The CSR of Uni-President Enterprises Corporation is based on the recognition and affirmation of all stakeholders. By consulting each department, our CSR Committee was able to identify stakeholders and classify them into 6 categories: investors, consumers, employees, suppliers, distributors, government agencies and neighboring communities. We manage our relations with the parties of interest well.

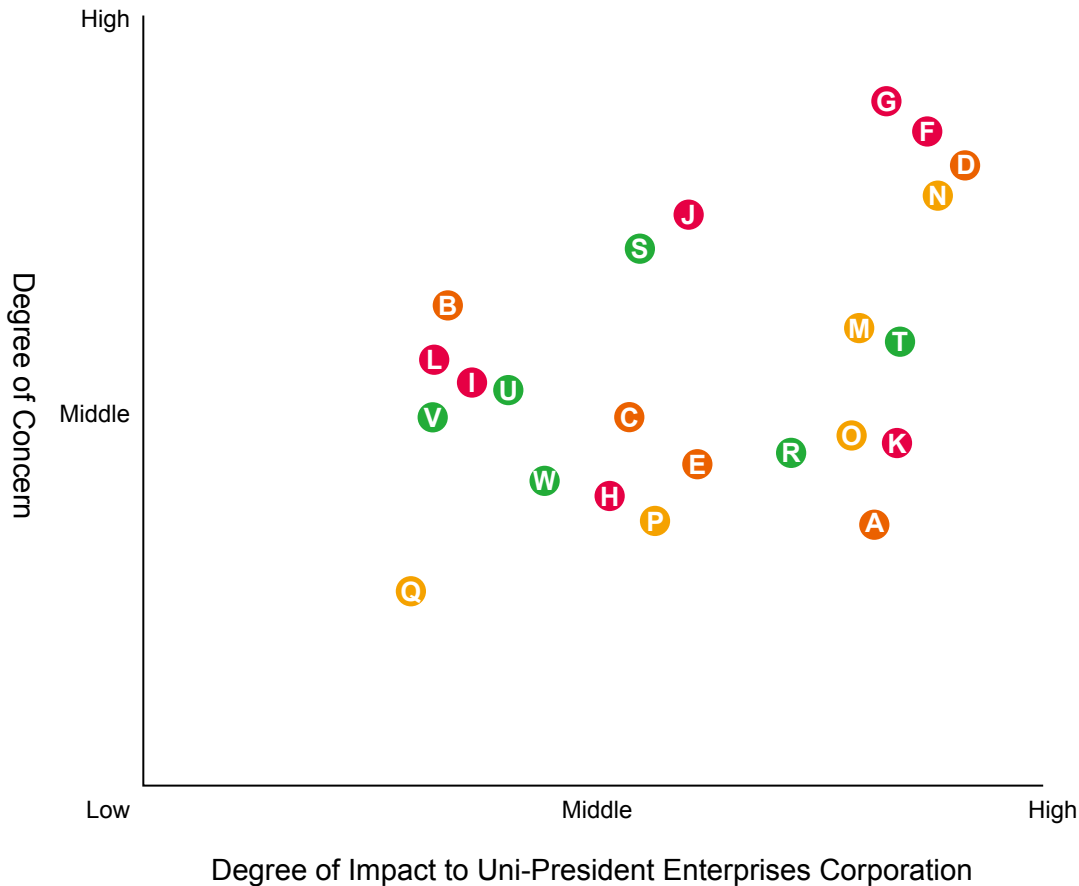
Stakeholder Communication

Uni-President Enterprises Corporation attaches great importance to issues concerning each stakeholder by incorporating them into our 4 goals under our CSR program, thereby improving our CSR performance. We provide multiple channels of communication and information disclosure to keep benevolent communication with stakeholders.

Stakeholders	Issues	Frequency and Channel of
Investors	<ul style="list-style-type: none"> ● Product Safety ● Product Labeling ● Sustainable Development Strategy ● Business Performance ● Innovation 	<ul style="list-style-type: none"> ● annual Shareholder Assembly ● irregular Legal Person Explanation Meeting ● announcement of important messages as required by regulating agencies ● regular publication of financial statements/ annual reports ● information Disclosure through the official website
Consumers	<ul style="list-style-type: none"> ● Product safety ● Product Labeling ● Nutrition ● Innovation 	<ul style="list-style-type: none"> ● website and brand marketing network ● frequent user service center / 0800 service line ● survey of consumer satisfaction
Employees	<ul style="list-style-type: none"> ● Product Safety ● Product Labeling ● Business Performance ● Employee Career Development and Security ● Sustainable Development Strategy 	<ul style="list-style-type: none"> ● announcement of rules of management's, punishment and reward program ● regular labor-management communication meeting /corporate labor union ● training center / internal talent recruitment / position rotation ● regular assembly of welfare committee and publication of financial statements ● Monthly publication / General Manager Mailbox
Suppliers	<ul style="list-style-type: none"> ● Green Procurement ● Innovation ● Sustainable Agriculture ● Supplier Management 	<ul style="list-style-type: none"> ● regular communications ● electronic information platform ● instruction mechanism / audit management ● electronic purchase system / open tendering
Distributors	<ul style="list-style-type: none"> ● Product Safety ● Product Labeling ● Marketing communications 	<ul style="list-style-type: none"> ● regular negotiation meeting ● annual contract / new product introduction meeting ● events marketing
Government agency	<ul style="list-style-type: none"> ● Water Resource ● Labor Relations ● Discharge of Waste Water and Salvaged Materials ● Employee Career Development and Safety 	<ul style="list-style-type: none"> ● regular compliance inspection ● response to social activities / advocacies ● assisting formulation of related laws and regulations
neighboring communities and others (such as academic appraisal agencies)	<ul style="list-style-type: none"> ● Product Safety ● Sustainable Development strategy ● Corporate Governance ● Corporate Culture ● Social Influence 	<ul style="list-style-type: none"> ● participate in external appraisals ● participate in research plans / seminars ● communication through the corporate website / brand marketing network ● biennial issuance of the CSR report (expected to be annual starting 2013).

Identify Stakeholders' Concerned Issues

Aside from the above communication channels, we designed and handed out a CSR questionnaire in 2013 to gather what concerns our stakeholders the most. The CSR questionnaire was based on GRI 3.1 aspects and included issues our global peers are facing, through which we learned the issues that concerns the stakeholder and ranked them by degree of concern. In addition, pertinent analysis and ranking were conducted by issue in accordance with their impact to our enterprise. Impact assessment took into consideration the factors of quality and quantity. This survey gave us a better understanding of what the stakeholders cared most for and a chance for us to review whether the actions we took were effective in responding to the stakeholders. In the future we are planning to make the CSR questionnaire survey an annual event and as a channel for us to communicate with stakeholders.



Responsible Management

- A** Corporate Governance
- B** Sustainable Development Strategy
- C** Risk Management
- D** Operation Performance
- E** Corporation Culture



Quality Products

- F** Production Safety
- G** Product Labeling
- H** Supplier Management
- I** Nutrition
- J** Innovation
- K** Sustainable Agriculture
- L** Marketing Communication



Social Responsibility

- M** Labor Relations
- N** Employee Career Development and Safety
- O** Employee Salary and Rights
- P** Social Influence
- Q** Public Policy



Sustainable Environment

- R** Migration of Energy and Climate
- S** Water Resource
- T** Discharge of Waste Water and Salvaged Materials
- U** Green Procurement
- V** Green Product
- W** Green Logistics and Service

External Organizations and Related Advocacies

We actively join related commercial associations as well as national and international agencies and organizations and exchange ideas with and learn from industrial peers in the spirit of mutual cooperation. The following are some of the organizations in which Uni-President Enterprises Corporation is a member:

CNAIC, Cross-strait Commerce and Culture Exchange Association, Food GMP Development Association, Taiwan Association of Fermenting Food Industry, Taiwan Association of Beverage Industry, Taiwan Food Industry Development Association, Taiwan Dairy Industry Association, ROC Promotion Association of Packaged Food, Taiwan Association of Canned Food Industry, Taiwan Association of Barley Products, Taiwan Association of Feeds Industry, Taiwan Association of Wheat Powder Industry, Taiwan Association of Vegetable Oil Refinery, WINA (World Instant Noodles Association), Taiwan Association of Candies, Biscuits and Cooked Wheaten Food, Red Cross, National Policeman Club, etc.



Participates in the Taiwan Corporate Sustainable Forum, TCSF

Taiwan Corporate Sustainable Forum is a soft platform founded jointly by 24 representative national enterprises, enterprise members which conducts regular communication activities and forums on sustainability issues beyond laws and regulations. The members also conduct trans-trade study and merger in the industry. Uni-President Enterprises Corporation became a founding member of the organization in 2008, and actively promoted forum events ever since. The forum focuses on providing the latest news on global CSR practices and building the 2050 prospect of Taiwan. The 2050 prospect is initiated by WBCSD, and the forum members discuss with experts and internal company employees to establish the program.



Participates in Carbon Disclosure Practice

The company follows sustainable development strategies to respond to global environment issues such as energy-saving and reducing carbon emission, carbon footprint, carbon label, carbon neutrality, water footprint and other serious issues. All execution departments are ordered to conduct inspection over product carbon footprint. The enterprise continues to be active in the programs of international NGO organizations. Uni-President Enterprises Corporation has conducted the CDP questionnaire survey for 5 consecutive years to implement CSR management and direct the attention of Taiwan enterprises toward greenhouse gases.



Supports the Use of Packing Materials with FSC Certification

Seal of the non-profitable international organization FSC (Forest Management Committee) is recognized by the entire world as the highest standard for sustainable wooden fiber purchase, which is used to determine whether a forest business enterprise has implemented responsible forest management. Its purpose is to ensure the consumers that wooden fiber used to make sterile paper packaging is traceable from the supply chain. What's more, the paper plates are all from forests with FSC certification and other controllable sources. The FSC seal certificate is widely supported by non-governmental organizations, enterprises that are enthusiastic in the spirit of green consumption and jointly establishes the mechanism and standards to ensure sustainable development of resources. Uni-President Wheat Fragrance Tetra Sterile Paper Package series is the first instant tea beverage certified by FSC in Taiwan, as it practices responsible forest management to promote the concept of sustainable resources through proper resource management and prevent resource exploitation.



Quality Products

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As a benchmark for enterprises in Taiwan's food manufacturing industry, Uni-President Enterprises has always upheld its motto "Good Quality, Good Faith, Good Service and Good Price". Since it started operations, the company has banked on its most powerful strategy which is to provide safe, healthy and delicious products to attain sustainable development.

To ensure the quality of its products, Uni-President Enterprises maintains the most rigid standards. It has an effective value chain that is necessary in the food industry and it works closely with upstream suppliers to provide consumers with healthier and safer products. All these contribute

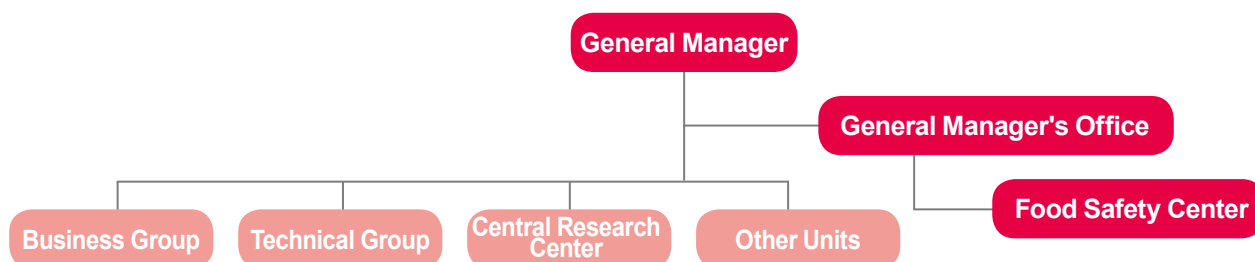
to the enterprise's positive image.

As an organization that manages employees and maintains suppliers, Uni-President Enterprises applies the concept of sustainable business in every aspect: be it in agriculture, supplier management, food safety or green production. Through communication with consumers, Uni-President Enterprises continues to innovate and upgrade its products and services in the hope of offering every consumer better quality products, thereby creating a food culture characterized by honesty and integrity, as well as attaining mutual prosperity between the company and society, and building value for a sustainable business.



2.1 Food Safety

Since the plasticizer incident in 2011, we have integrated the quality assurance mechanisms of all units to form a unified Food Safety Center under the direct leadership of the General Manager's Office. We have also created a White Paper on Food Safety to demonstrate our compliance with product safety and this covers the entire workflow from product design, manufacturing and launching to post-launch control and management. Our food safety mechanism consists of the following: establishment of a state-level food safety laboratory and food safety monitoring network, implementation of food safety source management, optimization of food safety management and auditing and enhancing total involvement and food safety control.



Product Design and Development

It is our priority to improve consumer health and safety. We strictly carry out formula inspection and testing for every new product developed by the Central Research Center to ensure that the ingredients have no adverse effect on the human body or do not cause any allergic reactions. So far, there are 16 kinds of food allergens and their derivatives are effectively monitored by special personnel in charge of food additives using the Hazard Analysis Table for marking allergic sources.

Aside from maintaining an active supplier management to eradicate food safety risk factors,

we have set strict standards in inspecting such risk factors. By September 2014, we have acquired 451 certified laboratory projects and a total of 17 fields (see table below).

These certified projects represent several of our efforts on food safety. In the future, we will focus on raw-food materials or adulterated products, anti-counterfeiting technology, abnormal spectrum screening and analysis technology, additive safety analysis and introduction, and the application of new raw materials. Given the nature of our work, we remain persistent and committed to promote food safety.

Laboratory	Accrediting Organization	Certified Item
Food Safety Laboratory	Taiwan Food and Drug Administration	<ul style="list-style-type: none"> ● 4 Chlortetracycline ● 4 Nitrofurantoin metabolite ● 5 Antioxidants
	Taiwan Accreditation Foundation	<ul style="list-style-type: none"> ● 20 Beta-agonists ● 4 Chloramphenicol ● 5 Aflatoxin ● 4 Nitrofurantoin metabolites ● 7 Tetracyclines ● 9 plasticizers ● 8 heavy metals ● 314 farm chemicals ● 16 antibiotics and their metabolites
QC Section	Taiwan Food and Drug Administration	<ul style="list-style-type: none"> ● 9 microorganisms
	Taiwan Accreditation Foundation	<ul style="list-style-type: none"> ● 26 microorganisms ● 6 general compositions ● 2 biochips ● 8 antiseptic substances



In addition to technological efforts, we are planning to construct a Food Safety Building in our headquarters in Yongkang, Tainan, which will be the largest food safety inspection center in all of Taiwan. The license to operate the building will be acquired in 2015 with a total investment of 1 billion. Moreover, NTD 30 – 50 million of the annual budget will be used for operations. With new additional equipment and manpower in the future, the building would have the capacity to inspect and eradicate potential food safety risks.

Product Manufacturing Process

Our commitment to food safety is evidenced in the manufacturing process. We have acquired many certificates including HACCP, GMP, CAS, ISO9001. In 2006, we became the first food manufacturer to acquire the ISO 22000 certificate from the Ministry of Economy. By the end of 2013, 211 products have acquired GMP certificates, 4 CAS factories (Yangmei dairy factory, Xinshi dairy factory, Xinshi meat factory, Xinshi frozen food

factory) and 6 headquarters have acquired ISO 22000 certificate from BSMI. We had no material infringement incidents related to ISO 22000 in 2013 except for only 19 suggestions or flawed items by ISO 22000 standards which are already corrected.

Production Footprints

In order to strengthen source management mechanism, suppliers are required to fill in the Production Footprint Investigation Form including the name of the raw material, packaging type, name of raw material supplier, raw material brand, place of origin, quality certificate information (ISO 22000 or HACCP), additive license and guarantee of no illegal additives, industrial raw materials or expired materials. Establishment of the production footprint investigation form enables us to exert stricter control on food safety, and we ensure the contents are true to the label through our internal inspection and supplier evaluation.

Our efforts



Transparent production footprints of Ruisui Fresh Milk

Production footprints of Ruisui Fresh Milk is clearly traceable from the very source by the inputted trace code and effective date on the bottle through the processed food tracing website of TFDA of the Health and Welfare Ministry. The contents include information of the milk truck, dairy farmer and raw milk inspection for milk purchase, temperature control of frozen storage, record of cold sterilization for manufacturing, and production inspection information. Every step is clear and transparently traceable, so that the consumers can enjoy safe, fresh milk.



Our efforts

Improve tea safety through cooperation with tea growers

Presently we are collaborating with the Agriculture Committee to improve field cooperation and planning on footprint instruction for tea production. This is the first 2-year technology transference plan between tea beverage enterprises and tea growers. In order to improve tea quality, crop management will be introduced. Crop management recording will be established for tea fields exclusive for Uni-President Enterprises, items of which to be filled by tea growers with assistance of the preliminary tea process factory including basic information (location of tea field, cultivation area, amount of harvest) and farm information (tea growing, fertilizers, far chemicals and application). These information will be uploaded to our Storage Footprint System, through which we may learn the quality conditions of every batch of tea from source to final process) with regular inspection to ensure tea safety and effective footprint record. Aside from ensuring tea safety, establishment of tea production footprint will also assist tea growers to build their own reputation among the fiercer competition in the tea market.

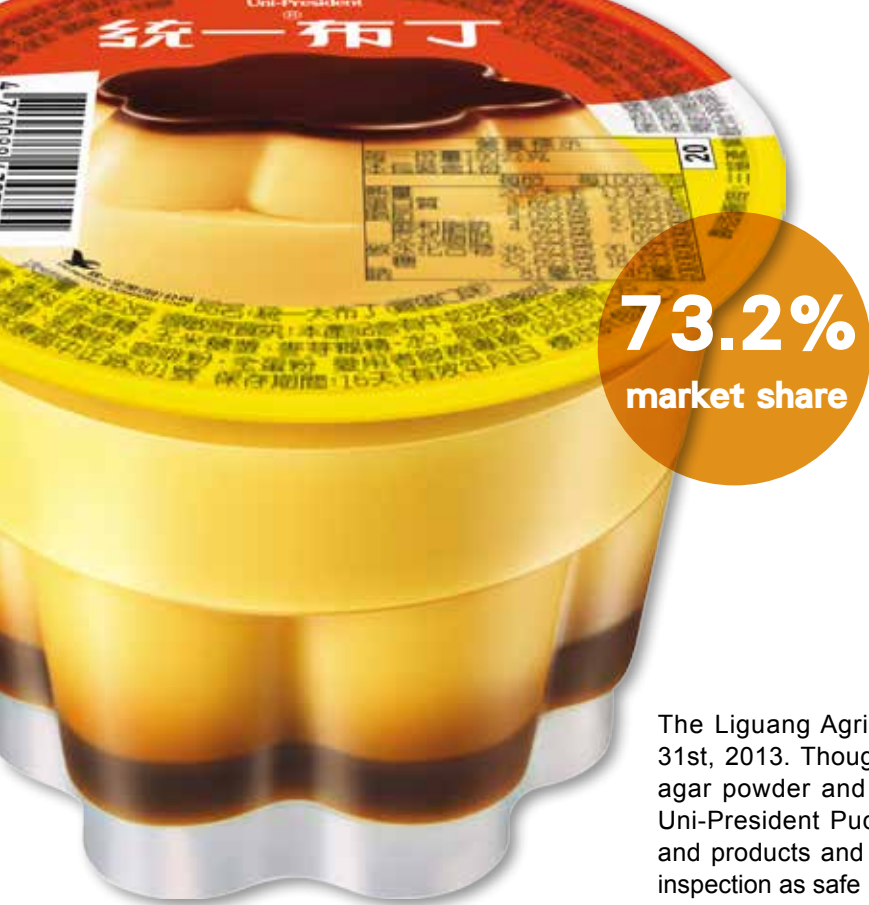


Internal Surveillance Mechanism

We stick to the spirit and attitude of "Always Striving to do Better" and actively take responsibility for food safety. In 2013, we formulated the Method for Encouraging Employees to Participate and Protect Product Safety to improve food safety and labeling. Any employee who discovers products of the company or affiliated enterprises that are currently sold in the market containing any advertisement, claims, labeling or ingredient that is in conflict with laws and regulations may call the employee hotline and get a reward of as high as NTD 1 million for doing so. The reward may be further increased to NTD 5 million to increase attention towards food safety. In 2013, 21 employees reported cases and 9 of them were verified and corrected. For correct interaction and guidance when auditing suppliers and ensuring that they make progress together with us, we launched the first internal supplier qualification program for the Food Safety Center, purchasing and research personnel. SGS lecturers were invited to teach communication,



description and site auditing and implementation regarding evaluation. Among the participants, 52 acquired certificates and discussed problems with suppliers and shared their auditing skills. In addition, as food safety is an issue concerning the entire enterprise, we issue the monthly publication to maintain regular communication with employees, improve their food safety knowledge and integrate food safety awareness into the corporate culture.



73.2%
market share



Volunteer submission
for inspection



Deny unethical
behaviors



Inspection report

The Liguang Agriculture Industry incident was exposed on May 31st, 2013. Though having not been using raw materials such as agar powder and vegetarian gelatin powder from this company, Uni-President Pudding voluntarily removed related raw materials and products and sent them for inspection, which all passed SGS inspection as safe products.

One year after the incident, Uni-President Pudding continued strict quality control and brand cultivation, **striving to make the classic national dessert the best companion for all.** Thanks to the love and support of the consumers **the present market share of Uni-President Pudding has been improved to 73.2%**

(Data source: Nelson Retail Information Database, 201407MAT) from the 69.9% share (Data source: Nelson Retail Information Database, 201304MAT) prior to the incident. We will continue our commitment as the No.1 market holder by making this delicious national dessert available in the market.

Explanation of the Beef Tallow Product Incident



The oil safety incident was exposed in 2014. Some manufacturers sold inedible oils as edible ones and damaged Taiwan's international image and confidence. Beef tallow used by our company are all purchased from our associate enterprise, Tongqing. In May 2014, due to equipment failure of Tongqing, we purchased a batch of problematic oil products from other manufacturers through Mitsubishi. Though this batch of oil products came with qualification certificate provided by Mitsubishi, the manufacturer failed to acquire an official edible oil certificate by October 2014. Unable to verify the purchase of the problematic oil due to lack of evidence, Tongqing immediately informed our company. Uni-President Chain Store immediately launched a precautionary off-shelf measure for affected products, announced compensation plans and started to conduct investigation in collaboration with the Sanitary Bureau and other departments of the Tainan Municipal Government. The oil incident made us realize that risk factors are present in every little detail. This setback gave us a deeper understanding that only by sticking to the attitude of "Always Striving to do Better" can we carry out our long-term commitment to food safety. In the future, we will continue to do well in every step of the process and actively invest in professional equipment and special personnel to rebuild consumer confidence and loyalty to our brand.



Responsible Management



Quality Products



Connecting with Community



Sustainable Environment

2.2

Supplier Management

Safe materials are the key to food safety, and quality supplier is the key to maintain product safety. We stick to selecting partner suppliers that operate with integrity and honesty. We attach great importance to legitimacy, good reputation, proper employment measures (human rights, working condition, working environment), focusing on food safety and environment protection and corporate responsibility implementation measures and other aspects when selecting suppliers. Furthermore, we will specify human right matters in our contracts with our suppliers and demand them to be fully committed. We do not allow any violation of freedom of association and collective negotiation nor engaging in child labor and forced labor. We only purchase from suppliers qualified by our purchase policy.

We grade our suppliers from A to D in accordance with evaluation scores of acceptance quality, use quality, delivery/cooperation quality and site assessment. Scores of acceptance quality and use quality must reach a certain standard to be graded A or B. In order to ensure risk management of the supply chain, the Food Safety Center will audit and evaluate the supplier's compliance with related laws and regulations annually and randomly, and urge them to improve.

1. Preliminary Review: Suppliers must present factory registration certificate, business license and other documents to prove their legitimate status and must complete food merchant registration as per requirement of the Law on Food Safety Administration.

2. Site Evaluation: Suppliers must present product risk analysis, production footprint, inspection report and other related materials. We will conduct annual site evaluation for safety and sanitation, status of machinery and equipment, quality design, raw material control, process control, final product control, feedback correction, client complaint settlement, pollution prevention and treatment, waste discharge and treatment, waste reduction and energy saving, and projects related to environment sanitation, industry safety and corporate responsibility. Site evaluation for current suppliers



Using local food materials may help reduce energy consumption and air pollution that is a result of transporting goods. At the same time it drives the development of the local raw material industry thus rejuvenating the local economy.

will be conducted in accordance with task complexity and risk levels. Site evaluation is conducted annually for suppliers of middle risk, biennially for those of low risk and quadrennially for pure merchants.

3. Audit Coaching: After formal production, in addition to regular product quality evaluation, there will also be regular or random factory visits for audit and instruction when necessary.

4. Capability Coaching: Raw material suppliers that fail site evaluation will be suspended. In order to ensure a quality supply chain, we will analyze the actual status of each factory and assist factories of B, C, D levels to upgrade themselves to A level. Through an evaluation and coaching mechanism, the quality of suppliers achieved annual improvements.

Our achievements in supplier management during 2013 are as follows:

- Through our site evaluation policy, we conducted and completed 331 site evaluations. Rate of completion is 100%.
- During the third quarter of 2013, the percentage of A-grade suppliers was 42.89%. By the fourth quarter, this improved to 50.3%.
- During the third quarter of 2013, the percentage of D-grade suppliers was 1.3%. By the fourth quarter, the rate dropped to 0%.
- In addition to internal audit and coaching, we introduced ISO 22000 food safety management system into suppliers through communication, which covered 74 suppliers by December 2013.

In addition to internal audit and instruction, in August 2011, we started to introduce the ISO22000 Food Safety Management System to the suppliers and completed the program by December 2013. 74

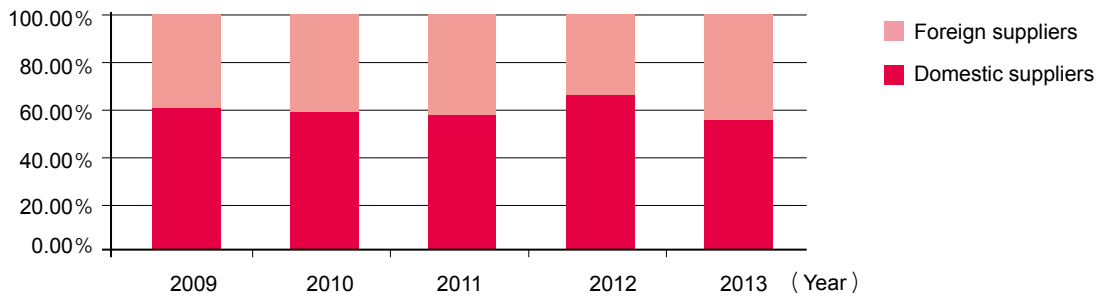
Year	Number of Suppliers Verified	Note
2011	8	Starting from August 2011
2012	32	—
2013	34	Including 10 factories that enjoy special scientific subsidy from the Ministry of Economy (including suppliers of meat, tea and packaging)



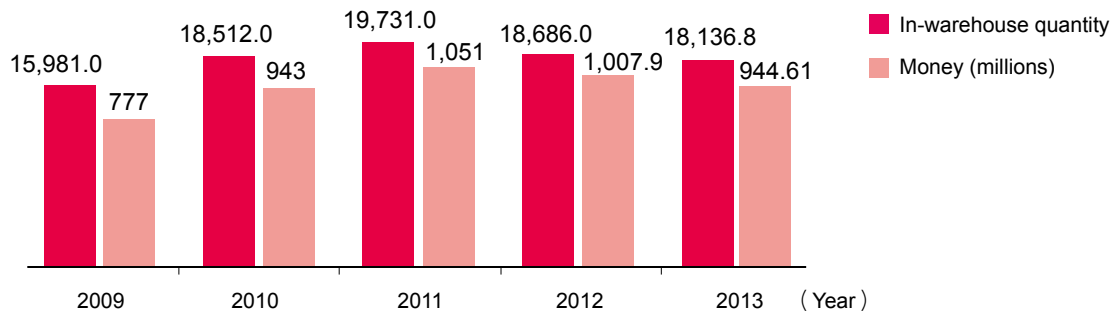
suppliers were certified. In addition to active supplier management, we further think about how to do our part for Taiwan through the power of an enterprise. We purchase raw food materials from local origins to reduce energy consumption and air pollution that results from transporting goods while driving the development of the local raw material industry and thus rejuvenating the local economy. Our specific

measures include co-operating with quality livestock farms in Taiwan to bond mutual professionals and resources. We exert our utmost effort on livestock feeding management and egg safety examination to safeguard the health of the consumers, provide them with better choices in the hope of reducing the impact to the environment and promoting quality local agriculture.

Ratio between purchase funds spent on foreign and domestic suppliers



Statistical Table of Purchase of Taiwan Raw Agriculture Produce



Output of Major Products											
Major Product	Unit	2009		2010		2011		2012		2013	
		output	Output value	output	Output value	output	Output value	output	Output value	output	Output value
Feed	1000 Tons	407	4,735	465	5,773	546	14,624	353	8,206	307	5,599
Powder	1000 Tons	92	1,292	99	1,345	95	1,729	86	1,749	79	1,613
Bran	1000 Tons	30	146	34	190	33	219	32	207	29	189
Cereal	1000 Tons	8	61	8	65	7	94	6	86	6	77
Instant noodle	Million Bags	429	2,991	447	3,151	424	5,445	432	5,575	406	5,260
Instant bean and Rice noodle	Million Bags	13	108	11	92	12	173	10	151	7	101
Noodle	Million Bags	9	109	9	108	8	180	10	210	8	183
Beverage	1000 Boxes	51,306	6,516	59,400	7,070	61,258	7,780	62,640	8,143	57,331	7,453
Juice	1000 Boxes	6,332	804	6,228	791	4,830	613	2,302	366	1,404	253
Dairy	1000 Boxes	10,944	6,723	11,526	7,551	12,402	8,336	12,351	8,635	13,174	9,323
Soybean milk, rice milk	1000 Boxes	3,713	1,201	4,365	1,437	4,518	1,476	4,311	1,412	4,596	1,518
Dodo	1000 Boxes	2,035	251	2,949	442	3,042	483	2,585	573	2,575	577
Pudding	1000 Boxes	6,987	526	7,089	550	6,808	532	6,159	538	5,264	462



Sustainable Agriculture

Sustainable agriculture is a hot topic in the international food processing industry in recent years. Sustainable agriculture refers to economy-surviving conditions that meet the society's needs for security, and abundant nutritious food, while conserving or improving natural resources and environment quality for the sustainable use of future generations. Though not directly involved in

agricultural activities, we are closely attached to agriculture and rely on raw materials provided by agriculture produce. We have never stopped thinking about what more we can do to reduce environment burdens and produce healthy and safe nutritious raw agricultural materials, thereby attaining a positive cycle of sustainability and self-sufficiency.

Win-win Situation of Factories and Farmers

Silage Corn – Improve localization of dairy farming

Due to price escalation and frequent supply shortage of international forage and grains, the local dairy industry is attaching more and more importance to the application and feasibility of local sources. Silage corn has the most digestible nutrition. Local production of quality silage corn in recent years has helped reduce reliance on imported forage and control costs. We have included silage corn in TMR (total mixed ratio) for its high nutrition content and easy localized production. In order to provide better TMR, we have been constantly developing storage technology for silage corn. To improve quality of silage corn, we started to hold the Silage Corn Quality Competition since 2011 in the hope of encouraging employees to pursue better quality. We have had 3 competitions by 2013. Though it is an internal competition, we demand ourselves to comply with state standards and invited the Hengchun Branch of the Farm Animal Production Institute of Agriculture Committee to assist and evaluate. Each year we take samples from the three TMR Centers in Taiwan. Results announced in January 2013 showed that the quality of silage corn improved to a degree of excellence compared with previous years. In addition, we were invited to the Silage Corn Seminar held in the Farm Animal Production Institute of Agriculture Committee in March 2013 and shared our experiences from the formulation of raw material purchase standards, admission evaluation, modulation, compaction and overlay processing to end analysis of nutrition content, quality and hazardous factors. All of our efforts are in the purpose of using our professionalism and experience to be able to contribute to the dairy industry of Taiwan.



Corn silage seminar

Silage Corn Seminar

We spare no effort in dairy source instruction of contracted meadows. Take the Kuanlu Meadow in Newport Township, Chiayi County for example. The owner, Huang Huanzheng, started working as a dairy worker since the 1970s. His enthusiasm for raising cattle drove him to establish his own meadow in the 72nd year of ROC by importing 12 cattle from Australia. Initial operation was full of hardship and challenges for there was only he and his wife to depend on. Now they have expanded to 2 modern meadows of more than 650 dairy cattle with the operation successfully taken over by his son, Hong Guobin, who brought new spin to the business started by his father. The instruction mode for Kuanlu Meadow is conducted with the Concept of Scientific Data and the Win-win Situation for Factories and Farmers to achieve improvement in both quality and quantity of raw milk. For quality, the company improves indexes of somatic number and aerobic plate count with special projects. Kuanlu Meadow took the challenge of this rigid instruction and started from SOP milking by strengthening the cleaning of milking equipment and prevention of mammitis. After special project instruction, the average somatic number of raw milk of Kuanlu Meadow reached A-grade state level (below 0.3 million) and average aerobic plate count below 10000 CFU/ml (level below 100000 CFU/ml is deemed as qualified by CNS3055 standard.) For improvement of the quantity of raw milk, Mr. Guobin closely cooperated with our instructors and optimized the whole raising process including ablactation, breeding, feeding, observation of oestrus, fertilization, pregnancy examination, ante partum management, delivery, lactation, etc. A standard process is established for every stage with attentive care. We are very happy to be able to collaborate with Mr. Guobin and attain a win-win situation along the journey.



On-site guidance by professor








2.4 Improving Health and Nutrition

For many years, we have been expanding our nutritious product offerings, developing delicious flavors as well as working toward becoming organic, healthy and natural to instill a healthy diet and lifestyle in our consumers. Through functional material selection, formula design, process technology, content analysis, clinical testing, certification application and other platforms of technology development, we research on and develop healthy food that will greatly benefit the people. By far we have obtained 18 healthy food certificates. We continue to improve the taste of our products to make the flavor more consistent with the people's needs and the healthy lifestyle trend. In order to reduce the burden on the human body, we try to use as less additives as possible. Specific achievements include removal of preservatives in the Chinese Feast sausage and reducing salt content in

instant noodles. We have also developed sugarless or low-sugar beverages such as the Uni-President low sugar high fiber soybean milk, Uni-President AB sugarless premium yogurt and sugarless tea beverage. Meanwhile, being a company that uses selected raw materials and answering to the call for organic food, we launched innovative and improved products such as the Uni-President sunshine high fiber oat cereal milk, healthy 3D ingot food, Uni-President AB original taste yogurt, LP33 organic yogurt, etc. By the end of 2013, our achievements include:

- 13 instant noodle products whose sodium content is below 2,400 mg, taking up 11% of all instant noodle products offered in the market.
- Retained or added beneficial healthy ingredients in the following products:

Brand	Product	Beneficial Healthy Content Added and Retained
Ruisui Fresh Milk	Ruisui premium cold sterilized fresh milk 	Retained precious lactoferrin and immune globulin
Uni-President Nutrition Reinforcement	Uni-President Nutrition Reinforcement Milk (high calcium milk) 	Added calcium carbonate, lactoferrin, vitamin D ₃ , reinforced calcium and vitamin D ₃ .
	Uni-president Nutrition Reinforcement Milk (iron-fortified milk) 	Added ferric pyrophosphate iron to increase iron content.
Dr. Milker Dr. Coffee Dr. Tea	Dr. Milker Whole Fresh Milk Dr. Coffee Low-fat Fresh Milk Dr. Tea Coffee Latte Dr. Tea British Royal Fresh Milk 	Added lactoferrin
Uni-President Sunshine	Uni-President Sugarless High Fiber Soybean Milk Uni-President Sunshine Low Sugar High Fiber Soybean Milk Uni-President High Fiber Oat Cereal Milk 	Added endive fiber to reinforce diet fiber



Soybean milk beverage donation

Activity purpose: Promote propaganda of beverage donation and advocate attention to children's nutrition by emphasis on soybean's benefits to children.

Execution: ● Collaboration with the Elephant Yard Plan of the Eden Foundation by donating soybean beverage

- Hold a beverage donation charity event on the eve of Children's day.



Healthy Food Certificate Seal

18 products that passed health food certification

Already launched: Uni-President AB original taste premium yogurt, Uni-President Sunshine low sugar high fiber soybean milk, Chai Li Won Japanese Sugarless green tea, Uni-President Sunshine high fiber oat cereal milk, healthy 3D ingot food, LP33 organic premium yogurt, Chai Li Won Strong Oolong tea, Chai Li Won Strong Japanese Green tea, Uni-President sugarless high fiber soybean milk, Uni-President Resetta Diet Oil

Not yet launched: Uni-President Energy Secret Premium Lucid Ganoderma, Uni-President energy secret premium propolis, Uni-President Sunshine Yam barley high fiber soybean milk, Uni-President TGL organic premium yogurt, Uni-President Resetta healthy vegetable sterol oil, fruit vinegar awakening apple vinegar beverage, Uni-President Siwu chicken powder, Uni-President AB sugarless premium yogurt.

Note: Uni-President sugarless yogurt with formula alteration pending application.





2.5 Green Products

As a benchmark enterprise of the food industry, we realize that green products are the future trend. Therefore we started developing green products of our own through aspects of carbon footprint calculation, packaging design, packaging material selection and reducing impact of logistics to the environment. Since 2010, in reference to the PAS2050 standard of the British carbon trust, we calculated our carbon footprint on the basis of understanding the greenhouse gas emission in the raw material supply chain, production manufacturing, distribution and waste discharge with third party affirmation to increase credibility and completion. Furthermore, we expect continued reduction throughout the entire life cycle of every product to offer the consumers with low-carbon footprint products.



Award of Appreciation handed out by Xiao Huijuan, Director of the Management and Evaluation Division of EPA and received by Lin Zhengwei, Head of Xinshi No.1 Dairy Factory

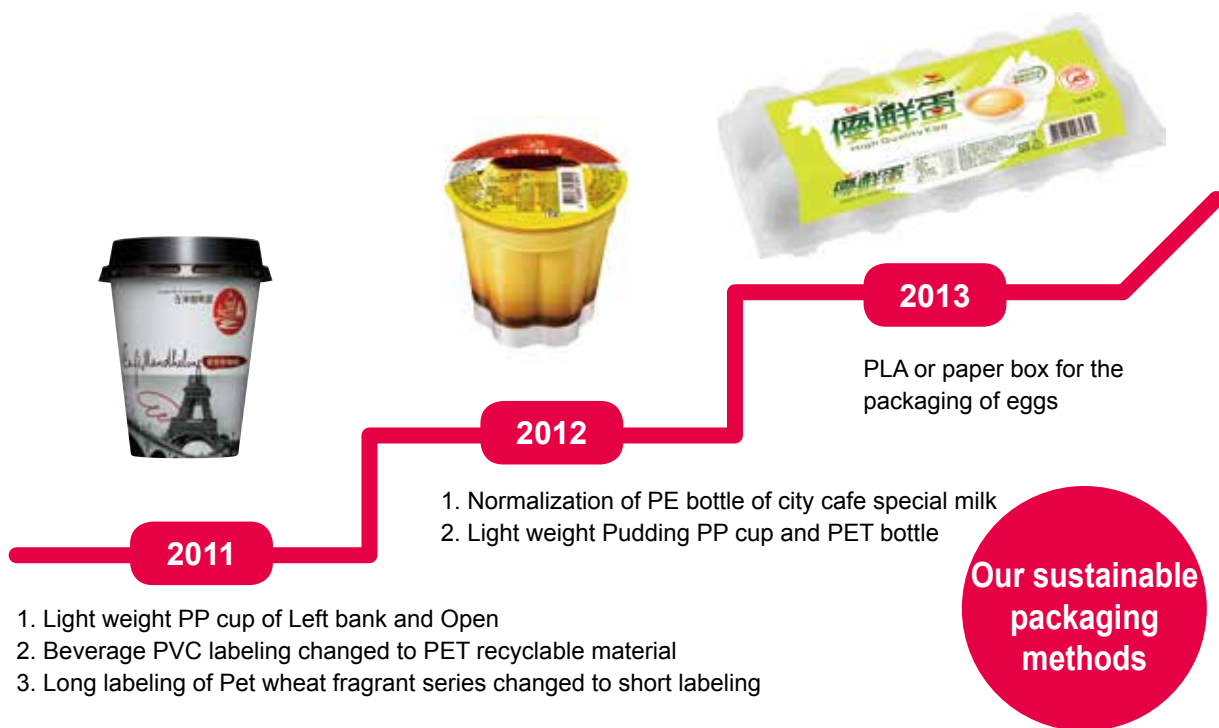


15 products with external carbon footprint certificates

11 products with carbon labeling



Carbon Footprint			
Products	Number of Carbon Labeling	Number of External Certificates	Certifying Body Unit
Aluminum Foil Package Wheat Fragrance Series	8	8	British Standards Institution
Ruihui Fresh Milk Series	--	4	Norway Commercial Det Norske Veritas
Ruihui Fresh Milk Toast	1	1	Norway Commercial Det Norske Veritas
Uni-President Minced Pork Flavor	1	1	Technischen Überwachungs Vereine
Sunshine Golden Bean Milk (paper pack 450ml)	1	1	SGS Taiwan



Sustainable packaging

Food packaging has very large quantity of application. Light weight and small volume packaging materials will greatly reduce the quantity of purchase, costs and impact of waste on the environment. For a long time we have been developing light weight and environment friendly packaging materials and established a Packaging Materials Team for the following tasks:

- Research and develop low cost, high added value, durable, beautiful and environment-friendly packaging materials.
- Introduce and apply new packaging materials
- Simplify and improve the existing packaging materials and process
- Research and apply recyclable, reusable, resource-saving, low pollution and low consumption green packaging.

Our researches in sustainable packaging include light weight packaging such as PP cup or PE bottle which may reduce the weight by 20% - 30% while retaining the same function and practicality with a prolonged life span, thereby reducing the impact of carbon emission caused by

transporting goods and waste discharge process to the environment. In 2013, we reduced 46.6 tons of material through our light weight design.

However, light weight packaging will reduce its protective function. Therefore, aside from light weight research, we are also moving toward more application of PLA, biodegradable and plant-sourced plastic.

In 2013, to comply with the environment protection policy of the government, we adopted PLA packages or paper boxes for all of our egg products to protect the environment while offering premium quality eggs to the people.

In addition, aluminum foil packaging mainly uses paper. Uni-President Wheat Fragrance series, tetra pak sterile paper packaging is the first to use packaging materials certified by the Forest Stewardship Council, which means that paper it uses are under strict control of the FSC Forest Certification System following the concept of sustainable management and balanced lumber consumption to offer consumers new options of green products. By the end of 2013, our spending on packaging materials certified by FSC took up 32.91% of all spending on paper packaging.



PLA (Polylactic Acid or Polylactide)

Polylactic acid is a kind of thermoplastic aliphatic polyester. Lactic acid and lactide required for production of Polylactic Acid may be obtained from reproducible resources through fermentation, dehydration and purification. In addition, PLA is considered an environment-friendly plastic for its high processability and quick degradability through many ways.



Green Logistics Management



Establish an E-operation system to connect the order center, warehouse, transportation company and freight to improve logistics efficiency through optimized regulation. Improper trips are eradicated so that the impact to the environment is reduced.



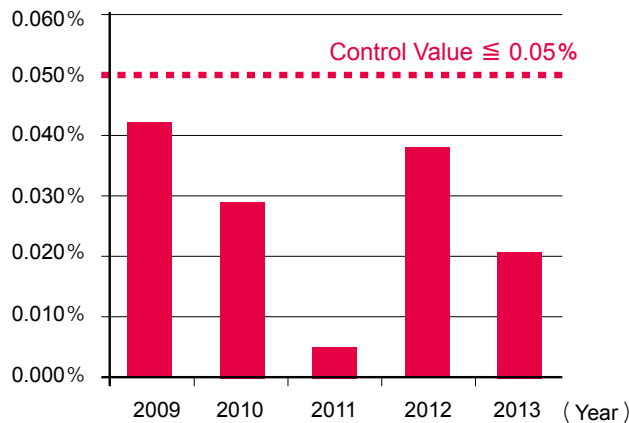
Establish QRS (Quick Response System), setup correspondent window and make best use of information and equipment to respond to client's request and improve efficiency of logistics and distribution.

Green vehicle



Instruct commissioned transportation companies to accelerate upgrade and replacement of high efficiency transportation vehicles.

Evaluation management auditing for percentage of product loss in transportation expenses



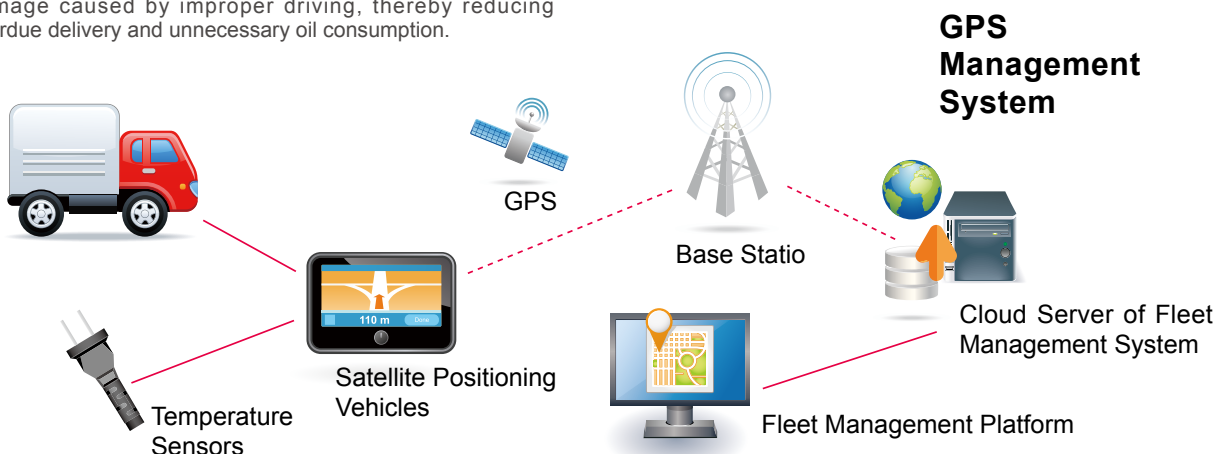
Note: Through monthly evaluation and audit over the rate of product damage in transportation costs, we may reduce damage caused by improper driving, thereby reducing overdue delivery and unnecessary oil consumption.

Green Logistics and Services

Logistics transportation is the main activity of the food industry value chain. As an important stage of the entire logistics process, good management of logistics and transportation will effectively reduce cost of enterprise operation for better capital utilization, which is an important index of management. For years, we have been pursuing green logistics. We are committed to energy saving, efficiency of logistics and reducing impact and pollution to the local community and the environment through green logistics management, highly efficient transportation vehicles, light weight carriers, evaluation management, management planning, transportation tools and packaging.

Master Transportation Status through the GPS System

In 2013, we urged transportation companies to set up their GPS system with emphasis on large vehicles of food and beverage (by June 2014, 90% of the vehicles of the transport company were equipped with the GPS system.) Through establishment of correspondent window and good use of information equipment, we take control of the transportation status (including temperature control of refrigerated vehicles) for better regulation, quick response to client's needs and efficiency of product and supplies distribution. This is our way of reducing the impact of our product on the environment and our response to the carbon emission problem.



2.6 Consumer Communication

Facing the economic competition of modern society, products must vibrate with the pulse of the society. As we believe, a successful product should not only meet human needs, but also have indispensable product consultation services so that the clients may get the whole value we intend to present through our products. Therefore, our channel for communication with the consumers include annual satisfaction questionnaire for all brands, frequent user service center, etc., through which we are able to become closer with our consumers. The client satisfaction questionnaire is conducted for all brands including instant noodles, tea beverage and dairy products. We collect the consumers' opinions on quality, flavor, packaging, labeling, problem response and attitudes, in the hope of learning what the consumers need and to develop products that will satisfy their demands.

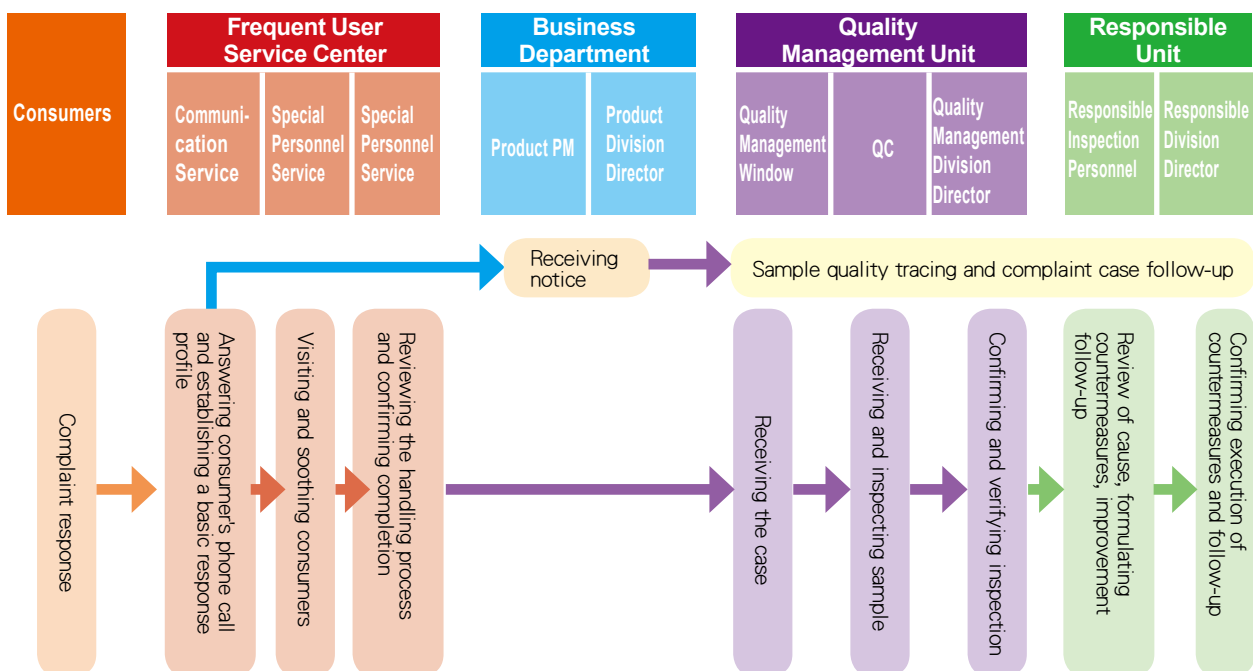
Aside from providing satisfactory products, we have another value-added service – the frequent user center to provide consumers instant product consultation services through multiple channels (0800

hotline, website, service mailbox, etc.), thereby listening to what the clients need and transforming them into actual quality improvement and process enhancement steps. Customer complaints are considered golden opportunities to learn and improve, so we make sure all complaints are replied to within 1 hour from receipt of complaint and given closure within 24 hours for general complaints. In addition, we have established a systematic process to monitor the progress of the situation regarding the complaint and ensure that every constructive suggestion proposed by the consumers are transformed into actual measures and executed well.



Satisfaction for instant noodle products in 2013:
98.32% > 80%
 (target)

Frequent User Service Center — Complaint Handling Procedures





Product Optimization Sharing

Cases in 2013

There was a time when an elderly lady couldn't find the expiration date label of PH9.0 Basic Ionic Solution. We immediately arranged our client service manager to pay a visit and explain face-to-face. After seeing the date, the consumer pointed out that the printing position was hard to find (at the bottom of the bottle). The manufacturing factory immediately called a meeting of related departments upon learning the information and moved the printing to the bottle body for easy recognition.

Fried flour crumbs of instant noodles caused by frying are sometimes taken as foreign substances and cause unnecessary doubts. Related units established a response team and took measures such as schemes to reduce crumbs generated in the frying process, CCD imaging inspection system before packaging and investing in new equipment to prevent and reduce occurrence rate of the matter.

Past product satisfactory questionnaire and frequent user client service satisfactory questionnaire indicate that clients are very satisfied with our products and response. No problem occurred with regard to clients' personal information. However, we are not content with present achievements and will maintain and expand communication channels with the consumers to provide better products and services.

Another channel to communicate with the consumers is through product labeling and advertising. We are committed to provide the consumers with legitimate and detailed product information. However, the advertisement of some products still had infringement issues and got penalized by governing agencies, major causes and fines are as follows:

Amount of Fine	Item	Major cause
Above NT 500,000	-	-
NT 100,000~500,000	1	Violation of advertising content concerning treatment effects
Below NT 100,000	-	-

Upon occurrence of the above violation, we took the following measures:

- Immediate discussion with related units and governing agencies to enhance inter-departmental communication and related auditing works.
- In 2013, we established an internal food safety whistle-blowing hotline, through which any employee may report suspicious labeling information.

Through the above measures, we hope our product information labeling or marketing information will be more detailed and transparent to meet the consumers' expectations.



Development Concept of Daybreak Toast

晨光

The present Taiwan society consists of small families and individuals. People are too busy living and working to have a sit-down meal. In order to provide busy people with simple and delicious food, we invested in the development of professional technologies and costly equipment. Through long term development, we finally created a simple yet delicious toast with a chewy taste and the sweetness of wheat. It tastes good and delicious no matter how much you eat. We hope that our toast may become everyone's indispensable companion like sunrise that brings them vitality.

Due to investment in the upgrade of production engineering technology and the new factory in Hukou, Hsinchu, the cost of product quality improvements must translate to brand value. Therefore, we have built systemic marketing and value establishment for the Daybreak brand in pursuit of quality improvement and sustaining the growth momentum.



Uni-President Science Noodles

科學麵

The science noodle product is not to be taken lightly. It is the most precious memory of childhood and a taste of happiness that lingers in your mouth. In memory of childhood when there weren't many snacks, cold egg ice, sour candied fruit and science noodles are more than enough for our enjoyment and a chance to show-off in front of our little mates. Opening the package allows a familiar fragrance to immediately greet the nose. It doesn't matter whether you take large bites for that original texture or crush it into small crumbs, the last mouthful popped into the mouth with a strong pepper spice is the most important moment. With that one last mouthful, you get a long-lasting taste of happiness seemingly to remind us of the beautiful moments of childhood.





LP33



For mothers of allergic children or from a family with a history of allergies, the biggest burden is the discomfort caused by allergy and it distracts children from concentrating and hinders healthy growth. To ward off allergic sources, mothers must sacrifice of forbidding their children to have contact with furry toys, ice cream, pet cats and dogs and other things that people like. Though allergic reaction can be controlled with medicinal treatment, long term medication is another concern. LP33 Organic Premium Yogurt is certified through experiment: continuously drinking this will effectively alleviate allergic reactions without the side effect of the usual medicines. LP33 passed the healthy food certificate for assisting the adjustment of allergic constitution. It is our continuous care for those of you who are allergic to the seasons and the environment.



UNI water



UNI water was launched in the market in August 2006 as the first bottled water with a simple, unique and fashionable packaging of a crystal hexagonal bottle. The bottle covers are in the same colors of the rainbow with a special bar code design for strong and simple visual effects, leading the trend in bottled water aesthetics.

UNI water holds that each person is unique and shall be treated so. Therefore we deliberately assigned it in the seven colors of the rainbow. We launched winter red as the color defining 2011 and three other spring colors, namely, beeswax yellow, sail blue and pea green. These colors also defined the latest trends in fashion. Sticking to the practice of a color theme from year to year, UNI water launches three seasonal colors to define each year. Now there have been 56 products of exclusive colors to decorate your life with a unique sense of fashion and taste.





Connecting with the Community

- 3.1 Safe and Equal Working Environment 40**
- 3.2 360° Happy Work Life 45**
- 3.3 Comprehensive Career Planning 49**
- 3.4 Information and Guidance on Public Health 51**
- 3.5 Community Involvement and Participation 55**

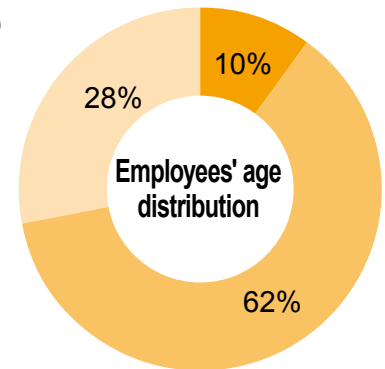
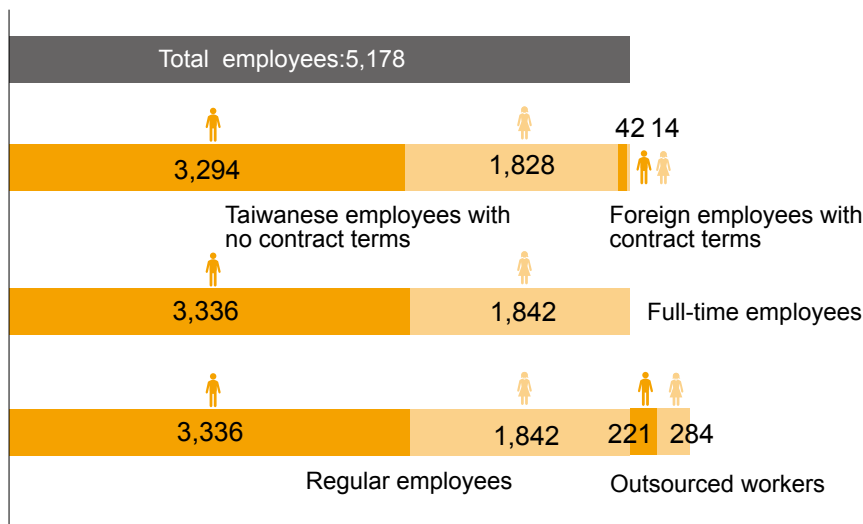
Benefiting from the Community, and Repaying the Community" is how we put it – this is the grateful attitude that we hold towards the communities we participate in, whether it be for the employees or the neighbors in the small communities, or the entire society. Apart from repaying the operating profits to the shareholders, we also fully take care of our employees, treat the community neighbors in a friendly way and advocate various events that promulgate national health. All these aim to make a contribution to "improving social welfare, and enriching the social souls and to spread such love after sowing the

"culture of love". In this way, we wish to build an ideal social environment where people show care and live in prosperity with each other.

Employees are the most valuable assets for Uni-President. We sincerely hope everyone in Uni-President to exert utmost effort to pursue and realize his/her dream in the work place. To fulfill this commitment, we work hard to create a safe and fair work place that provides everyone with opportunities, and a complete career development plan for our employees, allowing them to continuously grow with Uni-President.

Employment Status in 2013

Male Female (Unit: Person)



- Employees under 30 years
- Employees in the range of 30-50 years old
- Employees above 50 years old

Employee Turnover, Total Number and Rate of New Recruited Personnel in 2013

Age range	Number of resignation	Number of new recruits	Number of personnel in	Resig-nation rate	New recrui-trate	Number of new recruits		Number of personnel in service		Resig-nation rate	New recruit rate
						Male	Female	Male	Female		
Under 30 years old	37	99	319			7	35	177			
30-50 years old	44	59	1,812			13	32	1,374			
Above 50 years old	1	4	1,205			0	2	291			
Total	82	162	3,336	2.46%	4.86%	20	69	1,842	1.09%	3.75%	

Employee Turnover, Total Number and Rate of New Recruited Personnel in 2013

	Male	Female
Aborigines	6	8
Physically or mentally disabled people	67	14
Foreigners	42	14
Common people	3,221	1,806

3.1 Safe and Equal Working Environment

As safety is very important, our company is committed to creating a safe and fair working environment for our employees. Moreover, we don't only require every aspect's compliance with all laws and regulations, but also do our utmost to establish a working place based on the highest standards, in which the employees can work with their mind assured. In addition, we also show respect to the employees' "humanistic dignity" and treat everyone fairly. Any incident involving the violation of human rights and labor dignity is strictly prohibited. Our employees won't be treated differently in terms of salary or benefits due to

their gender, nationality, race, skin or political affiliation. As a whole, we are a people-oriented organization dedicated to creating a working place where human rights are valued, and there are no discrimination and harassment issues. That is the belief we insist on all the time. Under such belief, we never engage in child labor or force the employees to work. Aside from this, we had no incidents related to discrimination nor situations involving the violation of employees' human rights in 2013 (including the security personnel of the Labor Security Division). We create a safe and fair working environment from the following aspects:

1. Compliance with laws and regulations

We actively comply with the requirements of the related laws and regulations, so as to guarantee the labor rights and interest of the employees.

2. Harassment prevention

"Sexual Harassment Prevention" is a policy in effect in each plant, and the "Sexual Harassment Prevention Regulation" is stipulated to actively advocate and promote various policies and actions related to this issue, so as to prevent any sexual harassment incident in the workplace.

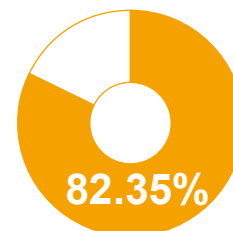
3. Labor Grievance System

We build various communication channels based on the Labor Inspection Act, so as to guarantee the suitable channel for the employees to put forward the related grievance or improvement advice. When any grievance letter is received, we will investigate the grievance item in detail and actively carry out the improvement plan or protection measures.

4. Promote gender equality actions

The company actively employs married women who return to work after unemployment due to family reasons. We provide half-paid pre-maternity leave for the female employees on processing lines who are pregnant for more than 32 weeks. Moreover, we perform our obligations as required by the Act of Gender Equality in Employment (including setting up the Breastfeeding Room and signing special contracts with the child nursery schools). Our employees are also able to apply for unpaid parental leave.

2013 return to work rate after parental leave



Work Resuming Rate in 2013		Retention Rate in 2012	
Number of employees who apply for unpaid parental leave	11	Number of employees who returned to work after the unpaid parental leave(C)	22
Number of employees who should return to work after the unpaid parental leave(A)	17	Number of employees who've worked for more than one year after the unpaid parental leave(D)	19
Number of employees who returned to work after the unpaid parental leave(B)	14		
Work resuming rate(B/A)	82.35%	Retention rate(D/C)	86.36%

5.Support disadvantaged groups

Based on the philosophy of supporting the socially disadvantaged groups, the company employed 81 persons who were disabled in 2013. The figure is higher by 30 than that required by governmental laws and regulations(the number of employed persons is 1.6 times of that required by the laws and regulations). Aside from that, we also provide a lot of care for such employees(For example: providing a special parking space), so as to reduce the inconvenience they might confront in work.



The company employed **81** persons who were disabled in 2013. The figure is higher by **30** than that required by governmental laws and regulations(the number of employed persons is **1.6** times of that required by laws and regulations).

6.Reduce the number of outsourced personnel

We plan to change the status of outsourced personnel into regular staff gradually; we are expecting to minimize the percentage of outsourced personnel in the following 2~3 years.

Statistics of outsourced manpower who became regular staff			
Year	2011	2012	2013
Number of staff by the end of the year(not including the outsourced personnel)	4,862	5,141	5,178
Number of outsourced personnel by the end of the year	899	689	505
Number of outsourced personnel who became regular staff	38	114	74

7.Pass the accreditation of the health promotion label and construct occupational safety & health management system

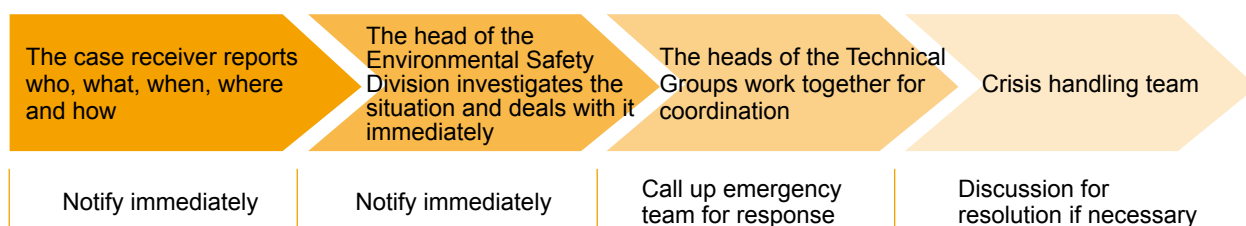
We implement the existing labor safety management regulations and introduce advanced management technology, such as safety observation. Moreover, in order to carry out the labor safety management better and improve occupational safety awareness, we actively promote the labor safety and health management program, appeal for the identification of potential hazards, management of labor safety responsibility area inspection, and safety supervision of senior managers in recent years, so as to construct a healthy work place and obtain accreditation for a healthy working place. The five main plants including Yongkang, Zhongli, Yangmei, Sinshih, and Taichung have passed the accreditation of health promotion label and established occupational safety and health management system OHSAS 18001(Occupational Health & Safety Advisory Services) and CNS 15506(Taiwan Occupational Safety & Health Management System(TOSHMS)), so as to reduce the hazard risks and expect to improve the safety culture of the enterprise systematically and constantly.

8.Operation of safety & health organizations

As for various topics related to safety & health managements, the entire company holds discussions with the labor safety & health committee of each main plant. There were 14 seats for the labor safety & health committee in 2013, with 5 labor representatives, with the rate of attendance reaching 35%.

9.Establish staff health monitoring management procedures and guidelines

In order to maintain the staff's health, we made the Regulations for Major Infectious Disease Notification and Control by Different Levels. When a major infectious disease is epidemic, it can reduce the probability of the employees getting infected and prevent the negative impacts on the operation. When a case of major infectious disease is found, the following procedures shall be followed:



10.Strengthen the employees' cognition of occupational safety

The company practices environmental safety systems and regulations, improves and enriches the view of junior employees to maintain a safe working place. We conduct safety education and training among the emergency personnel, fire prevention management personnel, grade-A business manager and grade-C labor safety & health business manager, who are required to obtain license. Moreover, we schedule regular trainings in compliance with the requirements of government laws and regulations, which is listed online for management by the labor safety management personnel. In addition, the company establishes the standard handling regulations to handle the situations that may possibly occur when the employees are on duty, so as to instruct employees about the measures and actions that should be taken to handle any emergency in advance. Moreover, the company advocates occupational safety on the internal website and bulletin board.

Days of Loss Caused by Occupational Injuries in the Entire Company (Each Main Plant) Every Year				
2009	2010	2011	2012	2013
96 days	236 days	404 days	88 days	862 days

Note: In 2012, Fnaqiu ○○ and Xu ○○ of Yangmei main plant were involved in the entrainment accident, who asked for leave for a total of 730 days in 2013. Moreover, in 2013, the cutting and falling incidents occurred in the main plants of Yongkang and Sinshih, who asked for leave for a total of 132 days. The total days of occupational injury in 2013 were 862.

Staff Absence Rate in the Past 5 Years		
Year	Absence Rate(Unit: 200,000 working hours)	
	Female	Male
2009	547	359
2010	625	674
2011	661	821
2012	756	672
2013	996	623

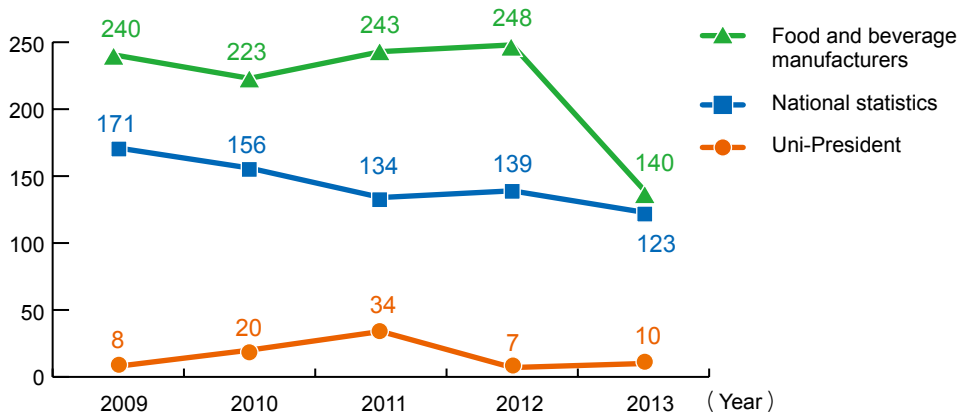
Note: Absence rate= Days of Absence/ total working days×200,000. The basis for multiplying with 200,000 is 100 employees, 40 working hours/week, and 50 weeks/year.



Disabling Severity Rate Disabling Frequency Rate Overall Injury Index

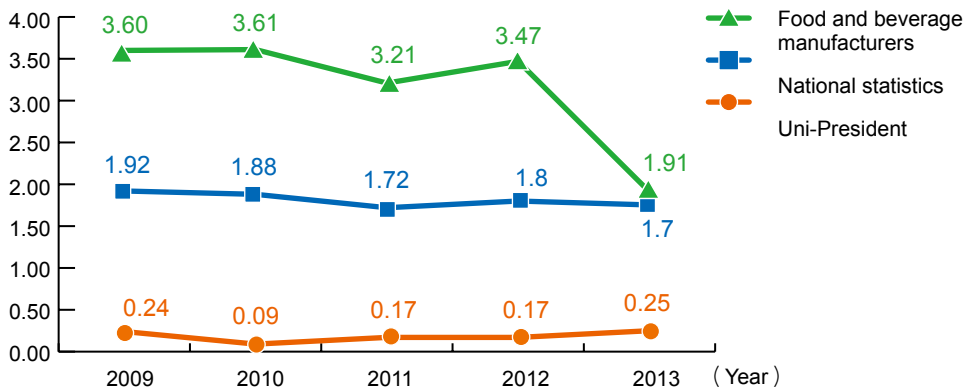
Lower than the industrial level

Disabling Injury Severity Rate



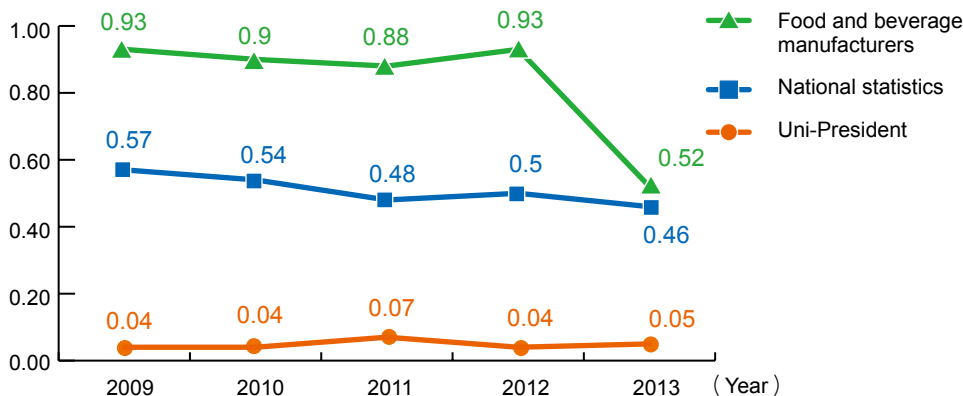
Disabling Injury Severity Rate: It refers to the total days of occupational injury occurring in work exposure every 1,000,000 labor hours. Currently, Taiwan's Disabling Injury Severity Rate is calculated based on the following equation: $SR = (\text{Total Days of Disabling Injury Loss} \times 105) / \text{total working hours}$.

Disabling Injury Frequency Rate



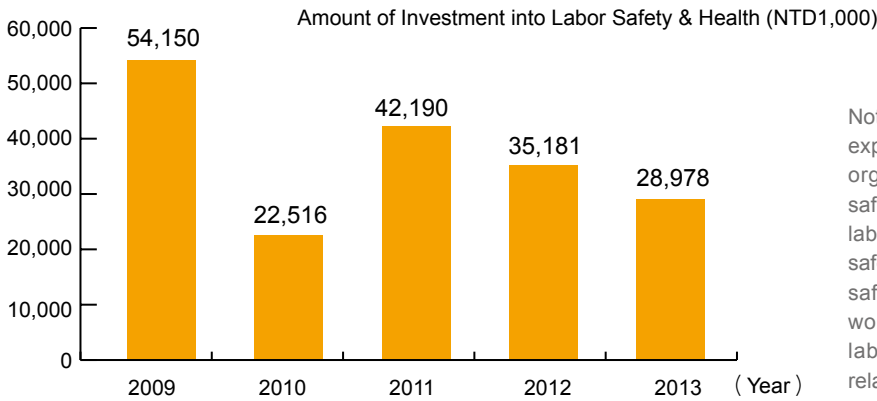
Disabling Injury Frequency Rate: It refers to the total number of disabling injuries (Occupational accidents) occurring in the work exposure every 1,000,000 labor hours. Currently, Taiwan's Disabling Injury Frequency Rate is calculated based on the following equation: $FR = (\text{Total Number of Disabling Injuries} \times 105) / \text{total working}$

Overall Injury Index



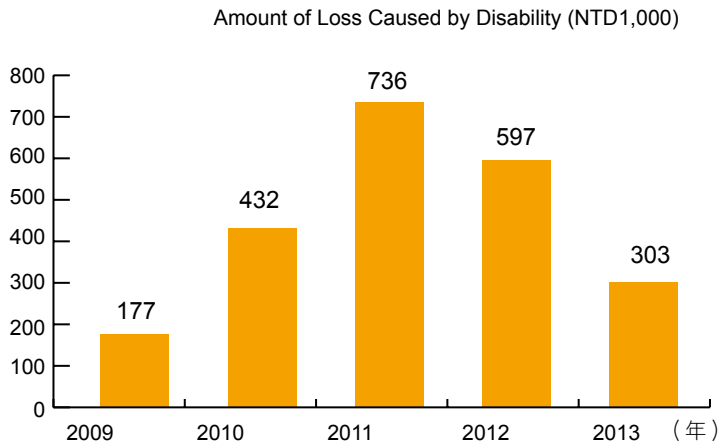
Overall Injury Rate: It refers to the square root of the result of disabling severity rate multiplying disabling frequency rate divided by 1000.

Investment into Labor Safety & Health over the Past Five Years



Note: The investment items include the expenses for the labor safety & health organization and management, labor safety & health education and training, labor safety & health inspection, labor safety & health protection facilities, labor safety & health improvement projects, work analysis and safety instructions, labor health check-up, and activities related to labor safety & health.

Loss Caused by Disability over the Past Five Years



Note:

1. During 2010~2012, the occupational accidents that occurred in the Construction Division of Zhongli resulted in the increase in the amount of loss due to disability.
2. The statistics included the clamping incidents that occurred in Yangmei Food Factory and Yangmei Beverage Factory II resulting in the increase in the amount of loss due to disability.

11. Assist the employees for health check-up

- **Set up sports, leisure and communal facilities:** Such facilities as the library, social hall, leisure room, table tennis room, billiards room and basketball playground are provided for the Uni-President employees to relax and perform physical exercises during their spare time.
- **Hold health activities and advocacies:** Each main plant conducts a health management course regularly every year, such as the instruction courses for stress management, quitting cigarettes, and quitting betel nuts. The trade union of the company organizes activities such as health walks, together with the staff's families, every year.
- **Care for staff health:** We arrange health check-ups for the employees every year, including the general health check-up and special health check-up. Moreover, the professional health check-up physicians are invited to provide health consultation services, follow up the condition of the employees with abnormal conditions and advise them for follow-up diagnosis and monitoring. The related measures include:

Subjects	Related measures
Employees with abnormal conditions	Investigate the working environment, facilities or working patterns. If it is due to the working environment, corrective measures will be taken immediately.
Employees with diseases that may cause metabolic syndrome (High blood pressure, high fasting blood glucose, high triglyceride and low HDL)	Conduct health advocacy to remind the employees of the importance of healthy diet and regular exercise.
All employees	Preventive measures: Prevent employees from suffering from cardiovascular and cerebrovascular diseases due to long-time working.



3.2 360° Happy Work Life

Caring for everyone in Uni-President is our core principle. Thus, apart from providing excellent compensation, we are also dedicated to improving the software and hardware facilities and the quality of the employees' food, dressing, housing & living, transportation, education and recreation, and health check-ups. All these make our employees enjoy complete welfare systems. Besides, the non-barrier communication is built to maintain a harmonious working relationship, so all Uni-President employees can make contribution to their posts with their minds assured.



Uni-President's products are created by an excellent team.

統一企業



Contracted Salary

It is based on the position and performance, which doesn't show any difference between genders.

Allowance

It includes labor insurance, health insurance, medical insurance, staff travel allowance, marriage allowance, maternity allowance, children's education allowance, funeral allowance, and retirement payment. In addition, the process-line female employees who are pregnant for more than 32 weeks can apply for half-paid pre-maternity leave.

Bonus

Apart from the performance bonus and holiday bonus for the three important Chinese festivals, we also distribute year-end bonus and work-performance bonus.



Welfare Facilities

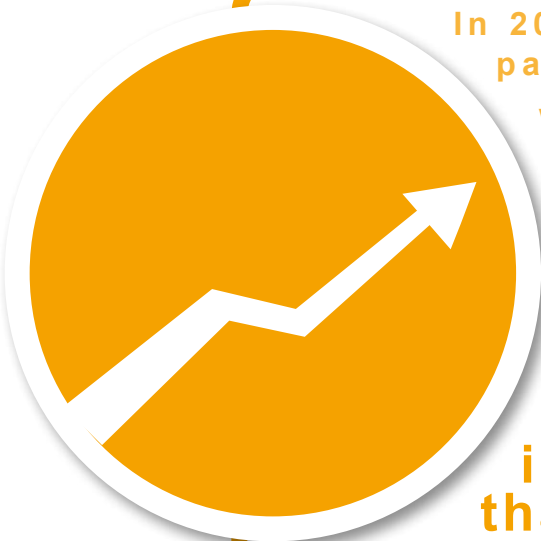
We provide staff dormitory, parking lot, shuttle bus, self-service dining hall, library, communal center and breastfeeding room.

Retirement Plan

We make the regulation related to staff retirement in compliance with the Labor Standards Act and Labor Pension Act. Moreover, the Labor Retirement Reserve Supervision Committee is set up to supervise the accrual and distribution of pension, and other related matters.

Staff Welfare Committee

The Staff Welfare Committee is set up legally, which promotes various staff welfare actions actively.



In 2013, the average monthly recurring payroll of Uni-President employees was **NTD52,104** which was **2.74** times of **Taiwan's basic salary** and **1.49** times of the average recurring ordinary of the workers in Taiwan's manufacturing industry during the same period. Over the past three years, Uni-President raised the salary level every year, with **the salary increase in 2013 (3.31%) higher than the CPI increase rate during the same period(0.97%).**

Non-barrier labor communication

Over the past 40 years since its establishment, the company always upholds the philosophy of "Harmonious Labor Relationship to Create a Win-Win Outcome." The related labor management measures in the company are in compliance with the labor act stipulated by the public departments (including the Labor Standards Act, Labor Pension Act, Occupational Safety & Health Act, Labor Insurance Act, etc.). Moreover, we also maintain the non-barrier labor communication channels, with the achievements as follows:

- 98% of the employees participate in the Trade Union of Uni-President Enterprises Corporation. In 2013, the staff participation rate hit an all-time high. To maintain smooth labor communication, the leaders of the Trade Union hold a meeting with the corporate delegations

regularly. Moreover, the chief of the Trade Union is invited to join the business meeting of the company regularly every month. In this way, the employees can fully understand the operation situation and direction of the company.

- The General Manager or his authorized delegate attends the Staff Welfare Committee and Corporate Trade Union in person regularly.
- Besides the signed Group Agreement (With a validity period of three years, 2012~2014), the company also stipulates the labor conditions superior to the Labor Standards Act, such as: paid leave in case of natural disaster, and etc.
- The managers at various levels, Environmental Safety Room, HR Department, Uni-President monthly journal and email provide direct channels for the employees to provide feedback and suggestions.

The table below shows the number and percentage of the staff participating in the Trade Union of the Company

	2009	2010	2011	2012	2013
Number of staff participating in the Trade Union	4,675	4,637	4,750	5,023	5,099
Total staff numbe	4,776	4,758	4,862	5,141	5,178
Percentage					

Big Family of Uni-President

Keeping the tradition of no layoffs due to economic factors

We cherish every employee who joins our big family of Uni-President. Thus, despite the challenge faced in the competitive market environment, we still follow the founder's tradition of no layoffs due to economic factors. When confronting various business environments, we follow the basic principle of proper personnel transfer and settlement, which best reflects our active commitment to CSR.

Pursue Dreams at Uni-President

I come for the dreams

A paragraph posted on the job hunting website seems to be an official statement. I remember the time when I was not so confident about being hired one year ago. I never thought about how fortunate I am to be able to enter the enterprise that is closely related to the livelihood of Taiwanese. After I went through all these, it became a special memory for me now. I remember when I came for interview in Uni-President, it was during the heaviest storm. During that period, the Plasticizer Incident was reported by the media endlessly every day. However, what impressed me the most was that General Manager Lo asked me in the final interview: "Do you dare to work in such a company?" Under the endless disturbances, I saw the determination of a good company to handle a crisis and conduct sustainable operations. I was so fortunate to witness the actual performance of the enterprise. After the storm, the strength and virtue of Uni-President were proven, also accompanied by the people's recognition of Uni-President. It won various awards in 2012, such as the Most Reputable Benchmark Enterprise, Taiwan's Top 20 International Brands, National Manufacturing Manager Excellence Award, National Quality Safety Individual Award, The Best 100 Companies Voted by Freshmen, etc. All these made me feel secure and believe I made the right choice, entering a happy working place.



3.3 Comprehensive Career Planning

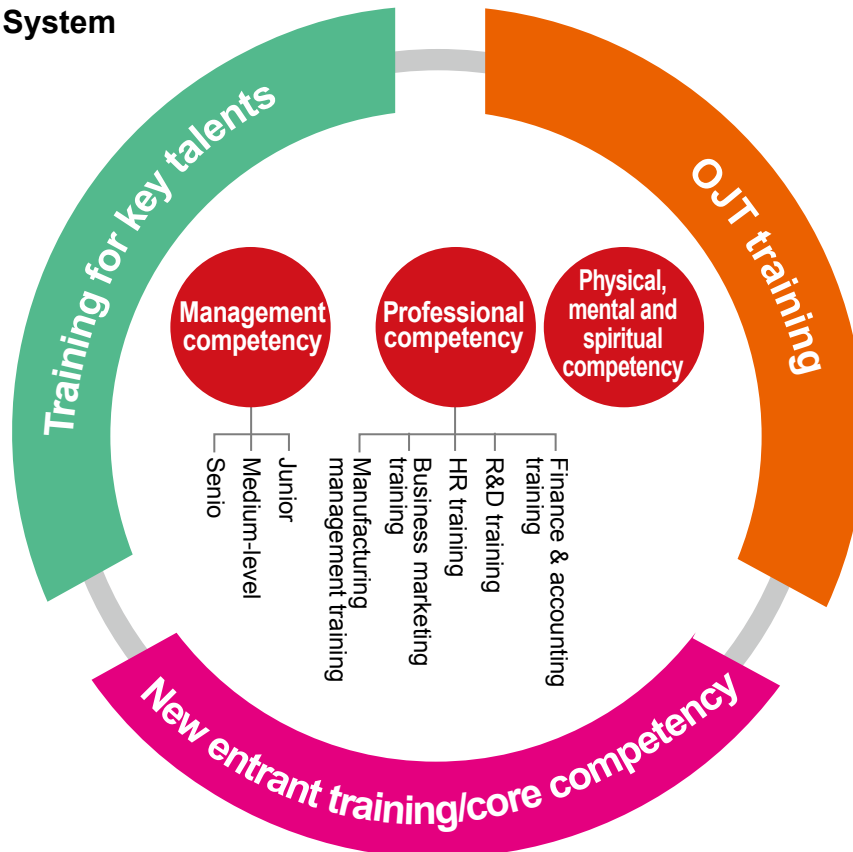
Talents are the foundation of the enterprise's growth. By following such education and training principles as "professionalism and constant improvement, career development and lifelong learning", the company is dedicated to cultivating staff potentials, strengthening the talent assets, constructing a learning organization and formulating excellent operations style and corporate culture. It expects to constantly improve the competitiveness of its employees and the company, create excellence and a win-win outcome for the employees and the employer.

In our pursuit of professionalism, we outline the blueprint for talent cultivation from the perspective of practicality and long-term operation. Moreover, we construct a complete career cultivation system from the corporate vision, mission and task to

strategy deployment. We plan the study roadmap for each level in terms of the core management competency, as well as the physical and mental demands and organizational development demands. In the meantime, we provide abundant learning resources and talent-oriented work plan for the employees, who are expected to pursue growth and give full play to their talents. The company places emphasis on the cultivation of key talents, who are assigned with critical positions and challenges through job rotation and overseas training. Moreover, the company expands its plans and vision, expecting to cultivate professionals and leaders internally. By doing so, we wish to achieve individual career development alongside enterprise development.

Statistics of Education & Training Frequency in 2013			
Self-training classes	Self-training man-hours	Outsourced training man-hours	Total expenses for education & training
2,393 classes	155,733 man-hours	16,435.5 man-hours	NTD18,805,000

Uni-President Talent Cultivation System



Education & Training Statistics and Average Staff Training Hours

2013	Male			Female		
	Hours	Persons	Average Hours	Hours	Persons	Average Hours
General employees	113,304	3,099	37	40,188	1,813	22
Manager level or above yees	12,515	237	53	1,420	29	49
All employees	125,819	3,336	38	41,608	1,842	23

For the topics of human rights and related laws, the company has set up a complete education and training system, and also planned the relevant courses. In 2013, there were 3,557 employees taking the courses, with a participation rate of **69%** and a total of 6,161 participants and 11,178 hours. For other routine law education programs and advocacies, the participation rate was **100%**.

The care we show for our employees is never-ending. After the employees retire from Uni-President, we will be still connected in a different way through the Retired Seniors Association. It's been ten years since the establishment of the Retired Seniors Association, which allows the seniors to share the growth and the glory of Uni-President with us regularly. The Social Gathering Sponsor will arrange topics for discussion

during the staff gathering, so as to facilitate a healthier and happier retirement life for the seniors. For example, in the second session of the staff gathering this year, the former CEO, Lin Cangsheng, shared past stories and encouraged the attendees to keep learning new knowledge. Moreover, the Sponsor specially invited the personnel of the Central Research Institute to share "diet and nutrition tips for seniors" .



Uni-President's retired seniors gathering in the second session of the 5th staff gathering

3.4 Information and Guidance on Public Health

The food industry is closely related to the people's health. As Taiwan gradually steps into an aging society, the national medical expenditure takes up a great part. To advocate the importance of a healthy diet, we established the Taiwanese Millennium Health Foundation in 2003, with the aim of promoting social education, research & development and international academic communication for the nutrition, health and preventive medicine in Taiwan. The assistance of experts and scholars in the fields of

medicine, nutrition and food science are sought to apply our food manufacturing and marketing platform in the social education of preventive medicine, nutrition and health. We've launched the advocacy of preventing the three-high diseases (high cholesterol, high blood pressure, and high blood sugar)-metabolic syndrome since 2006. Moreover, we also promote such views as "Keep Fit to Maintain Health" and "Practice the 3Ds for a Healthy Life- Do Control, Do Healthy Diet and Do Exercise" successively.

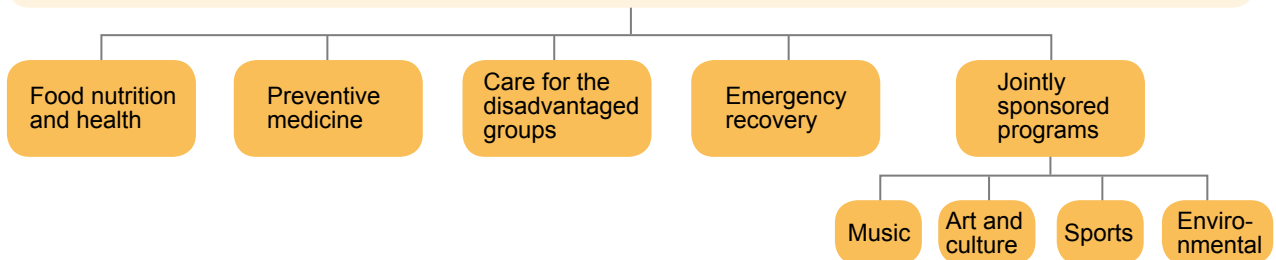
Year	Activity	Counts
2013	Expand Millennium Healthy Sites	789 sites(7-ELEVEN: 589, COSMED: 200)
	The 5th national health week of community health stations	More than 40,000 citizens from 22 counties and cities throughout Taiwan participated in the metabolic syndrome examination activity.
	Millennium Love, the Day for Waist Measurement	We cooperated with 25 enterprises and 28 brands to make the Millennium Healthy OPEN BMI(Body Mass Index) meter, which were distributed in 1,400 stores in Taiwan. Moreover, a total of 970,000 paper measuring tapes were distributed in the 4,800 7-ELEVEN stores in Taiwan.
	Health lecture	A total of 11 lectures on preventive medicine were held, with 2,770 participants.
	Health promotion in campuses	The promotion was conducted in 10 elementary schools to educate 6,733 students, 13,966 parents and teachers.



A Touch of the Millennium Love
 Respect for life
 Close to nature
 Care for one another
 Optimistic and enterprising

Uni-President Social Participation

Annual fund: NTD 50~66 million, with the marketing resource of about NTD100 million
Platforms: Millennium Health Foundation, Uni-President Foundation for Social Welfare and Charity, Uni-President Lions' Baseball Game, and various brand marketing sponsorship



Taiwanese Millennium Health Foundation(hereinafter referred to as the Foundation) has conducted a lot of innovative public activities, to lead the citizens to fight against metabolic syndrome.

1. Millennium Healthy Sites

The retail stores are taken as the expansion window in touch with the citizens, so as to construct the most intensive community health protection network throughout Taiwan. In this way, people can know their waist and blood pressure any time conveniently, so as to practice the 3Ds for a healthy life. Our 7-ELEVEN operations is the convenience store system with the highest density globally. The Taiwanese Millennium Health Foundation cooperates with the 7-ELEVEN Good Neighbor Culture Foundation to set up a total of 589 Millennium Healthy Sites (by the end of 2013) in the 7-ELEVEN stores in Taiwan, and instruct 200 COSMED stores to set up the community health service stations which provide 24-hour services for measuring waist, taking blood pressure and providing health knowledge for the citizens.

After the establishment of the Millennium Healthy Sites, the Foundation picks one day every year to conduct the health check-up activity of measuring blood pressure and waist jointly with the Millennium Healthy Sites, which is called "Millennium Healthy Sites. National Healthy Day. Advocacy for Health Check-up to Prevent Metabolic Syndrome". The activity is supervised by the Health Promotion Administration which invites the nursing personnel from the Health Bureau of each county and city to support the health education work and the volunteers to conduct measurement and further health education in each health station. Besides the health check-up and health education, the activities also teach the people to read the nutrition labels and health food certification through the Calorie Classroom and the Health Promotion Program, which also encourages the people to do more physical exercise.



Health Check-up to Prevent Metabolic Syndrome held by the Millennium Healthy Sites (also known as Community Health Stations originally) since 2008 attracts a lot of people to participate every year.



We set up a total of **589** Millennium Healthy Sites in the 7-ELEVEN stores in Taiwan, and also instructed **200** COSMED stores.

2. Millennium Love, the Day for Waist Measurement

In order to make the citizens remember the standards of health waist value, and appeal to them to get the habit of measuring their waistline, the Foundation launched the Day for Waist Measurement jointly with President Starbucks Coffee on August 9, 2011. On that day, people could get a measuring tape and coffee for free as long as they participate in the activity of waist measurement in the coffee shop. It aimed to appeal to the citizens to be concerned about their waistline and keep away from the metabolic syndrome. In 2013, the press conference was combined with the monthly activity for national health, which was conducted jointly with the relevant authority, the Health Promotion Administration. To raise awareness and the target groups of the activity, we co-operated with the super star, Peter Ho, who has a good health image to promote and encourage the citizens to measure their waistline regularly. Through active promotion, together with the spokesman publicizing his healthy lifestyle, the number of Foundation fans increased from 2,500 to 9,000, which also increased the groups and frequency of health related activities. Prior to the said day, we also specially cooperated with the Chinese Professional Baseball League (CPBL) to conduct the activity of Show Waist Sticker of 8 and 9 during the half-time of the 8th and 9th innings of the All-Star Game on July 28. Nearly 20,000 spectators showed the sticker on the waist. It echoed with the significance of waist measurement held on the day of the activity, August 9, and also elevated the cognition of different groups towards the theme day.



CPBL Chief participated in the activity enthusiastically



Activity of Millennium Healthy Sites

609 stores participated in the event together with **1,300** nurses and volunteers from **22** counties and cities. A total of **19,504** health records were obtained, which were the most data accumulated.



We've combined the National Health Day of Millennium Healthy Sites and the Day for Waist Measurement for two years since 2012. This year the health stations in the 7-ELEVEN stores conducted the health check-up activities jointly with some enterprises affiliated to Uni-President, which was also attended by E.SUN Bank and Harvard Health Clinic. 609 stores participated in the event together with 1,300 nurses and volunteers from 22 counties and cities. A total of 19,504 health records were obtained, which were the most data in a single health check-up activity accumulatively. Moreover, it allowed the Foundation to observe the health condition of the citizens from the records.

3. Health promotion in campuses

In 2012, we started the activity of Health Promotion in the Campuses by the Millennium Health OPEN CHAN. The Foundation promoted health education in the campus, instructing the schoolchildren with the correct 3Ds for a healthy life and reminding the parents of the importance of keeping fit to maintain health. This year, we presented the "Metabo" Show Performance preferred by the schoolchildren, and combined this with the Foundation's Millennium Health OPEN CHAN to give guidance on healthy posture, waist measurement method of holding, pulling and measuring, the 3Ds for a healthy life and healthy diet in an interesting way, so as to make health education livelier and more interesting. The growth of the schoolchildren could be observed in the activity, as they could also be concerned about the physical status of the family and remind them of proper diet habits actively. The collected study records



proved that the schoolchildren indeed played the role of Small Waist Supervisor responsible for supervising the waistline of the parents.



Schoolchildren answering questions actively



"Metabo" Show Performance

Year	Campus activities (Number of people)	Schoolchildren (Number of people)	Teacher (Number of people)	Parents (Number of people)	Total (Number of people)
2012	7	3,367	210	6,700	10,277
2013	10	6,733	566	13,400	20,699

Writing and drawing contests

Since 2013, the Foundation holds writing and drawing contests after the activity. The awarded works are granted with a bonus and posted on the website. Moreover, the awarded works in 2014 are shown on the sides of the underground tunnel of the Taipei Municipal Government, so as to spread the activity spirit.



Middle grade-First Place
Tsai Jiaqi, Hueinong Elementary School, Pingtung



Senior grade-Second Place
Jiang Jingyu, Datong Elementary School, Jiayi



High-grade-First Place
Chen Jiawei, Haibin Elementary School, Pingtung



Junior grade-First Place
Wang Dingxin, Datong Elementary School, Jiayi



Junior grade-Second Place
Tsai Xinyu, Hueinong Elementary School, Pingtung



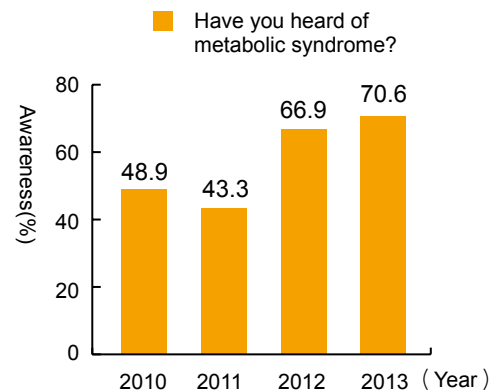
Junior grade-Second Place
Tsai Xinting, Datong Elementary School, Jiayi

The Millennium Health Foundation exerts utmost effort to promote the prevention of metabolic syndrome. It is dedicated to improving the awareness of the citizens towards the disease based on the industrial, official and academic strengths over the years. The awareness of the citizens towards the metabolic syndrome and its five risk factors is significantly increased from 2010 to 2013, which shows outstanding performance. The Millennium Health Foundation will keep up its efforts to make more people aware of the metabolic syndrome and capable of practicing the 3Ds for a healthy life. In this way, it aims to help the citizens to stay away from the risks of the disease.

Pursuit of Happiness with Ten-Year Millennium Together

It's been ten years since the establishment of the Millennium Health Foundation. Over the past ten years, we are so grateful for the support provided by all of you for the Foundation to promote the prevention of metabolic syndrome. We hope to reach out to every family in Taiwan to pass down the concept of keeping fit to maintain health.

Awareness of Metabolic Syndromes



On the tenth anniversary of the Millennium Health Foundation, a press conference was held with the help of the county government, inviting the experts of sports, food, nutrition, medical care and education industries on site to promote a healthy lifestyle.

3.5

Community Involvement and Participation

The Uni-President Foundation for Social Welfare and Charity provides the emergency recovery fund to care for the disadvantaged groups. Moreover, it plans to gradually integrate with its own industry in the future, to change part of the emergency recovery fund into i-cash EasyCard for purchasing food. In this way, resources are maximized for other purposes.

Additionally, we participate in the public activities of music, art, culture, sports and leisure for a long time, and also provide the disadvantaged groups with the opportunity to take part in the recreational activities. All these are to promote a high-quality and happy life for the citizens, so as to practice the corporate value—Create a Healthy and Happy Future.

1. Giving back to local residents

We keep close connection with the residents in the local communities and the Governing Council of the nearby industrial park. We interact with the local communities by giving back resources. In daily life, we pay attention to air quality and the surrounding environment near the plant where the residents live. Moreover, we sponsor the company products for each Ghost Festival, Governing Council Handover Ceremony, Temple Fair, and Neighborhood Self-Empowerment Activity, as well as the visit for the common folk festivals. Aside from this, we donated an ambulance for the Firefighting Bureau of the Tainan Municipal Government, provided support in the first-aid work and improved the medical care quality in 2013.

2. Charity and public welfare

The Uni-President Foundation for Social Welfare and Charity (hereinafter referred to as the Social Welfare Foundation) was established to develop the social assistance programs. It has been providing nationwide assistance for more than 400 township, town and district administrative offices and civilian service stations for 35 years. By the end of December 2013, it provided emergency recovery funds for a total of 31,356 households with a total amount of NTD248,000,000. During the period, it also assigned personnel to visit the disadvantaged group institutions and schools throughout Taiwan, with the number reaching 135 for nearly four years. With the corporate mission- Love and Care, Social Welfare Foundation breaks through the barriers and shows care to the disadvantaged groups for a long time, so as to achieve closer and harmonious interpersonal relationship and to reduce social problems. In recent years, besides the continuous charity donation, it also provides diverse social welfare fields by using the resources within the company and even the group, so as to promote life or environmental education, and show its care for festivals, art, culture and sports activities more systematically, so as to create a higher social value.

Item	2013	2012	2011	2010	2009
Hosting of emergency relief for the households in Taiwan	793 households	772 households	600 households	644 households	664 households
	NTD8,251,000	NTD7,632,000	NTD5,753,000	NTD5,650,000	NTD5,664,000
Emergency relief cases in elementary schools and middle schools in the southern part of Chiayi-Tainan districts	39 households	74 households	28 households	35 households	41 households
	NTD3,124,000	NTD592,000	NTD224,000	NTD280,000	NTD246,000
Care for the disadvantaged group institutions and rural schools throughout Taiwan	42 institutions/schools	34 institutions/schools	33 institutions/schools	25 institutions/schools	12 institutions/schools
	NTD1,156,000	NTD869,000	NTD735,000	NTD890,000	NTD436,000
Goods and materials donated for relief	8,000	5,800	5,500	5,320	4,722
Care for the seniors living alone	22	35	20	-	-
Relieving the households in emergency throughout Taiwan	35	32	28	25	21
	NTD7,000	NTD22,000	NTD5,000	NTD258,000	NTD255,000
Total number of recovery beneficiaries	5,300	4,500	4,000	2,974	2,526
Annual expenditure	NTD10,606,000	NTD10,361,000	NTD7,526,000	NTD8,230,000	NTD14,960,000

Note: The care for the seniors living alone was started since 2011

Besides showing care for the community seniors living alone with low income, the Social Welfare Foundation is performing better than others in responding to the scholarship needs of schoolchildren. Based on the philosophy of doing good deeds for the disadvantaged schoolchildren, the Social Welfare Foundation donated 7-ELEVEN shopping card for the 2013 Spring Sales for the Scholarship Program of the Family Welfare Center, so as to diversify the charity sales. More than 10 enterprises attended upon the request of the Family Welfare Center. All revenue obtained from the charity sales will be donated as scholarship to help the children in realizing their dream of studying without monetary restriction.



The Social Welfare Foundation sponsored the Spring Sales for the Scholarship Program of Family Welfare Center



The Social Welfare Foundation invited the aborigines from Pingtung to attend the campaign of Open Your Dream.



The Social Welfare Foundation invited the aborigines to watch the Uni-Lions Professional Baseball Game.

3.Constant participation in the Professional Baseball Events to promote the local baseball culture

In the past nearly four years, we sponsored a total of NTD207,000,000 in advertising, participated in the domestic professional baseball games, and adopted the municipal baseball field in Tainan. The expense in repaying the municipal government, operations management, renovation and maintenance reached as high as NTD41,070,000(20% of the total sponsorship in advertising). In recent years, it co-operated with the Sports Affairs Council to jointly promote the "Tour Event of Funny Baseball in Campus" and "National Baseball Game". The Uni-Lions star players were arranged for instruction in the campus in each level, so as to motivate Taiwanese's interest and basic skills in playing baseball starting from childhood. In this way, it aims to promote baseball as one of the sports activities that all Taiwanese participate in and practice at. To promote the baseball culture, the Uni-Lions launched the activity of Ball Kids open to all parents and children since the summer vacation of 2010, receiving much praise and recognition. The official website of Uni-Lions provided the online registration of Ball Kids for two consecutive years, which is always quickly filled up within the first 30 minutes. Different from the previous Uni-Lions Ball Kids activity, the Uni-Lions provides a new kind of service this year. For all registrants, customized Uni-Lions home sportswear printed with the kids' names and number is available. This became another feature of the Uni-Lions home activities, providing the most unforgettable baseball memory to the kids.



Ball Kid





Sustainable Environment

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We are deeply aware that enterprises of the 21st century must deal with the challenge of sustainable development. We must not forget our responsibilities in protecting the environment while pursuing economic growth. On the basis of promoting the environmental management system (ISO14001) among all factories, while continuously improving production quality, introducing technologies for energy conservation, cleaning production and preventing pollution, we have also initiated continuous practices such as greenhouse gas examination (ISO 14064-1), product carbon footprint (PAS-2050) disclosure, establishment of environment accounting system and issuance of annual environment reports for

regular disclosure of our performances on our environment responsibilities.

In addition, we encourage affiliated units to propose new process innovation ideas and formulate and execute related performance indexes. Through these practices, employees are effectively motivated to present pertinent solutions to fulfill our commitment to protect the land and resources we love. Continuous efforts finally paid off. In 2013, the Xinshi factory was awarded the first prize for the manufacturing group of ROC Enterprise Environment Protection Awards by TEPA. Other environment protection achievements of 2013 include:

2013 Environment Protection		
Projects		Actual Performance in 2013
Greenhouse Gas	Electricity, Fuel	6,028 tons of CO2e reduction
	Renewable Energy	Equivalent to 1,594 tons of CO2e reduction
Energy Savings	Electricity Savings	6,286 megawatt hours reduction, saving NTD 20,798 000
	Heavy Oil and Diesel savings	6,674-liter reduction, saving NTD 21,579 000
Water Savings		98,184-ton reduction, saving NTD 1,468 000
Raw Material Savings	Light Weight Packaging	49.6 tons of weight reduction
Waste Reduction	Waste Water COD Equivalent	Reduction equivalent to 7,619 tons (reduction rate of 98.24%)
	Waste Utilization rate	96.3%

COD (chemical oxygen demand): equivalent of oxygen consumed by oxidization of organic contents in sample water by strong oxidants. It is used to express how much organic content is in the water.



Received the Honor Award of 2013 Waxberry factory energy savings award

4.1 Effects of Climate Change

Climate change is closely related to the sustainable development of every nation and the very existence of the human race. It is an international consensus that the issue of climate change is very important and imminent. It is even more so for the food industry. Climate variation usually causes shortage of raw materials and water resources, thereby impacting the supply chain and causing escalating global grain prices. Climate change poses great threats to food safety. Therefore, we have actively carried out countermeasures against climate change including the internal promotion of energy saving measures, external promotion of energy saving services, reduction of greenhouse gases, calculation of carbon footprint, etc., thereby gradually seeking any change of energy consumption reduction in the organization and our products and helping

reduce the risks brought by climate change.

Energy Consumption Status

Our energy consumption is mainly from electricity, followed by fuel oil with liquefied petroleum gas, natural gas and diesel as complementary energy. In 2013, our electricity consumption was 185,719 megawatt/hour. In order to reduce greenhouse gas emission caused by electricity generation, we have been actively exploring the feasibility of using alternative energy, developing renewable clean energies including solar power, biogas electricity generation and wind power street lamps, with the electricity output gradually expanded. In 2013, total electricity output from renewable energy resources reached 236,356 kwh, up by 22.8% from that of 2012.

Electricity						
	Unit	2009	2010	2011	2012	2013
Power	Megawatt hours	178,110	180,036	184,152	189,689	185,719

Note: The scope includes Yongkang General Factory, Xinshi General Factory (including Frozen Product factory, Madou factory, Xinying factory), Taizhong General Factory, Yangmei General Factory (including rifang factory) and Zhongli factory, TMR, logistics warehouse, Taipei branch.

Fuel Consumption						
Fuel Type	Unit	2009	2010	2011	2012	2013
Fuel oil	Kl	22,101	22,476	22,387	22,521	17,649
Diesel	KL	811	573	1,133	1,180	938
Crude Diesel	L	0.00	356.00	6.49	6.57	6.55
Gasoline	L	174,236	181,579	186,350	195,610	183,690
(NG)	Km ³	2,080	2,678	2,912	2,891	9,152
Liquefied Petroleum gas	Kg	36,479	26,907	37,790	33,220	5,200

Note: 1. The scope includes Yongkang General Factory, Xinshi General Factory (including Frozen Product factory, Madou factory, Xinying factory), Taizhong General Factory, Yangmei General Factory (including Rifang factory) and Zhongli factory, TMR, logistics warehouse, Taipei branch.

2. Thanks to the introduction of the NG boiler, heavy oil consumption of Yongkang and Xinshi declined and natural gas consumption increased; cold liquefied petroleum gas is changed to natural gas, therefore consumption of liquefied petroleum gas declined.

Electricity Generated from Renewable						
Type of renewable energy		2009	2010	2011	2012	2013
Solar power	Generation(kwh)	13,318	12,865	12,384	12,272	12,467
	CO ₂ e emission reduced (tons)	7.23	6.88	6.64	6.53	6.51
Biogas power	Generation (kwh)	254,216	0	126,624	180,024	223,772
	CO ₂ e emission reduced (tons)	1,986	0	1,090	1,550	1,588
Wind power street lamps	Generation (kwh)	0	0	58.4	140.16	117
	CO ₂ e emission reduced (tons)	0	0	0.031	0.075	0.061

Note: 1. No biogas power generation in 2010 due to breakdown maintenance of biogas generators. Biogas generator of Xinshi factory restarted in May 2011.

2. 2 Wind power generating street lamps in Yangmei factory was completed and started supplying electricity in August 2011.

3. Annual electricity emission factor refers to that published by the Bureau of Energy in 2014, which was 0.522kgCO₂e/ kwh in 2013.

Slowing Down Global Warming

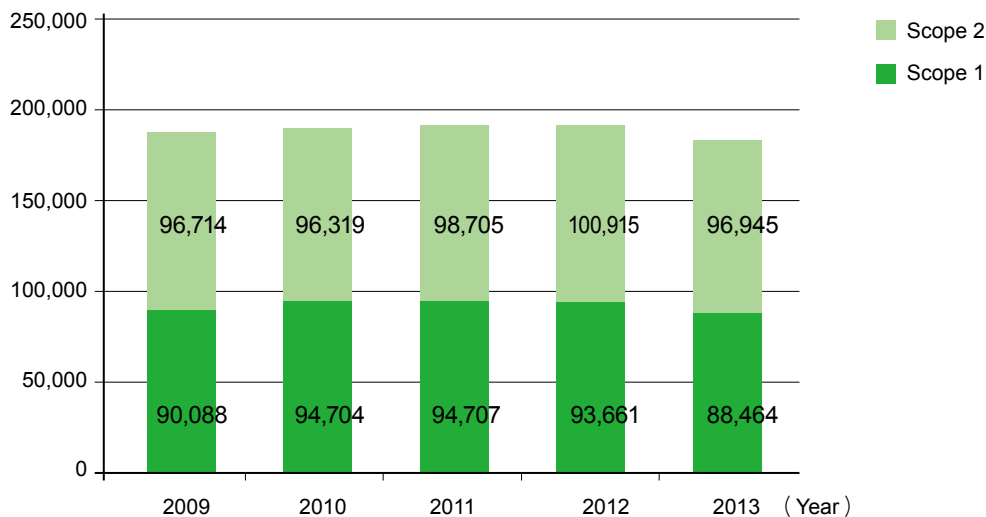
In order to determine the emission of the entire company, we established the Greenhouse Gas Promotion Management Committee with promotion teams in each general factory. Standard procedures for greenhouse gas management and internal auditing were formulated in accordance with ISO 14064-1 and greenhouse gas emission

was calculated. Statistics show that emission in 2013 amounted to 185,409 tons, among which scope 1 emission was 88,464 tons of Co₂ equivalent and scope 2 emission with 96,945 tons, down by 4.71% from 2012.

Emission intensity in 2013 was 115.26Kg/T, down by 15.6% from the 136.56Kg/T of 2008.

Direct and Indirect Greenhouse Gas Emission Chart

Unit: Ton Co₂e



Note: 1. Greenhouse gas emission sources in 2013 are: electricity 52.3%, heavy oil 29.7%, waste water anaerobic treatment 2.4%, natural gas 9.5%, diesel 1.3%, biogas 2.5%, others 2.3%.

2. Since 2011, scope of audit included Ligang TMR, Liuying TMR, Gaoxiong business office, Yunjia Logistics, Hanbao TMR, Taipei branch, Linkou Logistics.

3. Annual electricity emission factor refers to that published by the Bureau of Energy in 2014, which was 0.522kgCO₂e/ kwh in 2013.



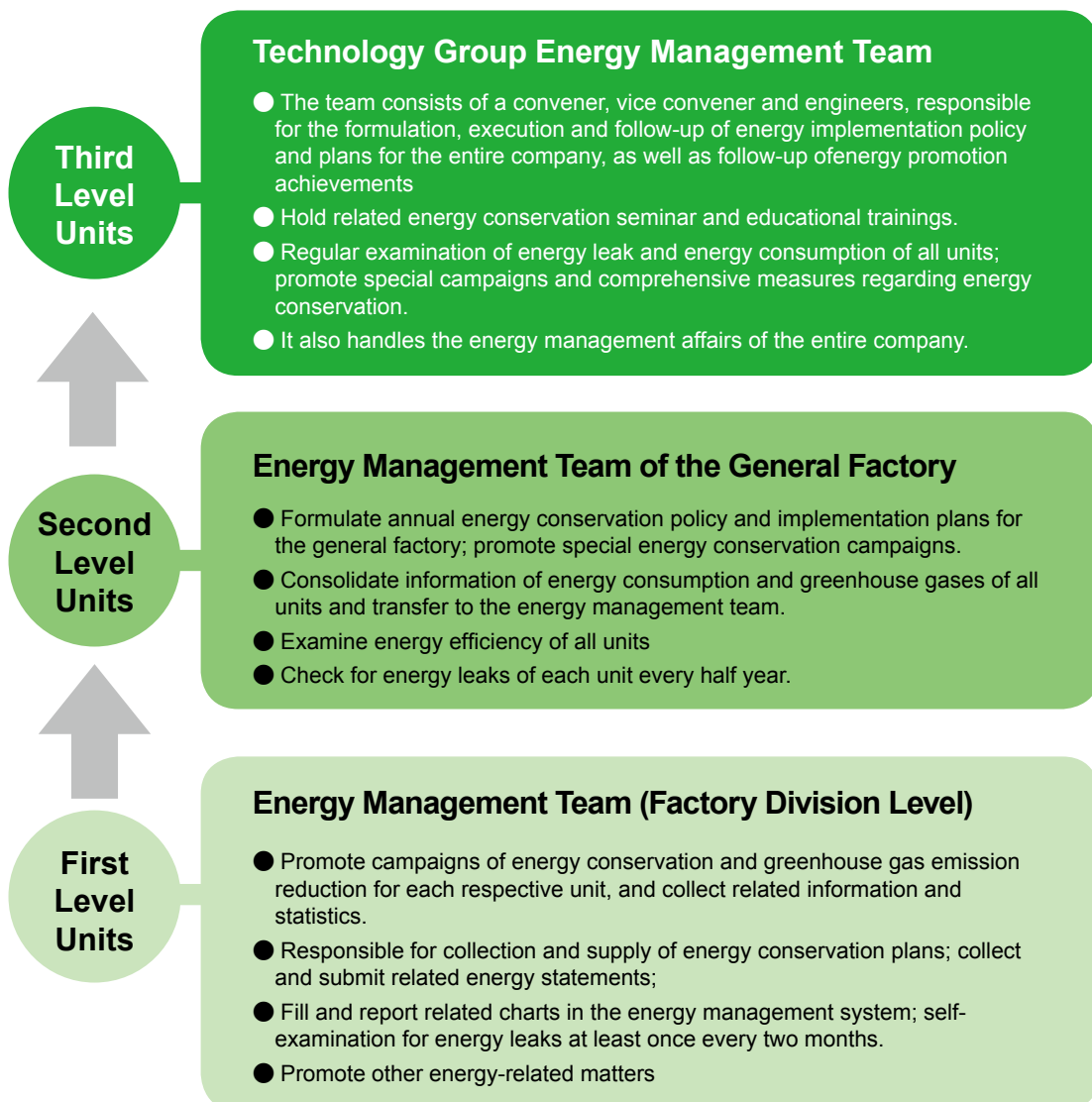
4.2 Energy Conservation Campaigns

In order to effectively manage and control energy consumption and maintain good equipment performance, we established a trans-departmental special energy team for regular energy tracking and improvements. After years of operation, we have established a complete internal energy conservation management system. In addition, we actively take part in external energy conservation campaigns and competitions such as energy conservation service groups of the Ministry of Economy and selection of premium energy performances of the Bureau of Energy. We hope

that through external communication, observation and learning and audit and instruction by energy conservation experts, we may enhance and promote energy conservation performances in the factory area, as well as sharing our effective energy conservation plans with other enterprises to encourage them to become more involved. Continuous efforts paid off. In 2013, Yangmei General Factory was given the Excellence Award for enterprises with exceptional energy conservation performance by the Bureau of Energy of the Ministry of Economy.

Energy Conservation Management System

We promote an energy conservation management system through 3 levels of bottom up management, each with specific responsibilities and continuous systemic promotion to spread energy conservation practices to all units.



2013 Energy Conservation Plans

Representative cases among energy conservation plans of 2013 include the special plan for optimization of the steam supply system of Yongkang Factory which may achieve energy conservation equal to NTD 3.3 million /year and CO₂e reduction of 84.5 tons / year. Cost savings is considerable.

Energy Conservation Achievements

Yongkang General Factory Steam Supply System Optimization Plan

While pursuing development, we attach great importance to planning and execution of environment protection practices. Our energy conservation starts from cleaning the source. Production steam consumption spreads widely between peak and off-peak values (20 tons per hour of peak consumption and 2 tons per hour of off-peak consumption). In order to avoid excessive energy consumption of heavy oil boilers, we gradually promoted the use of low-carbon natural and introduced NG boilers or other equipment of lower energy consumption, thereby reducing consumption of fuel oil and optimizing the steam supply system.



Actual practices

- Introduce highly efficient NG [natural gas] boilers (94.5%) for better efficiency and less CO₂e emission.
- Eliminate heavy oil boilers and introduce multiple sets of small and efficient cross-flow gas boiler for paralleled replacement control and adjust accordingly for proper peak and off-peak gas consumption.

In addition to Yongkang General Factory Steam Supply System Optimization Plan, other energy conservation plans promoted in 2013 are as follows, which in total may save NTD 8.67 million/year and reduce CO₂e emission by 1,331.8 tons/year.

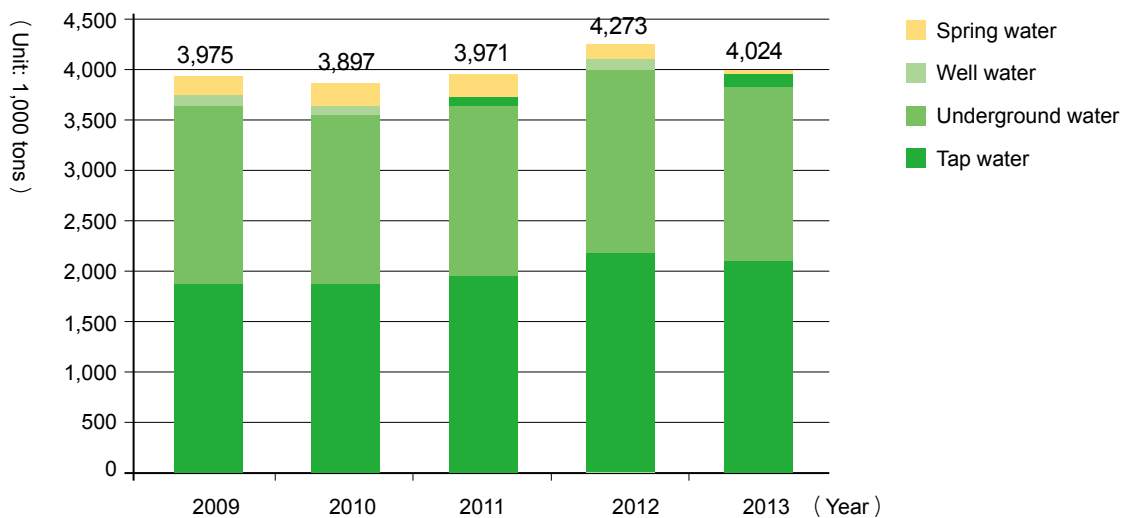
Factory	Energy Conservation Plan	Cost saved (million NTD / year)	CO ₂ e Reduction (tons / year)
(million NTD / year)	(tons / year)	0.97	181.5
	Air-conditioning system energy conservation of office and dormitory buildings	0.37	69.6
	Steam energy conservation of the label trapping shrink oven of the glass bottle packaging line of the First Dairy Factory	0.80	101.4
	Energy conservation improvement of the ice storage system	2.37	389.1
Yangmei	Energy conservation plan for the air-conditioning system of the dormitory building	0.40	75.1
	Reduction in steam consumption of UHT4 for the Second Beverage Factory	1.22	152.0
	Introduction of the automatic monitoring system for the steam trap in the First Beverage Factory	1.22	152.5
Zhongli / Ruifang	Preheat energy conservation for water supply heat pump of boilers	0.73	125.5
Yongkang	Windmill operation optimization of the granulator in the feed factory	0.60	84.5

4.3 Water Resource Management

Climate change has drawn global attention on the issue of water resources. Due to steep hills, concentrated precipitation and fast river-flows, Taiwan is more concerned with this matter. We face great challenges as our production requires great water consumption directly or

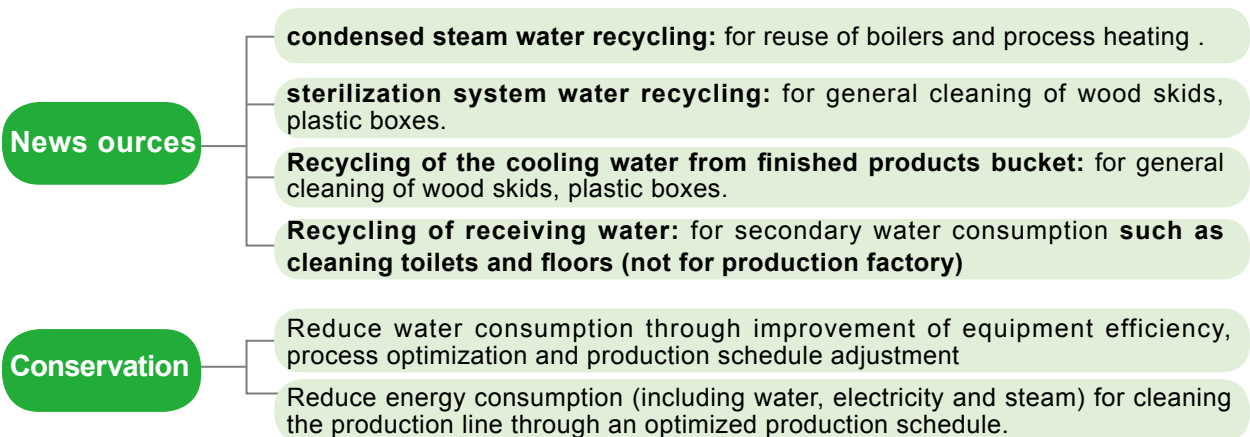
indirectly. For better water resource management, we try our best to seek better solutions and improvement measures including monthly examination of production units in terms of water consumption and immediate response to any abnormalities.

Water consumption status



Water conservation policy and measures

In 2013, our major **water conservation measures** are as follows, with **246,840 tons of water recycled** and 7.15% recycling rate.



Project	2009	2010	2011	2012	2013
Water recycled (tons)	266,979	226,452	223,205	207,156	246,840
Recycling rate	6.71%	5.81%	5.62%	4.85%	7.15%

4.4 Pollution Prevention

We started environment protection planning and execution from the very beginning of the establishment of each factory. Aside from the setting up of an environment management system (ISO14001), execution of environment management examination and large investment in environment protection equipment, we have also established special units responsible for operation, maintenance, improvements and other aspects related to pollution prevention and treatment equipment regarding waste water, salvaged materials and waste gas. In 2013, our costs on environment protection reached NTD 391,219,000 .

Statistics of Environment Protection Expenses and Investments in 2013

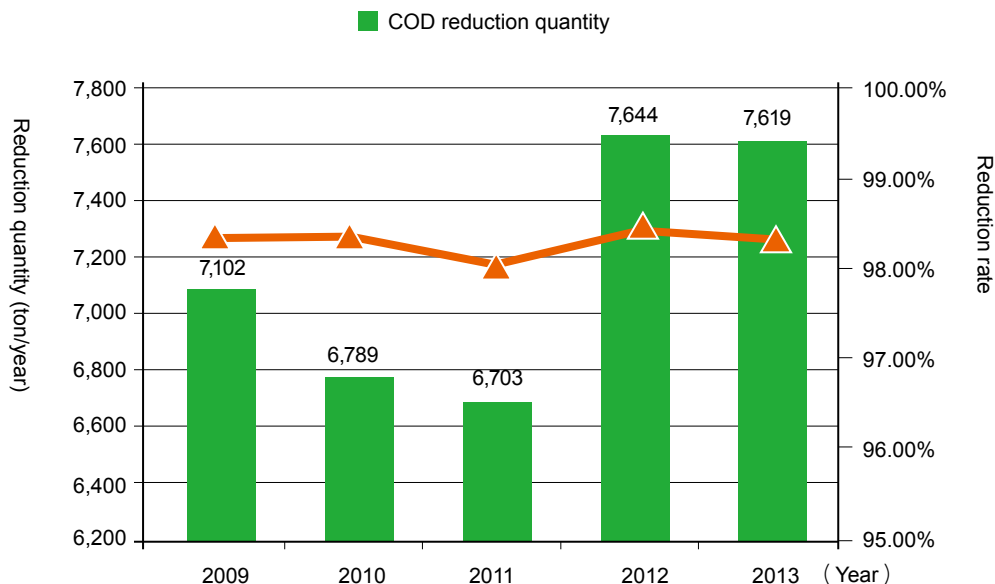
Environment protection costs	Expenditure (thousand NT)	Percentage (%)
Operational maintenance, clearing treatment and pollution prevention	96,379	26.8%
Costs on container, recycling and cleaning treatment	259,523	72.2%
Investment in environment protection equipment	35,317	1.0%
Total	391,219	100%

Under continuous strict control of the management mode of (Plan-Do-Check-Act, PDCA) , in 2013 we had no violations related to environment protection.

Waste water management

As we are a food processing enterprise, our waste water is organic with mainly sugar, grease and suspended solid contents. In order to meet national waste discharge standards, we formulated strict standards to examine waste treatment functions and waste water discharge concentration. **From 2009 to 2013, our waste water discharge COD reduction amounts to 35,857 tons with an average COD reduction rate of 98.24%.**

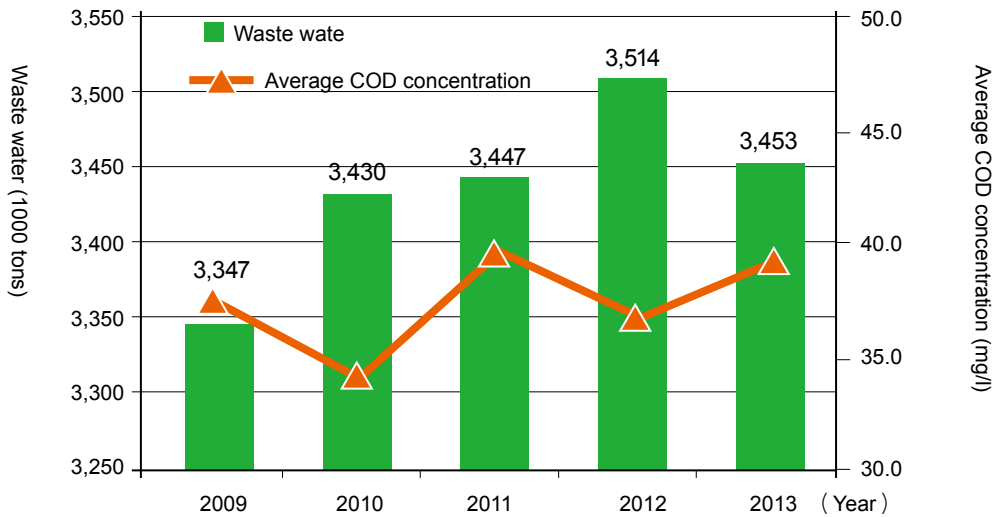
COD reduction quantity and rate





Statistics of waste water discharge concentration show that the average COD concentration was 38.7 mg/L in 2013, far below the state standard of 100 mg/L, which fully mitigated the impact on the environment. In order to comply with waste water discharge standards of EPA and local environment protection regulations, we constructed a waste water treatment station with a capacity of 600 tons per day to heed the waste water treatment demand of the food factory / bread factory and dormitory and dining waste water in Xingzhu. Through the above thorough control measures and management, we had no occurrence of serious leaking or other incidents that cast a negative effect on water sources and wildlife habitat.

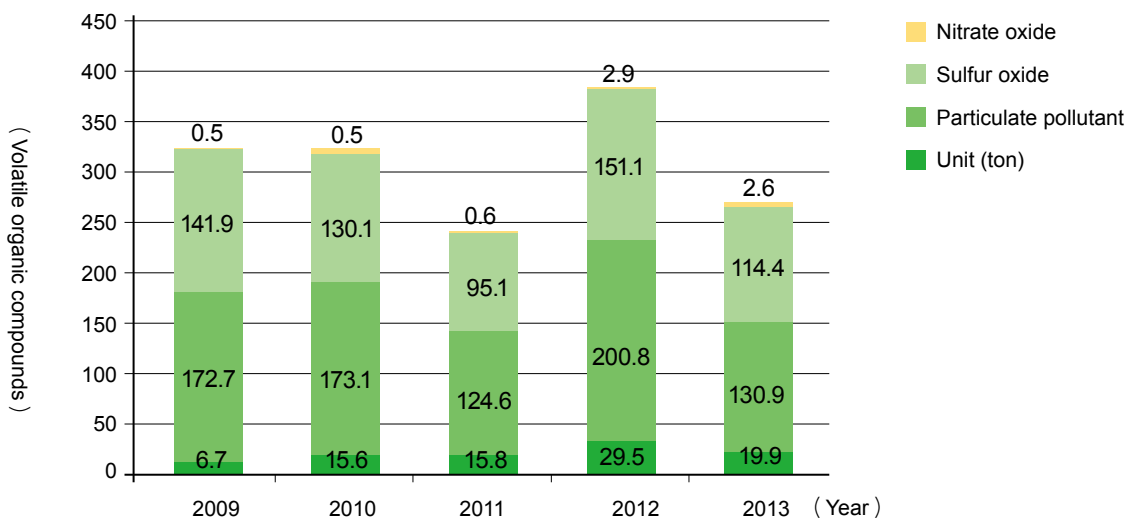
Waste water discharge and COD concentration



Air Pollution Prevention and Treatment

Air pollutant discharges of the food industry are mainly particulate materials, sulfur oxides, nitrate oxides and VOCs mainly from material processing, boiler heating and waste water treatment. In order to effectively lower air pollutant discharge, we have been striving to maintain equipment in good conditions and replaced sampling inspection with real time monitoring regarding air pollutant concentration in all flue pipes to ensure compliance of all air discharges. Since 2013, Xinshi General Factory, Frozen Product Factory, Cooling Process Factory and Yongkang General Factory have all introduced NG boilers, which not only reduced sulfur oxide emissions but also saved costs on air pollution preventions. **Therefore, air pollution emission was reduced to 267.8 tons in total, far lower than 2012.**

Air pollutant emission status



Salvaged material management

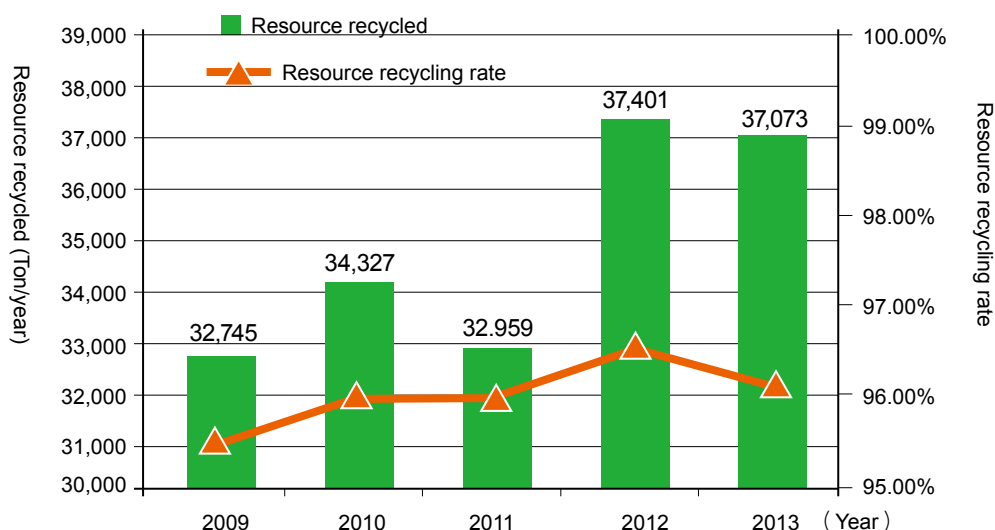
As far as salvaged materials are concerned, not only did we do complete classification and management, we also effectively reduced waste materials and environment burden through innovative reuse planning. In line with environment protection laws and regulations, we implemented the environment management system (ISO14001) to ensure salvaged materials are cleaned and treated through pertinent procedures and a sanitary environment is maintained in both office and production areas.

We classified salvaged materials into general waste and recyclable resources. General waste will all be discharged and incinerated by the treatment company. **In 2013, we generated 1,429 tons of general waste and spent NTD 3.83 million for discharge and transportation.**

Waste Management Statistics						
Items	Unit	2009	2010	2011	2012	2013
General waste	tons	1,506	1,422	1,366	1,332	1,429
Cleaning and transportation expenses	NTD	4,244,040	4,059,651	3,674,855	3,505,067	3,831,583
Resource recycle fund	NTD	33,510,577	48,565,465	55,016,923	58,813,866	50,480,135

Resource recycling makes use of waste for secondary purposes or as organic materials and feeds. For example, waste such as sewage sludge and tea leaves will be developed into organic composts. Bean residues will be recycled as feeds for animal husbandry. In order to effectively improve the recycling rate, we established classified storage areas for waste with monthly environment management to ensure its implementation. Our resource recycling rate is above 95% on average. **In 2013, we recycled 37,073 tons of resources at a rate of 96.3%.**

Resource recycled and recycling rate



Resource recovery and reusing achievements

● Reuse of bean residues

Bean residues from bean milk products manufactured by the dairy factory are recycled as feed additives. In 2013, we were able to produce 8,794.85 tons of bean residue feed additives and achieved NTD 65.96 million economic returns given the feed price of NTD 7.5 per kilogram.



● Reuse of sludge and tea leaves

Dehydrated sludge and tea leaves reclaimed from tea beverage manufacturing will be processed into fertilizers in collaboration with composting field. Production rate of fertilizers processed from sludge and tea leaves are 30% and 10% respectively. In 2013, we generated 3,115.93 tons of fertilizer from 7,074.42 tons of sludge and 9,936.05 tons of tea leaves.



In order to confirm effective clearing and treatment of all wastes, we formulated the Standard Book of Waste Management Method in line with the Law on Waste Clearing and other related statutes and adopted regular waste monitoring and ex-factory treatment of recycled resources to ensure lawful treatment and reporting.

In 2013, we conducted 38 times of random monitoring concerning the clearing of general waste and sludge, and found no occurrence of violation of law or traffic accidents. In addition, there was no transport, input or output of dangerous wastes under such strict regular monitoring.

General Waste Monitoring Record in 2013

Items	Monitoring times	Audited times	Results
General wastes	20	20	no abnormalities
Sludge	14	14	no abnormalities
Tea leaves	4	4	no abnormalities
Total	38	38	no abnormalities



INDEPENDENT ASSURANCE OPINION STATEMENT

Uni-President Enterprises Corporation 2013 Corporate Social Responsibility Report

The British Standards Institution is independent to Uni-President Enterprises Corporation (hereafter referred to as UNI-PRESIDENT in this statement) and has no financial interest in the operation of UNI-PRESIDENT other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for UNI-PRESIDENT only for the purposes of assuring its statements relating to its corporate social responsibility (CSR), more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by UNI-PRESIDENT. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to UNI-PRESIDENT only.

Scope

The scope of engagement agreed upon with UNI-PRESIDENT includes the followings:

1. The assurance covers the whole report and focus on systems and activities during the 2013 calendar year on the Uni-President Enterprises Corporation which including Yongkang, Xinshi, Taichung, Yangmei and Zhongli General Plants in Taiwan.
2. The evaluation of the nature and extent of the UNI-PRESIDENT's adherence to all three AA1000 AccountAbility Principles in this report as conducted in accordance with type 1 of AA1000AS (2008) assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2013 UNI-PRESIDENT Corporate Social Responsibility Report Review provides a fair view of the UNI-PRESIDENT CSR programmes and performances during 2013. We believe that the 2013 economic, social and environment performance indicators are fairly represented. The CSR performance indicators disclosed in the report demonstrate UNI-PRESIDENT's efforts recognized by its stakeholders.

Our work was carried out by a team of CSR report assurers in accordance with the AA1000 Assurance Standard (2008). We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that UNI-PRESIDENT's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI guidelines were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- review of issues raised by external parties that could be relevant to MOBILETRON's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on UNI-PRESIDENT's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 20 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, materiality and responsiveness as described in the AA1000 AccountAbility Principles Standard (2008).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality and Responsiveness and the GRI G3.1 guidelines is set out below:

Inclusivity

In this report, it reflects that UNI-PRESIDENT has continually made a commitment to its stakeholders, as the participation of

stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the UNI-PRESIDENT's inclusivity issues; however, the future report should be further enhanced by the following areas:

- Continually watch latest CSR development to incorporate with the corporate core strategy as to correspond in international society's needs for future reporting
- Continuously include stakeholders' views in various aspects of CSR as the basis to develop corporate social responsible practices

Materiality

The UNI-PRESIDENT has established relative procedure in company level, as the issues which were identified by all departments have been prioritized according to the extent of impact and applicable criterion for sustainable development of company. Therefore, material issues were completely analyzed and the relative information of sustainable development was disclosed to enable its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the UNI-PRESIDENT's material issues; however, the future report should be further enhanced by the following areas:

- Encouraging to improving the materiality identification process which more broadly consider the significant risks and opportunities in the value chain

Responsiveness

UNI-PRESIDENT has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for the UNI-PRESIDENT is developed and provides the opportunity to further enhance the UNI-PRESIDENT's responsiveness to stakeholder concerns. UNI-PRESIDENT can timely respond to the stakeholder if the crisis events happened. In our professional opinion the report covers the UNI-PRESIDENT's responsiveness issues; however, the future report should be further enhanced by the following areas:

- Develop the responsive strategy for stakeholders in long term prospect as to update the environmental issues management and practices

GRI-reporting

UNI-PRESIDENT provided us with their self declaration of compliance within GRI G3.1 Guidelines and the classification to align with application level A+. Based on our review, we confirm that social responsibility and sustainable development core performance indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self declaration covers the UNI-PRESIDENT's social and sustainability issues; however, the future report will be improved by the following areas:

- Continuously focus on the implementation of sustainability procedures and programs along with the newly developed Standards.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard (2008) in our review, as defined by the scope and methodology described in this statement.

Responsibility

This CSR report is the responsibility of the UNI-PRESIDENT's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, OHSAS18001, ISO14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu
Managing Director BSI Taiwan
13 November, 2014

bsi.



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Editorial Principles

About this report	<p>This report is under the main framework of Responsible Management, Quality Products, Connecting with Community and Sustainable Management. This report covers Uni-President's efforts in sustainability; as well, this report provides feedbacks on the major issues. To respond to the society's expectation on food safety, this report concentrates on our food health and safety. It also focuses on our efforts on implementing processes to ensure our consumers are eating and drinking our products with a peace of mind.</p>
Reporting Period	<p>Information disclosed within this report primarily covers the period between 2013/1/1 through 2013/12/31. A portion of the information disclosed are updated to October 2014; all updated information are clearly noted within the report.</p>
Boundary and Scope	<p>This report concentrates on our efforts in Taiwan, including five main plants located in Yongkang, Xinshi, Taichung, Yangmei and Zhongli. In this reporting period, there were no significant changes to the operations, structure or ownership of Uni-President. There were also no significant impact from joint ventures and leases. We plan to gradually include our oversea operations into our CSR reporting, presenting a complete view of our CSR management.</p>
Data Collection Process and Measurement Method	<p>Data is collected by involving all relevant departments to discuss relevant data, training, issues and interviews. Uni-President data collected for economic, social and environment disclosures are in accordance with GRI standards and specific indicator requirements. Portion of the indicators are disclosed for the five year period of 2009~2013 to present Uni-President's five year efforts. Indicator information are collected, measured and calculated according to the local regulations. If there are no local regulations, international standards (such as ISO) are used; if there are no international standards, industry or applicable standards are used.</p>
Reporting Principle	<p>This report is compiled in reference to Global Reporting Initiative Sustainability Reporting Guidelines 3.1. We have obtained third-party AA1000 assurance of inclusivity, materiality and responsiveness. This report is aligned with application level A+.</p>
Issue	<p>Uni-President will publish CSR report annually on our Company website (http://www.uni-president.com.tw) Current Issue : 2014/11/28 Last Issue : 2013/8/31</p>
Feedback	<p>Uni-President Enterprises Corp. Telephone: 886-253-2121 E-mail: public@mail.pec.com.tw Address: No. 301, Zhongzheng Rd., Yongkang Dist., Tainan City 71001, Taiwan (ROC)</p>

GRI 3.1 Index

GRI 3.1	Indicators	Page	Corresponding section and explanatory notes
Strategy and Analysis			
1.1	Statement from the most senior decision maker	2-3	Chairman's Statement
1.2	Key impacts, risks and opportunities	2-3	Chairman's Statement
Organizational Profile			
2.1	Name of the organization	7	Corporate Operating Overview
2.2	Primary brands, products, and/or services	10	Our Products and Services
2.3	Operational structure of the organization	7	Corporate Operating Overview
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2.5	Countries of operation	7	Corporate Operating Overview
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2.7	Markets served	7	Corporate Operating Overview
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3.6	Boundary of the report	70	Editorial Principle
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3.9	Data measurement techniques	70	Editorial Principle
3.10	Explanation of re-statements	—	No re-statements.
3.11	Significant changes from previous report	—	This report contains partial information from 2014, which are clearly noted within the report.
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3.13	External assurance	68-69	Assurance Statement of Independent Opinion
Governance, Commitments, and Engagement			
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4.13	Significant memberships in associations and/or advocacy organizations	19	External Organizations and Related Advocacies	
4.14	List of stakeholders engaged by organization	17	Stakeholder Engagement	
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4.17	Key topics and concerns raised through stakeholder engagement and response	18	External Organizations and Related Advocacies	
GRI 3.1	Indicators	Page	Corresponding section and explanatory notes	Disclosure
Economic Performance Indicators				
EC MA	Management Approach EC	14-15	Operating Strategy	Fully
EC1	Direct economic value generated and distributed	9 \ 55	Financial Performance/ Community Involvement and Participation	Fully
EC2	Financial implications and other risks and opportunities for activities due to climate change	59	Impact of Climate Change	Fully
EC3	Coverage of defined benefit plan obligations	45	360° Happy Work Life	Fully
EC4	Significant financial assistance received from government	9	Financial Performance	Fully
EC5 (ADD)	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	—	-	None
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	26	Suppliers Management	Fully
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operations	39	Connecting with Community	Fully
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	7	Corporate Operating Overview	Fully
EC9 (ADD)	Significant indirect economic impacts.	51 \ 55	Information and Guidance on Public Health	Fully
Environmental Performance Indicators				
EN MA	Management Approach EN	58	Sustainable Environment	Fully
EN1	Materials used by weight or volume	26	Suppliers Management	Partial
EN2	Percentage of materials used that are recycled input materials	—	(materials used are not disclosed due to trade secrets)	Fully
EN3	Direct energy consumption by primary energy source	59	As food processing industry, no materials are reused.	Fully
EN4	Indirect energy consumption by primary source	59	Effects of Climate Change	Fully
EN5 (ADD)	Energy saved due to conservation and efficiency improvements	61	Effects of Climate Change	Fully
EN6 (ADD)	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	59	Effects of Climate Change	Fully
EN7 (ADD)	Initiatives to reduce indirect energy consumption and reductions achieved	31 \ 32 \ 33	Green Product/ Sustainable Packaging/Green Logistics and Services	Fully
EN8	Total water withdrawal by source	63	Water Resources Management	Fully
EN9 (ADD)	Significant impact of withdrawal of water to water sources	63	Water Resources Management/Our water withdrawal do not significantly impact the environment	Partial
EN10 (ADD)	Percentage and total volume of water recycled and reused	63	Water Resources Management	Fully
EN11	Location and size of land owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	Our operations are not located in areas of protected area or areas of high biodiversity value.	Fully
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	—	Our operations are not located in areas of protected area or areas of high biodiversity value.	Fully

EN13 (ADD)	Habitats protected or restored	—	Our operations are not located in areas of protected area or areas of high biodiversity value.	Fully
EN14 (ADD)	Strategies, current actions, and future plans for managing impacts on biodiversity	—	Our operations are not located in areas of protected area or areas of high biodiversity value.	Fully
EN15 (ADD)	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	—	Our operations are not located in areas of protected area or areas of high biodiversity value.	Fully
EN16	Total direct and indirect greenhouse gas emissions by weight	59	Effects of Climate Change	Fully
EN17	Other relevant indirect greenhouse gas emissions by weight	—	Difficult to calculate Scope 3 emission from business travels	Partial
EN18 (ADD)	Initiatives to reduce greenhouse gas emissions and reductions achieved	61	Energy Conservation	Fully
EN19	Emissions of ozone-depleting substances by weight	—	We do not use any ozone-depleting substances.	Fully
EN20	NOX, SOX and other significant air emissions by weight	64	Pollution Prevention	Partial
EN21	Total water discharge by quality and destination	64	Pollution Prevention	Partial
EN22	Total weight of waste by type and disposal method	64	Pollution Prevention	Fully
EN23	Total number and volume of significant spills	64	Pollution Prevention	Fully
EN24 (ADD)	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	64	Pollution Prevention	Fully
EN25 (ADD)	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	64	Pollution Prevention	Fully
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	31、32、33	Green Product/ Sustainable Packaging/ Green Logistics and Services	Fully
EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	32	Sustainable Packaging/no domestic law requiring	Fully
EN28	Monetary value of significant fines and total number nonmonetary sanctions for non-compliance with environmental laws and regulations	64	Pollution Prevention	Fully
EN29 (ADD)	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	33	Green Logistics and Services	Fully
EN30 (ADD)	Total environmental protection expenditures and investments by type	64	Pollution Prevention	Fully
Labor Practices and Decent Work				
LA MA	Management Approach LA	39	Connecting with Community	Fully
LA1	Total workforce by employment type, employment contract, gender, and region	39	Connecting with Community	Fully
LA2	Total number and rate of employee turnover by age group, gender, and region	39	Connecting with Community	Fully
LA3 (ADD)	Benefits provided to full-time employees	45	360° Happy Work Life	Fully
LA4	Percentage of employees covered by collective bargaining agreements	45	360° Happy Work Life	Fully
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	49	Comprehensive Career Planning	Fully
LA6 (ADD)	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	40	Safe and Equal Work Environment	Fully
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region	40	Safe and Equal Work Environment	Fully
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious disease	40、49、51	Safe and Equal Work Environment/ Comprehensive Career Planning/Information and Guidance on Public Health	Fully

LA9 (ADD)	Health and safety topics covered in formal agreements with trade unions	47	Non-barrier labor communication	Partial
LA10	Average hours of training per year per employee by employee category and gender	49	Comprehensive Career Planning	Fully
LA11 (ADD)	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	49	Comprehensive Career Planning	Fully
LA12 (ADD)	Percentage of employees receiving regular performance and career development reviews	—	-	None
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	39	Connecting with Community	Fully
LA14	Ratio of basic salary of men to women by employee category	40	Safe and Equal Work Environment	Partial
LA15	Return to work and retention rates after parental leave	40	Safe and Equal Work Environment	Fully
Human Right				
HR MA	Management Approach HR	39	Connecting with Community	Fully
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	—	No significant investment in the reporting period.	Fully
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	26	Suppliers Management	Fully
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	49	Comprehensive Career Planning	Fully
HR4	Total number of incidents of discrimination and actions taken	40	Safe and Equal Work Environment	Fully
HR5	Operations identified in which the right to exercise association and collective bargaining may be at significant risk, and actions taken to support these rights	40	Safe and Equal Work Environment/ Suppliers Management	Fully
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	26	Safe and Equal Work Environment/ Suppliers Management	Fully
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor	40	Safe and Equal Work Environment/ Suppliers Management	Fully
HR8 (ADD)	Security personnel training regarding human rights	26	Suppliers Management	Partial
HR9 (ADD)	Total number of incidents of violations involving rights of local workforce and actions taken	40	Safe and Equal Work Environment	Fully
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	40	Safe and Equal Work Environment	Fully
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	40	Safe and Equal Work Environment	Fully
Society				
SO MA	Management Approach SO	39	Connecting with Community	Fully
SO1	Percentage of operations executing conference with local communities, risk assessment and development plans	55	Community Involvement and Participation	Fully
SO2	Analysis the risk of corruption by business units	12	Moral Management	Partial
SO3	Training for anti-corruption	12	Moral Management	Partial
SO4	Actions taken in response to incidents of corruption	—	No incidents of corruption in this reporting period.	Fully
SO5	Public policy positions and participation in public policy development and lobbying	51	Information and Guidance on Public Health	Fully
SO6 (ADD)	Financial political contributions.	55	Community Involvement and Participation	Fully
SO7 (ADD)	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	—	No incidents of anti-competitive behavior, anti-trust.	Fully
SO8	Punishment and monetary fine for incidents against regulations	—	No incidents of fines against regulations this reporting period.	Fully
SO9	Operations with significant potential or actual negative impacts on local communities	39、58	Sustainable Environment/Connecting with Community	Fully

SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	58	Sustainable Environment	Fully
Product Responsibility				
PR MA	Management Approach PR	21	Quality Products	Fully
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	22	Food Safety	Fully
PR2 (ADD)	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety	—	No incidents in Taiwan in 2013.	Fully
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	—	•Food processing industry must follow Act Governing Food Safety and Sanitation •Green Product •Product labeling follow all required information	Fully
PR4 (ADD)	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	34	Consumer Communication	Fully
PR5 (ADD)	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	34	Consumer Communication	Fully
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	34	Consumer Communication	Partial
PR7 (ADD)	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	34	Consumer Communication	Fully
PR8 (ADD)	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	34	Consumer Communication	Fully
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	34	Consumer Communication	Fully
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy.	26	Suppliers Management	Fully
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard.	26、32	Suppliers Management/ Sustainable Packaging	Partial
FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country.	—	No incidents in Taiwan in 2013.	Fully
FP4	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need.	51	Information and Guidance on Public Health	Fully
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	22	Food Safety	Fully
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars.	29	Improving Health and Nutrition	Fully
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives.	29	Improving Health and Nutrition	Fully
FP9~13	Animal Welfare (Not applicable)	—	-	-
FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements.	29	Improving Health and Nutrition	Fully

ISO26000 Index

Core Subjects		Page	Corresponding Section
Organizational governance	System implementation of the objectives and implementation decisions nowadays	11	Corporate Governance
Human rights	Due diligence	40	Safe and Equal Work Environment
	Human rights risk situations	40	Safe and Equal Work Environment
	Avoidance of complicity	26	Suppliers Management
	Resolving grievances	47	Non-barrier labor communication
	Discrimination and vulnerable groups	40	Safe and Equal Work Environment
	Civil and political rights	40	Safe and Equal Work Environment
	Economic, social and cultural rights	40	Safe and Equal Work Environment
	Fundamental principles and rights at work	40	Safe and Equal Work Environment
Labour practices	Employment and employment relationships	39	Connecting with Community
	Conditions of work and social protection	39	Connecting with Community
	Social dialogue	47	Non-barrier labor communication
	Health and safety at work	40	Safe and Equal Work Environment
	Human development and training in the workplace	39	Connecting with Community
The environment	Prevention of pollution	64	Pollution Prevention
	Sustainable resource use	58	Sustainable Environment
	Climate change mitigation and adaptation	59	Effects of Climate Change
	Protection of the environment, biodiversity and restoration of natural habitats	58	Sustainable Environment
Fair operating practices	Anti-corruption	12	Moral Management
	Responsible political involvement	12	Moral Management
	Fair competition	12	Moral Management
	Promoting social responsibility in the value chain	26	Suppliers Management
	Respect for property rights	12	Moral Management
Consumer issues	Fair marketing, factual and unbiased information and fair contractual practices	34	Consumer Communication
	Protecting consumers' health and safety	21	Quality Products
	Sustainable consumption	31	Green Product
	Consumer service, support, and complaint and dispute resolution	34	Consumer Communication
	Consumer data protection and privacy	34	Consumer Communication
	Access to essential services	21	Quality Products
	Education and awareness	51	Information and Guidance on Public Health
Community involvement and development	Community involvement	55	Community Involvement and Participation
	Education and culture	51	Information and Guidance on Public Health
	Employment creation and skills development	7	Corporate Operating Overview
	Technology development and access	28	Sustainable Agriculture
	Wealth and income creation	7	Corporate Operating Overview
	Health	51	Information and Guidance on Public Health
	Social investment	55	Community Involvement and Participation

United Nations Global Compact Index

Areas	Ten Principles	Page	Corresponding section
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	40	Safe and Equal Work Environment
	make sure that they are not complicit in human rights abuses.	26	Suppliers Management
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	47	Non-barrier labor communication
	the elimination of all forms of forced and compulsory labour	40	Safe and Equal Work Environment
	the effective abolition of child labour	40	Safe and Equal Work Environment
	the elimination of discrimination in respect of employment and occupation	40	Safe and Equal Work Environment
Environment	Businesses should support a precautionary approach to environmental challenges	16	Risk Management and Principle of Crisis Management
	undertake initiatives to promote greater environmental responsibility	58	Sustainable Environment
	encourage the development and diffusion of environmentally friendly technologies	62	2013 Energy Conservation Plans
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	12	Moral Management



統一企業公司

UNI-PRESIDENT ENTERPRISES CORP.