



2014 Uni-President

Corporate Social Responsibility Report



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Chairman & CEO
Chih-Hsien Lo

When it comes to food safety, we maintain the spirit and attitude of "there is no best, there is only better", and we give our all to achieve this goal.

For Uni-President, 2014 was another year where diligence produced excellent business performance. In the "2014 Top 2000 Large Enterprises" survey conducted by CommonWealth Magazine, Uni-President was ranked in the top 20, and was also the top beverage company. During the "1st Corporate Governance Evaluation" conducted by the Taiwan Stock Exchange, Uni-President was ranked in the top five percentile among all TWSE/GTSM-listed companies, and was the only food company to be included. This was a clear indication of Uni-President's tireless efforts and amazing achievements in protecting shareholder interests, equal treatment of shareholders, Board of Directors organization and operations, information transparency, protection of stakeholder interests, and corporate social responsibility!

"Corporate social responsibility" has become a hot topic among domestic and international industries, as well as government and academic circles in the last two years. Uni-President, however, was already aware of the fact that CSR and business management are inextricably linked. In 2009, we published our first CSR Report to manage our communications with the general public. This year, we are not only releasing our 5th CSR Report, we have also set up a special members section for the stakeholders on our website. Through more diversified channels, we hope to listen to the voices of all stakeholders and lay the foundation for Uni-President's sustainable development.

Food Safety is Uni-President's Main Responsibility

As a benchmark company in the national food industry, food safety is our foundation. Food safety hazards are everywhere, hidden in every little detail. In keeping with the spirit of "there is no best, there is only better", we are continuing to strengthen our food safety checks, improve our raw material source management mechanism, and we are also actively planning for further improvements in the food safety system. There is no limit when it comes to investing in food safety! By the end of 2014, we have invested NT\$528 million in testing equipment, and must invest an additional NT\$8 million each year on equipment maintenance. In 2015, we plan to invest an extra NT\$136 million for purchasing new testing equipment. We are currently building a national-level food safety testing center based on the most stringent standards, which will be completed by the end of 2015. The center will take charge of all supplier management, process management, and product safety management. We hope that by introducing the most advanced testing methods and more professional specialists, we will be able to eliminate all potential food safety hazards. All of these efforts represent Uni-President and our partners' commitment to food safety management in Taiwan. At the same time, as the leader of Taiwan's food industry, we will be even more proactive in demonstrating our true capabilities and professionalism. We will help stakeholders identify the good from the bad, bravely face even more challenge, and embrace even more rigorous standards to maintain food safety. We will also do our best to drive the growth of all members of the food industry chain. We will not only achieve food safety, we will achieve food trust!

Continuous improvements for corporate and environmental sustainability

We have long believed in achieving a balance between the environment and economy. Environmental protection initiatives are carried out each year to continuously improve our environmental performance. In 2014, we reduced our greenhouse gas emissions by 5,256 tons, and our water consumption by 60,576 tons. We have also become aware of the increased severity of water shortages caused by climate change in recent years. To reduce the operation risks caused by water shortages as much as possible, we have established a project team to regularly review our water consumption and formulate water conservation proposals. A "Cross-department Water Resource Response Team" has been created to initiate our emergency response protocols in the event of a water shortage. In addition, we renewed our carbon reduction targets in 2014, and are now committed to reducing our carbon emissions by 2% each year compared to the previous year. This along with the goal of returning our 2020 carbon emissions to 80% of 2005 levels, are our way of declaring our determination to join the fight against global warming.

For the employees who have been our long-term partners, no effort was spared to maintain a harmonious labor-management relationship by focusing on the welfare and rights of our employees. We renewed the collective bargaining agreement last year, and increased salaries for the 4th consecutive year to fulfill our commitment to take care of our employees. In terms of social care, the Millennium Health Foundation has partnered with Uni-President subsidiaries to support social education on preventive medicine. Participation at our Health Stations and 89 Waist Measurement Day broke new records as well. Uni-President Social Welfare and Charity Foundation continues to care for minority groups by lending a helping hand to every corner of society. After the unfortunate Kaohsiung gas explosion incident last year, Uni-President Group took immediate response through fund-raising and gathering Group resources to donate emergency relief supplies to affected families. Uni-Resort provided guest rooms to the general public, as well as participated in the post-disaster reconstruction efforts.

Uni-President's performance over the last year is something that all of our employees can be proud of. There are, however, areas that remain where we need to re-examine ourselves and continue to improve. Suggestions and support from our stakeholders are what drives us forward! In the future, we will continue to uphold and promote the "Three Goods, One Fairness" business philosophy to respond to everyone's expectations and focus on our core business. We hope to expand our corporate culture of ethical corporate management to every aspect of our operation. We will also work hard to invigorate and improve the food industry chain, fulfill our social responsibility as a corporate citizen, and exert a positive influence on society so that Uni-President can grow together with Taiwan's social environment!

Chairman & CEO

Chih-Hsien Lo



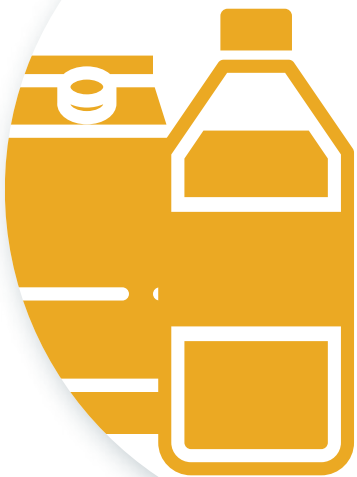
Summary of Key 2014 CSR Performances

Top 5%

- Uni-President was one of the top 5% of all TWSE/GTSM listed companies from the 1st Corporate Governance Evaluation, also the only food company to be included.
- Established a special members section for stakeholders
- Amended the Uni-president Moral Corporate Management Principles



- Completed onsite evaluations for 246 raw material suppliers



246

companies

- Food Safety Laboratory achieved both TFDA and TAF certifications
- Through the Healthy Products project, the sugar content of our products was reduced by as much as 37%, and sodium content was reduced by up to 29%.

32,226 households



- Uni-President Social Welfare and Charity Foundation: Provided emergency assistance to a total of 32,226 households, and distributed NT\$258 million in emergency relief funds
- Renewed collective bargaining agreement and issued pay rises for the 4th consecutive year
- Millennium Health Foundation: Issued 528 Health Station Store Manager Certificates

Reduced GHG emissions by 5,256 tons

Reduced H₂O consumption by 60,576 tons



- Reduced GHG emissions by 5,256 tons and reduced water consumption by 60,576 tons
- Established the Water Resource Response Team
- Committed to reducing carbon emissions by at least 2% each year compared to the previous year, and to reduce carbon emissions to 80% of 2005 levels by 2020



- Named a Top 20 International Brand in Taiwan for the 7th consecutive year.
- Selected by Business Next magazine as the "Benchmark Firm in Digital Service" in the food & beverage category.
- Received the "Green Food and Beverage Brand" award of excellence from Business Next.
- Winner of the 22nd Annual ROC Enterprise Environmental Protection Award.

Responsible Management



- 1.1 Overview of Company Operations
- 1.2 Uni-President Products
- 1.3 The Uni-President Spirit
- 1.4 Financial Performance
- 1.5 Corporate Governance
- 1.6 Ethical Corporate Management
- 1.7 Corporate Social Responsibility Management
- 1.8 Risk Control and Management
- 1.9 Participation in External Organization Initiatives
- 1.10 Stakeholder Engagement






1.1 Company Overview

Uni-President Enterprises Corporation has grown from a flour mill in Yongkang, Tainan, into an international corporation. Not only has our company kept up with the times, we also kept pace with consumer lifestyle changes, as well as set new trends through innovation. By introducing the right product or industry at the right time and into the right market, consolidating and integrating existing resources, and expanding its core advantages into new industries, Uni-President has constructed a synergistic group-based business model.

Uni-President Enterprises Corp. has set its sights on becoming an international brand, and is aggressively establishing sites in China, Indonesia, Thailand, Vietnam, the Philippines and the United States. Guided by the two main strategies of "internationalization" and "focused management", the Uni-President Group will not only continue to collaborate with well-known international companies, in order to master the concepts and techniques of internationalized management, we will also expand our markets in China and throughout Asia, as a springboard to enter the global market. Uni-President is always committed in providing consumers with a happy and healthy living environment!

 Uni-President	
Name of organization	Uni-President Enterprises Corp.
Date Established	August 25, 1967
Location of headquarters	No. 301, Zhongzheng Rd., Yancheng Borough, Yongkang Dist., Tainan City
Total assets	NT\$143.5 billion
Capital	NT\$54.6 billion
Business category	Food manufacturer
Number of shareholders	130,407 people

• Data as of December 31, 2014

1.2 Uni-President Products

Uni-President Enterprises Corp. is divided into five major business groups based on scope and nature. "Brand Management" is the strategic core that focuses on managing the four main portfolios of "manufacturing and R&D", "trades and logistics", "distributor management" and "strategic alliance + strategic acquisition". The Group aims to provide consumers with a wide range of high-quality products and services.



- Dairy Beverage Group 54.01%
- Food Group 13.26%
- Fast Food Group 10.65%
- Health Food Group 8.64%
- Comprehensive Food Group 6.71%
- Others 6.73%

1.3 The Uni-President Spirit

Uni-President believes that the right "corporate spirit" is the foundation stone for any international company. Since its founding, Uni-President has embraced a business philosophy of "good quality, good credit, good service and reasonable pricing". Under the guidance of diversified management, broad vision, and valuing talented employees, Uni-President has been tireless in forging an entrepreneurial spirit of "Integrity, Diligence, and Innovation". This is the strength that drives Uni-President into the global market.

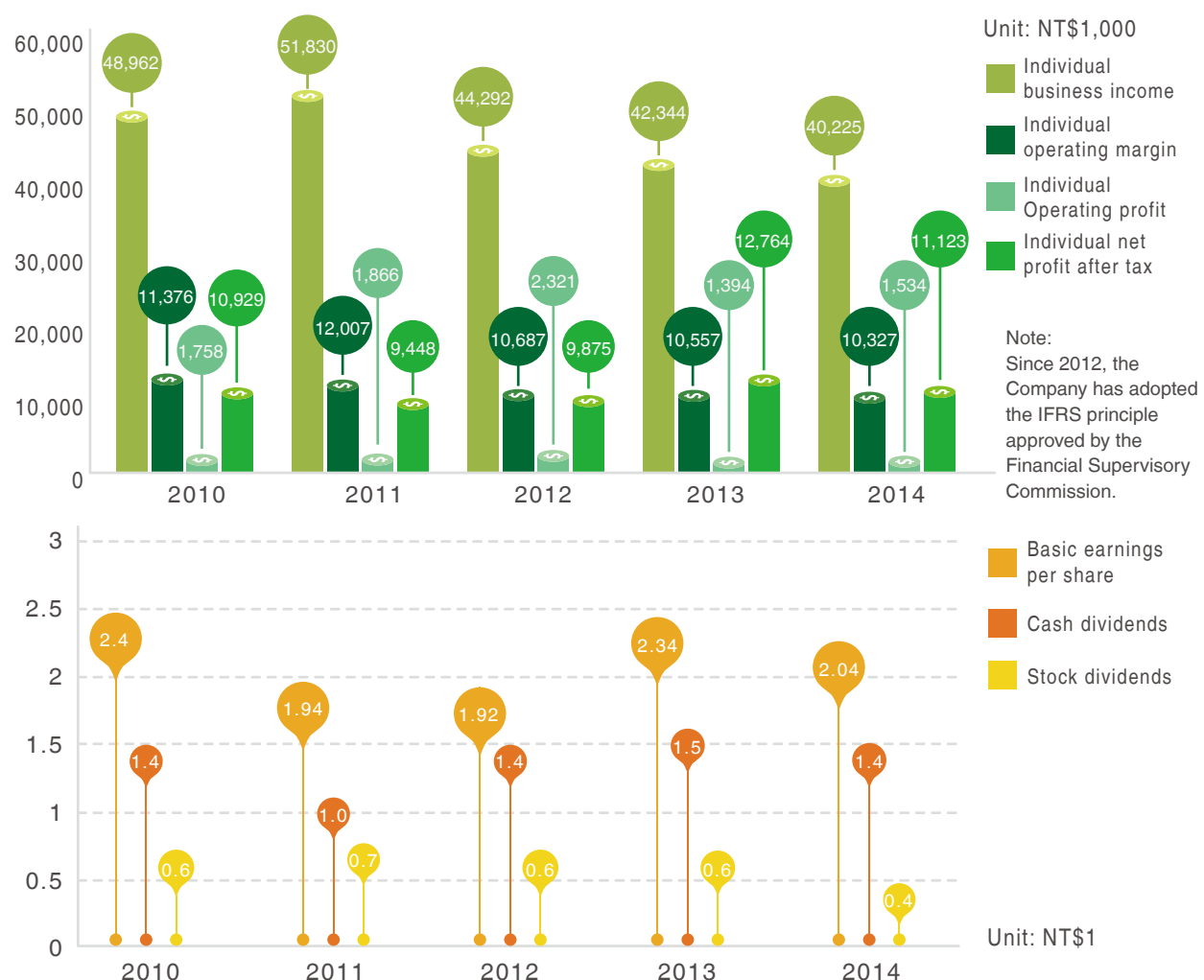
The management of Uni-President is not just the responsibility of a few top level managers, but the responsibility of all employees working together. Every day, we work as a team to provide products that satisfy consumers' needs. The Uni-President spirit does not just emphasize "integrity and diligence"; it also focuses on maximizing "sharing resources and prosper together", to create a healthier and happier tomorrow for consumers around the world.



1.4 Financial Performance

The management team, profit model, and risk management mechanisms established by Uni-President Enterprises Corp. over the years can effectively cope with systemic risks caused by market fluctuations, and are able to provide a steady growth without significant financial support from the government. An experienced management team and a reliable profit model/risk management mechanism can effectively cope with the systemic risks caused by market fluctuations.

In 2014, our company's revenue reached NT\$40.2 billion, with after-tax net earnings of NT\$11.1 billion. For a detailed report on our financial performance, please refer to the Uni-President consolidated and entity financial reports on the Market Observation Post System website.






1.5 Corporate Governance

In corporate governance, we continue to uphold the spirit of ethical corporate management, actively promote operation transparency, and managing the company based on the principle of stakeholders' rights and interests. To strengthen the corporate governance system, we established the "Ethical Corporate Management Principles" and "Guidelines of Corporate Governance Practices" in 2014.

Board of Directors

Based on the Articles of Incorporation, there are a total of 13 directors. Starting in 2013, 3 independent directors were also added. The directors are experienced in the fields of finance, economics, accounting, food manufacturing, electrical mechanical, chemical engineering, and industrial engineering. The average age is 66.2, and there are also 3 women on the Board of Directors to promote diversity. To effectively carry out its supervisory role, the Board of Directors defined the "Regulations Governing Procedure for Board of Directors Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies". The conflict of interest principle is also defined and enforced in accordance with the law. All effort has been made to ensure sound governance. As for other business functions, complete operating procedures and control mechanisms have also been established.

The Uni-President Enterprises Corp. Board of Directors has the following responsibilities:

- 
Supervision Supervise company compliance, financial transparency, and timely disclosure of important information
- 
Direction
 - Propose, evaluate and track company business strategies
 - Arrange for regular reports from the sales, finance and audit management teams
- 
Assessment
 - Maintain open channels of communication with the management level
 - Evaluate the performance of the management team as well as the appointment/dismissal of the company executives

For detailed information about our Board of Directors members, please refer to pages 18 to 23 of our 2014 Annual Report, which can be found on our website: <http://www.uni-president.com.tw/invest/index.html>.

Remuneration Committee

The Remuneration Committee was established in September, 2011, to carry out in good faith its responsibilities to "determine and regularly review the policies, mechanisms, standards, and elements with respect to the performance and remuneration of company directors and managers", and to "regularly assess and determine the remuneration of directors and managers". The Committee's recommendations are submitted to the Board of Directors for discussion and the final decision. The Remuneration Committee uses its expertise to assess the remuneration of the top governance body and executives based on the company's business performance, as well as how organizational management influences society and the environment. The goal is to achieve sustainable management through the cultivation of Uni-President corporate ethics and culture. In 2014, the Remuneration Committee has conducted 2 meetings with 100% attendance from the Chairman and committee members. For details on the activities of the Remuneration Committee, please refer to page 45 of the 2014 Annual Report.

Audit Committee

The Audit Committee was established in June, 2013, to replace the role of the supervisors on the Board. The Audit Committee aims to assist the Board of Directors in performing its supervisory responsibilities, to ensure quality and integrity in the accounting, auditing, and financial reporting processes, as well as financial control. Apart from abiding by the Articles of Incorporation, the main function and power of the Audit Committee is to exercise its duty according to Article 14, Paragraph 5 of the Securities Exchange Law, to assist the Board of Directors with monitoring the quality of company accounting, financial reporting, and internal control procedures. In 2014 the Audit Committee held 8 meetings with 100% attendance from the Chairman and committee members. For details on the activities of the Audit Committee please, refer to page 37 of the 2014 Annual Report.



1.6 Ethical Corporate Management

As for ethical corporate management, we have defined strict moral principles and transparency rules, and require all Uni-President employees to be accountable to the company's code of conduct. The relevant departments in auditing, management, legal affairs, marketing, purchasing, and human resources have been directed to establish and implement mechanisms for preventing unethical behaviors that influence business activities which may pose a great risk of unethical behavior such as outsourcing, political contributions, improper networking and reception of advertising agents, and media purchasing. The "Uni-President Enterprises Corporation Purchasing Code of Professional Ethics" was defined in this context to provide all employees with a clear set of standards to follow. We will thoroughly implement the concept of ethical corporate management in staff education and training. We will also establish channels for reporting violations and establish the Staff Rewards and Punishments Committee to investigate and handle any violations of our moral principles. In addition, the amended "Ethical Corporate Management Principles" was approved by the Board of Directors in 2014, to serve as the foundation of a corporate moral management culture and effective risk control. As a corporate citizen, we also have the duty to pay our taxes. In 2014, we paid \$103,672,000 in taxes.

1.7 Corporate Social Responsibility Management

We recognize the importance of fulfilling our CSR obligations in a business environment dominated by globalization



and technology. We shall therefore progressively fulfill our social responsibilities within the company in accordance with the direction and objectives specified within the "Uni-President Moral Corporate Management Principles" The "CSR Management Committee" was approved by the Directors in 2010 to promote Uni-President CSR related affairs.

CSR topics including risk assessment and performance tracking shall be conducted by the Marketing Planning Office, which reports directly to the General Manager's Office on behalf of the CSR Committee. Each department is responsible for the evaluation, planning, and execution of CSR initiatives within the respective fields, as well as engaging in internal/ external communications and management. The related topics are also reported to the General Manager through business coordination meetings, expanded monthly meetings and project meetings. During the meetings, major issues as determined by the group manager (with authority above assistant manager) or the General Manager shall be reported to the Board of Directors by the managers or the General Manager to seek advice or a decision. The performance evaluation in terms of significant CSR issues on the environment and society are the responsibilities of the senior executives, and are included as key performance targets tracked by the Board of Directors.



1.8 Risk Control and Management

All significant operational decisions of our company must be assessed and analyzed by responsible departments before presenting to the Board of Directors for the final decision. The Audit Office prepares an annual auditing plan in accordance with the risk assessment results before actual execution and using the risk assessment auditing model; it also assists company's internal units and affiliated enterprises in reviewing high risk projects, systems and procedure designs, to further reduce operational and management risks to increase organizational value.

The main types of risks faced by Uni-President, as well as their responsible units and risk management methods include:

Risk type	Responsible unit	Risk Management Method
Financial risk, liquidity risk, credit risk, legal risk	<ul style="list-style-type: none"> Financial accounting Legal Affairs Unit Audit Office 	<ul style="list-style-type: none"> Formulate and execute strategies Analyze changes and take counter-measures Risk assessment and auditing model
Market Risk	<ul style="list-style-type: none"> All business units Functional units Crisis management committee (public affairs office and all heads of business groups) 	<ul style="list-style-type: none"> Formulate and execute strategies Analyze changes and take counter-measures Manage and deal with potential market risks and crisis
Strategy and Operating Risks	<ul style="list-style-type: none"> Operation Planning Office All business groups 	<ul style="list-style-type: none"> Preliminary risk assessment and performance tracking after strategy implementation
Environment risks	<ul style="list-style-type: none"> Technical Teams Environmental Security Office 	<ul style="list-style-type: none"> Risk assessment plan Track the potential impact range Propose proper response measures

1.9 Participation in External Organization Initiatives

We actively participate in related business associations as well as national and international agencies/organizations to exchange ideas and learn from industrial peers to develop mutual cooperation. Uni-President Enterprises Corporation is a member of or holds an important role in the following external organizations:

CNAIC, Cross-Strait Commerce and Culture Exchange Association, Taiwan Institute of Directors, Business Council for Sustainable Development of Taiwan, Taiwan Fermenting Food Industry Association, Taiwan Beverage Industries Association, Taiwan Food Industry Development Association, Taiwan Regional Association of Dairy Processors, Paper Carton Alliance, Taiwan Canners Association, Taiwan Barley Products Industry Association, Taiwan Feed Industry Association, Taiwan Flour Mills Association, Taiwan Vegetable Oil Manufacturers Association, WINA (World Instant Noodles Association), Taiwan Confectionery, Biscuit, and Floury Food Industry Association, Red Cross Society, Friends of the Police Association, etc.



Participation in the Taiwan Corporate Sustainable Forum, TCSF

Taiwan Corporate Sustainable Forum (TCSF) is a voluntary platform founded jointly by 24 domestic enterprises. Forum members meet regularly to discuss sustainability issues beyond the scope of government regulations, while also engage in inter-industry learning and intra-industry consolidations. In 2008, Uni-President became a founding member of the organization, and has been actively involved in the forum's activities. The forum focuses on providing the latest news on global CSR practices and the development of Taiwan's Vision 2050. Vision 2050 is an initiative created by the WBCSD. Forum members have held numerous workshops to discuss with experts, academics, and company representatives on the development of a version of Vision 2050 unique to Taiwan.



Participation in the Carbon Disclosure Project (CDP)

The company follows sustainable development strategies to respond to global environment issues such as energy-conservation, carbon reduction, carbon footprints, carbon labeling, carbon neutrality, water footprint, and other issues of importance. All business units have been directed to conduct an inventory analysis of their product carbon footprints, while Uni-President continues to play an active role in the international NGO organization. Uni-President has completed the CDP questionnaire survey for 5 consecutive years, as part of CSR management implementation and to raise awareness among Taiwanese companies on the importance of greenhouse gas emissions.



Support for FSC Certified Packaging

The Forest Stewardship Council™ mark is currently the highest internationally recognized standard for purchasing wood fiber; it is used as a measure of "responsible forest management" by forest management units. Its purpose is to assure consumers that wooden fiber used to make aseptic paper packaging can be traced back to their originating forest, and the paper used in aseptic packaging came from FSC-approved forests and sources. The FSC mark is supported by many non-governmental organizations and businesses that believe in the spirit of green consumption; it provides a mechanism and standard for ensuring the sustainable development of forest resources. The Uni-President Wheat Fragrance Tetra Aseptic Paper Package series is Taiwan's first instant tea beverage certified by the FSC. Strict controls are enforced from the production, sales, and transportation in accordance with FSC requirements to support responsible forest management in a tangible manner. Appropriate resource management and utilization helps support the concept of resource sustainability.



1.10 Stakeholder Engagement

Uni-President firmly believes that stakeholder support and affirmation is one of the critical factors to sustainable corporate development. During consultation with our departments, the CSR Committee was able to identify the 7 main classes of stakeholders; they are investors, consumers, employees, suppliers, distributors, government agencies, and neighboring communities.

Stakeholder Communication

Uni-President places great importance on stakeholders' issues of concern. The issues are incorporated into our CSR management and combined with Uni President's four commitments, so that concrete action plans can be developed to upgrade and improve our CSR performance. We provide multiple channels of communication and information disclosure to maintain positive communications with stakeholders.

Stakeholders	Issues of Concern	Frequency and Channel of Communication
Investors	<ul style="list-style-type: none"> • Product Safety • Product Labeling • Sustainable Development Strategy • Business Performance • Innovation 	<ul style="list-style-type: none"> • Annual Shareholders Meeting • Non-periodic Legal Person Conferences • Important information disclosures as required by competent authorities • Regular disclosure financial statements/ annual reports • Disclosure through corporate website
Consumers	<ul style="list-style-type: none"> • Product Safety • Product Labeling • Nutrition • Innovation 	<ul style="list-style-type: none"> • Corporate website and brand marketing network • Loyal Customer Service Center/ 0800 customer service hotline • Consumer satisfaction survey
Employees	<ul style="list-style-type: none"> • Product Safety • Product Labeling • Business Performance • Employee Career Development and Safety • Sustainable Development Strategy 	<ul style="list-style-type: none"> • Public announcements on management policies, rewards, punishments, and changes • Periodic labor-management communication meetings/labor unions • Training center/internal talent recruitment/ personnel rotations • Periodic meetings of the Welfare Committee and publishing of financial statements • Uni-President Monthly Journal • General Manager's Mailbox
Suppliers	<ul style="list-style-type: none"> • Green Procurement • Innovation • Sustainable Agriculture • Sustainable Agriculture 	<ul style="list-style-type: none"> • Periodic communication meetings • Counseling mechanism/audit management • e-procurement system/open
Distributors	<ul style="list-style-type: none"> • Product Safety • Product Labeling • Marketing communications 	<ul style="list-style-type: none"> • Marketing communications • Annual contract/New product introduction meeting • Event marketing
Government agencies	<ul style="list-style-type: none"> • Water Resources • Labor Relations • Wastewater Discharge and Waste Disposal • Employee Career Development and Safety 	<ul style="list-style-type: none"> • Periodic compliance inspections • Support for charity activities/initiatives • Assisting with the formulation of related laws and regulations
Neighboring communities and others (such as academic institutions and ratings organizations)	<ul style="list-style-type: none"> • Product Safety • Sustainable Development Strategy • Corporate Governance • Corporate Culture • Social Impact 	<ul style="list-style-type: none"> • Participation in external assessments • Participation in research projects/seminars • Communication through the corporate website/brand marketing network • Communication through the corporate website/brand marketing network

Evaluating the materiality of sustainability issues

We use the following four steps to ensure that all of the stakeholders' issues of concern are responded to in full within this report. The procedure also enables us to examine the fruits of our labor, and to continue proposing improvement plans on material issues.

01

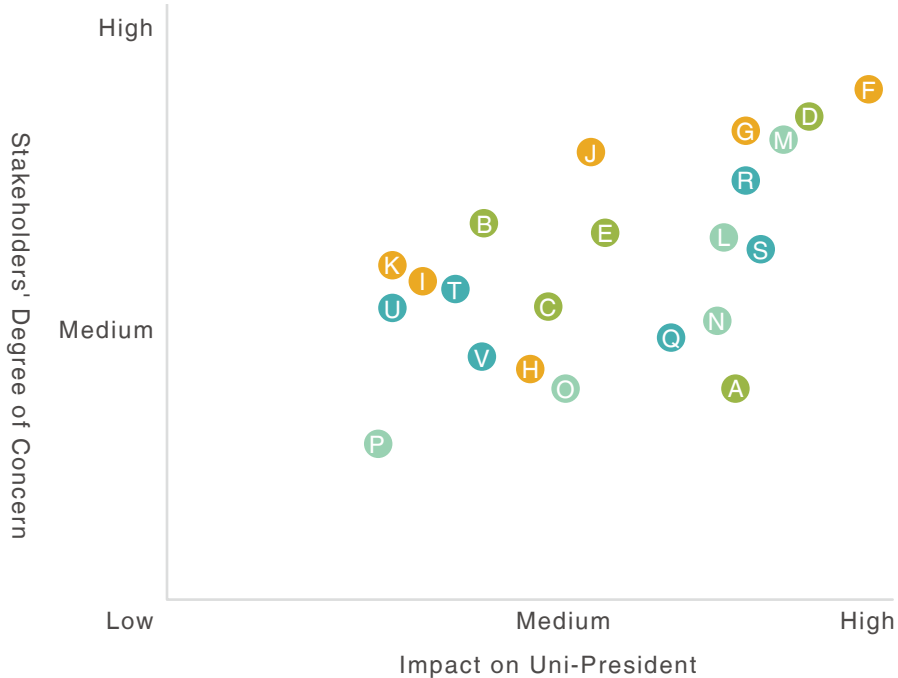
Identifying G4 aspects applicable to Uni-President Enterprises Corp.

In 2014, we used the GRI G4 aspects as the basis, while also taking industry attributes, international trends, and conditions of our peers into account, to filter out Uni-President's CSR issues. We also designed a survey made up of the CSR issues, in order to gather the stakeholders' replies to help us gain a better understanding of their degree of concern with each issue.

02

Materiality analysis of issues

The stakeholder survey responses were analyzed and compiled into a list of CSR issues ranked by degree of concern. The CSR Committee and all departments also evaluated and discussed the degree of impact from each CSR issue with regard to the company in terms of economic, environmental, and social aspects. The above procedure represented the complete materiality analysis of CSR issues.



Responsibility Management	LOHAS Products	Social Responsibility	Sustainable Environment
A Corporate Governance	F Product Safety	L Labor Relations	Q Energy and Climate Change
B Sustainable Development Strategy	G Product Labeling	M Employee Career Development and Safety	R Water Resources
C Risk Management	H Supplier Management	N Employee Compensation and Rights	S Wastewater Discharge and Waste Disposal
D Business Performance	I Nutrition	O Social Impact	T Green Procurement
E Corporate Culture	J Innovation	P Public Policies	U Green Products
	K Marketing Communications		V Green Logistics and Services



03

Order of Verification

After the materiality analysis of CSR issues, the CSR Committee and each department verify their completeness, and then further analyze the scope, boundary and reporting period for each material issue to ensure that the information and performance conforms to stakeholder concern. The CSR Committee also applied the principles of completeness, responsiveness, and inclusivity in the authoring of this report, to ensure that important information of interest to stakeholders is disclosed within.

Material Issues	Internal	External						Chapter of Issue
		Investors	Consumers	Suppliers	Distributors	Government agencies	Community	
Risk Management	v	v	-	-	-	-	-	Risk Control and Management
Business Performance	v	v	-	-	-	-	-	Financial Performance
Corporate Culture	v	v	-	-	-	v	-	The Uni-President Spirit Corporate Governance
Product Safety	v	-	v	v	v	v	-	Food Safety
Product Labeling	v	-	v	-	v	v	-	Internal Monitoring and Communication Mechanism Compliance with Food Safety Laws
Innovation	v	-	v	-	v	-	-	Next-Generation Products
Labor Relations	v	-	-	-	-	v	-	Excellent Benefits Open Labor-Management Communications Safe and Equal Work Environment
Employee Career Development and Safety	v	-	-	-	-	-	-	Comprehensive Career Planning
Water Resources	v	-	-	-	-	v	v	Water Resource Management Water Restriction Response Plan
Wastewater Discharge and Waste Disposal	v	-	-	-	-	v	v	Water Conservation Strategies and Practices

04

Examination and review of the CSR Report

Upon the completion of the report, the CSR Committee and all departments examined and reviewed the report once again, to make sure that CSR information and performance are not inappropriately or improperly presented. The review results also serve as an important reference for next year's report.

Quality Products



- 2.1 Food Safety
- 2.2 Next-Generation Products
- 2.3 Sustainable Procurement
- 2.4 Consumer Communications
- 2.5 Regulatory Compliance





As a leader in Taiwan's food industry, Uni-President Enterprises Corp. has embraced the core values of providing "good quality, good credibility, good services, and fair prices" since our company was established. This belief has been the driving force for us to provide safe, healthy, and delicious products, but it is also the foundations of sustainable management at Uni-President Enterprises.

In order to provide high quality LOHAS products, we hold ourselves to the highest standards, and work with carefully selected suppliers to enhance our food value chain. Aside from supplying customers with better, healthier, and safer products, we also promote a food culture based on honesty and integrity. We seek to create a symbiotic relationship where the Company and society can both prosper; we also create the sustainable development value of Uni-President Enterprises.

2.1 Food Safety

Food safety is still the main business focus for Uni-President. We have established the "Clean Label" project as part of our food safety engineering program, to ensure all products use the least amount of additives, or use only natural ingredients starting from the product design phase. At the same time, we are continuing to strengthen our supplier management by selecting reputable suppliers and reducing the number of duplicated suppliers. This produces a win-win outcome by increasing supply from individual suppliers but allowing more focused management. Our food safety management system now follows a two-track model, compliance with Taiwanese regulations as well as certain international regulations.

Two-track food safety system based on Taiwanese and international regulations

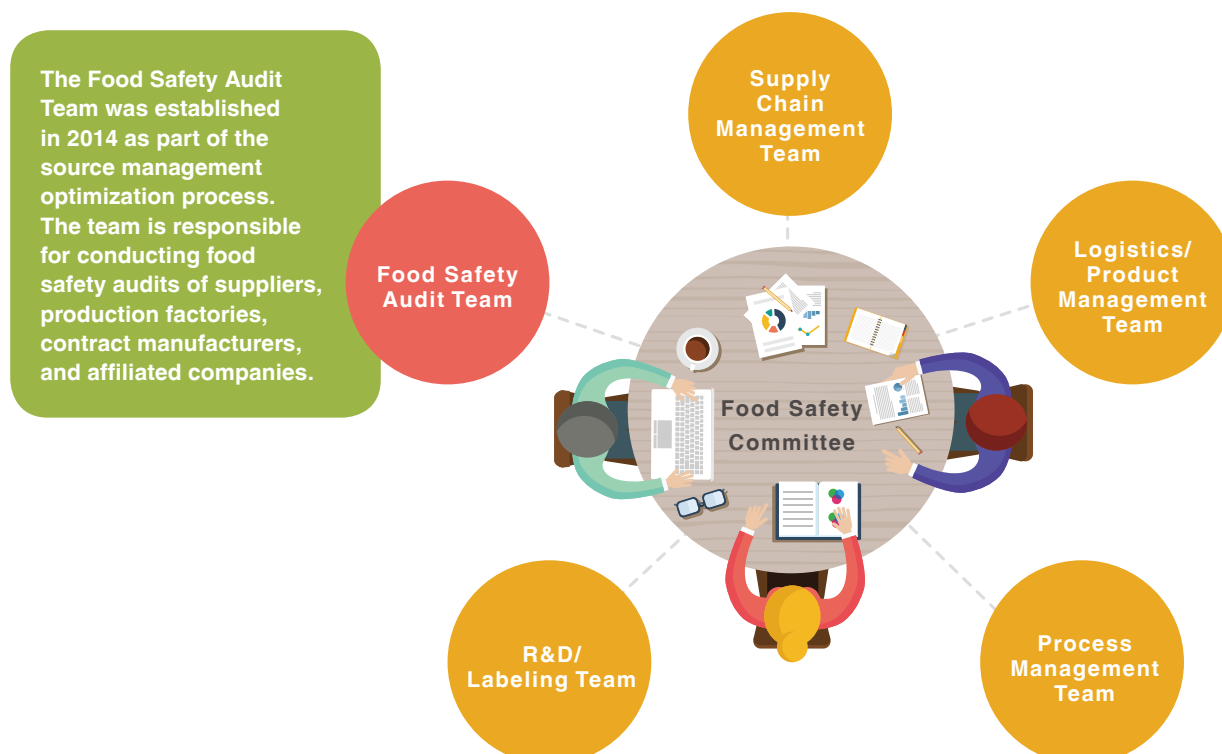
Current Taiwanese standards set the "Unintentional Genetically Modified Soybean Content" at <3%, while the EU standard is <0.9%. Uni-President Enterprises chooses to follow the stricter <0.9% standard.



Food Safety Committee - Ensuring Food Safety

The Food Safety Committee (FSC) was established in 2013. The FSC is chaired by the General Manager and consists of the heads from the Food Safety Center, Procurement Department, Logistics Group, Central Research Institute, Technical Teams, Loyal Customer Service Center, and other business groups. The FSC meets at least once each quarter to review and make decisions on food safety and quality matters.

Diagram of Food Safety Committee Operations



Supplier Management - Food safety is our No.1 concern during any procurement process

As a leader of the domestic food industry, we carefully select our suppliers and place heavy emphasis on source management. All suppliers are required to comply with the requirements of Uni-President's procurement policy. The key supplier management policies include:

- Raw materials must be approved by the evaluation team (including representatives from procurement, R&D, production and Food Safety Center) before they are purchased from suppliers.
- Starting from August of 2011, all suppliers of raw and packaging materials that come in direct contact with food are required to implement the ISO 22000 food safety management system. As of 2014, 168 suppliers have achieved ISO 22000 certification (excluding primary agricultural product processing plants and international traders).

Supplier Evaluation and Tiered Risk Management

The supplier evaluation procedure covers the environment, human rights, and products. Suppliers are classified as low, medium, or high-risk suppliers based on the evaluation results¹, those identified as high-risk suppliers are excluded from the approved list of qualified suppliers. For approved suppliers, we also conduct annual site evaluations based on their latest risk evaluation results. Medium-risk suppliers must be assessed annually, while low-risk suppliers in manufacturing or international trade categories are assessed every two and four years, respectively. The following items are considered during the evaluation process: 1 Suppliers scoring less than 60 points are identified as high risk suppliers, or they have 1

- | | |
|--|---------------------------------|
| 1 Management and compliance | 7 Facilities and equipment |
| 2 Hazard analysis & critical control points (HACCP) food safety system | 8 Vector control |
| 3 Process and product control | 9 Food safety crisis management |
| 4 Non-conforming product control and tracing | 10 Testing and measurements |
| 5 Environmental Sanitation | 11 Testing and measurements |
| 6 Employee health and sanitation | 12 Social Responsibility |

During 2014, the Food Safety Center has conducted 246 site inspections of new and existing raw material suppliers provided by procurement and food group units². Approved suppliers were those that scored more than 60 points, and classified as either medium or low-risk suppliers. The evaluation resulted in 233 qualified suppliers and 13 unqualified suppliers, as shown in the following table:

2014 Supplier Evaluation Data and Risk Classifications			
Type of supplier	High risk (No. companies)	Medium risk (No. companies)	Low risk (No. companies)
Existing suppliers	7	120	77
New suppliers	6	18	18
Total	13	138	95

¹ Suppliers scoring less than 60 points are identified as high risk suppliers, or they have 1 or more serious deficiencies. Suppliers scoring between 60 to 79 points are identified as medium risk suppliers, or they have 1 or more major defects. Suppliers scoring 80 points or above are identified as low risk suppliers, they have no major or critical defect. The determination of major or critical defects is based on whether the food safety and sanitation system has failed, whether the food poses an immediate danger, and whether corrective actions can be taken immediately. Three major defects are equivalent to one critical defect.

² Prohibiting raw milk, imported wheat flour, and washed eggs

Suppliers must complete the "Raw Material Supplier Site Counseling and Improvement Follow-Up Form" after the evaluation, and provide a plan for making improvements within one week. A supplier not on the approved list must wait for at least one year and pass another site evaluation in order to become a new supplier. If a supplier has violated relevant criminal laws (including monetary fines), then they may not apply for re-evaluation. Since July, 2011, 73 unqualified suppliers have been eliminated.



Continuous Optimization of Supplier Evaluation Mechanism

1. Increase defect evaluation classification and raw material risk factors assessment: Since April of 2015, risk classifications (minor/major/critical) have been added to site evaluations. When combined with raw material risk classifications, these results provide a more concrete and objective supplier evaluation, which allow for more effective control over the food safety risks of raw materials.
2. Increase overseas supplier site evaluations: In 2015, 44 overseas suppliers from 8 countries have been scheduled for site evaluations.

Assessment and Classification of Raw Material Supplier			
Raw Material Risks \ Site evaluation Risks	High	Medium	Low
High	High	High	High
Medium	Medium	Medium	Low
Low	Medium	Low	Low

Through a stricter selection process, as well as the Clean Label project, the number of suppliers has been reduced by approximately 25% since 2011. In the future, we will continue to strengthen our supplier management and promote food within our supply chains.

Corporate Social Responsibility Provisions

The increasing importance of CSR means that we must not only uphold our own standards, but also try to extend our influence throughout the supply chain. Starting from 2015, our business contracts with suppliers will include CSR provisions, requiring all business practices to be conducted in a moral and legal manner, as well as meet public expectations, while also taking into account their impact on society and the natural environment. The contract may be terminated or cancelled at any time if any CSR policies have been violated.

Raw Material Management - Effective Management of Food Safety Risks

Our business philosophy centers on the development of products with high added value, so we are reducing the number of products each year. To effectively management food safety risks, we are also working on reducing the amount of additives. From 2011 to 2014, the amounts of raw materials we use have been reduced by 41.3%. In the future, we will continue to work toward the Clean Label concept. Improve control measures of existing raw materials (including additives) as follows:

- 1 All suppliers must be registered in the government's "Food Merchant Registration System"³.
- 2 Raw materials, additives, and packaging materials must be tested and approved by the R&D department before purchasing.
- 3 When modifying the source of raw material or its specifications, the procedures we must follow are: 1. Production trial; 2. Process verification; 3. Supplier evaluation and FSC review, before the material can be purchased and used.
- 4 Unilateral food additive suppliers must provide appropriate "Food Additive Licenses".
- 5 Suppliers must provide the raw material composition, the "Production Footprint" with a breakdown of ingredients, a "Certificate of Analysis" (COA), and a "Hazard Analysis of Raw Materials", in order for us to conduct the necessary tests, analysis, and verifications.
- 6 Use optical instruments to create unique "finger-print" signatures for future product comparisons. Food additives imported from overseas must be delivered in their original packaging. Re-packaging is not permitted to avoid potential risks.

³The government currently requires the names and ingredients of all food additives to be listed in the "Food Merchant Registration System" in order for the registration to be valid.

With the exception of "Hazard Analysis of Raw Materials", items 1, 4, and 5 listed above must pass the site evaluation.

Actively Enhance Food Safety Testing Capabilities



Apart from taking an active role in the management of suppliers, and cutting back on the use of additives to reduce food safety risk factors, we are also aggressively upgrading our internal testing technologies for food safety risk factors. Our Food Safety Center laboratories and quality control laboratories are ISO17025 certified.⁴ We have also achieved both Taiwan Food and Drug Administration (TFDA) and Taiwan Accreditation Foundation (TAF) laboratory accreditations. We can therefore not only carry out rigorous testing of our own products, but also provide food safety testing for external clients. Laboratory operations: :

1. Investment and expenditure: In 2014, we invested \$478 million in food safety management costs, including testing fees (chemicals, consumables, and utilities), manpower costs, and equipment depreciation. These costs accounted for approximately 1.2% of the 2014 Uni-President net operating income. In addition, the Company also spent \$113.92 million on purchasing R&D and testing equipment.



2. Laboratory testing capabilities: 174 major categories. Include general physical properties, chemical properties, and food safety factor-related test items. The testing procedures not only conform to TFDA/TAF accreditation requirements, but also refer to the methods defined by the Ministry of Health and Welfare, the Bureau of Standards, Metrology & Inspection, MOEA, and other internationally accepted testing methods (e.g. AOAC).

Laboratories	TFDA accredited items	TAF accredited items
Food Safety Center Laboratory	(1) Chloramphenicol (4 items) (2) Nitrofurans metabolites (4 items) (3) Antioxidants (5 items)	(1) Beta-agonists (20 items) (2) Chloramphenicol (4 items) (3) Aflatoxin (5 items) (4) Nitrofurans metabolites (4 items) (5) Antibiotics and their metabolites (16 items) (6) Tetracyclines (7 items) (7) Plasticizers (9 items) (8) Heavy metals (8 items) (9) Farm chemicals (314 items)
Quality Control Laboratory	(1) Microorganisms (9 items)	(1) Microorganisms (29 items) (2) Biochips (2 items) (3) General ingredients (7 items) (4) Preservatives (8 items)

⁴Only Taichung Plant's (feed factory) QC Division has not received laboratory certification.



3. Test result: The 2014 raw material test showed a non-conformity rate of 0.73%.
4. When an incoming material is tested and confirmed to have failed the acceptance specifications, the QC section or responsible unit must suspend its use immediately. The procurement unit then urges the supplier to propose corrective and preventive strategies in order to improve the quality and reliability of supplied material. For those that failed the food safety factor test, the QC division initiates a stricter management mechanism. If two defects are detected during the stricter management period, then the exit mechanism must be activated.

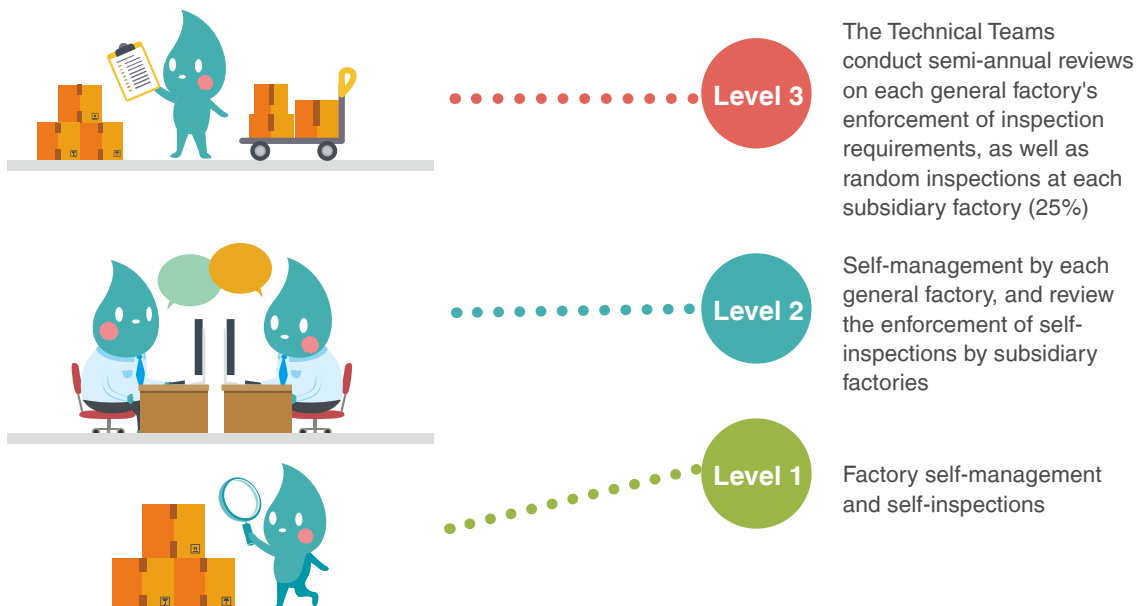
Food Safety Building

To maintain the highest standards in food safety testing, we are planning to construct a Food Safety Building at our Yongkang General Factory in Tainan. The Food Safety Building will cover approximately 1,980 square meters of space, and will be the largest food safety testing center owned by any food company in Taiwan. The permit for the building is scheduled to be issued by the end of 2015, and the total cost is around \$1 billion. Once the Food Safety Building is in service, we will invest even more manpower and equipment toward preventing food safety related incidents.

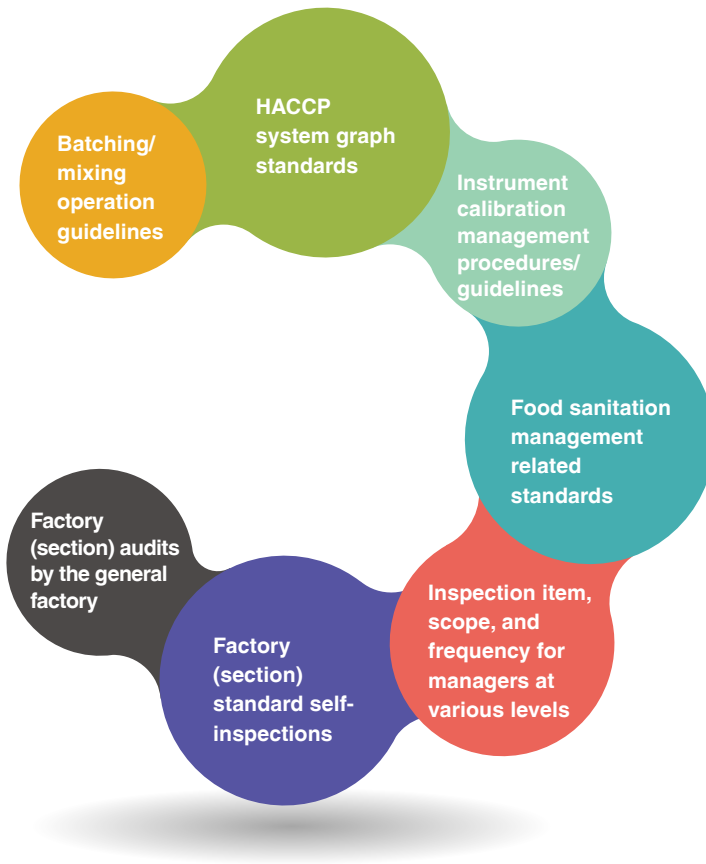


Continue to improve food safety, quality, and sanitation

Each year, we implement projects to improve food sanitation, safety, and quality, in order to deliver products that are not only delicious, but also safe and more sanitary. One of the major programs carried out in 2014 was the "Process Sanitation Management and Associated Standards Inspection" led by the Technical Teams. A 3-level management inspection mechanism is implemented to monitor the management of sanitation in food processing throughout the factory, as well as enforce self-management based harmonization of internal/external standards and work instructions. The program is aimed to minimize potential risk factors.



The Technical Teams conduct site inspections based on the "Process Sanitation Management Guidelines" and "Associated Standards". Each required tasks are inspected one at a time to ensure full compliance. For non-conforming items, recommend corrective actions and track their progress. Items included in the review are as follows:



The Technical Teams have conducted random inspections of 14 factories under all 6 general factories based on the annual random inspection schedule, the completion rate was 100%. All recommended improvements based on the inspection results were made within the same year.



Food Safety Center Optimization Project for Selected Products

The Food Safety Center has conducted optimization projects for selected items in order to improve product quality. Some example cases are described below:



Case 1

After the Frozen Prepared Food Factory optimized its processes and equipment management systems, data from our Loyal Customer Service Center showed a **70%** decrease in customer complaints regarding spoiled frozen dumplings from 2013 to 2014

Case 2

We introduced rapid testing technology for Quinolone-based animal drugs, which reduced the testing time for meat-based raw materials from 2 days or more to 4 hours.



International Compliance & Ensuring Food Safety

We have already received the Hazard Analysis and Critical Control Points (HACCP), Good Manufacturing Practice (GMP), Certified Agricultural Standards (CAS), and ISO 9001 (Quality Management System) certifications. In 2006, we also became the first food manufacturer in Taiwan to receive the MOEA BSMI ISO 22000 (Food Safety Management System) certification. We have 95 total production lines, of which 94 have already received the ISO 22000 certification. The production line at Hukou General Factory has also received the certification in April, 2015. Certifications received in 2014 include:

Facility: No.1 Factory

ISO 22000 certified design, development and production of: frozen dough, bread, cakes

Items to improve based on ISO 22000 certification [△]: 6

Improvements completed (Dec. 31, 2014): All completed

Facilities: Yangmei Factory, Ruifang Mineral Water Factory

ISO 22000 certified design, development and production of: beverages, mineral water, dairy products, chilled beverages, desserts (pudding), instant noodles, soy milk, ice cubes

Items to improve based on ISO 22000 certification [△]: 3

Improvements completed (Dec. 31, 2014): All completed

Facility: No.1 Factory

ISO 22000 certified design, development and production of: livestock feed formulas

Items to improve based on ISO 22000 certification [△]: 1

Improvements completed (Dec. 31, 2014): All completed

Facilities: No.1 Factory (including Yongkang No.1 and Yongkang No.2 General Factories)

ISO 22000 certified design, development and production of: cooking oil, flour, instant noodles, noodles, sterilized soft bags (food packs), rice flour, oatmeal (for animal feeds), aquatic feeds, recreational foods, animal food products, pet foods, TMR ruminant feeds***

Items to improve based on ISO 22000 certification [△]: 12

Improvements completed (Dec. 31, 2014): All completed

Facilities: Xinshi Factory, Madou Bread Factory, Xinying Frozen Food Factory, Yongkang Ice Factory

ISO 22000 certified design, development and production of: assorted beverages, soy milk beverages, soy (rice) beverages, dairy products, frozen products, meat products, bread, essence of chicken*, frozen (chilled) prepared foods, aquatic processed products, grain powder*, pudding**

Items to improve based on ISO 22000 certification [△]: 11

Improvements completed (Dec. 31, 2014): All completed

*Item removed on August 19, 2014. **Item added on August 19, 2014. ***Item added on July 21, 2014.

[△] Improvement items provided by the inspection unit after re-inspection, including certification delay and environmental advices such as stagnant water, shoe areas and adjustments to internal forms.



Internal Monitoring and Communication Mechanism

Since 2013, we implemented the "Employee Participation of Product Safety Measures", targeting product safety and content labeling. Employees are encouraged to use the hotline or mailbox to report any concerns they may have about the advertising, labeling, or ingredients used in current Uni-president products. The complaints are processed by the Audit Office, before the Food Safety Committee summons relevant units to conduct an investigation. Depending on the seriousness of the complaint, a review is conducted by the relevant managers as well as any required action to be taken. We offer protection and rewards for employees who report violations. In 2014, a total of 17 cases were reported, including concerns over product labeling and the accuracy of online product information. All issues have been corrected.



The oil product incident

In response to the recent oil product incident, we have adopted the following food safety management measures:

1. Better source management ✓

- (1) Establish standards for sources of raw material, and requiring all raw material to be food-grade
- (2) Optimization of annual assessment operations
 - a. Definition of a bad company: "Bad company indicators" and "Interview with the Owner" are added to eligibility review. Through the use of online media or other industry source, the procurement personnel can compile information on individual suppliers. Those that are involved in illegal practices or have negative media coverage are evaluated for elimination.
 - b. Audit of suppliers' raw material management operations: Conduct reviews using source verification, inventory control operations, audits of incoming/outgoing products, reasonableness of process yields, and other related critical processes and data. Any deliberate falsification or cover-up of records will result in the supplier being evaluated for elimination.
- (3) Tiered supplier management: Suppliers are classified based on their food safety risk level (difficult to control risk factors such as source of raw material risk, process vulnerability for contamination, and concerns over cross-contamination, etc.):
 - a. Suppliers under level 1 targeted management: Elimination mechanism must be initiated. If R&D and procurement units are unable to find another quality supplier, and no substitutes are available, and if the evaluation report from the Central Research Center results in the FSC agreeing to conditional retention, then a special project team is established by the Central Research Center, who will implement complete process monitoring and management for each individual batch.
 - b. Suppliers under level 2 targeted management: Periodic factory inspections. Procurement unit shall summon a team of auditors with relevant professional backgrounds (R&D, production, food safety, and QC) to conduct periodic full-process monitoring and management at the factory.
 - c. Suppliers under level 3 targeted management: For-cause factory inspections. For other suppliers (not under levels 1 or 2), in addition to annual evaluation, for-cause inspections may be conducted in response to special situations (ex: food safety alert, major quality non-conformity, food safety incident). If the risk cannot be lowered, then the supplier may be elevated to level 1 or 2 targeted management.

2. Screening of qualified customs agents ✓

Invite the customs agents commissioned by each corporation to report on their management mechanisms and company policies.

3. Establishing a food safety audit team ✓

A food safety audit team was established under the FSC to conduct random inspections of the Company's factories, subsidiaries, suppliers, and contract manufacturers.

4. Encouraging employees to report any violations ✓

The reward for reporting a violation was \$1,000,000 in 2013. In 2014, the reward was increased to \$5,000,000.

5. Performing batch inspections of the eight main raw materials ✓

inspections for the eight main types of domestic raw materials: oil products, wheat, flour, sugar, salt, soy sauce, soybeans, and tea.

With regards to bulk suppliers of cooking oils, we conducted the following verifications:

- The production of cooking oil have passed ISO 22000 certification
- Properly registered in the "Food Merchant Registration System"
- Have completed the production footprint certification review (Level 2) and the Certificate of Analysis (COA)
- In 2014, we ordered 39 types of raw oil materials on 132 occasions. Tests conducted by the Food Safety Center and QC Laboratory determined these products satisfied the relevant requirements of food safety and health regulations.
- The 2014 evaluation results determined all suppliers were qualified.



2.2 Next-Generation Products

Over the years, Uni-President Enterprises Corp. has been a part of everyone's lives. We are honored to bring great tasting food products to our customers. Times have changed, however, and people have different needs today. The demand for healthy and environmentally-friendly products has become imperative. We consider these two requirements as must-have qualifications for next-generation products, and have launched new products or made adjustments to existing products in order to satisfy these conditions.

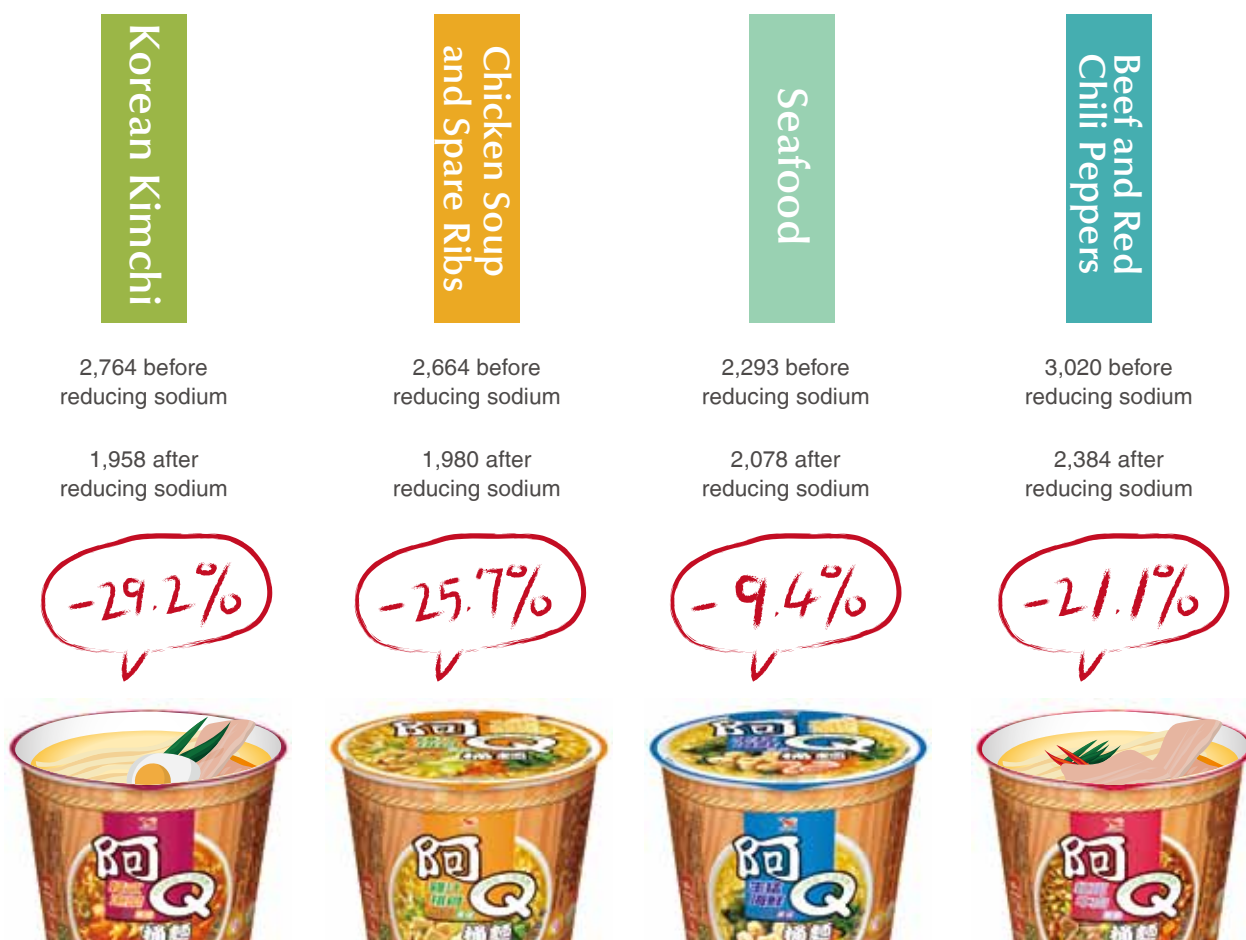
Products with health benefits

Nowadays, people eat out at restaurants much more often. A diet high in sugar and salt is having a serious impact on people's health. Among Taiwan's 10 leading causes of death published by the Department of Health and Welfare in 2014, diabetes and high blood pressure were ranked 4th and 8th, respectively. By following the latest trend of healthy diets, we are actively developing products that are beneficial to the human body. Currently, we have received 18 health food certifications so far. At the same time, we are continuing to adjust the formula of our products to lower their harmful effects on the human body. The sugar and sodium reduction projects are our way of protecting the health of our citizens from behind the scenes.

The sugar reduction project

Product	2013	2014	% of sugar reduction
Development of High Fiber Oat Cereal Milk with reduced sugar	3.4 g of refined sugar per 100 mL	2.5 g of refined sugar per 100 mL	-26%
Development of High Fiber Oat Cereal Milk with reduced sugar	38.7 g of refined sugar per 460 mL	24.3 g of refined sugar per 460 mL	-37%
Development of LP33 Yogurt with reduced sugar	29.3 g of refined sugar per 465 mL	23.8 g of refined sugar per 465 mL	-19%

Q's Barrel of Noodles (Unit: mg)





Healthy Food Certification Seal
Department of Health and Welfare,
Jian-Shi Letter No. A00000



Eco-friendly Products

Responsible Procurement

In product packaging, the main component inside aluminum foil packages is paper. Most of the tetra paks used by the Wheat Fragrance series were the first to use packaging materials certified by the Forest Stewardship Council (FSC™). Since September, 2014, some of the Try it! series have switched over to using certified material as well. FSC Forest Certification indicates that the paper come from sustainably managed forest plantations; it balances timber consumption, as well as provide customers with a new option for green products.



Carbon Footprint

As a leader in the food industry, we recognize that green products will be trend of the future. As a result, Uni-President Enterprises Corp. started developing green products of our own by calculating carbon footprint, re-designing packaging, changing packaging material selection, and reducing environmental impact from logistic operations. Since 2010, we have been using the PAS 2050 standard developed by British Carbon Trust to track the greenhouse gas (GHG) emissions from our raw material supply chain, production and manufacturing, distribution, and disposal processes in order to calculate the product carbon footprint. We have also commissioned a third-party accreditation organization to check the reliability and completeness of our data. We will use these data as the basis to continue reducing our GHG emissions throughout all phases of the product cycle, and to provide consumers with products that are more environmentally friendly. As of now, ten of our products have passed external carbon footprint verifications, and they have all received the carbon label certification.



Wheat Fragrance tetra pak series



Uni-President Minced Pork Flavor Noodles



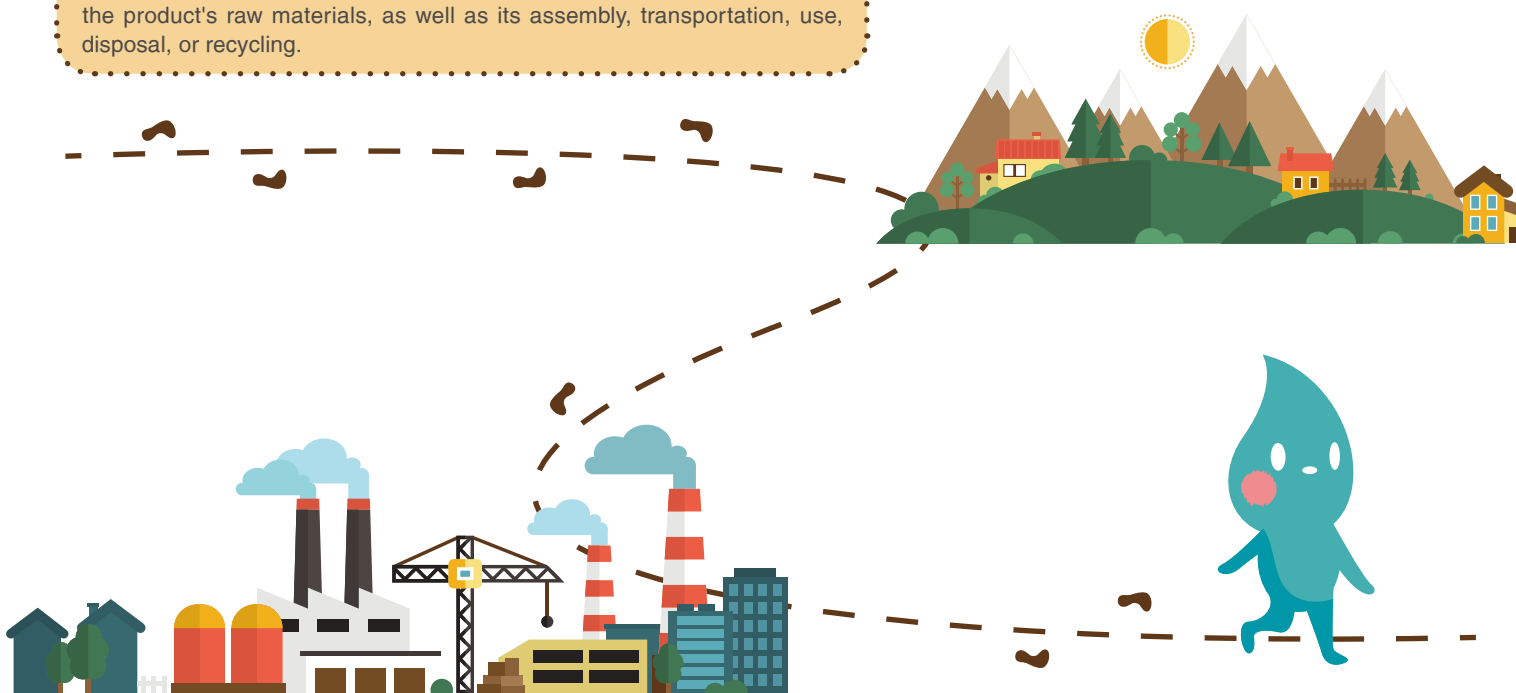
Sunshine Golden Bean Soy Milk (paper package 450 mL)

Number of Carbon Labels	8	1	1
Number of External Verifications	8	1	1
Accreditation Organization	British Standards Institution (BSI)	TUV Rheinland Taiwan (TUV)	SGS Taiwan (SGS)



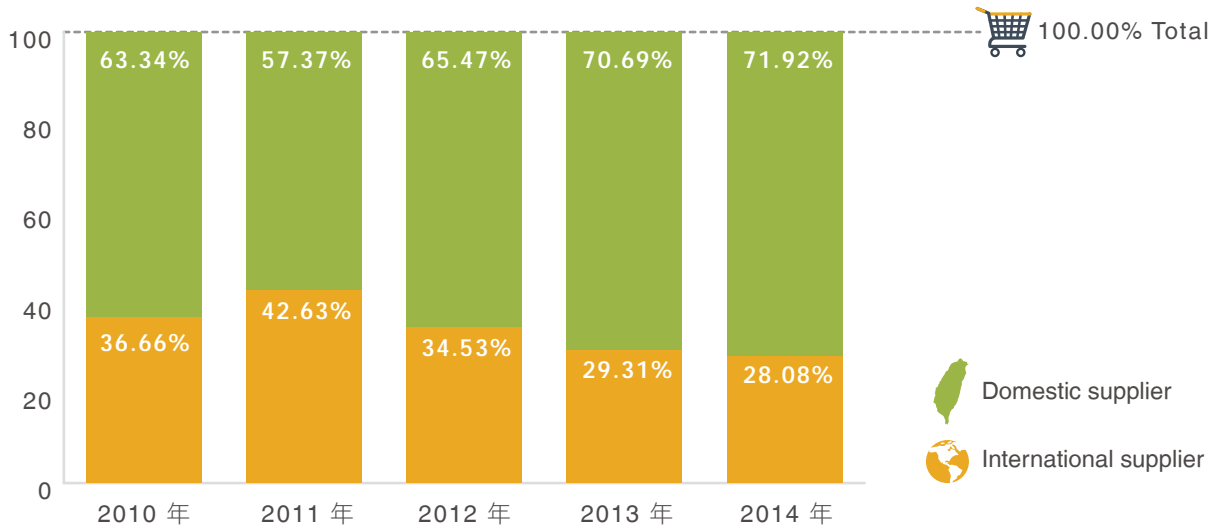
Carbon Footprint

The Environmental Protection Administration of the Executive Yuan defined carbon footprint as the direct and indirect GHG emissions generated through an activity or throughout a product's entire lifecycle. This includes all GHG emissions produced during the mining and manufacturing of the product's raw materials, as well as its assembly, transportation, use, disposal, or recycling.



2.3 Sustainable Procurement

We have progressively increased our procurement from the local raw material industry, in order to stimulate the local economy and support local development. Specific measures include cooperating with high quality livestock farms in Taiwan. By combining our expertise and resources, we hope to promote the growth of high-quality local agriculture. In 2014, we reduced the importation of bulk grain and raw feed materials. Local suppliers accounted for approximately 71.92% of our total procurement, highest during the last five years.



2.4 Consumer Communications

In order to face the fierce economic competition of modern society, all products must conform to the needs of the society. To fully convey our product value to consumers, we use consumer communication channels such as each brand's annual satisfaction questionnaire, and the Loyal Customer Service Center to bridge the distance between Uni-President and its customers.

Customer Brand Loyalty Survey

Investigate the main brands to collect consumer feedback on:

- Product quality, taste, and packaging design
- Content labeling
- Product feedback analysis

Understand consumer requirements in order to develop more satisfactory products



- Provide consumers with real-time product inquiry services
- A variety of communication channels: 0800 hotline, official website, and service mailbox

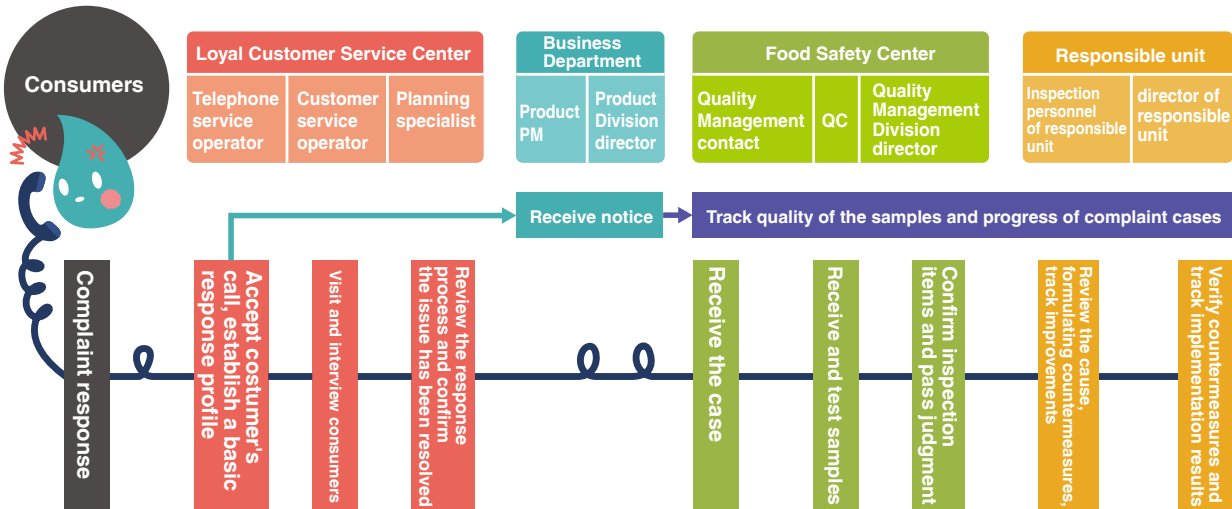
Transform consumer opinion into useful data for improving product quality and production process



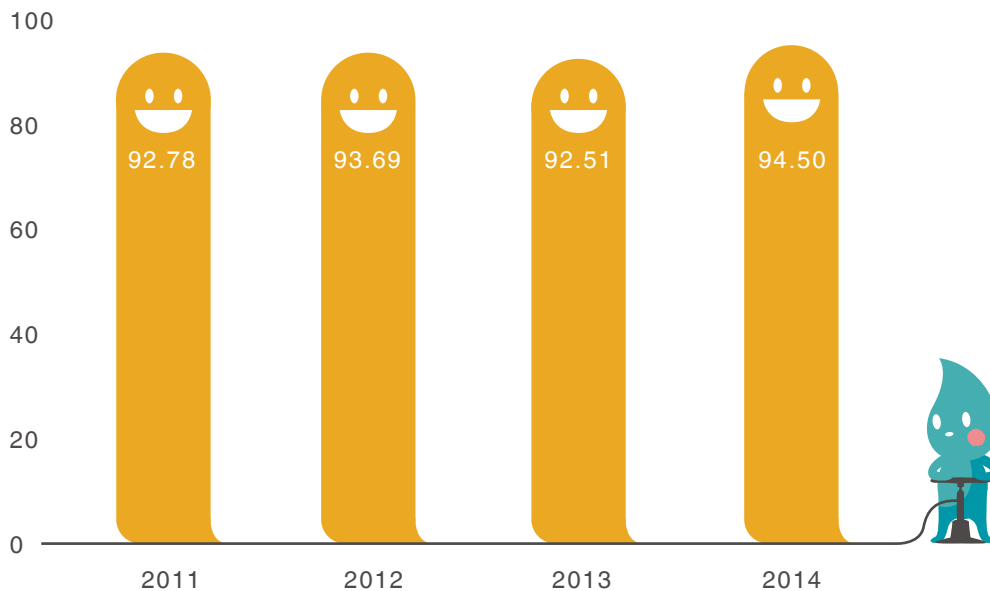
Loyal Customer Service Center



The Loyal Customer Service Center aims to "establish direct communication with customers within 1 hour of receiving their call, and resolve all general customer feedbacks within 24 hours," in order to help troubleshoot customer issues in the shortest time possible.



Satisfaction with Loyal Customer Service Center



Note: The calculation of overall satisfaction with service representatives was changed in 2013 from the total of each question's average score divided by total number of surveys

For the past four years, our consumer satisfaction scores have exceeded 90 points, and there were no cases involving customer's personal information. We are, however, not content with the present situation. We will maintain and expand consumer communication channels in order to provide better products and services.



2.5 Regulatory Compliance

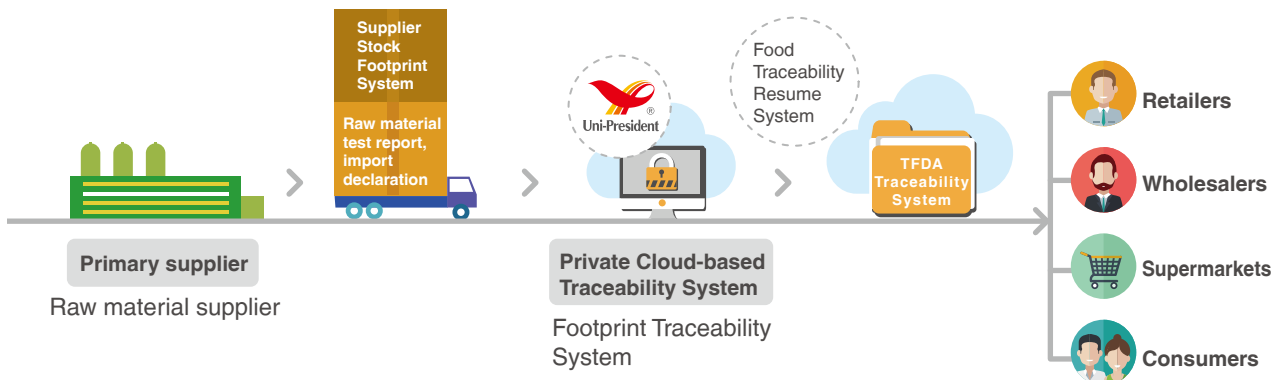
In response to the major food safety incidents occurred in 2014, the government has required designated food companies to set up a food traceability system in order to manage national food safety. As part of the traceability system, we require suppliers to submit their inspection reports and related documents to the "Supplier Stock Footprint System" each time they make a delivery. We will only accept and inspect the delivery after the source has been confirmed. This allows us to control the source of raw materials and set up a traceability system that conforms with the requirements of the Food Safety and Sanitation Act, as well as the ISO standards. At the end of 2014, we had established a cooking oil traceability system in accordance with the Food Safety and Sanitation Act announced on October 31. All relevant data were uploaded to the Department of Health and Welfare's "Food Traceability Management System" (<http://ftracebook.fda.gov.tw>). For other products⁵ we have established either written or digital format traceability data from raw material suppliers to outgoing shipments to customers.

We are committed to providing the best products to consumers, but in 2014, we still had two violations under the Food Safety and Sanitation Act due to improper labeling. For one case, we were issued a deadline for making the necessary improvements, while a fine was incurred for the other. We took corrective actions immediately and optimized our own management regulations, and we will continue to work toward the goal of having zero violations. Details of the violations are as follows:

Violation	Item	Main cause	Penalty	Corrective action
Package labeling	2	The King of Tea Sugar-free Green Tea (975 mL) is not considered a health food product, but its product name and packaging were too similar to the Tea King Sugar-free Green Tea (600 mL and 1250 mL), which could be misleading.	A \$900,000 fine	A comprehensive review of health food products was conducted, to ensure that all variety of the same product had passed health certification, and all possess the health food mark. This prevents misleading product labeling.
		Labeling concerns for Uni-President's OMEGA Non-Saturated Healthy Blended Oil	A deadline for improvement was issued with no administrative sanctions	<ol style="list-style-type: none"> Regulatory Identification System: New or amended food safety and sanitation regulations are forwarded via the system to the relevant departments for internal confirmation. If any changes are necessary as required by law, then the system is used to effectively track the change progress to ensure that the product conforms to all the latest regulations and guidelines. Modified the "Product Labeling Review Guidelines" to strengthen our packaging labeling review mechanisms and avoid labeling errors.

⁵Livestock and aquatic feed are excluded.

Food traceability system





Connecting with Community



- 3.1 A Happy Workplace
- 3.2 Safety and Equality at the Work Environment
- 3.3 Comprehensive Career Development Plan
- 3.4 Promote Social Value

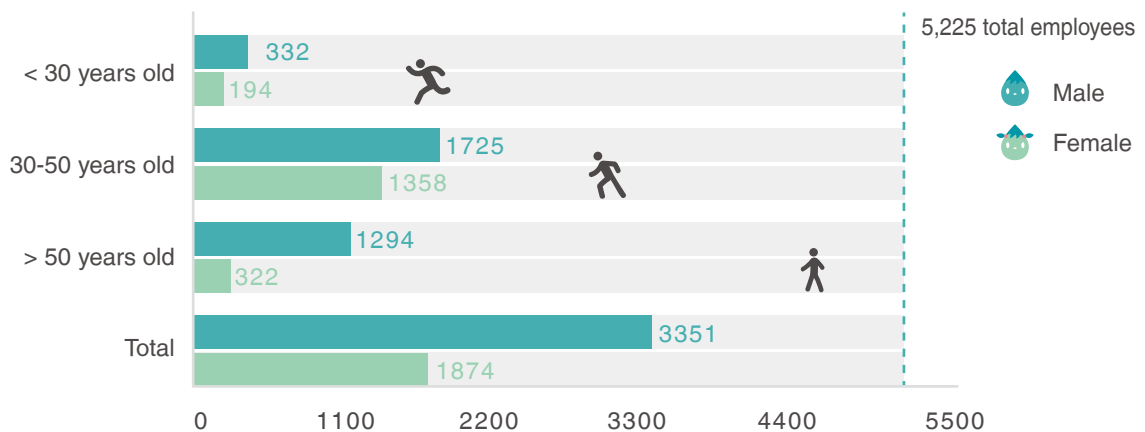
We embrace the spirit of "giving back to the community" in how we treat our employees and nearby communities. We not only repay shareholders through business profits, but also take responsibility for looking after our employees, maintaining friendship with communities, and promoting national health. These are all aimed at making a contribution to "improving social welfare and enriching the society." We hope our humble efforts can help cultivate and spread the "culture of love."

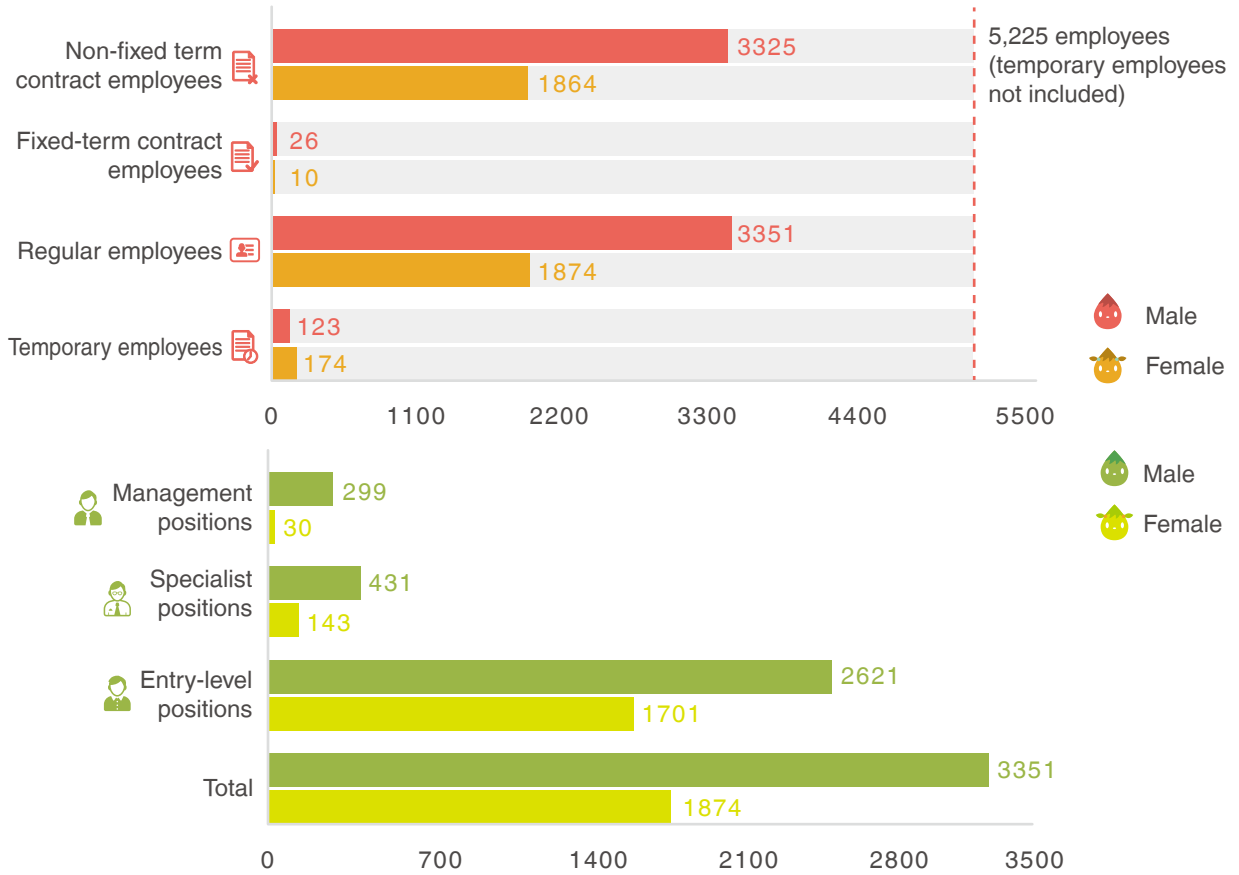
3.1 A Happy Workplace

Employees are the company's most important partners, and we hope every Uni-President employee can pursue and fulfill his or her dreams. To help every employee and Uni-President achieve their dreams, we are committed to the following three aspects of employee care: establishing safety and equality at our work environment, providing excellent compensation packages, and offering comprehensive career planning.



Group photo of Lo Chih-hsien, Chairman of Uni-President Enterprises Corp., and the 9th class of managers in training





Employee turnover ratio and number of new employees

Year	2014									
	Male			Percentage of departing employees	Percentage of new recruits	Female			Percentage of departing employees	Percentage of new recruits
Age Range	Number of departing employees	Number of new recruits	Number of employees in service			Number of departing employees	Number of new recruits	Number of employees in service		
< 30 years old	31	104	332			13	52	194		
30-50 years old	49	56	1725			13	32	1358		
> 50 years old	7	5	1294			1	3	322		
Total	87	165	3351	2.60%	4.92%	27	87	1874	1.44%	4.64%

In 2014, Uni-President offered employment to 86 individuals from minority groups, exceeding the statutory quota by 163%. With steady employment, these individuals have the opportunity to lead self-reliant lives. We also hired 13 indigenous employees to create a culturally diversified workplace.

Excellent Benefits

Caring for everyone at Uni-President is one of our constant beliefs. In addition to providing excellent compensation packages, we have also continued to improve the software/hardware facilities we offer to employees in terms of food, clothing, accommodations, travel, training, and recreation. These services include employee dormitories, inexpensive meals, and health check-ups. Through the comprehensive welfare system, our employees can concentrate on their work without any additional worries.



Group photo of managers in training and Uni-President managers stationed in Thailand



Bonuses

Apart from the performance bonus and the three major Chinese holiday bonuses, we also distribute year-end bonus and commissions.

Salary calculation

Based on position and performance, does not differ based on gender.

Health management

Regular and special health exams are organized every year to help employees with health management. Moreover, professional health check-up physicians are invited to provide health consultation services, and follow up with employees with abnormal results and encourage them to visit a hospital for further testing and monitoring.

Benefits and subsidies

Labor insurance, national health insurance, medical insurance, staff travel subsidies, marriage subsidies, maternity subsidies, children's education subsidies, funeral subsidies, and retirement bonuses. Female employees who work on-site can also apply for paid maternity leave after 32 weeks of pregnancy.

Staff Welfare Committee

The Staff Welfare Committee established in accordance with the law is actively involved in the promotion of employee welfare.

1. Number of weddings & funerals: 396 cases totaling \$1,295,500.
2. Educational subsidies (children): 2,200 cases totaling \$13,527,300.
3. Leisure and recreation including company trips: \$15,623,236.
4. Holiday festival bonuses and regular benefits: \$73,643,830.

Welfare Facilities

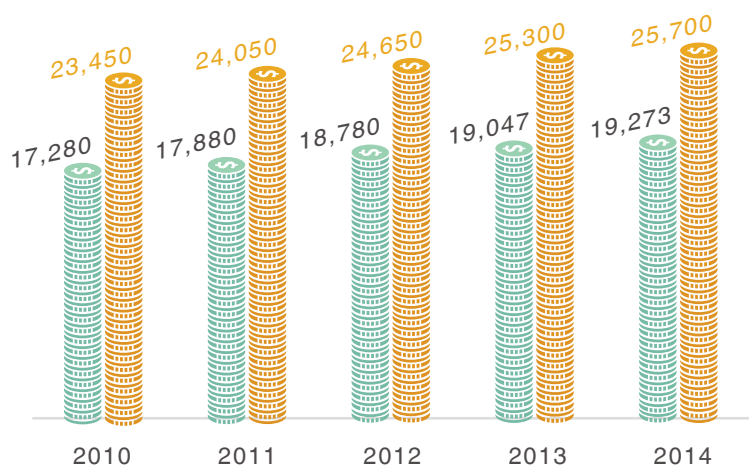
We provide staff dormitory, parking lot, shuttle buses, cafeteria, library, staff lounge, recreation center, table tennis room, billiards room, basketball courts, and breastfeeding room.

Retirement Plan

Our employee retirement fund policies fully comply with the Labor Standards Act and the Labor Pension Act. We have also established a Labor Retirement Reserve Supervision Committee to oversee the accrual and distribution of pensions.



At the end of December, 2014, the average monthly recurring wage of Uni-President employees was **NT\$52,564**; this was **2.73** times higher than the minimum wage in Taiwan, and also **1.48** times higher than the average recurring wage in Taiwan's manufacturing industry over the same period.



Average starting wage at Uni-President (NTD/month)

Minimum wage (NTD/month)

- The average pay for entry-level male workers was 2.52 times higher than the local minimum wage
- The average pay for entry-level female workers was 1.92 times higher than the local minimum wage

Open Labor-Management Communications

Uni-President has always embraced the philosophy of having a "Harmonious Labor Relationship to Create a Win- Win Situation" since its establishment over 40 years ago. Relevant labor management measures within our company are in compliance with labor regulations stipulated by government departments (including the Labor Standards Act, Labor Pension Act, Occupational Safety & Health Act, Labor Insurance Act, etc.). Aside from the regulations, we also maintain open and unrestricted labor-management communication channels. Successful results include:

- 98.51% of our employees are members of the Uni-President Enterprises Corp. Trade Union. To maintain open labor communications, union leaders meet with company representatives regularly. The Union President is also invited to attend the company's business meetings to keep employees fully informed on company operations and direction.
- A 3-year "collective bargaining agreement" has been signed (from 2012 to 2014). The agreement is of great importance because it provides better protection of employee rights and is strongly supported by both sides. The signing of the agreement also received praises from the Labor Commission in 2012.

— In 2015, the collective bargaining agreement was renewed for 3 additional years —

- Managers of all levels, the Environmental Safety Office, HR Department, Uni-President monthly journal, and e-mail communications provide direct channels for employee feedback.

Types of complaints in 2014	Item	Follow-up
Performance-related	15 people	1 complaint upheld

Group photo of employees



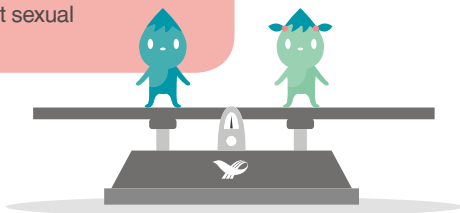
3.2 Safety and Equality at the Work Environment

We pro-actively seek compliance with all relevant labor regulations to protect employees' labor rights. We strive to create a safe and stable work environment, rigorously maintain the cleanliness and safety of operational areas, and provide care for the mental and physical well-being of our employees. All employees are treated equally and their right to "work with dignity" is respected. Attacks on employees' dignity and employee rights, or discrimination in any form are not tolerated. The determination of an individual's salary or benefits is not based on gender, nationality, race, color, or political affiliations. We are also focused on creating a work environment that value human rights and is free from discrimination or harassment. In 2014, there were no incidents of discrimination, no employment of child labor, no violations of employees' human rights (including no violations of employees' human rights by the company's security personnel), no forced labor or violating employees' interests. Uni-President takes labor/management relationships very seriously; which is exactly why labor/management relationships have remained quite harmonious since the company's establishment and no losses were suffered due to labor disputes.

Equality in the Work Environment

- **Sexual Harassment Prevention:**
To prevent sexual harassment in the workplace, a "sexual harassment prevention" policy is in effect at each plant, and a "Sexual Harassment Reporting Mechanism" has been established to actively promote awareness of the policies and actions taken against sexual harassment.

- **Protection of women's rights:**
Uni-President actively recruits women who are married or those returning to work from taking care of the family. Employees are also eligible to receive half-pay for maternity beyond 32 weeks of pregnancy. Breastfeeding rooms have also been set up in accordance with the "Gender Equality in Employment Act". We have established a contract with childcare services as well to provide employees with discounted childcare.



Number of employees applied for unpaid parental leave in 2014	17
Number of employees expected to return from unpaid parental leave in 2014	14
Number of employees on unpaid parental leave in 2013 who were expected to return (A)	17
Number of employees returned from unpaid parental leave in 2013, and remained on the job for more than one year (B)	16
Retention rate (B/A)	94.12%

Safe Work Environment

- **Labor safety and health management:** In addition to following existing industrial safety management regulations, and introducing advanced management techniques such as safety observation, we are also continuing to improve our industrial safety management and awareness. Our recent initiatives include the industrial safety and sanitation management program, hazard identification and notification, industrial safety zone inspection management, and safety supervisions by executives to build a healthy work place and achieve self-certifications as a healthy workplace. Our five main plants, including Yongkang, Zhongli, Yangmei, Sinshih, and Taichung have all acquired the health promotion badge, the OHSAS 18001 (Occupational Health & Safety Advisory Services), and CNS 15506 (Taiwan Occupational Safety & Health Management System, originally known as TOSHMS) certifications, to systematically reduce the risks to employees on a continuous basis and improve our corporate safety culture.

- **Establishing the employee health monitoring and management procedures/guidelines:** To protect the health of our employees, we defined the "Regulations for Major Infectious Disease Notification and Control by Different Levels". This will reduce the chance of infection among employees during serious epidemics, and prevent the disease from impacting our operations. When a case of major infectious disease is found, the following procedures shall be followed:



- **The company enforces environmental safety systems and regulations, while also increase and solidify workplace safety awareness among junior employees.** Emergency rescuers, fire prevention managers, grade A and C industrial safety and health managers, as well as all safety and education training must be certified by law. Refresher training courses are conducted annually as required, and progress are recorded online by labor safety managers. In addition, the company has established standard operating procedures for events that employees may encounter while on duty. Employees are trained in advance on the appropriate measures and actions for dealing with unexpected events. Workplace safety awareness is also promoted through the internal website and bulletin boards.

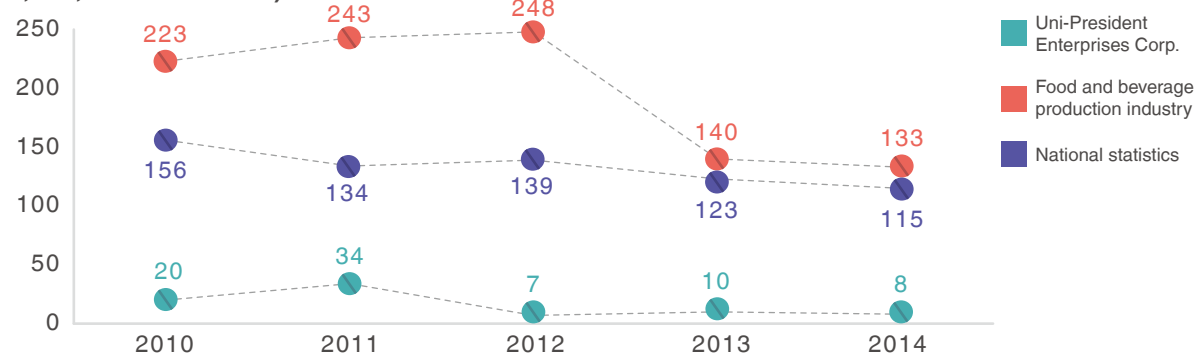
Year	2010	2011	2012	2013	2014
Total number of work days lost per year due to occupational injury (for all main factories)	236 days	404 days	88 days	862 days	542 days



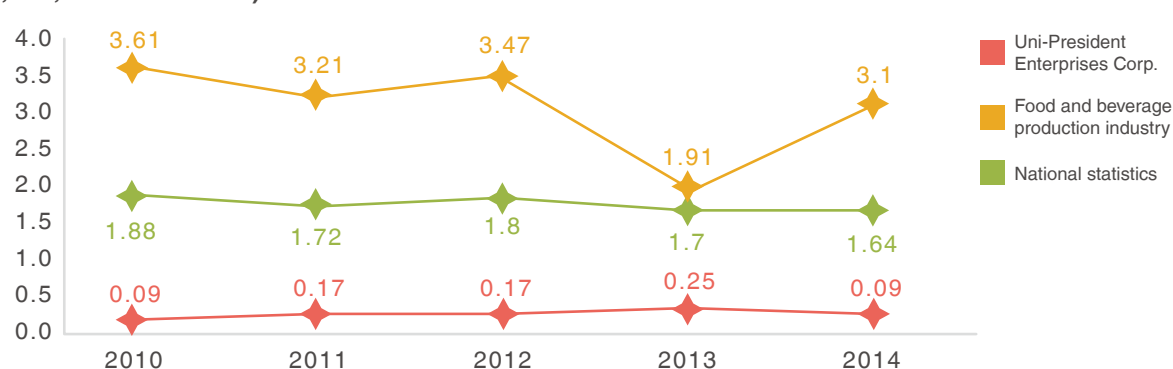
Absence rate

	Total work hours (men)	Total work hours (women)	Work absence among male employees (Unit: 200,000 work hours)	Work absence among female employees (Unit: 200,000 work hours)
2014	6,650,000	3,728,000	630	616
2013	6,645,312	3,669,264	622	996
2012	6,737,896	3,677,488	675	759
2011	6,366,432	3,318,672	821	661

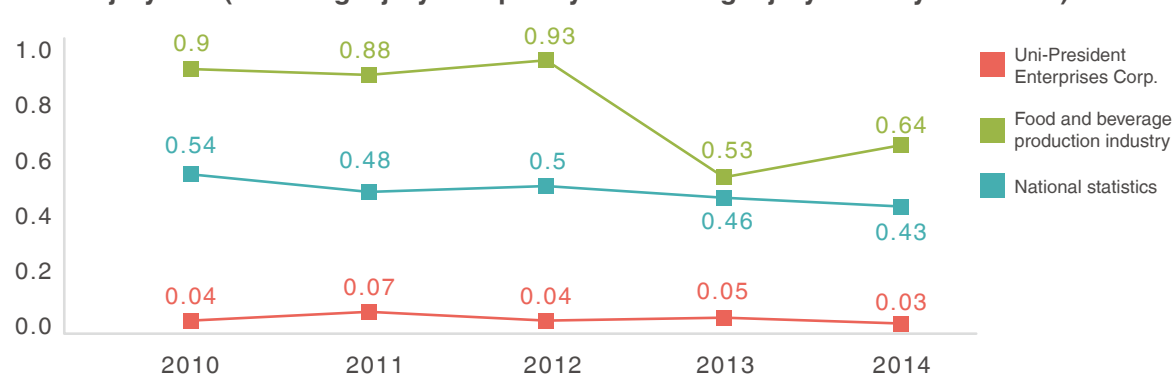
Disabling injury severity rate (total work days lost due to occupational injury for every 1,000,000 man-hours)



Disabling injury frequency rate (frequency of disabling/occupational injuries for every 1,000,000 man-hours)



Overall injury rate (disabling injury: Frequency X Disabling injury severity rate/1000²)



Other

(Unit: NT\$1,000)

	2010	2011	2012	2013	2014
Investments in Labor Safety & Health (Note)	22,16	42,90	35,171	28,987	40,198
Disabling Injury Losses	432	736	597	303	229

Note: Investment items included the costs of 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, employee health check-ups, and other activities related to labor safety & health.

Industrial Safety Month

The month of May in 2014 was declared the Industrial Safety Month, to build employee consensus on "100% labor safety, zero accidents, and effective safety management", to raise crisis awareness and enforce safety & health initiatives such as risk assessment and occupational injury prevention. A series of activities was held to strengthen employees' industrial safety awareness and cultivate a high quality safety culture.



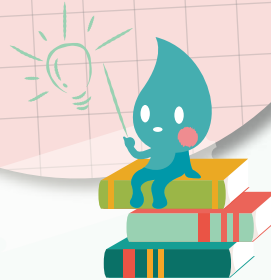
Week 1 Health Management and Promotion Week

- Conducted health promotion classes
- Held a blood drive
- CPR competition events
- Healthy weight-loss activities
- Uni-President Union hiking event



Week 2 Traffic Accident Prevention Week

- Organized defensive driving lessons for traffic safety
- 4R drill - "Traffic safety commuting to and from work"
- "Traffic Safety Touch and Call" before and after start-of-shift meetings, factory/section and general factory meetings, and industrial-safety related meetings



Week 3 Work Place Injury Prevention Week

- General factory safety inspection based on the themes "Cuts, Slashes, and Scratches"
- Collection and education on occupational injury cases
- General safety inspection of machinery and equipment



Week 4 Industrial Safety Awareness Reinforcement Week

- Organization of in-service training by safety & health supervisors and managers
- Collection and education on occupational injury cases caused by falling
- Promote the six industrial safety initiatives



Answering questions together

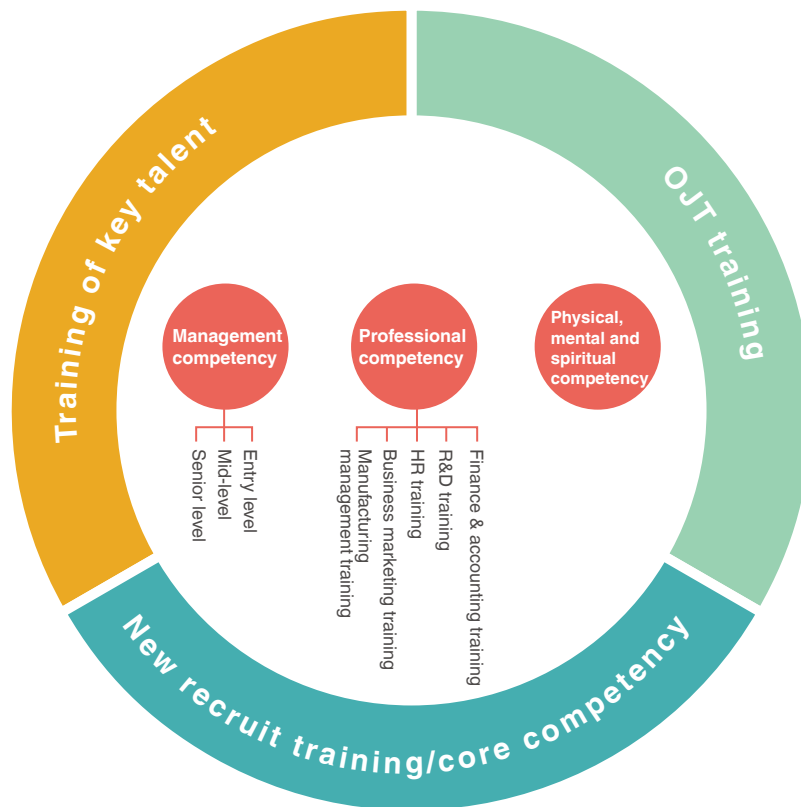
3.3 Comprehensive Career Development Plan

"Talented people are the foundation of corporate growth." By following the education and training principles of "professionalism and constant improvement, career development and lifelong learning", Uni-President strives to unlock staff potential, strengthen human resources, create a learning organization, and cultivate a positive business style and corporate culture. This will continue to improve the competitiveness of the company as well as its employees, making a win-win situation for both employees and the employer.



In our pursuit of professionalism, we outline the blueprint for cultivating talent from the perspective of practicality and long-term business operations. Moreover, we construct a comprehensive career cultivation system from our corporate vision, mission, and strategy deployment. We structured a road map for conducting studies at each level in terms of core management competencies, as well as the physical, mental, and organizational development demands. In the meantime, we provide an abundance of learning resources and talent-oriented work plans for our employees, who are expected to pursue growth and use their talents to the fullest. The company places emphasis on the cultivation of key talents, who are assigned to critical positions and challenges through job rotation and overseas training. Moreover, the company expands its plans and vision, hoping to cultivate professionals and leaders from within. By doing so, we wish to achieve individual career development alongside enterprise development.

2014	Number of people	Total number attended	Hours	Average man-hours	Average man-hours compared to last year
Male	3,351	40,761	132,192.0	39.4	↑ 4.59%
Female	1,874	18,389	45,394.5	24.2	↑ 7.24%
Total	5,225	59,150	177,586.5	34.0	↑ 5.11%





3.4 Promote Social Value

Uni-President's mission is to "Create a Healthy and Happy Future"; we hope to enhance the physical and mental well-being of everyone in society and enrich the hearts of all. Our sponsorship in food nutrition and health, preventive medicine, caring for minority groups, emergency assistance, music, art and culture, sports, and environmental protection activities allow the products and services we provide to help people live better lives.

Kaohsiung Gas Explosion - Uni-President Offers Charity Assistance

Immediately after the Kaohsiung gas explosion, Uni-President launched a charity assistance campaign. Apart from donating NT\$10 million to the Kaohsiung City Government emergency assistance fund. Through our group resources, we also directed 7-ELEVEN to provide help in the emergency effort. In addition to mobilizing our manpower, we also set up distribution centers near the disaster area to help disaster victims and keep the emergency teams well supplied.

Public Health Outreach

Millennium Health Foundation

The food industry is very closely related to people's health. As Taiwan gradually steps into an aging society, the national medical expenditure grows significantly. 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 exchanges on nutrition, health and preventive medicine in Taiwan. The assistance provided by experts and scholars in the fields of medicine, nutrition, and food sciences are incorporated into our food manufacturing and marketing platforms to promote social education on "preventive medicine" and "nutritional health." Since 2006, we have been advocating against the three highs (high cholesterol, high blood pressure, and high blood sugar) which can lead to metabolic syndrome. We also promoted initiatives such as "Waistline 8-9-10, Keep Fit to Stay Healthy" and the "3 D's of Healthy Living to Keep Metabolic Syndrome Away - Do Control, Do Healthy Diet, and Do Exercise."

2014 Health Train

Millennium Health Stations

To help the general public keep track of their waist size and blood pressure, as a part of the 3 D's of Healthy Living, we used our retail outlets as an expanded contact window to build the most comprehensive community health prevention network in Taipei. The Taiwan Millennium Health Foundation and the Good Neighbor Foundation formed a partnership to set up 24-hour community health service stations, where the general public can measure their waist size, blood pressure, as well as acquire important health information.

In 2014, eight Millennium Health Station training camps were held to improve our quality of service. Around 785 store managers, regional consultants, as well as other interested store managers took part in the camps. A total of 528 Health Station Store Manager Certificates were issued.

More health stations are being set up, and by the end of 2014 there were 616 stations in operation.



6th National Health Month at Community Health Stations



This event was supervised by the Health Promotion Administration (HPA). In recent years, the HPA has assisted with inviting various nursing personnel from the local health departments to serve as care providers and volunteers at each station to take measurements and offer additional health education for the public. Apart from health exams and education, these activities also taught people how to read nutrition labels and health food certifications through different challenges and activities. People were also encouraged to live a more active lifestyle at these events.

In August of 2014, the Millennium Health Stations at all 588 7-ELEVEN stores around the country hosted a national health exam event where people could have their blood pressure and waist size measured. The nursing staff also provided health education and used a jigsaw puzzle to promote proper daily food-intake. A follow-up event was also held during September and October, which attracted a total of 47,504 participants.



Millennium Love - 89 Waist Measurement Day



To strengthen national awareness on healthy waist sizes, and to encourage people to measure their waist sizes regularly, starting from 2012, August 9 has been declared the "Millennium Love 89 Waist Measurement Day". The event called upon the general public to pay attention to their waist sizes in order to stay away from metabolic syndrome. In 2014, Peter Ho was invited to become the 3 D's health ambassador and film a short documentary on the 3 D's of Healthy Living. The video encouraged people to control their waist sizes, eat a healthy diet, and exercise regularly to stay healthy. In just one month, the video was viewed 182,593 times.

7-ELEVEN stores throughout Taiwan, as well as 8 affiliated companies supported the event by giving away around 1,230,000 tape measures. The 7-ELEVEN double banana packs and salad products also contained tape measures and reminder cards in support of the event.

89 量腰日



Health Promotion on School Campuses

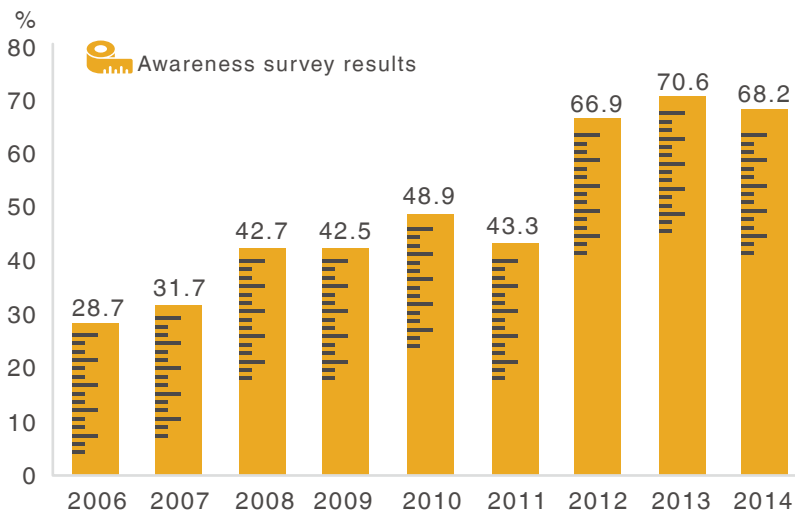


The "Millennium Health for Teenagers on Campus" campaign launched in 2012, the experience took the Foundation onto school campuses to plant the seeds for health education. Students were instructed on the 3 D's of Healthy Living, and to take the initiative to care about the health of other family members, as well as tips on good eating habits.

The campaign visited 10 elementary schools in 2014, and reached out to 9,551 students as well as 19,102 parents and teachers.



Metabolic syndrome awareness survey



The Millennium Health Foundation has spared no effort in promoting the prevention of metabolic syndrome; it is committed in raising the citizens' awareness on the disease based on the combination of industrial, official, and academic strengths over the years. Since 2006, there has been a significant increase in the public awareness on metabolic syndrome. The Millennium Health Foundation will continue its efforts to make more people become aware of the metabolic syndrome, as well as implementing the 3 D's of Healthy Living in order to help all citizens stay away from the risk of diseases.

Community Involvement and Participation

The Uni-President Social Welfare and Charity Foundation (Social Welfare Foundation) is committed to developing social welfare and providing emergency relief funds to the needy. The Social Welfare Foundation identifies eligible cases from all across Taiwan through more than 400 town/district offices and public service stations. As of December, 2014, emergency relief funds have been approved for a total of 32,226 households over a period of 36 years, with NT\$258 million distributed to date.

Social welfare activities over the past five years

	2010	2011	2012	2013	2014
Hosted the national emergency family relief	644 households NT\$5,650,000	600 households NT\$5,753,000	772 households NT\$7,632,000	793 households NT\$8,251,000	823 households NT\$8,521,000
Emergency relief for the elementary and middle schools in Chiayi and Tainan districts	35 households NT\$280,000	28 households NT\$224,000	74 households NT\$493,000	39 households NT\$312,000	47 households NT\$412,000
Care for Taiwan's minority groups and remote schools	25 institutions/ schools NT\$890,000	33 institutions/ schools NT\$735,000	35 institutions/ schools NT\$913,000	42 institutions/ schools NT\$1,156,000	51 institutions/ schools NT\$2,213,000
Goods and materials donated	5,320 items	5,500 items	6,800 items	8,000 items	18,900 items
Elderly care for seniors living alone	-	20 households	40 households	22 households	21 households
Relief for Taiwan's households facing crisis	25 households NT\$258,000	28 households NT\$5,000	35 households NT\$22,000	35 households NT\$7,000	45 households NT\$11,000
Total number of beneficiaries	2,974 people	4,000 people	4,200 people	5,300 people	9,300 people
Annual expenditure	NT\$8,230,000	NT\$7,526,000	NT\$10,361,000	NT\$10,606,000	NT\$13,475,000

Community Engagement Journal

The Social Welfare Foundation follows the corporate mission of bringing love to every corner and to bring people closer together; this helps reduce social problems and provide long-term support for minorities. Apart from donations to charities, internal company and group resources have been allocated to expand the scope of our social welfare efforts. By systematically expanding into life and environmental education, festival celebrations, arts and culture, and sports, the Foundation has become an inseparable partner for social prosperity.



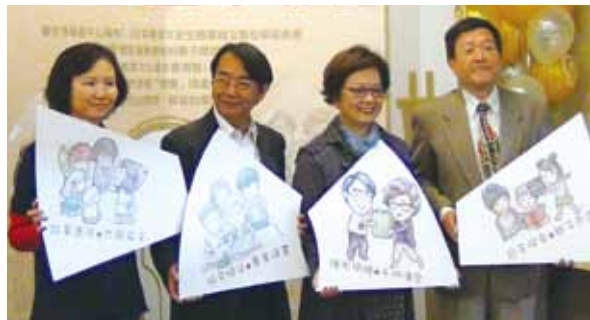


Close to nature

The Social Welfare Foundation has always taken a strong interest in global environmental and ecological issues. Every year, Uni-President employees invite children from minority groups to the Green Expo and Agricultural Expo, in order to expand their horizons and bring them closer to nature, and to promote environmental awareness. This will hopefully plant the seeds of environmental conservation in their hearts starting at an early age.

Family Reading Center

The Social Welfare Foundation participated in the Hong's Foundation for Education and Culture by donating 1,000 brand new children's illustrated books and read material for teenagers to the National Museum of Taiwan History Learning Center. Our friends from the Cao Sing Special Needs Center were also invited to take part in the charity story-telling event. We believe that the National Museum of Taiwan History Learning Center will one day become one of the most popular reading spots for families and young readers.



Conveying the power of improvement



The Social Welfare Foundation has been sponsoring blood drives in Tainan for four consecutive years, and has collected 2,000 bags of blood to date. Due to the slight downturn in blood donations in recent years, this year we began giving away the popular Uni-President Chinese Instant Noodle as a way of encouraging the general public to donate blood.

This year, elementary school students were also recruited as one-day volunteers so they can learn the true meaning of charity through actual participation. The young volunteers' enthusiasm was very inspiring to the older volunteers as well. We hope that the involvement of the Social Welfare Foundation will encourage more people to roll up their sleeves and donate blood.



Motivational Seminar - Volunteer Training for the Social Welfare Foundation



The Social Welfare Foundation has invited Hsin-ling Shen, Taiwan's youngest philanthropist, a two-time winner of the Presidential Educational Award, and the ambassador of public welfare to share her "Philosophy of Changing the Mindset" on how to become a happy volunteer. One hundred volunteers and members of the public in attendance were deeply touched by the experience.

Trick or Treat with Slow-Flying Angels 



Responsible Management

LOHAS Products

Prosper with the Community

Sustainable Environment



The Social Welfare Foundation invited the Kaohsiung City Early Intervention Center to organize a Halloween event and join in the trick-or-treating parade at the Dream Mall. The Halloween event gave these slow-flying angels the chance to meet and interact with the crowd, which has a positive effect on their mental and physical development. We hope that the efforts of the Social Welfare Foundation will gradually attract more people's interest and support for these slow-flying angels.



Old but Warm Clothing for the Winter 

In the last three years, the "Old but Warm Clothing" event not only set up charity auctions for used books and clothes to help the Baihe Tribal Settlement located in Wutai Village, Pingtung, but also assisted with the reconstruction and fund-raising efforts after natural disasters struck the indigenous regions. The "Old but Warm Clothing" campaign is now in its 4th year. The Social Welfare Foundation hopes its positive energies will generate more resources and opportunities for indigenous areas and minority groups.



Sustainable Environment



- 4.1 Climate Change Risk Analysis and Adaptations
- 4.2 Water Resource Management
- 4.3 Energy Resource Management
- 4.4 Pollution Prevention





Uni-President fully understands that the "sustainable development" of an enterprise must co-exist in harmony with the environment, maintain stable economic growth, and care about industry as well as social trends. We have always taken environmental protection very seriously, and all of the general factories in Taiwan have now achieved environmental management system (ISO 14001) certification. We also actively participate in external symposiums and collaborate with related organizations to make continuous improvements and conduct honest reviews. Environmental protection is now a key element in our operational performance. Our environmental protection policies are as follows:

Environmental safety discipline



All employees, including OEM partners, contractors, suppliers, part-time workers, contract workers, casual workers, as well as outsourced and temporary workers are expected to comply with government regulations and company environmental protection rules. Managers in particular should lead by example and fulfill their supervisory responsibilities.

Pollution Prevention

Source management, waste reduction, energy conservation, carbon reduction, recycling and reuse, clean production, cost improvement, reduce greenhouse gas emissions such as CO₂, lessen the impact on our ecological environment, establish an environmental management system (ISO 14001), as well as conduct GHG emission inventory (ISO 14064-1) and product carbon footprint inventory (PAS 2050 or ISO 14067).

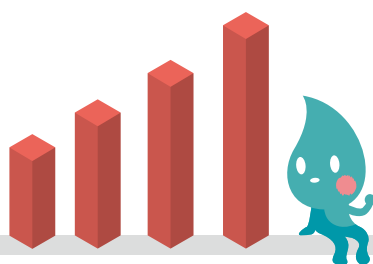
Green Procurement

Establish a green procurement mechanism, supply chain management and prioritize purchasing green raw materials to encourage suppliers to reduce waste and pollution.



Auditing and Counseling

The Environmental Safety Office, general factories/divisions, factories/sections are expected to perform environmental safety audits, inspections, and counseling at all levels.



Performance Management

Establish concrete industrial safety and environmental protection improvement targets every year, implement active and passive performance indicator management, improvement management performance and provide regular information disclosure.

Communication Mechanism

Establish channels for communication and consultation, disclose environment-related information to stakeholders and carry out improvements based on stakeholder feedbacks.



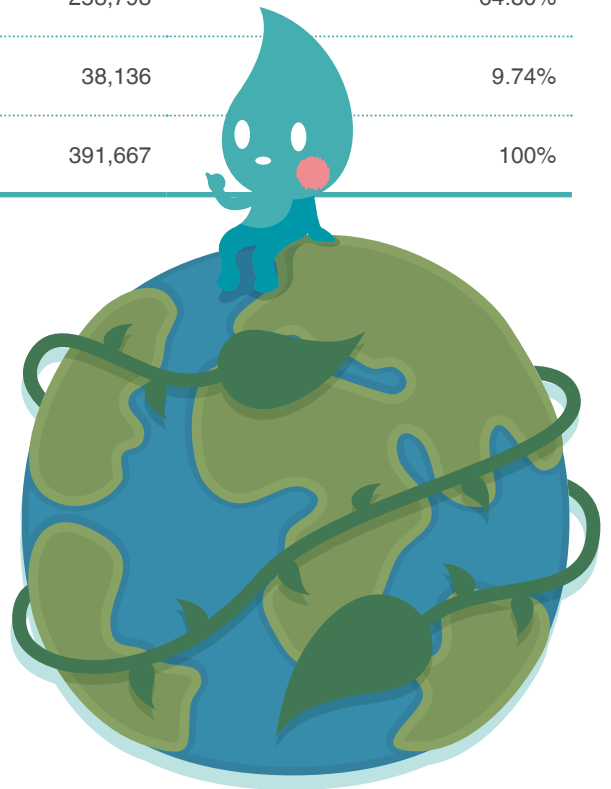
With our continued implementation of "Plan-Do-Check-Act" through the environmental management system, Uni-President has achieved the following environmental accomplishments in 2014, with our spending on environmental protection totaling NT\$391,667,000.

2014 Environmental Protection Performance

Item		Actual Performance in 2014
Greenhouse gas	Electricity, fuel	Actual Performance in 2014 Reduced CO ₂ e by 5,256 tons Saved NT\$42,596,000
	Electricity savings	Reduction of 4,817 MWh Saved NT\$17,309,000
Energy savings	Heavy oil and diesel fuel savings	Reduction of 810 L Saved NT\$21,631,000
	Savings on liquefied petroleum	Reduction of 1,164 kg Saved NT\$35,000
	Savings of natural gas	Reduction of 132 m ³ Saved NT\$2,594,000
Water savings		Reduced water usage by 60,576 tons Saved NT\$1,027,000
Raw material savings	Reduced packaging weight	Weight reduction of 90.6 metric tons
Waste reduction	Wastewater chemical oxygen demand (COD)	Reduction equivalent to 8,213 metric tons (reduction rate of 98.3%)
	Waste recycling	96.13% recycling rate

2014 Total Environmental Protection Spending and Equipment Investments

Environmental protection spending and investments	Expenditure (NT\$1,000)	Percentage (%)
Costs of operational maintenance, waste removal, and air pollution prevention	99,733	25.46%
Costs on storage vessels, recycling, and transportation	253,798	64.80%
Investment in environment protection equipment	38,136	9.74%
Total environmental protection expenditures	391,667	100%





4.1 Climate Change Risk Analysis and Adaptations

Climate change is closely related to the sustainable development of every nation and the very existence of the human race. Every country in the world recognizes the importance and urgency of this subject. For the food industry chain, climate change is a life-and-death issue. Climate variations can cause shortage of raw materials and water resources, thereby impacting the supply chain and raising grain prices all over the world. Climate change poses a great threat to food safety. In this regard, we have already 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. We are also gradually seeking further opportunities to reduce energy consumption for the company as well as our products, in order to reduce the risks of climate change.

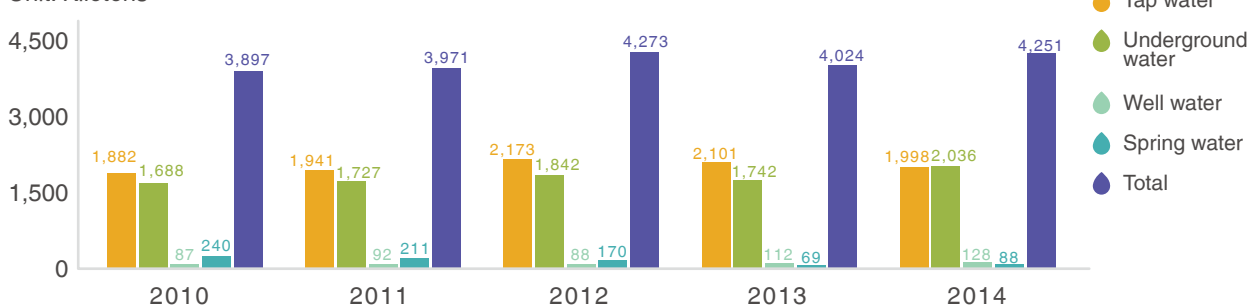
Climate Change Risk Analysis and Adaptations at Uni-President

Type of risk	Risk identification	Adaptation strategy/action
Regulatory risks	<ul style="list-style-type: none"> Greenhouse gas emission reporting regulations Renewable energy development regulations New water conservation regulations 	<ul style="list-style-type: none"> Energy reporting and voluntary GHG inventory Establish energy and water management task forces to closely monitor energy use Proactively develop renewable energy sources such as solar, methane, and wind power
Cost risks	<ul style="list-style-type: none"> Raw materials shortage and rising purchasing costs Higher fuel costs Government levy on water consumption 	<ul style="list-style-type: none"> Increase the ratio of locally purchased raw materials Formulate energy conservation strategies to reduce GHG emissions Calculate product carbon footprint, identify emission hot spots, search for reduction opportunities in the supply chain and reduce overall supply chain costs Introduce clean production, increase water recycling rate and consider introducing water footprint calculations
Natural disaster risks	<ul style="list-style-type: none"> Extreme climate conditions such as drought or floods 	<ul style="list-style-type: none"> Install rainwater recycling equipment at our factories Establish a water restriction response plan Establish a disaster response plan

4.2 Water Resource Management

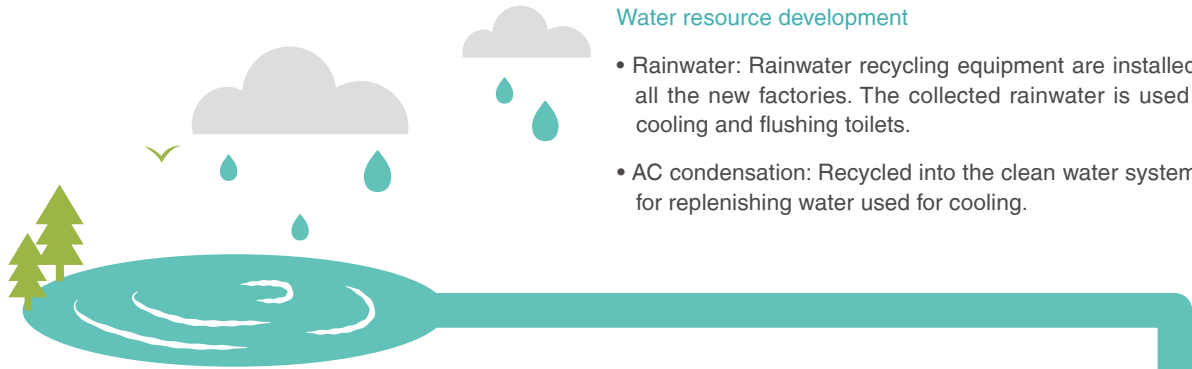
The Global Risks report published by the World Economic Forum named water shortages as one of the top 10 threats to global stability for the next decade. Both developed and developing nations are feeling the effects of shrinking water resources. Taiwan's vulnerability to water shortages means that ensuring the stability of water supply is an important issue for corporate operations. In 2014, our factories in Taiwan used 4,251 kilotons of water. The biggest challenge for the food industry is that large amounts of water must be used directly or indirectly during our production process, making us very dependent on water. To realize effective water resource management, we are working to increase our water supply, reduce water consumption, and introduce improvement measures. We are also continuing to carry out impact analysis and planning on water resource risks in order to reduce the impact of water shortages.

Unit: Kilotons



Water Conservation Strategies and Practices

Uni-President's "Energy Management Project Team" not only manages energy conservation, but is also responsible for the development of water conservation strategies and practices such as "water resource development", "source management of water used during manufacturing process", "recycling of water used during manufacturing process", and "terminal wastewater recovery". The project team also tracks monthly water resource management performance and the status of water supplies in Taiwan. At the same time, posters, slogans, and classes are used to incorporate water conservation into all aspects of planning, design, production, and office life.



Water resource development

- Rainwater: Rainwater recycling equipment are installed at all the new factories. The collected rainwater is used for cooling and flushing toilets.
- AC condensation: Recycled into the clean water system or for replenishing water used for cooling.

Source improvement for water used during manufacturing process

- Select machinery with low water consumption and establishing a "Water Consumption Balance Chart" to control reasonable water consumption by each machine. The data is then used to calculate the factory's water recovery and conservation rates.



Recycling of water used during manufacturing process

- Water recovery expanded to the recovery and reuse of condensed water for each machine, and reduce the amount of wastewater at the same time. For example: Recovery of steam condensation, recovery of discharged RO wastewater, and recovery of chilled water from product vat sleeves, etc.

Terminal wastewater recovery

- Random inspections of discharged water quality are conducted during operation based on the characteristics of wastewater produced by each machine, which are effectively treated and recycled through the wastewater treatment plant. For example: The recovery system for acidic/alkaline wastewater produced by the manufacturing process goes through proper treatment and monitoring, before being fed into the clean water system or cooling towers as lower-grade water.

Key water conservation projects in 2014 included reducing the amount of water used during cleaning machine cycles at No. 1 Xinshi Beverage Factory, reusing water discharged by the RO process at frozen foods factories; reducing the water and energy attrition of the Extended Shelf Life (ESL) at Yangmei's No. 1 Dairy Factory, and decreasing the amount of soft water used by sterilization equipment at the No. 1 Beverage Factory. Total water savings amounted to approximately 60.58 kilotons, the equivalent of 32 standard size swimming pools, a very significant improvement. Regarding recycled water, in 2014, the factories have recovered approximately 107.84 kilotons of water from condensed steam, about 24.17 kilotons of RO wastewater, and around 267.97 kilotons of water used during manufacturing processes. The total water recovery rate reached 6.3%.





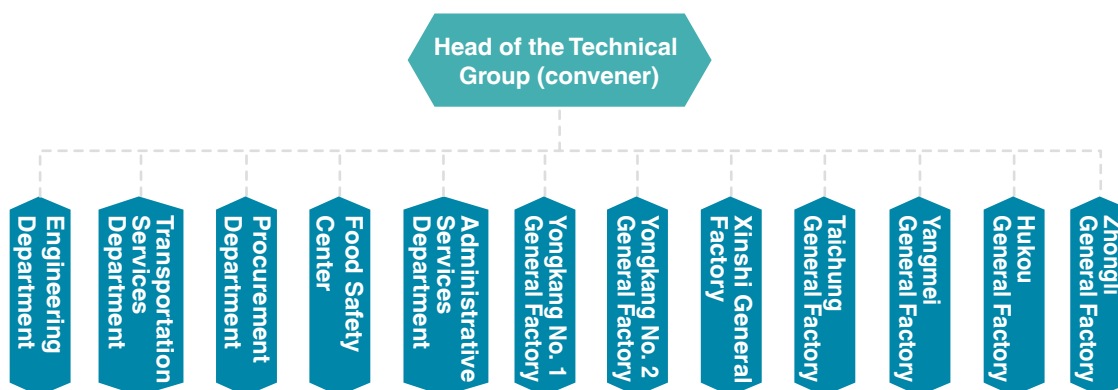
Water Restriction Response Plan

To avoid production loss due to water shortages, as a preventive measure, Uni-President has established a "Water Resource Response Team" led by the head of the Technical Group. The team is responsible for the overall coordination, delegation, and creation of a response plan to strengthen cooperation between emergency response team members. The response mechanism can be immediately activated whenever water restrictions are in place as announced by the government to minimize production loss caused by water shortages.

Uni-President water restriction response measures

- Activate water storage facilities and expand storage capacities
- Adjust the relative priority of production processes and products; increase the inventory capacity of room-temperature storages
- Sign contracts with water suppliers to guarantee the supply of water. Agree on reasonable transportation costs with water transporters and effectively track their transportation process
- "Water collection point" is used as the water quality control point for water purchased from external sources. The QC Department is responsible for inspecting the water quality to ensure safety.

Uni-President Water Resource Response Team Organization and Responsibilities

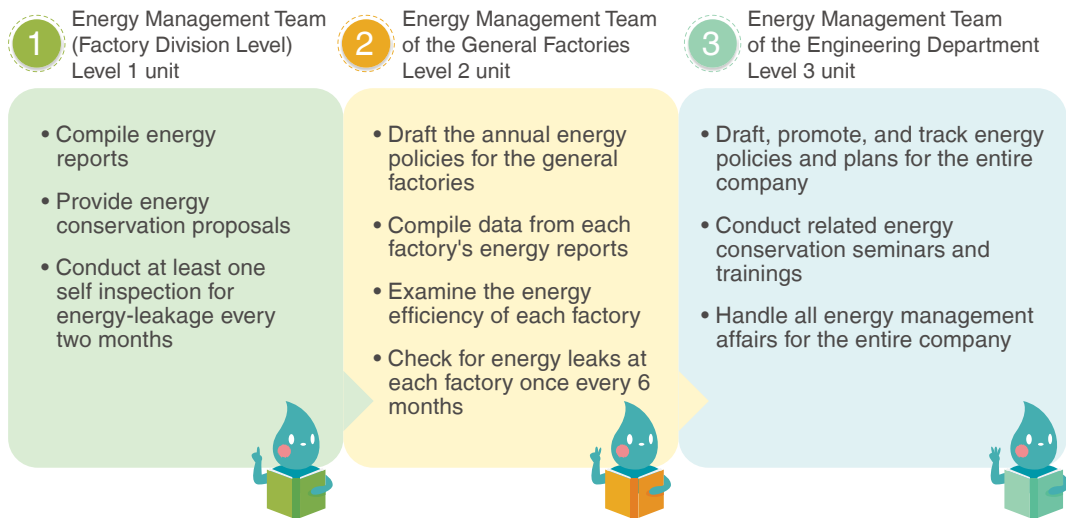


Unit	Responsibility
Head of Technical Group (convener of Water Resource Response Team)	<ul style="list-style-type: none"> • Summon the Water Resource Response Team • Decide, publish, and implement response measures • Coordination and monitoring of all tasks
Engineering Department	<ul style="list-style-type: none"> • Assist the convener with managing the overall response to water shortage • Control water demand and water resource development • Introduction of water resource recovery and reuse technologies
Transportation Services Department	<ul style="list-style-type: none"> • Dispatching of water trucks • Signing of transportation contracts
Procurement Department	<ul style="list-style-type: none"> • Setting the unit price for water supply contracts
Food Safety Center	<ul style="list-style-type: none"> • Ensuring the safety of water quality and water trucks
Administrative Services Department	<ul style="list-style-type: none"> • Increase public awareness and promote water saving measures in office buildings and dormitories
The 6 general factories	<ul style="list-style-type: none"> • Establish appropriate water shortage response plan for the general factories and coordinate the order of water usage during production processes • Promote and implement water-saving, recovery and reuse technologies during production processes

4.3 Energy Resource Management

To effectively manage energy use and maintain the effective performance of machinery, we established a cross-department energy project team in 2007 based on the bottom-up management model. Each team member is responsible for regularly tracking and improving energy use. After several years of operation, a comprehensive energy management system has been established internally. We also actively participated in external energy-saving events and competitions, and invited outside experts to provide useful advices for our factories. We hope these external exchanges and learning activities will help reinforce and improve energy-saving efforts in our factories. On the other hand, we hope that our own good practices will serve as a reference to the outside world, and encourage other companies to support energy-saving initiatives as well. With third-party expert advisors, a low-carbon lifestyle training session was organized by the Environmental Safety Office on July 15, 2014. The Director-General of the Tainan City Environmental Protection Bureau was invited to present a speech on three main subjects concerning low-carbon sustainable strategy: environmental issues, urban low-carbon sustainability strategy, and corporate sustainability. The event allowed us to gain a better understanding of the sustainability trends of the greater environment and helped us identify the key areas for future development.

Energy Management Project Team



Energy Consumption Status

Our main form of energy consumption is electricity, followed by fuel oil, liquefied petroleum gas, natural gas, and diesel fuel as supplemental forms of energy. The main reason for reduction in energy use from 2013 to 2014 was due to equipment upgrades at No. 2 Xinshi and No. 2 Yangmei Beverage Factories, which reduced production output by 12%. To reduce greenhouse gas emission caused by the consumption of electricity, we have been actively exploring the feasibility of using alternative forms of energy, including the developments of solar power, methane power generation, and wind-powered street lights. In 2014, we regenerated 15,440 kWh of renewable energy. The amount was significantly lower than 2013 because the methane power generators at Xinshi General Factory broke down during February, 2014, therefore the facility only generated one month's worth of electricity. We are doing all we can do conduct the necessary repairs to bring the system back online.

Energy Consumption Status

Type of energy	Unit	2010	2011	2012	2013	2014
Electricity	Megawatt hours	180,036	184,152	189,689	185,719	169,043
Fuel oil	Kl	22,476	22,387	22,521	17,649	11,054
Diesel fuel	Kl	573	1,133	1,180	938	590
Bio-diesel	L	356.00	6.49	6.57	6.55	1.32
Gasoline	L	181,579	186,350	195,610	183,690	304,663
Natural Gas (NG)	Km ³	2,678	2,912	2,891	9,152	5,066
Liquefied petroleum gas	Kg	26,907	37,790	33,220	5,200	11

Note 1: The methane power generator broke down in 2010 and February, 2014, resulting in very low or almost no power generation during those two years.

Note 2: Two wind-powered street lights were installed and put into service at the Yangmei factory in August, 2011.

Note 3: The annual electricity emissions coefficient used for each year was based on the coefficient announced by the Bureau of Energy in 2015. In 2014, the coefficient was 0.521 kg CO₂e/kWh.

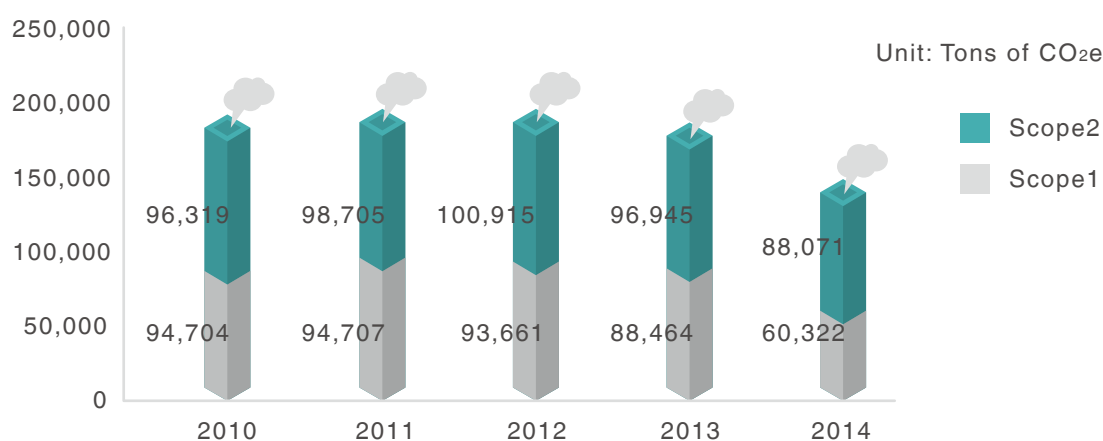


Slow Down Global Warming

To determine total GHG emissions of our company, we set up the "Greenhouse Gas Promotion Management Committee" with special promotion teams at each general factory. The ISO 14064-1 standard was used as a reference for defining the SOP for GHG management and conducting internal audits. Through inventory management, our 2014 emissions was determined to be 148,393 metric tons of CO₂e. Scope 1 direct emissions amounted to 60,322 metric tons of CO₂e, while Scope 2 indirect emissions amounted to 88,071 metric tons of CO₂e. The 19.6% deduction compared to 2013 was mainly due to reduced production. [We have now committed to an annual, as well as mid and long-term carbon reduction goals.](#)

- Annual reduction goal: Reduce carbon emissions by at least 2% compared to the previous year (approximately 3780 tons of CO₂e)
- Mid and long-term reduction targets: Drop down to 80% of the 2005 emissions by 2020. (Approximately 189,200 tons of CO₂e)

Direct and Indirect Greenhouse Gas Emission Chart



Note 1: Since 2011, the scope of inventory has included Ligang TMR, Liuying TMR, Kaohsiung sales office, Yunchia Logistics, Hanbao TMR, Taipei branch office, and Linkou Logistics.

Note 2: The annual electricity emission coefficient used each year was based on the coefficient announced by the Bureau of Energy in 2014. In 2014, the coefficient was 0.521 kg CO₂e/kWh.

Energy Conservation Strategies and Practices

Apart from carbon reduction, we are also gradually replacing fuel oil with less polluting natural gas for energy-consuming equipment (such as boilers). Older production equipment are also being replaced with more energy-efficiency models. The most representative energy-saving project in 2014 was the Zhongli/Ruifang Factory's AC chiller system energy-saving projects. Equipment upgrades and the installation of a chiller load control device helped save around NT\$1,436,000/year on energy use, and reduced CO₂e emissions by 224 metric tons per year. Other energy-saving initiatives implemented in 2014 include:

Factory	Energy Conservation Plan	Cost savings (NT\$million/year)	CO ₂ e reduction (tons/year)
Yongkang	Feed factory's TMR mixing machine was converted to electrical drive	0.96	87
	Made energy improvements for Aquatic Factory's 200HP system drier	2.72	243
	Made energy saving improvements for the AC compressor by the System Management Section	1.71	191
Yangmei	Conducted energy-saving optimization for the feed system sterilizer at No. 1 Dairy Factory	1.32	165
	Conducted energy-saving optimization to the dessert mixing sterilizer at No. 2 Dairy Factory	1.88	129
	Made energy-saving improvements for the ice water system at No. 2 Beverage Factory	1.14	75
Zhongli	Made improvements to steam energy consumption in the cleaning room of Engineering Section	1.01	94
	Made energy-saving improvements for the fermentation process at NO.1 Dairy Factory	3.42	299
Xinshi	Made improvement to the efficiency of the D20 boiler from Maintenance Section	6.00	245

Note: The list above only contains the major improvement projects at each factory.

Energy-saving Awards

Apart from the energy-saving projects described above, some of the projects implemented at the Zhongli Factory, Xinying Frozen Foods Factory, and Xinshi Factory also took part in the Industrial Technology Research Institute's "High-Efficiency Motor System Energy-Conservation Demonstration" competition, for which they won 1st, 3rd, and 5th place awards, respectively. The awards represented the recognition of each factory project team's ability in implementing energy-saving projects.

Energy-saving project: Energy conservation measures for the AC chiller system

Improvement: • Inefficient units were replaced at Zhongli Cake and Ruifang Factories

- Chiller load control device were added to replace the individual temperature setting controls on each unit. Load was concentrated in newly installed high-efficiency chiller units, while other units were configured to only come online when necessary; this improved system efficiency and reduced energy consumption per unit of production.

Improvement performance: • Average energy-savings: 45.6%

- Annual savings in electricity costs: NT\$1,436,000
- CO₂ emission reductions for the year: 224 tons

Energy-saving project: Energy conservation measures for the boiler heat pump and compressor system

Improvement: • A composite high-temperature heat pump was used to pre-heat the boiler water supply from 25°C to 60°C, before the water is directed into the boiler water supply mixing tank, which also produced ice water at 7°C for use by the factory's AC units.

- Replaced inefficient air compressor units

Improvement performance: • Average energy-savings of the heat pump system: 55%

- Average energy-savings of the air compressor system: 30%
- Annual savings in electricity: NT\$510,000
- Total CO₂ emission reductions for the year: 79.5 tons



The main heat pump unit for the boiler water supply at Xinying Frozen Foods Factory



Atlas air compressor at the Xinying Frozen Foods Factory



Energy-saving project: Energy conservation measures for the oil-free compressor system

Improvement: • Inefficient compressor units replaced by high-efficiency variable frequency oil-free air compressors

- Installed ventilation ducts to reduce the temperature inside the air compressor room, as well as improved system efficiency and reduced energy consumption

Improvement performance: • Average energy-savings: 35.4%

- Annual savings in electricity: NT\$380,000
- CO₂ emission reductions for the year: 59.2 tons



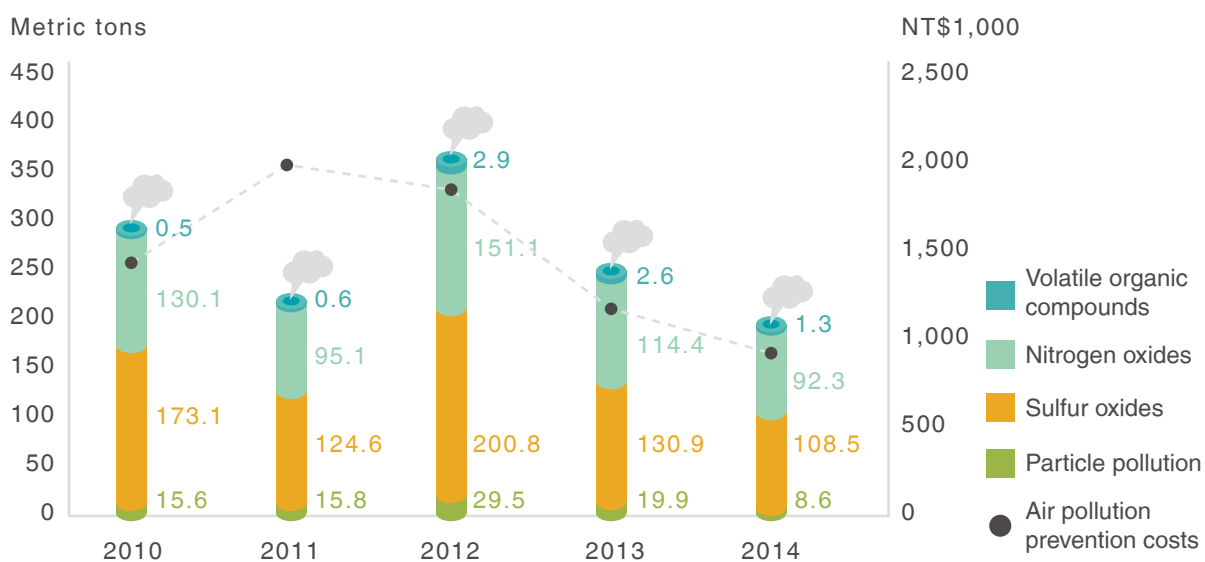
4.4 Pollution Prevention

Our environmental protection planning and execution begins at factory construction. In addition to an effective environmental management system, setting annual targets, and making continuous improvements, we also perform internal audits to inspect our pollution prevention efforts so that corrective actions can be taken in a timely manner. In 2014, our environmental audits identified a total of 215 defects, all of which were corrected within the same year. One environmental violation remained in 2014, however. In August, a discharging pipe at the Yongkang General Factory was inspected by a competent authority and found to be noncompliant with the discharge standards for foul odors. A fine of NT\$100,000 was issued by the Tainan City Environmental Protection Bureau for violating the Air Pollution Prevention Act. We have since strengthened our pollutant treatment and monitoring efforts to prevent further violations.

Air Pollution Prevention and Treatment

Air pollutant discharges by the food industry consist mainly of particulates, sulfur oxides, nitrogen oxides, and volatile organic chemicals (VOCs). The likely sources of pollution include material processing, boiler heating, and waste water treatment. In order to effectively lower the discharge of air pollutants, we have increased equipment maintenance in order to keep them in good condition. We have also replaced random inspections with real time monitoring of the flue pipe concentration levels to ensure full compliance. In 2013, we began to replace oil fueled boilers at each factory with natural gas boilers; this not only slashed the emission of sulfur/nitrogen oxides, but also resulted in savings of air pollution prevention costs. In 2014, our total air pollutant emissions amounted to 210.7 metric tons, down 21.3% compared to the previous year. Our air pollution prevention costs were reduced by NT\$221,000 as well.

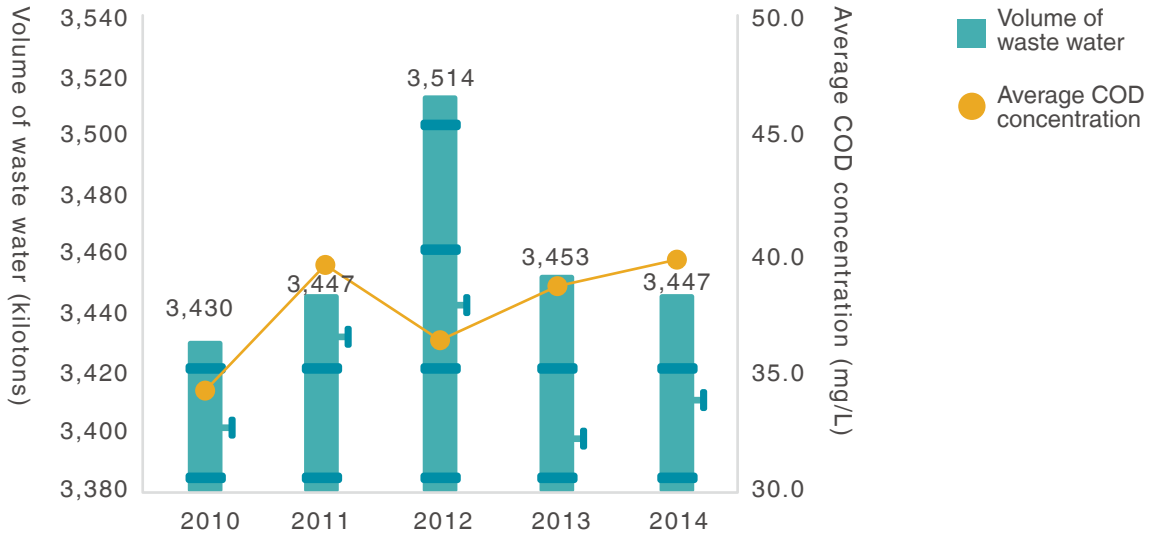
Status of air pollutant emissions



Wastewater Management

Wastewater produced by Uni-President consists mainly of organic sugary wastewater, grease, and suspended solids. The wastewater treatment plant's main treatment processes include chemical and biological treatments. In order to meet national waste discharge standards, we have established strict standards and checks on the operation and discharging concentration levels from each wastewater treatment plant. At the same time, we also established a water quality laboratory. Apart from conducting self-inspections and monitoring treatment efficiency, we also commissioned third-party testing agencies accredited by the EPA to regularly inspect our discharge quality to ensure compliance with water quality standards. With the comprehensive controls described above, there were no serious incident of spills, impact on water sources, or protected ecological habitats to report in 2014. The total waste water discharge from all general factories amounted to 3,447 kilotons, with an average chemical oxygen demand (COD) of 39.7 mg/L, which was far below the national standard of 100 mg/L. The reduction in waste water discharge COD totaled 8,213 metric tons, an average reduction rate of 98.36%

Volume of waste water and COD concentration

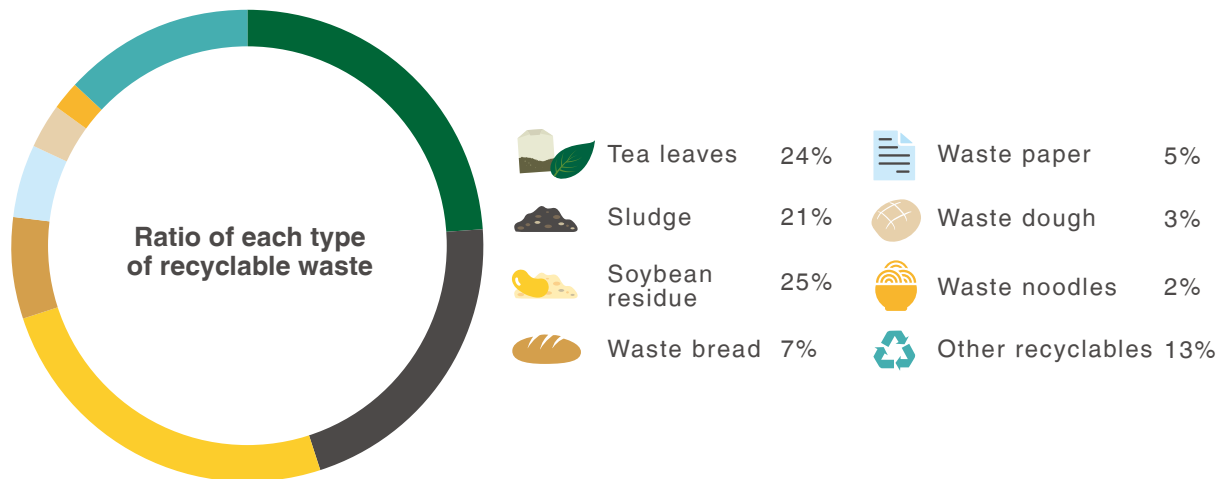


Waste Management

The waste we generate are not only properly sorted and managed, we also established waste recycling programs for effective waste reduction, as well as lessen their impact on the environment. Waste is now managed through the environmental management system (ISO 14001) in accordance with environmental regulations. This ensures that ordinary waste is removed and disposed of properly in order to maintain environmental sanitation at our offices and production facilities.

Waste produced by each factory are currently sorted into general wastes, organic experimental liquid wastes, and recyclable wastes. Each category is disposed of differently. General wastes are usually incinerated while organic experimental liquid wastes are usually distilled and recovered. Recyclable wastes are recycled by licensed contractors or used for lower-grade applications. Recyclable wastes such as sludge and tea grounds are turned into organic compost; soybean residue is recycled into animal feed for use at livestock farms, and scraps from pudding foil covers are recycled into other plastic items. In 2014, we produced 37,306 metric tons of waste, of which organic experimental liquid wastes accounted for 0.004%, while recyclable wastes accounted for 96.13%.

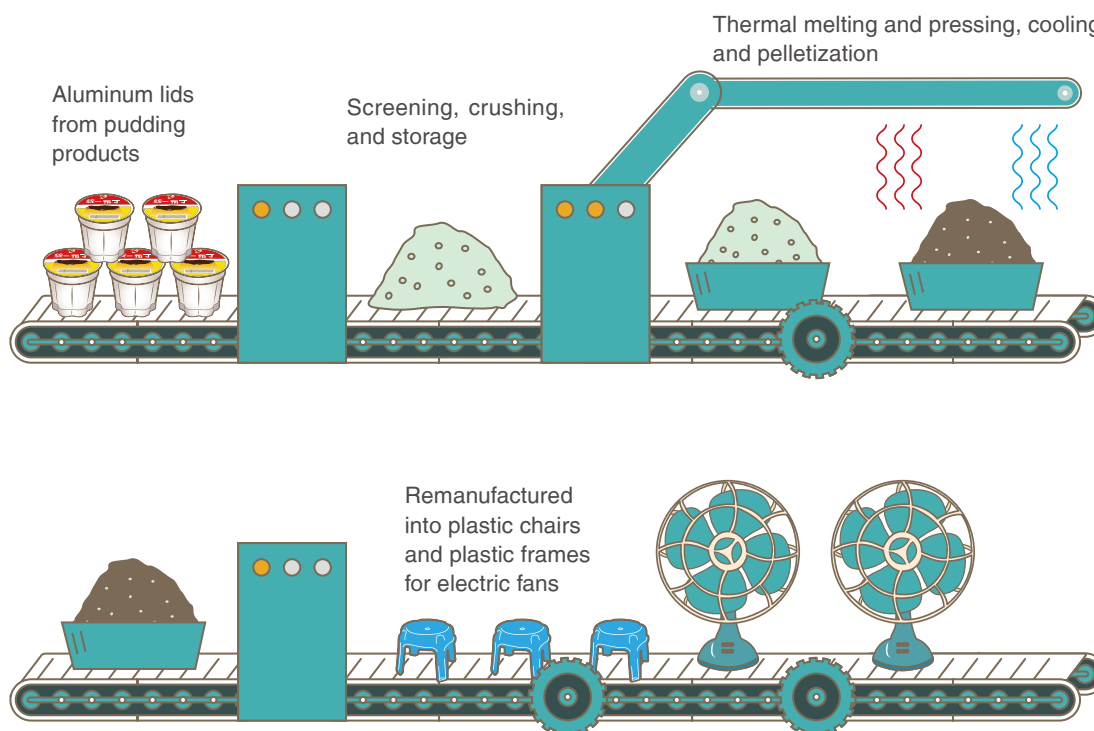
Item	Unit	2010	2011	2012	2013	2014
General waste	Metric tons	1,422	1,366	1,332	1,429	1,444
Recyclable waste	Metric tons	34,327	32,959	37,401	37,073	35,862
Resource recycling rate	%	96.02	96.02	96.56	96.29	96.13





Reusing aluminum scrap from pudding packages

The Xinshi Factory has worked with suppliers to develop a new way of recycling electro-plated plastic film, such as the foil used for pudding products. While the plastic portion is recyclable PE, aluminum foil contaminated with dyes could not be processed by the treatment center. The scrap material provided by Xinshi Factory enabled a third-party facility to develop a method of separating the composite material. In 2014, 15.6 tons of plastic film were recycled from the factory. The picture below demonstrates the recycling process and the resultant plastic pellets.



Tracking wastes and recyclables

The "Waste Management Measures" standards were established to ensure the effective removal and disposal of waste produced by the factories in accordance with the Waste Disposal Act and other relevant laws. In addition to cooperating with the EPA waste reporting system, we also strengthened our flow management. In 2014, the waste and recyclable material tracking project was also strengthened to better track the waste and recyclable materials produced by us. Tracking records from 2014 showed a total of 87 types of wastes and recyclables were tracked, and 121 tracks were performed. The tracking results showed there were no violations, and our staff experienced no traffic accidents during the process as they adhere to the company's traffic safety rules.

Tracking of wastes and recyclables from each factory in 2014

Item	Monitored items	Monitored count	Results
Waste	49	83	No anomalies
Recyclables	38	38	No anomalies
Total	87	121	No anomalies



Tracking of waste cooking oil

Editorial Principles

About this report	<p>The structure of this report was based on the framework set out in the "Corporate Social Responsibility Report Authoring and Reporting Guidelines for TWSE/GTSM-listed Companies" and Global Reporting Initiative (GRI)'s GRI Version 4.0, as well as supplementary indicators from the food processing industry. The four main aspects of this report are Responsibility Management, LOHAS Products, Prosper with the Community, and Sustainable Environment. This report discloses Uni-President's views and responsive actions on material issues during the process of sustainable development.</p>
Reporting period	<p>The information contained within this report mainly covers the period between January 1, 2014 to December 31, 2014. Some information has been updated through June, 2015. The reporting period is clearly stated within this report.</p>
Boundary and Scope	<p>This report mainly focuses on Uni-President's efforts in the Taiwan area, which include the six general factories located in Yongkang, Xinshi, Taichung, Yangmei, Zhongli, and Hukou. There were no significant changes in the size, structure, or ownership of the company during the report period. There were also no incident with significant impact affecting this report.</p> <p>We plan to gradually include our overseas operations into the CSR report in the future, so that we are able to provide a complete picture of Uni-President Group's CSR management. The organization of Uni-President Group is described in detail between pages 407 to 415 of the 2014 Annual Report. Some of the Group's publicly listed subsidiaries now regularly publish their own CSR report. For more information, please visit their respective corporate websites.</p>
Data Collection Process and Method of Measurement	<p>The financial performance data provided in this report have been verified by accountants, and are published in the annual report for the general shareholders' meeting. The related statistics are based on the International Financial Reporting Standard (IFRS) recognized by the Financial Supervision Commission, and all of the financial numbers in the report are expressed in NTD. During the collection of non-financial data for this report, relevant departments were invited to provide routine management data, education and training, discuss issues and take part in interviews. The data were then compiled in accordance with the requirements of GRI guidelines and indicators to reflect Uni-President's performance in economic, social, and environmental aspects. The greenhouse gas emission figures have been independently verified. Some of the performance indicators are disclosed for the five-year period between 2010 and 2014, in order to better demonstrate the long-term efforts made by Uni-President. The data for each indicator was collected, measured, and calculated according to local regulations. International standards (such as ISO) are used where no local regulations apply. If there are no international standards available then industry or applicable standards are used.</p>
External Assurance	<p>Uni-President has commissioned PwC Taiwan to conduct independent limited assurance on this report in accordance with the Assurance Standard No. 1 "Assurance Engagement of Examinations or Audits of Non-historical Financial Information" issued by the Accounting Research and Development Foundation. The assurance report can be found in pages 64 and 65 of this report.</p>
Publication	<p>Uni-President will publish the CSR report annually on our corporate website at http://www.uni-president.com.tw/CSR/index.html</p> <p>Current issue: August 14, 2015 Last issue: November 28, 2014</p>
Feedbacks	<p>Marketing Strategy Planning Office, Uni-President Enterprises Corp.</p> <p>Telephone: +886-253-2121 E-mail: public@mail.pec.com.tw</p>

Summary of information assured

No	Items	Sustainable Performance Information and Page	ReportingCriteria	Notes
1	Results and improvement of the Technical Teams conduct site inspections based on the "Process Sanitation Management Guidelines" and "Associated Standards"	The Technical Teams have conducted random inspections of 14 factories under all 6 general factories based on the annual random inspection schedule, the completion rate was 100%. All recommended improvements based on the inspection results were made within the same year. [P.22]	The checklist and recommended improvements are based on regulation"Food Good Sanitation Management Guideline". Please refer to section "Continue to improve food safety, quality, and sanitation"on P.22 and P.23.	
2	Internal Monitoring and Communication Mechanism	In 2014, a total of 17 cases were reported by the Audit Office, including concerns over product labeling and the accuracy of online product information. The Food Safety Committee summons relevant units to conduct an investigation, and all issues have been corrected. [P.24]	Please refer to section "Internal Monitoring and Communication Mechanism"on P.24.	
3	The bulk suppliers of cooking oils	We have verified that the bulk suppliers of cooking oils produce the cooking oil with ISO 22000 certification. [P.24]	The ISO 22000 certificates obtained by the bulk suppliers of cooking oils.	
4	The bulk suppliers of cooking oils	We have verified that the bulk suppliers of cooking oils is properly registered in the"Food Merchant Registration System". [P.24]	"Food MerchantRegistration System". Please refer to the section" Raw Material Management - Effective Management of Food Safety Risks" on P.19.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(A)
5	The bulk suppliers of cooking oils	We have verified that the bulk suppliers of cooking oils have completed the production footprint certification review (Level 2) and the Certificate of Analysis (COA). [P.24]	"Supplier Evaluation Procedure" is based on "Food Good Sanitation Management Guideline" and "Food safety management guideline". Please refer to the section" Raw Material Management - Effective Management of Food Safety Risks" on P.19.	
6	The bulk suppliers of cooking oils	We have verified that the bulk suppliers of cooking oils in 2014, we ordered 39 types of raw oil materials on 132 occasions. Tests conducted by the Food Safety Center and QC Laboratory determined these products satisfied the relevant requirements of food safety and health regulations. [P.24]	Total orders, item types and inspection results. Please refer to section" Actively Enhance Food Safety Testing Capabilities" on P.20.	
7	The bulk suppliers of cooking oils	The bulk suppliers of cooking oils in the 2014 evaluation results determined all suppliers were qualified. [P.24]	"Supplier Evaluation Procedure" is based on"Food Good Sanitation Management Guideline" and "Food safety management guideline". All supplier evaluation results are qualified. Please refer to the section" Supplier Evaluation and Tiered Risk Management" on P.18.	
8	The applicable laws relating to the management of food safety and sanitation which the listed company shall observe, as well as the types and number of incidents of violation by the listed company against the aforesaid laws.	In 2014, we still had two violations under the Food Safety and Sanitation Act due to improper labeling. Details of the violations are as follows: 1.The King of Tea Sugar-free Green Tea (975 mL) is not considered a health food product, but its product name and packaging were too similar to the Tea King Sugar-free Green Tea (600 mL and 1250 mL), which could be misleading. Have a penalty \$900,000 fine. 2.Labeling concerns for Uni-President's OMEGA Non-Saturated Healthy Blended Oil.A deadline for improvement was issued with no administrative sanctions. [P.30]	The total violation cases of "Food Safety and Health Regulations" and related regulations, procedures and guideline, are notified by related authority.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(B)

No	Items	Sustainable Performance Information and Page	ReportingCriteria	Notes
9	FSC™ annual purchase amount of paper packaging materials accounted for when the annual proportion of the total purchase amount	In 2014, FSC™ Ratio of purchase amount to the total purchase amount of paper packing materials is 39.36%. [P.26]	purchase amount of FSC divided by the total purchase amount of paper packaging materials	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(C)
10	Received the ISO 22000 certification	We have 95 total production lines, of which 94 have already received the ISO 22000 certification. [P.23]	Total production lines that with ISO 22000 certificate.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies " Article 4.1(D)
11	ISO22000 certification information, annual verification issues and improve the situation improving	Certifications received in 2014 include: 1.Each factory received ISO 22000 certified design, development and production. 2.The annual have all completed that items to improve based on ISO 22000 certification. [P.23]	In 2014, total numbers of factories with ISO 22000 certificate, certified items, improvement suggestions and improved cases. Please refer to the section "International Compliance & Ensuring Food Safety" on P.23.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(E)
12	The supplier with the resolutions of the annual site evaluation	1.During 2014, the Food Safety Center has conducted 246 site inspections of new and existing raw material suppliers provided by procurement and food group units ² . Approved suppliers were those that scored more than 60 points, and classified as either medium or low-risk suppliers. The evaluation resulted in 233 qualified suppliers and 13 unqualified suppliers. 2.Table"2014 Supplier Evaluation Data and Risk Classifications". [P.18] ² Prohibiting raw milk, imported wheat flour, and washed eggs	"Supplier Evaluation Procedure" is based on "Food Good Sanitation Management Guideline" and "Food safety management guideline". The number of suppliers that are inspected in accordance with evaluation checklist and classified by risk. Please refer to the section "Supplier management"on P.18.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(F)
13	Depending rules to set up a food traceability system	At the end of 2014, we had established a cooking oil traceability system in accordance with the Food Safety and Sanitation Act announced on October 31. All relevant data were uploaded to the Department of Health and Welfare's "Food Traceability Management System" (http://ftracebook.fda.gov.tw). [P.30]	"Food and Related Products Traceability System Management Procedures".	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(G)
14	The product trace and track management conducted by the listed company voluntarily	For other products ⁵ we have established either written or digital format traceability data from raw material suppliers to outgoing shipments to customers. [P.30] ⁵ Livestock and aquatic feed are excluded.	"Food Traceability process guideline" based on "Food and Related Products Traceability System Management Procedures".	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(G)
15	The certification of Food Safety Center laboratories and quality control laboratories	Our Food Safety Center laboratories and quality control laboratories are ISO17025 certified. ⁴ We have also achieved both Taiwan Food and Drug Administration (TFDA) and Taiwan Accreditation Foundation (TAF) laboratory accreditations. [P.20] ⁴ Only Taichung Plant's (feed factory) QC Division has not received laboratory certification.	The laboratories with certificates issued by TFDA and Taiwan Accreditation Foundation (TAF)	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(G)

No	Items	Sustainable Performance Information and Page	ReportingCriteria	Notes
16	Food Safety Center Laboratory received TFDA accredited items	Food Safety Center Laboratory received TFDA accredited items : 1.Chloramphenicol (4 items) 2.Nitrofurantoin metabolites (4 items) 3.Antioxidants (5 items) [P.20]	The items with certificate issued by TFDA.	
17	Food Safety Center Laboratory received TAF accredited items	Food Safety Center Laboratory received TAF accredited items : 1.Beta-agonists (20 items) 2.Chloramphenicol (4 items) 3.Aflatoxin (5 items) 4.Nitrofurantoin metabolites (4 items) 5.Antibiotics and their metabolites (16 items) 6.Tetracyclines (7 items) 7.Plasticizers (9 items) 8.Heavy metals (8 items) 9.Farm chemicals (314 items) [P.20]	The items with certificate issued by TAF.	
18	Quality control laboratories received TFDA accredited items	Quality control laboratories received TFDA accredited items : Microorganisms (9 items) [P.20]	The items with certificate issued by TFDA.	
19	Quality control laboratories received TAF accredited items	Quality control laboratories received TAF accredited items : 1.Microorganisms (29 items) 2.Biochips (2 items) 3.General ingredients (7 items) 4.Preservatives (8 items) [P.20]	The items with certificate issued by TAF.	"Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies" Article 4.1(G)
20	Food Safety Center laboratories and quality control laboratories testing capabilities	Laboratory testing capabilities: 174 major categories. Include general physical properties, chemical properties, and food safety factor-related test items. The testing procedures not only conform to TFDA/TAF accreditation requirements, but also refer to the methods defined by the Ministry of Health and Welfare, the Bureau of Standards, Metrology & Inspection, MOEA, and other internationally accepted testing methods (e.g. AOAC). [P.20]	The testing categories grouped by testing methods stated in the section "Actively Enhance Food Safety Testing Capabilities" on P.20.	
21	Food Safety Center laboratories and quality control laboratories testing capabilities	The 2014 raw material test showed a non-conformity rate of 0.73%. [P.20]	In 2014, the non-conformity cases divided by total testing cases.	
22	Food Safety Center laboratories and quality control laboratories relevant expenses and the percentage of such expenses to the net operating income of individual financial statements	In 2014, we invested \$478 million in food safety management costs. These costs accounted for approximately 1.2% of the 2014 net operating income. [P.20]	Please refer to section "Actively Enhance Food Safety Testing Capabilities" on P.20.	

會計師有限確信報告

統一企業股份有限公司 公鑒：

本所受統一企業股份有限公司（以下稱「貴公司」）之委任，就選定 2014 年度企業社會責任報告（以下稱「社會責任報告」）所報導之永續績效資訊執行確信程序，並依據結果出具有限確信報告。

確信標的資訊與報導基準

有關 貴公司所選定 2014 年度社會責任報告所報導之永續績效資訊（以下稱「確信標的資訊」）及其報導基準詳列於 貴公司 2014 年度社會責任報告第 61 至 63 頁之「確信項目彙總表」。

管理階層責任

貴公司管理階層應依據適當報導基準編製及報導 2014 年度社會責任報告及其永續績效資訊，並應建置相關流程、資訊系統及內部控制以防範 2014 年度社會責任報告及永續績效資訊有重大不實表達之情事。

執業人員責任

本執業人員依據確信準則公報第一號「非屬歷史性財務資訊查核或核閱之確信案件」，對確信標的資訊執行確信程序，以發現前述資訊是否在所有重大方面有未依報導基準評估而須作重大修正之情事，並出具有限確信報告。此報告不對 2014 年度社會責任報告整體及其相關內部控制設計或執行之有效性提供任何確信。另 2014 年度社會責任報告中屬 2013 年 12 月 31 日及更早期間之資訊未經本執業人員確信。

適用品質管制規範

本所適用審計準則公報第四十六號「會計師事務所之品質管制」因此維持完備之品質管制制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。

遵循獨立性及其他道德規範

本執業人員及本所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及盡專業上應有之注意、保密及專業態度。

所執行確信程序彙總

本次確信工作依確信標的資訊，以 貴公司為工作執行範圍，執行之程序包括：

- 閱讀企業社會責任報告；
- 對參與提供永續績效資訊的相關部門進行訪談，以瞭解並評估編製前述資訊之流程、內部控制與資訊系統；
- 基於上述瞭解與評估，對永續績效資訊進行分析性程序，如必要時，則選取樣本進行測試，以取得有限確信之證據。

上述執行程序之選擇係基於本執業人員之專業判斷，包括辨認確信標的資訊可能發生重大不實表達之領域，以及針對前述領域設計及執行程序，以取得有限確信並作出執業人員之結論。有限確信所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小。有限確信所取得之確信程度明顯低於合理案件所取得者。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

有限確信結論

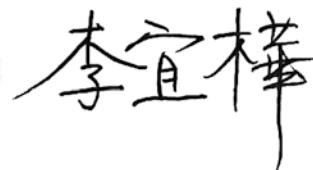
依據所執行之程序與所獲取之證據，本執業人員並未發現確信標的資訊在所有重大方面有未依報導基準評估而須作重大修正之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何確信標的資訊或報導基準之變更，本執業人員將不負就該等資訊重新執行確信程序之責任。

資 誠 聯 合 會 計 師 事 務 所

會計師 李宜樺



2 0 1 5 年 8 月 1 4 日

G4 index				
G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
Strategy and Analysis				
G4-1	Statement from the most senior decision-maker	2	A Message from the CEO	-
G4-2	Key impacts, risks, and opportunities	2	A Message from the CEO	-
Organizational Profile				
G4-3	Name of the organization	60	Editorial Principles	-
G4-4	Primary brands, products, and services	7	Uni-President Products	-
G4-5	Location of the organization's headquarters	60	Editorial Principles	-
G4-6	Number, and names, of countries where the organization operates	7	Overview of Company Operations	-
G4-7	Nature of ownership and legal form	60	Editorial Principles	-
G4-8	Markets served	7	Overview of Company Operations	-
G4-9	Report the scale of the organization	7	Overview of Company Operations	-
G4-10	Number of employees by employment type, contract and region	33	Our partners	-
G4-11	Percentage of employees covered by collective bargaining agreements	36	Labour communication without barrier	-
G4-12	Organization's supply chain	18	Suppliers Management	-
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	60	Editorial Principles	-
G4-14	The precautionary approach or principle addressed by the organization	11	Risk Control and Management	-
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	12	Participation in External Organization Initiatives	-
G4-16	List of memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization	12	Participation in External Organization Initiatives	-
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	List all entities included in the organization's consolidated financial statements	60	Editorial Principles	-
G4-18	Explain the process for defining the report content and the Aspect Boundaries	14	Material assessment of sustainable issue	-
G4-19	List all the material Aspects identified in the process for defining report content	14	Material assessment of sustainable issue	-
G4-20	For each material Aspect, report the Aspect Boundary within the organization	15	Material assessment of sustainable issue	-

G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	16	Material assessment of sustainable issue	-
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	-	No restatements had been made.	-
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	-	No change	-
Stakeholder Engagement				
G4-24	Provide a list of stakeholder groups engaged by the organization	13	Stakeholder Engagement	-
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	13	Stakeholder Communication	-
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	13	Stakeholder Communication	-
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns	13	Stakeholder Communication	-
REPORT PROFILE				
G4-28	Reporting period for information provided	60	Editorial Principles	-
G4-29	Date of most recent previous report	60	Editorial Principles	-
G4-30	Reporting cycle	60	Editorial Principles	-
G4-31	Provide the contact point for questions regarding the report or its contents	60	Editorial Principles	-
G4-32	GRI Content Index for 'In accordance' and an external assured	60	Editorial Principles	-
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report		Accountants limited assurance report	-
Governance				
G4-34	Report the governance structure of the organization	9	Corporate Governance	-
Ethics and Integrity				
G4-56	Describe the organization's values, principles, standards and norms of behavior	10	Ethical Corporate Management	-
Economic Performance /DMA		7		
G4-EC1	Direct economic value generated and distributed	8	Financial Performance	-
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	51	Climate Change Risk Analysis and Adaptations	-
G4-EC3	Coverage of the organization's defined benefit plan obligations	35	A Happy Workplace	-
Market Presence /DMA		33		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	35	A Happy Workplace	-

G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
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G4-EC9	Proportion of spending on local suppliers at significant locations of operation	28	Sustainable Procurement	-
Energy /DMA		54		
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G4-EN6	Reduction of energy consumption	54	Energy Resource Management	-
G4-EN7	Reductions in energy requirements of products and services	55	Energy Resource Management	-
Water /DMA		51		
G4-EN8	Total water withdrawal by source	51	Water Resource Management	-
G4-EN9	Water sources significantly affected by withdrawal of water	52	Water Resource Management. We do not have significant impact on environment.	-
G4-EN10	Percentage and total volume of water recycled and reused	52	Water Resource Management	-
Emissions /DMA		55		
G4-EN15	Direct greenhouse gas emissions (scope 1)	55	Energy Resource Management	-
G4-EN16	Energy indirect greenhouse gas emissions (scope 2)	55	Energy Resource Management	-
G4-EN18	Greenhouse gas emissions intensity	55	Energy Resource Management	-
G4-EN19	Reduction of greenhouse gas emissions	55	Energy Resource Management	-
Effluents and Waste /DMA		57		
G4-EN22	Total water discharge by quality and destination	57	Pollution Prevention	-
G4-EN23	Total weight of waste by type and disposal method	57	Pollution Prevention	-
G4-EN24	Total number and volume of significant spills	57	Pollution Prevention	-
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention 2 annex i, ii, iii, and viii, and percentage of transported waste shipped internationally	57	Pollution Prevention	-
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	58	Pollution Prevention	-
Products and Services /DMA		59		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	58	Pollution Prevention	-
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	59	Pollution Prevention	-

G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	57	Pollution Prevention	-
Overall /DMA		49		
G4-EN31	Total environmental protection expenditures and investments by type	49	Sustainable Environment	-
Supplier Environmental Assessment /DMA		19		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	33	Food safety	-
Employment /DMA				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	34	A Happy Workplace	-
G4-LA2	Benefits provided to full time employees, by significant locations of operation	35	A Happy Workplace	-
G4-LA3	Return to work and retention rates after parental leave, by gender	37	Safety and Equality at the Work Environment	-
Occupational Health and Safety /DMA				
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	38	Safety and Equality at the Work Environment	-
Training and Education /DMA				
G4-LA9	Average hours of training per year per employee by gender, and by employee category	40	Comprehensive Career Development Plan	-
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	40	Comprehensive Career Development Plan	-
Diversity and Equal Opportunity /DMA				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	33	A Happy Workplace	-
Equal Remuneration for Women and Men /DMA				
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	35	A Happy Workplace	-
Supplier Assessment for Labor Practices /DMA				
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	19	Food Safety	-

G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
Labor Practices Grievance Mechanisms /DMA				
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	36	A Happy Workplace	-
Non-discrimination /DMA				
G4-HR3	Total number of incidents of discrimination and corrective actions taken	36	Safety and Equality at the Work Environment	-
Freedom of Association and Collective Bargaining /DMA				
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	36	Safety and Equality at the Work Environment	-
Child Labor /DMA				
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	36	Safety and Equality at the Work Environment	-
Forced or Compulsory Labor /DMA				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	36	Safety and Equality at the Work Environment	-
Security Practices /DMA				
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	36	Safety and Equality at the Work Environment	-
Supplier Human Rights Assessment /DMA				
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	19	Food Safety	-
Local Communities /DMA				
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	44	Promote Social Value	-
Compliance /DMA				
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-	No issue	-
Supplier Assessment for Impacts on Society /DMA				
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	19	Food Safety	-
Customer Health and Safety /DMA				
G4-FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	26	Next-Generation Products	-

G4	Indicators	Page	Corresponding Section and Notes	External Assurance Page
Product and Service Labeling /DMA				
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	26	Next-Generation Products	-
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	30	Regulatory Compliance	-
G4-PR5	Results of surveys measuring customer satisfaction	28	Consumer Communications	-
Customer Privacy /DMA				
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	28	Consumer Communications	-
Compliance /DMA				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	30	Regulatory Compliance	-



Taiwan Stock Exchange Corporation "Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by Listed Companies"

Items	Emphasizes on disclosing the matters	Page(s)	Number	External Assurance Page(s)
1	The evaluation and improvement regarding the company's personnel, work environment, hygiene management of facilities and quality control system to improve food sanitation, safety and quality, as well as the significant product categories and the percentage affected.	21	No.1 - No.7	Please refer to auditor limited assurance report (P. 64-P. 65)
2	The applicable laws relating to the management of food safety and sanitation which the listed company shall observe, as well as the types and number of incidents of violation by the listed company against the aforesaid laws.	25	No.8	Please refer to auditor limited assurance report (P. 64-P. 65)
3	The percentage of the listed company's purchased volume in accordance with internationally recognized responsible production standards.	26	No.9	Please refer to auditor limited assurance report (P. 64-P. 65)
4	The percentage of the production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	23	No.10 and No. 11	Please refer to auditor limited assurance report (P. 64-P. 65)
5	The number and percentage of suppliers audited by the listed company, and the audit items and results.	18	No.12	Please refer to auditor limited assurance report (P. 64-P. 65)
6	The product trace and track management conducted by the listed company voluntarily or according to the applicable laws, and the percentage of such relevant products to the whole products.	25	No.13 and No. 14	Please refer to auditor limited assurance report (P. 64-P. 65)
7	The food safety laboratories established by the listed company voluntarily or according to the applicable laws, testing items, testing results, relevant expenses and the percentage of such expenses to the net revenue.	20	No.15 - No.22	Please refer to auditor limited assurance report (P. 64-P. 65)

