

# 4

## Building a Healthy and Happy Workplace



4.1 Talent Development Management

4.2. Occupational health and safety

## Building a Healthy and Happy Workplace

Employees are the most important assets of a company. At Uni-President, we regard employees as partners for our sustainability and systematically outline a blueprint for talent cultivation with a pragmatic and long-term management perspective. Our policy direction of human resources is to find the right talent for the right job, keep up with the times, and labor–management harmony and develop human resources programs based on this policy. We have a dedicated group in place to proactively recruit outstanding talent of all nationalities, with a central aim of integrity and competence upon recruitment. We strive to enable employees to play to their strengths in the right position so that they can grow along with the Company, creating a win-win situation.

### 4.1 Talent Development Management

GRI 102-8, GRI 102-41, GRI 401-1-401-2, GRI 404-1-404-2, GRI 405-1

We are a strong believer in “talent is the foundation that enables a company to grow.” Based on the concept of “empowerment,” we are committed to shaping a reasonable and fair workplace and we share business achievements with our employees, while providing diverse benefits. Furthermore, we abide by “professional cultivation, career development, and lifelong learning” principles, and deepen our talent capital by recruiting elites with different areas of expertise, achieving the objective of “right talent, right job,” further strengthening the Company’s competitive advantage. Meanwhile, we maintain open channels for labor–management communication. We also comply with the labor regulations to build a safe and diverse workplace, while prohibiting any violation against the dignity, human rights and any form of discrimination against employees to continue. By doing so, we hope to shape a robust business style and corporate culture, enhancing the competitive advantages of the employee and the Company.



**Vision and concept**

- ✓ Provide comprehensive employee benefits
- ✓ Create a fair work environment
- ✓ Cultivate talent capital



Management Target	Achievement Rate	2021 Key Achievement
Create a reasonable and fair workplace	✓ Achieved	Optimized internal management regulations and procedures
Diversified talent in Uni-President	✓ Achieved	Recruited business partners and foreign employees regardless of their education, major through multiple recruitment outlets

#### 4.1.1 Diversified recruitment for right talent, right job

As a means to meet the Company’s talent needs, a number of recruitment channels have been established. Moreover, we continue to expand our recruitment for the Group’s business partners. To ensure the safety and health as well as the flexibility of participants, our recruitment and interviews have been conducted online since 2021.

We support and encourage local talent employment and give priority to local people upon recruitment. In 2021, the percentage of Taiwanese employees was 98.8% and non-Taiwanese employees 1.2%. In terms of this year’s recruitment results – we recruited a total of 276 newcomers in 2021, accounting for 5.1% of the total number of employees; among them, 62 newcomers were recruited via the Uni-President Group Business Partner Recruitment Program. The Program is aimed at recruiting potential jobseekers to become our business partners, with an acceptance rate of 7.07%. Not only do we provide platforms for the Group’s diverse businesses, but we also increase the opportunities to develop into a full range of lifestyle industries. While our partners are achieving their personal career development, we jointly pursue and create a beautiful life for the future.

Thanks to our robust management experience and competitive compensation and benefits, we continue to demonstrate our determination with respect to future investment and sustainable management. In doing so, employees are confident in the Company’s current status and future, further increasing their loyalty to stay with us. In 2021, employees who left the Company accounted for 5.53% of the total number of employees. Among these, 50% were employees who retired due to their age. We do not set age limits when it comes to human resource applications as we value competence and performance. Additionally, we expanded our recruitment of business partners and overseas talent in line with the business development in order to strengthen the width and depth of our human resources, striving for the joint continuous growth of both individual career development and corporate development.

## Employee Age Distribution

Total number and ratio of full-time employees								
Age	Taiwanese				Non-Taiwanese			
	Male	Ratio	Female	Ratio	Male	Ratio	Female	Ratio
<30 years old	431	7.97%	266	4.92%	44	0.81%	5	0.09%
31–50 years old	1522	28.15%	1182	21.86%	16	0.30%	0	0%
>51 years old	1308	24.19%	633	11.71%	0	0%	0	0%
Total	3261	60.31%	2081	38.49%	60	1.11%	5	0.09%

## New employees

Total numbers and ratio of new employees								
Age	Taiwanese				Non-Taiwanese			
	Male	Ratio of new employees	Female	Ratio of new employees	Male	Ratio of new employees	Female	Ratio of new employees
<30 years old	137	2.53%	69	1.28%	0	0%	0	0%
31–50 years old	44	0.81%	24	0.44%	1	0.02%	0	0%
>51 years old	0	0%	1	0.02%	0	0%	0	0%
Total	181	3.35%	94	1.74%	1	0.02%	0	0%

Note: Ratio of new employees (%) = number of new employees in the category of the year/total number of employees at the end of the year.

## Terminated employees

Total numbers and ratio of departed employees								
Age	Taiwanese				Non-Taiwanese			
	Male	Departure ratio	Female	Departure ratio	Male	Departure ratio	Female	Departure ratio
<30 years old	43	0.80%	29	0.54%	0	0%	0	0%
31–50 years old	34	0.63%	19	0.35%	0	0%	1	0.02%
>51 years old	137	2.53%	36	0.67%	0	0%	0	0%
Total	214	3.96%	84	1.55%	0	0%	1	0.02%

Note 1: In 2021, a total of 168 employees were at their retirement age

Note 2: Ratio of terminated employees (%) = number of departed employees in the category of the year/total number of employees at the end of the year.

In an effort to create a fair working environment, we make an effort to ensure equal rights and interests of workers. In 2021, there were a total of 85 disabled employees, accounting for 152% of the statutory number<sup>Note 1</sup> of 152%<sup>Note 2</sup>.

Note 1: According to Article 38, Paragraph 2 of the People with Disabilities Rights Protection Act, the private schools, groups and private institutions whose total number of employees is more than 67 shall employ disabled people with disabilities with capability to work and the number of employees with disabilities shall be no less than 1 percent of the total number of the employees and no less than 1 employee.

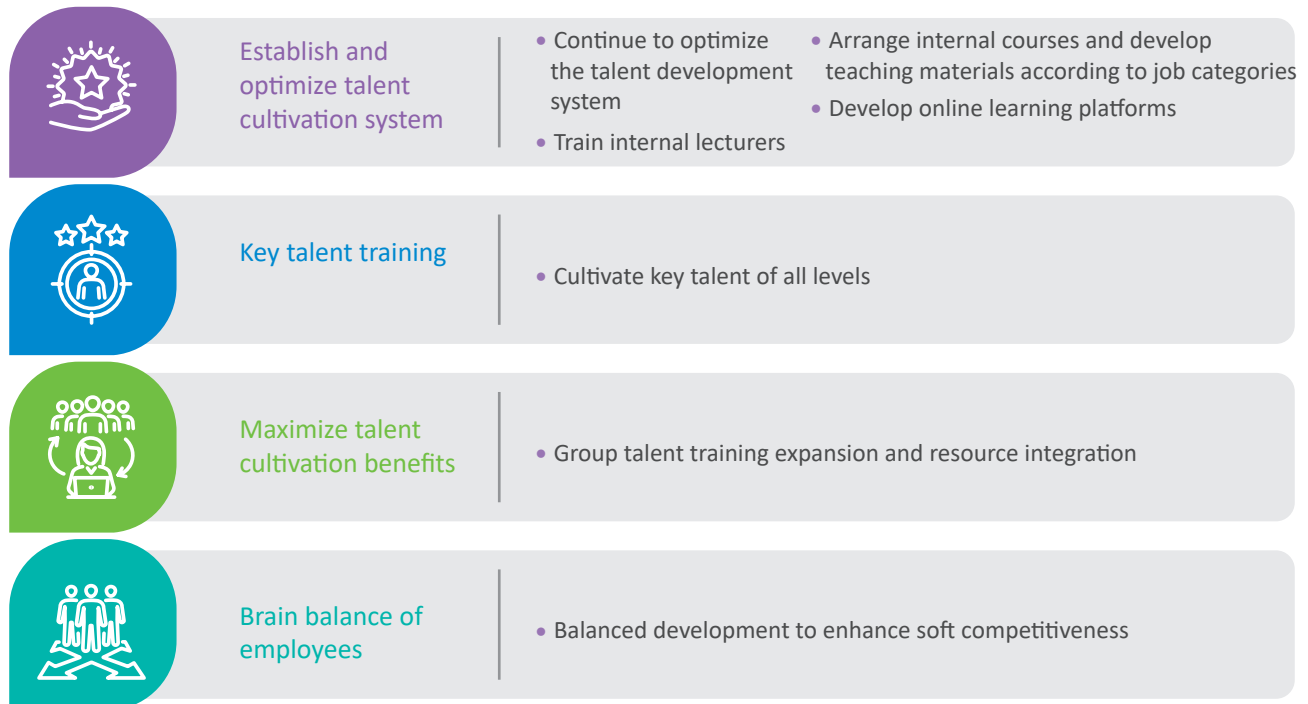
Note 2: Number of hired persons with physical and mental disabilities/% of statutory employment

## 4.1.2 Building an Employee Career Development Platform

In response to the Company's development, we have adjusted and planned a set of systematic grassroots business training programs in recent years targeting new business partners employed each year. These programs cover customer needs, sales skills and business management. Through practice, rotation and proposals, we deepen the basic marketing capabilities of our business partners. At the same time, we have also adjusted the training of the Group's business partners, making it a more flexible training model and strengthening the connection between training and work.

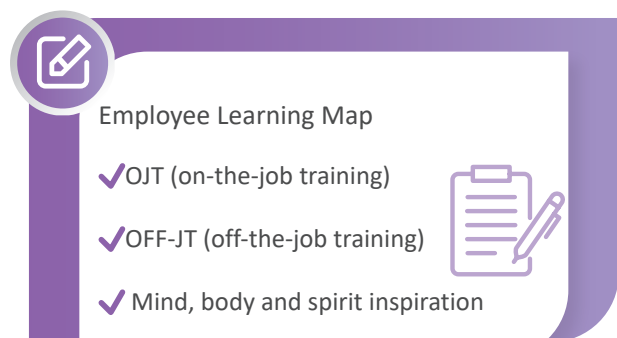
As a means of reinforcing talent cultivation, we continue to improve our systemic learning mechanism, while largely increasing online courses. This way, employees are encouraged to improve their autonomous learning so that they are able to strengthen work capabilities and momentum at all times in order to increase competitiveness. Impacted by COVID-19, the Company initiated home/remote offices. With this, we enhanced IT hardware and software as well as implementing electronic operating procedures. These approaches have enabled employees to simulate remote operations and team backup to ensure uninterrupted operations.

In addition, we have also developed relevant training regulations for employees at all levels. The minimum training hours per year for senior level managers, mid-level managers and base level employees are 36 hours, 30 hours, and 24 hours, respectively.



### Employee Learning Map

Uni-President has formed an employee learning map. In addition to the basic OJT (including production technology training, business marketing training, human resources training, research and development, and financial accounting training), we also proactively implement OFF-JT that aligns the market with contents including regulatory compliance, food safety/occupational safety environmental safety, brand marketing, management strategy and management. Aside from functional training, we also provide diverse self-initiative courses, covering contents including aesthetic taste, physical and mental growth, hoping employees increase their quality and inspire new ideas.



## 2021 Training Plan Effectiveness

In 2021, Uni-President invested NT\$8.8 million in employee learning resources, equivalent to an average investment of NT\$1.6 thousand per employee. The amount of investment was lower than 2020 due to the adjustment of the training model in response to COVID-19 and a larger number of online courses added. This way, employees are encouraged to improve their autonomous learning so that they are able to strengthen work capabilities and momentum at all times in order to increase competitiveness. Despite the lower training funds and hours, the minimum training hours required for management personnel at all levels were still maintained at the same high completion rate compared to before the pandemic; hence, training requirements were met. In the future, we will continue to elevate the quality of courses and introduce new learning tools, while also introducing diverse virtual/real integrated learning models to meet the new global trend of digital learning.

## 2021 Key Courses

In response to the trend of governance, we have planned six types of courses associated with the regulatory compliance of ethical management, food safety, accounting, environmental safety and information. By doing so, we help employees strengthen and improve relevant professional knowledge. In addition to our own education and training, we also provide external courses. This enables our employees to be able to expand their horizons and broaden their perspectives, further maximizing the benefits of education and training. In 2021, we provided a total of 127,060.3 training hours received by 55,664 employees.



### 2021 Important courses

	Total number of hours	Total number of persons
I. Courses related to corporate ethical management regulatory compliance, including corporate governance, corporate spirit and corporate culture	22,760.8	8,911
II. Courses related to food safety & health management and testing	37,487.5	18,475
III. Courses related to accounting and internal control systems	2,587.0	845
IV. Related courses organized by the Board's secretariat and audit office	1,093.5	256
V. Courses related to environmental safety and health	60,186.5	26,035
VI. Courses related to personal data security and information security	2,945.0	1,142



### 2021

- ✓ Total hours of training reached 127,060.3 hours
- ✓ A total of 55,664 employees received training

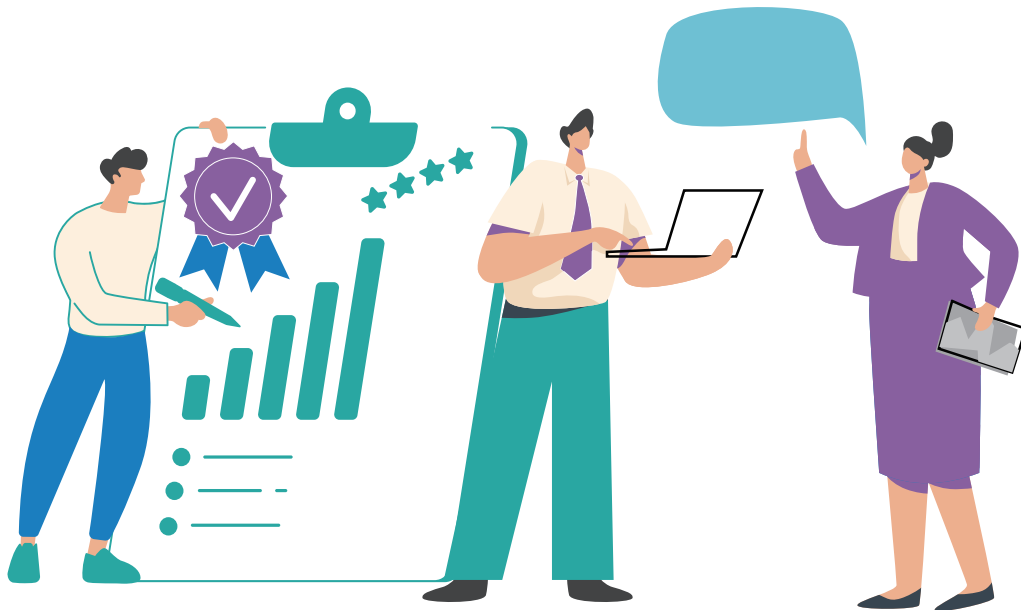
## Key Job Rotation and Experience Sharing

For senior employees who are due to retire, we have set up an aide position for them to pass down their experience and build up a talent pool for the Company in an effort to prevent experience gaps.



### Experience Inheritance

1. With dual career development of management and aide, the right of any talented employees to switch positions is respected. We encourage management talent to become an aide for experience inheritance and aides to become management personnel to take on challenges. This way, employees are able to develop according to their special qualities and expertise, putting their strengths into play.
2. We have established a talent pool for key positions and plan regular duty rotation to enhance talent development and experience inheritance. By taking this approach, we hope to develop the global mindset and management ability of supervisors at all levels.
3. We make an effort to develop a team of internal instructors and refine physical and online teaching techniques. Additionally, we also develop internal professional and management cases in order to pass down company knowledge and experience.



### 4.1.3 Comprehensive Remuneration Benefits

We have established a competitive market remuneration system to provide employees with a better life and a better work environment. Since 2017, we have been included as a constituent of the TWSE RAFI® Taiwan High Compensation 100 Index. Meanwhile, we regularly carry out checks of differentiated wages and review market conditions to ensure that employees are provided with the protection they deserve. By doing this, we hope to enhance employee benefits and look after their basic family life, enabling them to see the value of their work so that they can grow and move forward with us.

#### Remuneration System

As Uni-President provides a reasonable and fair workplace, its remuneration system is designed to attract, motivate, retain and cultivate talent. According to the job content, performance and contribution of each employee, we conduct differentiated salary evaluation, salary adjustment and bonus payment. We also perform regular salary market surveys and review our existing salary and bonus systems to ensure the Company’s salary standards. Not only does this meet the labor market’s salary standards, but it also helps us have more competitiveness in the labor market. We also adopt the principle of equal pay for equal work, such as equal starting pay for men and women as well as foreign and domestic workers.

The information on the average salary of full-time employees in management positions and the median salary of full-time employees in non-management positions in 2021 is as follows.

Year	Full-time employees in non-management positions	Average salary of full-time employees in non-management positions (NT\$ thousand)	Median salary of full-time employees in non-management positions (NT\$ thousand)
2021	5,297	1,217	1,043
2020	5,270	1,235	1,051
Difference	27	-18	-8

Note: Full time employees in management positions are not managerial officers as defined in Letter Tai-Cai-Zheng (3) No. 0920001301 and whose working hours meet the specific normal hours required by the Company.

#### Welfare system

We have introduced comprehensive welfare policies for employees, covering hardware and software facilities and activities covering food, clothing, accommodation, transportation, education, and entertainment, in order to take care of employees and build a happy workplace. Our welfare measures include the following:

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<div style="background-color: #4CAF50; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;"> <span style="font-size: 12px; font-weight: bold;">Benefits and allowances</span> </div> <p>Labor and health insurance, group insurance, employee travel subsidy, marriage subsidy, childbirth subsidy, child education subsidy, funeral subsidy, retiree allowance, birthday allowance, three major festival allowances, as well as fixed refurbished products and employee health examinations</p>	<div style="background-color: #4CAF50; color: white; border-radius: 15px; padding: 5px; margin-bottom: 10px;"> <b>Maternity leave</b> </div> <div style="border: 1px solid #ccc; border-radius: 15px; padding: 5px; text-align: center;"> <span style="color: red; font-size: 8px;">In line with regulatory requirements</span> </div>
<div style="background-color: #9C27B0; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;"> <span style="font-size: 12px; font-weight: bold;">Other</span> </div> <p>Refurbished products and staff discounts on Uni-President products, statutory maternity leave, paternity leave, and parental leave. For instance, if an operator is pregnant for over 32 weeks, she may apply for paid maternity leave</p>	<div style="background-color: #9C27B0; color: white; border-radius: 15px; padding: 5px; margin-bottom: 10px;"> <b>Paternity leave</b> </div> <div style="border: 1px solid #ccc; border-radius: 15px; padding: 5px; text-align: center;"> <span style="color: red; font-size: 8px;">In line with regulatory requirements</span> </div>
	<div style="background-color: #FF9800; color: white; border-radius: 15px; padding: 5px; margin-bottom: 10px;"> <b>Parental leave</b> </div> <div style="border: 1px solid #ccc; border-radius: 15px; padding: 5px; text-align: center;"> <span style="color: red; font-size: 8px;">In line with regulatory requirements</span> </div>

## 4.1.4 Smooth Labor–Management Communication and Employee Rights Care

At Uni-President, we attach great importance to employee relations and have been proactively setting up diverse two-way communication outlets – union representative meetings, sexual harassment prevention and control hotline, performance and grievance team, reward and discipline grievance procedures, labor–management meetings, emails, events, and internal and external publications. In addition, we support and abide by internationally recognized human rights standards and principles, including the Universal Declaration of Human Rights, United National Global Compact, and International Labour Organization, and Declaration of Fundamental Principles and Rights at Work. We also follow local laws and regulations to end all human rights violations. Our self-formulated human rights policy applies to all units within the organization. We treat employees and customers with dignity while continuously improving and enhancing the management of human rights-related issues.

### Emphasis on Human Rights Issues

Furthermore, we pay extra attention to issues relating to human rights, including the ban on child labor and forced/compulsory labor, the right to freedom of association, non-discrimination, bullying or harassment, and provision of a safe, hygienic, and healthy work environment. No operating procedure of Uni-President violates human rights issues mentioned above. In addition to internal examination, we also specify human rights-related standards in the contract signed with suppliers (vendors), including prohibition of child labor, prohibition of forced labor and employee’s freedom of assembly and association. Furthermore, we also conduct on-site audits on a regular basis in accordance with the assessment measures to ensure proper implementation of human rights protection. No violations of human rights occurred in 2021.

### Labor–Management Communication and Performance Evaluation

To proactively protect the freedom of assembly and speech of our employees, we formed the Uni-President Trade Union over 40 years ago. As of the end of 2021, members of the Trade Union totaled 5,407, accounting for 100% of the total number of employees. The Trade Union’s highest mission is to protect and fight for the rights and interests of its members and its results of negotiations are presented in a cultural form of “Group Agreement,” which was resolved and passed by the 12th board meeting of the 18th board held on 2020/11/11, with a validity period running from 2021/1/1–2023/12/21. The employees and employers share high consensus and hold a labor–management meeting every 3 months. The labor–management meeting consist of nine representatives from the labor side and nine from the management side in order to maintain two-way communication, continuing to construct a win-win situation with regards to labor environment and conditions.

In an attempt to promote labor–management interaction and communication, we perform a review and evaluation on employee career development once a year to help and understand the goals and plans for employee career development. In 2021, all employees of Uni-President, regardless of position and gender, received a regular performance appraisal.






## 4.2. Occupational health and safety

GRI 403-1-403-7, GRI 403-9

At Uni-President, we vow to construct a safe, comfortable, healthy and hygienic working environment and ensuring the safety of all employees is our work safety management principle. At the same time, we uphold the industrial environmental protection policy of “respect for life, environmental safety discipline, risk management, pollution prevention, green procurement, audit and counseling, performance management, safety culture, communication mechanism, and continuous improvement” in order to achieve the objective of “zero work accidents.” As Uni-President values the safety and health of employees, we have formulated inclusive measures and implementations in terms of traffic safety for employees going to and leaving work, pre-employment physical examination as well as annual health examination. We also promote safety education, the maintenance and repair of machinery and equipment, the use of protective equipment, as well as establishing the work safety code for field operators. By taking this approach, we fully improve the overall safety quality and build a safe and comfortable work environment.

### 4.2.1 Management Strategies

In an effort to enhance and implement occupational safety concepts amongst employees, we continue to promote various types of occupational education and training and case studies through systematic safety and health management and healthcare management. With respect to vendors, all contracted and outsourced operators working in Uni-President’s plants are regarded as Uni-President employees. All employees are required to comply with the same safety and health regulations. Each year, we organize seminars to promote work safety to vendors, enabling both parties to communicate and exchange views. Construction safety inspection is carried out by the Work Safety Office, Engineering Department and Work Safety Section of the General Plant/Industrial Park. Through counseling and inspection, we prevent the occurrence of workplace disasters. Meanwhile, we also improve safety quality by implementing “self-protection, mutual protection and monitoring” to continue to make improvement, hoping to achieve the ultimate goal of a “disaster-free workplace.”



Vision and concept

- ✓ Improve safety quality
- ✓ Employee physical and mental health
- ✓ Disaster-free workplace



#### Work safety goals, implementation status and work safety budgets

Management Target	Work Safety Goal	Work Safety Implementation Result	Work Safety Annual Budget
Build a disaster-free workplace	(1) 0 occupational disasters (2) 0 work safety violations	(1) 5 occupational disasters (2) 2 work safety violations	1. Yongkang General Plant: NT\$4.61 million 2. Xinshi General Plant: NT\$16.85 million 3. Taichung General Plant: NT\$0.61 million 4. Yangmei General Plant: NT\$16.04 million 5. Zhongli General Plant: NT\$9.32 million 6. Hukou plant: NT\$4.90 million <b>Total NT\$52.33 million</b>

## 4.2.2 Occupational Health and Safety Management System

The occupational safety and health management system identifies hazards, assess risks and control hazards using safety observation techniques. It reduces the risk of occupational disasters to continue to improve operations while reducing the risk of occupational hazards to employees. Uni-President's Yongkang General Plant, Xinshi General Plant, Taichung General Plant, Yangmei General Plant, Zhongli General Plant, and Hukou General Plant have all passed ISO 45001 and CNS 45001. The scope of management includes all employees and workers, while the scope for workers includes outsourced vendors, raw material vendors, drivers, and temporary workers. Moreover, a production management system diagnostic meeting is held twice a year to carry out each department's work safety management report and exchange in order to proactively implement employee safety and health management care, increasing the corporate safety and health culture.

### ISO 45001 Occupational Safety and Health Management System Promotion



#### Policy Objectives

- ✓ Compliance with the laws and regulations
- ✓ Popularize security awareness
- ✓ Strengthen communication and consultation
- ✓ Stress on management
- ✓ Prevent injury and disease
- ✓ Continue to improve performance

### Occupational Safety and Health Committee

The Company has established an Occupational Safety and Health Committees for the entire company and general plants/industrial parks, with labor representatives accounting for one-third of all members, as required by the law. A Committee meeting is held every three months to review occupational safety and health-related matters. With the COVID-19 pandemic affecting the entire world this year, these Committees will continue to promote and adjust operations to minimize the impact of the outbreak. At the same time, through equipment inspection, operational environment survey, and employee health examination follow-up, these Committees aim to reduce the occupational safety and health risks of workers.



Total members in the  
Committee



Number of workers in  
the committee



### 2021 Important Resolutions of Uni-President's Occupational Safety and Health Committees



#### The Company's Safety and Health Committee

1. To explore how to prevent an unsafe environment and equipment as well as unsafe behaviors
2. To ensure the safe management of equipment to prevent the occurrence of accidents
3. To promote "Uni-President Traffic Safety Day" and defensive driving training to enhance traffic safety and defensive driving concepts and awareness among employees, further preventing the occurrence of traffic accidents

## Occupational Safety Performance

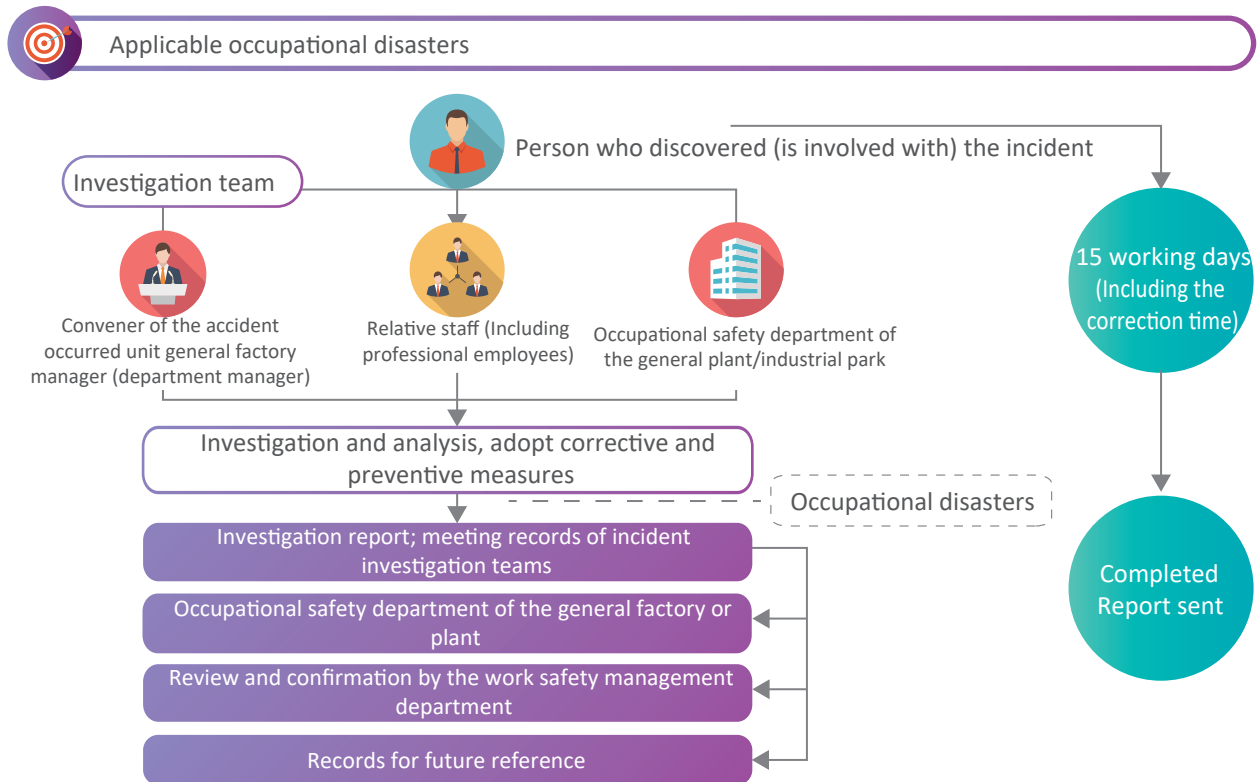
At Uni-President, we insist on promoting the ISO 45001 occupational safety and health management system. We use a technological safety and health management system, combining education and training, case study promotion, cross-check audits and independent proposals, and work safety experience perception activities to increase the safety awareness of all employees, while implementing graded guidance and audits. We will continue to implement the safety and health management system and regulations in order to enhance and improve management performance. Moreover, by implementing employee safety and health management care, we ensure zero work disasters.

In 2021, the disabling injury frequency rate for employees was 0.43 and the disabling injury severity rate was 47; the disabling injury frequency rate for workers was 0.40 and the disabling injury severity rate was 44, considerably lower than the disabling injury frequency rate and disabling injury severity rate (note) for the food and feed manufacturing industry announced by the Ministry of Labor in 2021. These figures show that the Company's occupational health and safety performance for this year was good. For more information, please refer to – ESG information – Safety and Health Analysis for Uni-President Employees/Workers.

Note: The disabling injury frequency rate for the food and feed manufacturing industry is 3.27 and the disabling injury severity rate is 67 in 2021.



## Accident investigation and handling process



Major Types of Occupational Injuries	No. of Injuries (persons)		
	2019	2020	2021
Other (physically unwell, being hit)	1	1	0
Caught by/rolled into machinery	3	1	4
Cut/slashed	0	0	0
Falls	4	3	1
Contact with high/low temperatures	1	0	0

Explanation: There were no fatalities between 2019 and 2021.

At Uni-President, the occupational safety of employees is our top priority. We take a proactive approach to reduce the risk of occupational safety and health incidents through a number of action plans. Despite our efforts, a small number of occupational injuries occur and a total of 5 occurred in 2021. We do our utmost to review each occupational injury to prevent repetition. The main cause of occupational injuries this year were being caught by and rolled into machinery and falling. After review, we made improvements based on three aspects:

- 1. Equipment improvement:** Adding equipment protection guards and adjusting equipment monitoring facilities and disinfection hole covers to independent and closed type, and installing safety interlock devices to avoid the sudden start-up of equipment during maintenance.
- 2. Operational improvement:** Adjusting passage width and equipment position and strengthening equipment change management and risk evaluations.
- 3. Education and training:** Strengthening the operational competence of equipment maintenance; incorporating accidents into the education and training of occupational safety for all employees to prevent the recurrence of the same accidents in the future.

## 4.2.3 Raise Occupational Health and Safety Awareness

### Internal education and training

As a means to build and strengthen the company's awareness regarding occupational safety, we have specially designed 15 SOP teaching proposals to lay an occupational safety foundation targeting work safety issues. These include fire safety equipment management, hot work management, emergency response management, employee health monitoring management, operating environment monitoring management, hazard assessment and risk evaluation as risk control management, hazard management, change management, confined space management, constructed work safety and health management, electrical safety management, outsourcing constructor safety and health management, safety observation management, forklift safety management and free radiation safety management.



2021 Courses related to occupational and environmental safety

- ✓ A total of **60,186.5** course hours
- ✓ A total of **26,035** employees participated in the courses

### Sharing and exchange

Uni-President has been in long-term collaborative relationships with Labor Affairs Bureaus of various counties and cities. By upholding the spirit of "large factories leading small factories," we provide "Safety and Health Family education and training" to contractors of the Safety and Health Family and plant managers as well as safety and health management personnel of Uni-President. Through experience inheritance, two-way communication and on-site counseling (counseling for family members suspended due to COVID-19), we help family members to establish a comprehensive safety and health management mechanism and improve occupational work safety facilities in order to prevent occupational disasters. By doing this, we can strengthen the capabilities of the Company to identify the characteristics of operational hazards and prevention so that occupational safety and health concepts can be incorporated in their lives. In 2021, Uni-President received various work safety awards from government bodies, showcasing the Company's recognition for its efforts and achievements in occupational health and safety.

### 2021 Awards

Yongkang General Plant –  
Safety and Health Family



2021 Safety and Health Family Performance  
Award of **Excellence**

Xinshi General Plant –  
Safety and Health Family



2021 Safety and Health Family Performance  
Award of **Excellence**

Xinshi General Plant – Healthy Workplace  
Certification by Ministry of Health and Welfare



**Extension for Health Promotion  
Mark passed** in 2021

## 4.2.4 Building a Healthy Occupational Environment

### Health Examination, High Risk Occupational Disease and Management Response

We value highly the safety and health of our employees and perform employee health examinations on a regular basis. In 2021, we invested approximately NT\$7 million in employee health examinations, which were received by 5,248 employees. Based on their 2021 health examination reports, we analyze and follow-up any abnormal items. Related response and improvement measures are currently being carried out for employees with high BMIs, high risk of cardiovascular disease, and metabolic syndrome.

Health Examination Abnormality	Cause	Improvement measures and countermeasures
BMI $\geq 35\text{kg/m}^2$	Abnormal dietary and lifestyle habits	<ol style="list-style-type: none"> <li>1. List it as a single health management indicator item</li> <li>2. Nurses at the plant perform weekly on-site safety observation on high-risk personnel</li> <li>3. Encourage weight loss for health</li> <li>4. Conduct an individual appointment or arrange an appointment with a physician based on the observation result</li> </ol>
Personnel with high risk of cerebral cardiovascular disease	Hereditary and abnormal dietary and lifestyle habits in the "3-high" groups	<ol style="list-style-type: none"> <li>1. Consult with resident physicians to conduct high-risk personnel rankings</li> <li>2. Nurses at the plant perform weekly on-site safety observation on high-risk personnel</li> <li>3. Conduct an individual appointment or arrange an appointment with a physician based on the observation result</li> </ol>
Metabolic syndrome	Metabolic syndrome is caused by abnormal dietary habits and lack of regular exercise	<ol style="list-style-type: none"> <li>1. High risk notification reminder for medical treatment</li> <li>2. Health promotion activities and seminars</li> <li>3. Health interviews with resident physicians</li> <li>4. Gentle care by unit managers</li> </ol>



## National Workplace Safety and Health Week

In 2021, Uni-President conducted education and training on CPR+AED first-aid practices, as well as health promotion courses. The courses included: the prevention of overwork and cardiovascular disease, occupational health promotion and management of new occupational diseases under the Occupational Safety and Health Act. By taking these approaches, we build a safe and healthy workplace for employees.



Furthermore, we also proactively organize health promotion activities mainly through lectures or field exercises. The lectures include “abnormal load – healthy heart and cardiovascular health” and “material health – common issues for newborn care.” Field exercises include “AED education and training” and “emergency response exercises,” with a central aim of building a “healthy and secure” working environment.

## COVID-19 care

Uni-President has formed a COVID-19 Crisis Task Force to formulate prevention measures and conducts reviews and amendments on a rolling basis according to the COVID-19 prevention policy of the Central Epidemic Command Center. The planning and practices of the protection of employees are extremely stringent and comprehensive. Please refer to the “Guidelines to Prevent the Spread of COVID-19” announced internally from time to time. Moreover, Uni-President has also implemented a work division mechanism to reduce the chance of getting infection from crowding at certain times.

The Company has been working with psychologists of professional organizations for a long time to provide consultation services to help employees deal with physical and mental problems as well as their general stresses in daily life. At the same time, we also provide seminars for topics such as illness prevention, exercise, and stress relief, which we encourage all employees to take a part in, helping them manage and relieve stress.





## Promoted online class focusing on emotions during COVID-19 for growth learning and stress relief

During the period where COVID-19 badly hit Taiwan, the Education and Training Center sped up the launch of various online courses. This approach was aimed to encourage employees to not only learn at work but to also keep pursuing growth through external resources in this digital wave.

In collaboration with Chen Ya-Ping, the Director of the Humanistic Education Foundation/Education Center, the Education and Training Center invited Liu Pei-Shuan, a practicing psychological counselling psychologist from the U.S., to give an online live lecture. Ms. Liu talked with colleagues about how to be aware of their own emotions as well as how to face and deal with emotions.

In the class, Ms. Liu encouraged colleagues to practice being aware of their emotions and how to control them as they arise. Colleagues were asked to stop themselves for a moment each day to become aware of how their body is feeling at that moment and name their emotions. For example, fear, disgust, or joy. Colleagues were advised to observe and evaluate their emotions, be curious and ask themselves: “what information is this emotion trying to convey?”

After the class, the students said that they were able to interact with each other during the class, and that this online class has given people who are shy a great opportunity to speak up. Although the students could not see each other, with the atmosphere being lively, they were relaxed and able to give feedback and ask questions. Furthermore, their personal experience and ideas were also widely shared.

The spread of COVID-19 not only limited people’s movements, but it also put a lot of pressure on people in terms of their mental health. By organizing an online class for coping with emotions, our colleagues were able to talk about their moods and be more aware of their feelings. Not only did this relieve their physical and mental tensions, but at the same time we kept up with the times, becoming a digital player.



▲ Ms. Liu invited students to elaborate on where in the body the emotions were coming from



▲ Through live online teaching, students were guided to think about how to deal with emotions at the moment