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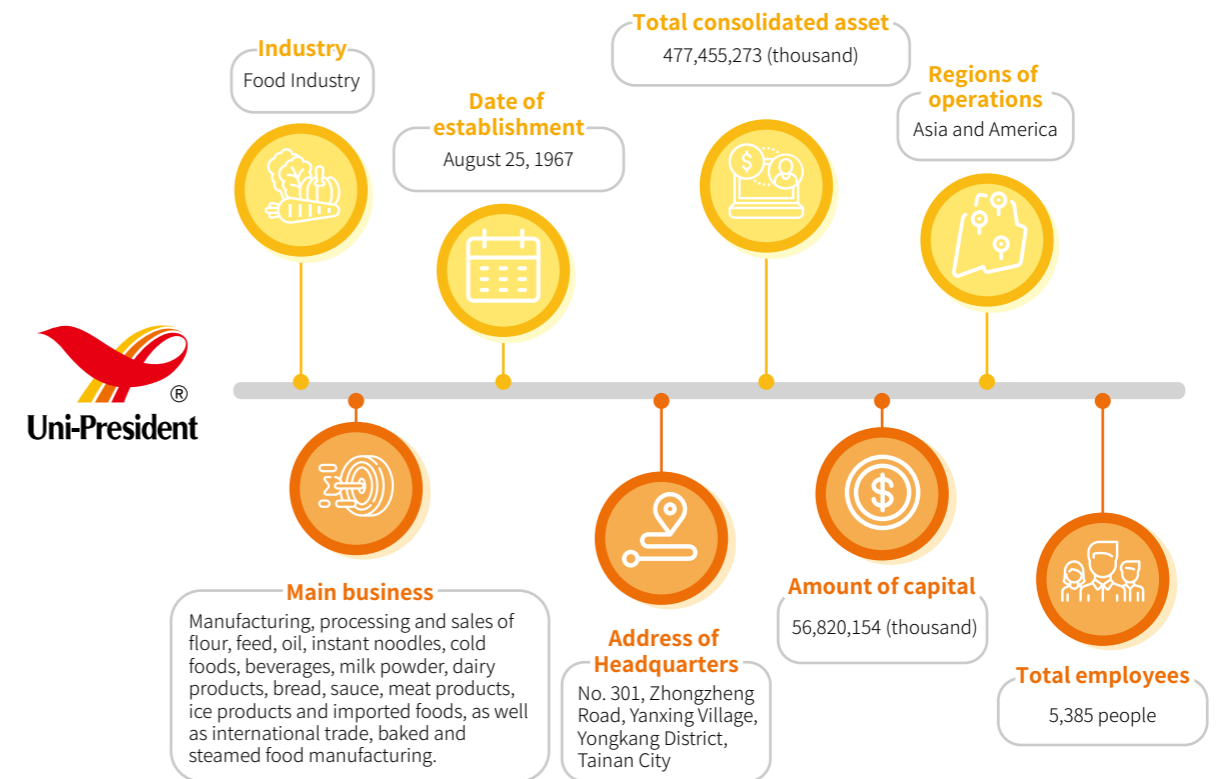
## An Enterprise Built on Transparency and Integrity

- Business Strategy and Profitability
- Corporate Governance
- Risk Management
- Regulation Compliance

## Chapter 1. An Enterprise Built on Transparency and Integrity

To achieve the strategy goal of developing in the Asian market and entering the global market, a stable corporate operation is a necessary foundation. Uni-President will establish the complete long- and short-term business plan to expand our business in the market and improve profit. Meanwhile, we will continue to strengthen corporate governance and risk management, so as to put the long-term development strategy into practice and fortify our core advantages.

### Company profile



Unit: NTD Million

	2017	2018	2019
Consolidated revenue	399,861	431,446	447,978
Consolidated gross margin	132,741	145,285	153,963
Consolidated net profit after tax	59,965	26,945	28,484



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## External initiatives

Uni-President dedicates its efforts to sustainable development, and actively cooperates with domestic and international organizations related to sustainable issues. We became the founding member of the Taiwan Corporate Sustainable Forum (TCSF) in 2008 to focus on corporate sustainability and corporate social responsibility management of Taiwan local companies. In addition, we also recognize and support the use of packaging materials certified by the non-profit international institution FSC™ (Forest Stewardship Council), as well as responsible raw materials procurement. Uni-President's beverage packaging for MineShine was the first aseptic carton pack certified by FSC™ in Taiwan, and the Company has purchased the U.S. Soybean Sustainability Assurance Protocol (SSAP) certified soybean for the first time in 2018.

### Participate in the Taiwan Corporate Sustainability Forum

The Taiwan Corporate Sustainable Forum (TCSF) is a flexible platform jointly organized by 24 domestic representative enterprises; the forum members will regularly communicate and hold forum activities on sustainability issues beyond the regulations to promote cross-industry learning and industrial integration. This forum focuses on providing the latest global corporate social responsibility dynamics and building a Taiwan Vision 2050 plan. The Taiwan Vision 2050 plan is formulated by the World Business Council For Sustainable Development (WBCSD). The TCSF members set up various workshops from Taiwan's local perspectives, and discussed with experts, scholars and internal employees to adopt the Taiwan Vision 2050 plan.

### Support on the use of FSC™ certified packaging materials

The standard of the international nonprofit organization FSC™ (Forest Stewardship Council) is currently recognized as the highest standard for the sustainable procurement of lignocellulosic biomass to assess whether forest management units actually implement the "responsibility of forest management." The purpose is to guarantee to consumers that the wood fibers in the aseptic carton pack can be traced from the supply chain to its source in the forest, and that the cardboard used in the aseptic carton pack comes from FSCTM certified forests and other controlled sources. The FSCTM certifications are well-supported by all sectors of the community, including NGOs and corporations, which all provide mechanisms and standards corresponding to the green consumption, in order to ensure the sustainable development of resources.

### Procurement of yellow beans certified by the US Soybean Sustainability Assurance Protocol (SSAP)

The US Soybean Sustainability Assurance Protocol (SSAP) is a nationwide system that is audited and certified by third parties for sustainable production of soybeans. The third-party sustainability certifications for management practices are based on the US Department of Agriculture Resource Conservation Act and the soybean farms that thoroughly implemented the best production practices. The guidelines involve six topics such as crop rotation, reduction of ploughing, and land conservation, which can also achieve multiple functions such as energy conservation, carbon reduction, as well as water and soil conservation.

## 1.1 Business Strategy and Profitability

Material topic	Economic performance
Policy and commitment	Construct the "Asian Life Brand Service Corridor"
Target	Create life experience and environment with the brand as a core and strengthen our position in the Asian market where we serve over 2.2 billion people through Uni-President's service and product.
Responsibility and resource	Whole company
Action plan	Focus on the "Life Brand" to extend the "Manufacturing plus R&D," "Trading plus Logistic," "Experience plus Retail," and "Association plus M&A" as four main concepts of our strategy, and combine them with regional economic integration to build the Large Communication Platform in Asia.
Evaluation of the management approach	Board of Directors' meeting
Grievance mechanisms	Please refer to the information on our website for the contact person of Uni-President's stakeholders. <a href="https://www.uni-president.com.tw/other_service/contact.asp">https://www.uni-president.com.tw/other_service/contact.asp</a>

## 1.1.1 Business Strategy

A sound financial-economic basis is the foundation of sustainable development for a corporation, and also a priority concern for the stakeholders. Uni-President divides the business strategy into short- and long-term plans. In terms of the short-term business strategy, we will fortify the brand value to take root in the industry, and optimize the production efficiency and the structure and marketing resource arrangement of the products with the highest additional value to improve profitability. Moreover, we will fully understand our stakeholders and exert ethical management and corporate social responsibility. Regarding the long-term business development, the company will continue to adopt the business strategy of "One core plus four focuses." With "Life Brand" as the core of the strategy and "Manufacturing plus R&D," "Trading plus Logistic," "Experience plus Retail," and "Association plus M&A" as the development directions, we are able to achieve the long-term goal of "creating the biggest business value for the company." In 2019, Uni-President acquired the Woongjin Foods to consolidate our position in the Northeast Asian market, and actively constructed the Large Communication Platform in Asia in order to develop the sustainable corporation and grow constantly.

## 1.1.2 Economic performance

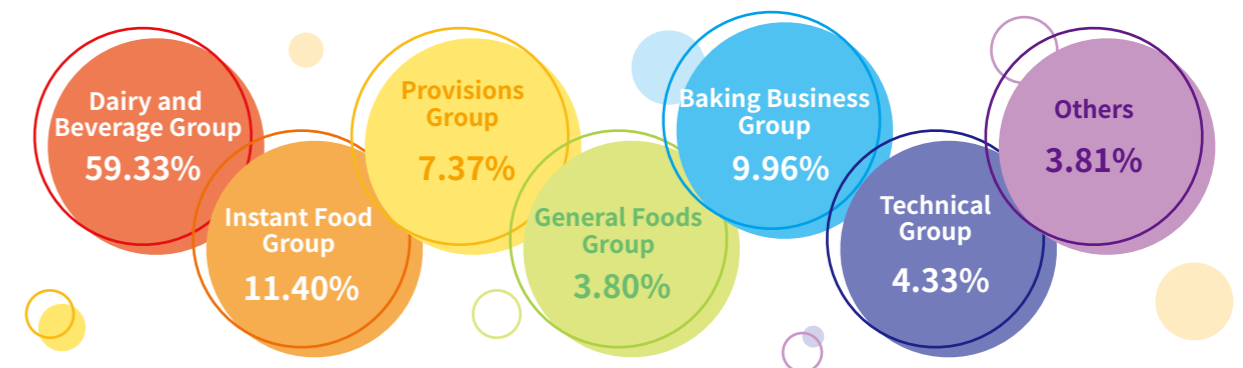
Type	Amount (Unit: NTD thousand)
Direct economic value generated	56,674,917
Revenue <sup>Note 1</sup>	56,674,917
Economic value distributed	51,446,645
Operating cost	25,348,413
Employee wages and benefits	7,772,599
Payments to providers of capital <sup>Note 2</sup>	14,706,682
Payments to government by country	3,604,470
Community investments	14,481
Economic value retained	5,228,272

Note 1: Including the operating revenue, interest revenue, dividends, lease, royalties, and the amount of gain/loss from subsidiaries, affiliates and joint ventures recognized by equity method (NTD16,836,392 thousand).

Note 2: Including the distribution expenses of profit and dividends of NTD14,205,039 thousand in 2018.

## Product mix

Uni-President's products are mainly divided into seven groups, including Provisions Group, Instant Food Group, Dairy and Beverage Group, General Foods Group, Baking Business Group, Technical Group, and others. Among them, Dairy and Beverage Group and the Instant Food Group are our main products which accounted for 70.73% of total revenue.



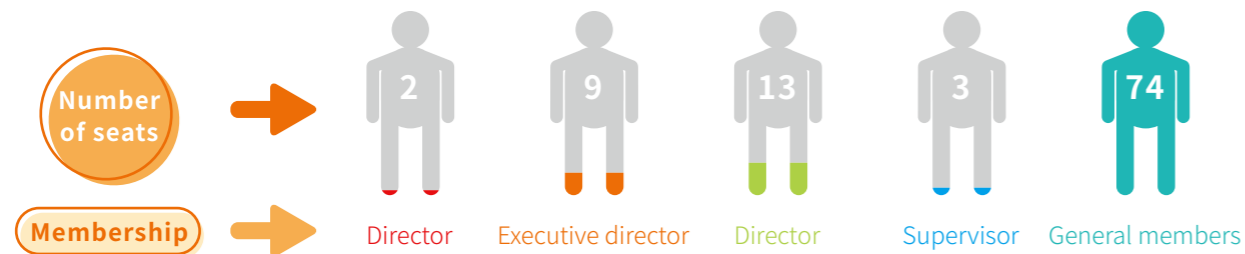
### 1.1.3 Tax governance

Uni-President pays a lot of attention to tax governance and the compliance with relevant regulations, and hence set up the "tax policy" and related management duties. We also uphold tax governance guidelines, including honest tax reporting, assessment and response to tax risks, open and honest communication, and information transparency. The income tax paid in the past three years is as follows. In addition, the taxation policy can be downloaded from the company's website at <https://www.uni-president.com.tw/>

	2017 年	2018 年	2019 年
Individual income tax expense paid (NTD thousand)	314,578	62,312	830,834

### 1.1.4 Participation in foundations and associations

Uni-President actively participates in a total of 52 business associations and international organizations, such as the Straits Economic & Cultural Interchange Association, Taiwan Quality Food Association (TQF), BCSD Taiwan, and the Taiwan Flour Mills Association. In addition to serving as an ordinary member, we also serve as the director, executive director, member of the council and supervisor of some business associations and organizations, and actively participate in meetings to exchange ideas with our peers in the industry to build up a relationship of mutual support and cooperation.



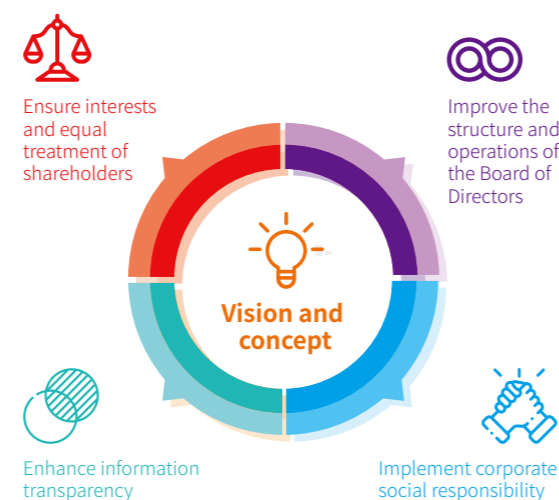
## 1.2 Corporate Governance

### Significance of issues to Uni-President

In recent years, the corporate governance has been the concern for the company's stakeholders. To completely achieve transparent corporate governance, the solid structure of the Board of Directors, transparent and instant financial information, integrity culture, and effective internal audit must be accomplished. A sound corporate governance system can help reduce Uni-President's operational risks, improve its competitiveness, and create a foundation for a sustainable corporate operation.

### 1.2.1 Management system and target

In order to establish a sound corporate governance system, we have formulated the "Corporate Governance Best-Practice Principles" and strengthen and implement corporate governance in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" which is jointly formulated by TWSE and TPEX. We also regularly review and update the provisions of the Principles based on the development of international and domestic corporate governance systems, in order to improve the effectiveness of corporate governance.



### 1.2.2 Corporate Governance Mechanism

In order to establish a sound supervision and strengthen the management functions, Uni-President set up diversified Board of Directors. The Compensation Committee and the Audit Committee are also founded under the Board of Directors to assist in supervision and corporate governance. Besides this, in order to improve the efficiency of the Board of Directors, we set up a position of "head of corporate governance" based on the resolution made by the 17th term of the 19th Board of Directors meeting in December 19, 2018. The personnel in this position is the highest executive of relevant affairs which include implementing meetings of the Board of Directors and shareholders as per the regulation, preparing the minutes of meetings, arranging at least 6 hours of advanced education for each director, providing the information needed when the director is exercising his duty, ensuring directors' compliance with the law, and other matters regulated in the company's rules or contract. In 2019, the head of corporate governance received 18 hours of related courses, in order to not only improve and enrich the relevant professional knowledge, but also to develop and implement the corporate governance practice. For more information related to the head of corporate governance, please refer to the disclosure of governance framework structure on Uni-President's official website. <https://www.uni-president.com.tw/invest/index.html>

#### Board of Directors

The Board of Directors has 13 members, including ten general directors and three independent directors; there were four female directors before the re-election of the shareholders meeting on June 18, 2019. Since the re-election, there have been 3 female directors on the Board of Directors. The Board of Directors has diverse expertise, including business management, accounting and finance, business and economics, response to crisis, international marketing, leadership and decision making. Every year, members of the Board of Directors continue to receive courses with regard to corporate governance, company's business, regulations and finance. For instance, the advanced courses in 2019 were as follows: The New Corporate Governance Blueprint and Analysis on the Newest Company Act Amendment, 2019 Economic Prospect and Board of Directors' Major Decisions, Emerging Innovative Economics: Revolution and Challenge of Corporate Business, Management Strategies of Corporate Business and News Crisis, Significant Message Playing a Key Role in Economic Crime: Legal Liability and Case Review, Preparation of Auditing and Certification Working Papers for Small Enterprise, Prevention of Money Laundering, and Lecture on Practice of Countering the Financing Terrorism. From January 1, 2019 to April 30, 2020, the Board of Directors held ten meetings, with an average director attendance rate of 96.15%, showing the directors' highly active participation in the company business. Please refer to our 2020 Annual Report for details regarding the background of each director. The annual report is available for download at: <https://www.uni-president.com.tw/invest/index.html>

#### Compensation Committee

Based on its expertise, the Compensation Committee establish and regularly review policies, systems, standards and structures for the performance appraisal and compensation policies for directors and managers, and regularly assess the remuneration of directors and managers based on the organization's operational performance and the social and environmental impact of the organization's business activities, in order to ingrain our corporate integrity and culture to pursue sustainable development. From January 1, 2019 to April 30, 2020, the Compensation Committee held four committee meetings, and the actual attendance rate of the convener and committee members was 100%.

#### Audit Committee

The Audit Committee is mainly responsible for assisting the Board of Directors in fulfilling its effective supervision of whether the company is in compliance with the Company Act, Securities Exchange Act, and other relevant laws and regulations, and to support the Board of Directors in improving the quality of accounting, financial reporting, and internal control procedures. From January 1, 2019 to April 30, 2020, the Audit Committee held six committee meetings, and the actual attendance rate of the convener and committee members was 100%.

#### Board secretariat

The Board secretariat administers and convenes meetings such as the general meeting of shareholders, Board of Directors' meetings, Audit Committee meetings, Compensation Committee meetings, Investment Management Committee meetings, their re-election and operation, as well as matters related to corporate governance.

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### Audit Office

The audit office adopts an annual audit plan according to risk assessment results, and conducts audits and prepares audit reports with reference to the working papers and related information monthly to ensure an efficient internal control system, improve corporate governance, and establish a corporate risk assessment and risk management mechanism. It also assists and promotes the improvement of corporate governance from the perspective of corporate sustainable development.

### Ethical Management Implementation Team

The Ethical Management Implementation Team is mainly responsible for gathering and reviewing the performance of the ethical management of each related unit, and it reports the performance to the Board of Directors every year. In addition, we have a communication channel and reporting mechanism to ensure that the whistleblower is not improperly treated due to their reporting.

### Timely disclosure of material information

Uni-President's operation closely connects with the situation of overall social economics. In order to protect the rights of the cooperation's stakeholders, transparency and integrity are crucial factors to the company. We must do our best to provide diverse channels to deliver the message to and communicate with stakeholders, and present significant information in various, transparent, and instant ways, so as to consolidate the connection and communication between the company and its stakeholders. We adhere to openness and transparency to disclose both our financial and non-financial information in a timely manner, and publish Chinese and English reports so that stakeholders can instantly obtain company information without language restrictions.

- 1 Financial information: We publish financial statements in Chinese and English every quarter and disclose them on the Market Observation Post System. Annual reports, handbooks for the annual general meeting of shareholders (AGM), and AGM minutes are prepared in both Chinese and English to facilitate retrieval for domestic and foreign investors.
- 2 Non-financial information: Non-financial information is prepared with respect to the GRI Sustainability Reporting Guidelines and the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies. Apart from disclosing the Chinese version on the Market Observation Post System, an English version is posted on the corporate website to facilitate shareholder retrieval. Please see more on our website: <http://www.uni-president.com.tw/invest/index.html>.
- 3 Others: Major board resolutions and organizational rules and regulations (e.g. Articles of Incorporation and Director Election Regulation) are published in both Chinese and English versions on our corporate website at the same time for user retrieval.

### 1.2.3 Ethical management and anti-corruption

Uni-President upholds integrity as the core philosophy and focuses on issues of ethical management and anti-corruption. We perform commercial activities based on fair, honest, faithful and transparent principles, and establish ethical company culture and complete risk control mechanism, in the hope of integrating the ethical management guideline into our corporate ethics and culture. To achieve the target, Uni-President observes the changes in the business environment at all times, and coordinates with the government policy review to revise the ethical management guideline, operational procedure, and behavior handbook. Moreover, the promotion of exerting the ethical management in the day-to-day operation is improved through the educational training and promotion of relevant cases from home and abroad via e-mail. In 2015, we also established the Ethical Management Implementation Team which is responsible for reporting the performance of ethical management to the Board of Directors on an annual basis. The internal and independent complaint mailbox and hot line were set up for the use of internal and external personnel.




To ensure that there are no events involving the offering or taking of bribes, Uni-President requires its suppliers and contracting construction plants to sign the supplier commitment on the prohibition of offering or taking bribes. In 2019, the total of 3,837 suppliers (including materials, maintenance, and operation service) and 727 construction plants signed the commitment. As for the audit and internal control, there were 57 audit reports relating to ethical management in 2019, and improvement plans and preventive actions for 42 reports have been proposed and implemented. The Audit Office is continuously following up the improvement of the remaining 15 regular audit reports. In addition, there was no report of providing facilitating payment or illegal political contributions received by the Audit Office during 2019.

## 1.3 Risk Management

At Uni-President, risk management includes perspectives of governance, environment, and society. After the identification, analysis, and assessment for potential risks of each unit, we take appropriate actions to respond to such risks. Then, we supervise and improve our risk management plan to centralize risk management at different levels based on the characteristics and impact levels of risks, in order to effectively control risks at all times.

### 1.3.1 Risk Management Mechanism

Types of risk	Risk description	Risk management procedure	Performance description and corresponding chapters
 Food safety (Food safety)	<ul style="list-style-type: none"> <li>Food poisoning incidents are caused through the lack of thoroughly checking food safety and hygiene.</li> <li>Food package labeling does not comply with the law and regulation through the lack of promptly updating the information of the relevant law.</li> </ul>	<ol style="list-style-type: none"> <li>The Food Safety Committee is established and holds regular meetings to review and resolve matters related to food safety and quality management.</li> <li>Fortify the control on the risks of food safety. Since 2018, Uni-President has focused on tracking different levels of consumer complaints and drug residue management goals.</li> <li>Formulate the audit policy of affiliates to improve their food safety management.</li> <li>Build the Food Safety Center Rapid Alarm System (FSCRA) to gather information related to Uni-President products every day and promptly notify respective responsible units, in order to take advance or timely countermeasures.</li> </ol> <p>The "Product Regulatory Change Management Process" has been established to evaluate the impact of regulatory changes and adopt the corresponding measures to ensure that all of Uni-President's products are in compliance with relevant law and regulations to avoid damage to consumers' health and our goodwill.</p>	Chapter 2. Create a Safe and Healthy Food Culture
 Environmental risk (Environmental safety)	<ul style="list-style-type: none"> <li>As relevant environmental regulations become tighter, the company is facing transformation risks, including response measures to the carbon reduction and energy conservation, which may cause an impact on the corporate business and financial planning.</li> <li>Increasing incidents of extreme weather may interrupt the corporate business or cause the loss of resources.</li> </ul>	<p>Operational environment management</p> <ol style="list-style-type: none"> <li>Coordinate and manage the operational environment based on various ISO environmental management systems.</li> <li>The third party regularly performs the operational procedure audit to guarantee the efficient environmental management system.</li> </ol> <p>Climate change and energy management</p> <ol style="list-style-type: none"> <li>Set up the inter-departmental energy management team to apply the hierarchical management in the energy consumption and greenhouse gas emission of each factory.</li> <li>The Green Energy Management Center was established in 2018 to strengthen our management of energy-saving technology.</li> <li>Integrate ISO-related management systems in order to manage risks, Uni-President's current status, as well as energy-saving and carbon reduction programs, which thereby reduce our dependence on petrochemical energy, and enhance the adaptability towards the potential risks from climate change.</li> </ol> <p>Water resource management</p> <ol style="list-style-type: none"> <li>From perspectives of resource development, resource saving and emergency response, we base on the hierarchical management system of the energy management team to control water resource, formulate policies, and set performance of regular water conservation.</li> <li>Integrate the idea of water conservation into our daily business through posters, slogan and educational training.</li> </ol>	Chapter 3. Commit to Sustainable Environment

Types of risk	Risk description	Risk management procedure	Performance description and corresponding chapters
 Financial Risk (Capital safety)	<ul style="list-style-type: none"> <li>The market risk, credit risk, and liquidity risk may cause a negative impact on the company's financial status and performance.</li> </ul>	<ol style="list-style-type: none"> <li>The Board of Directors has drawn up a written policy towards the overall risk management, and provided written policies for specific scope and matters of the management.</li> <li>The financial division implements the risk management policy approved by the Board of Directors, and works together with each internal operational unit to evaluate and control financial risks.</li> </ol>	Please refer to 1.3.2 Risk Management Mechanism for detailed information.
 Occupational safety (Occupational safety)	<ul style="list-style-type: none"> <li>Occupational disaster is caused due to the improper operation of mechanical equipment or unimplemented safety measures in the working environment.</li> </ul>	<ol style="list-style-type: none"> <li>The occupational health and safety committee is set up and holds meetings every quarter to review matters related to occupational safety.</li> <li>Introduce the occupational safety and health management systems of ISO 45001 and CNS 15506 to actively manage and care for the safety and health of employees.</li> <li>Continue to organize various educational training and case promotion with regard to occupational safety, in order to implant the concept in employees' minds.</li> <li>Organize contractor safety seminars every year to raise the contractors' awareness of occupational safety through communication and interaction.</li> <li>Construction safety inspections are conducted by the occupational safety room, engineering division, and the occupational safety department of Uni-President's general factories/plants on a regular basis to jointly prevent occupational disasters through guidance and reviews.</li> </ol>	Chapter 4. Building a Healthy and Happy Workplace
 Information security (Information security)	<ul style="list-style-type: none"> <li>Improper computer operation leads to the loss of company data.</li> <li>Hackers intrude systems and steal personal data.</li> </ul>	<ol style="list-style-type: none"> <li>Develop the information security management system, and acquire the certification from the trusted third party.</li> <li>Formulate and announce information security policies as well as set up the "information security team" to fortify security protection.</li> <li>Control the risks of information security by referring to the risk assessment and management procedure to identify and analyze the risks and evaluate their levels regularly each year.</li> </ol>	Please refer to 1.3.3 Information Security for detailed information.

### 1.3.2 Financial Risk Management

Our daily operation is influenced by various financial risks, including market risk (such as risks of exchange rate, interest rate, and price), credit risk and liquidity risk. In response to financial risks, Uni-President established an overall risk management policy to focus on unpredicted events in the financial market, in the hope of reducing potential negative impact on the financial status and performance. The financial division implements the risk management policy approved by the Board of Directors, and works together with each operational unit to identify, evaluate and prevent financial risks. The Board of Directors has set up a written policy towards the overall risk management, and provided written policies for specific scope and matters, such as the exchange rate risk, interest rate risk, credit risk, use of derivative and non-derivative financial instrument, and investment of the remaining current fund. For more information with regard to financial risks, please refer to page 139 of 2019 Uni-President Annual Report.

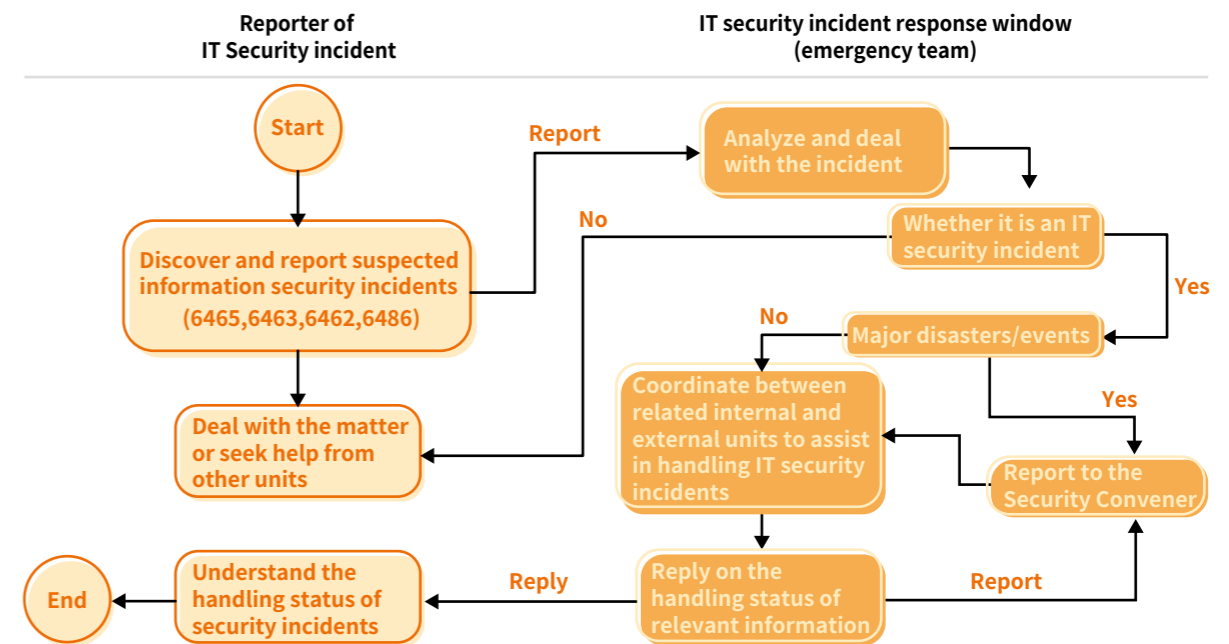
### 1.3.3 Information Security

Uni-President develops the information security management system, and draws up the four-step management document as a basis for the current operation which is in accordance with ISO/IEC 27001:2013 Information Security Management System (validity period: from April 16, 2019 to April 16, 2022) and certified by third parties. In July 2012, we established the information security policy, and set up the information security management system and team based on ISO 27001 to strengthen security protection. Furthermore, the assessment and management of information security risks has been implemented to ensure confidentiality, completeness and availability of our information asset and protection of personal data.

Uni-President regularly assesses and manages the risk of information security according to the relevant procedure to identify, analyze and evaluate the risks and their levels on an annual basis. If the level exceeds the acceptable level, we will take action to control and improve the situation, so as to eliminate potential risks. There was no risk causing major impact on the operation according to the assessment result of the information security risk in November 2019.

We also pay much attention to the promotion of information security. Therefore, we commission the consultant company to regularly organize educational training to raise the employees' awareness and implement the control of information security. The educational training about information security is held for all employees every year. For 2019, a total of 4,568 hours of courses related to personal data and information security were received by 1,640 attendants.

### Information security incident response flow chart



### 1.3.4 Emerging Risks

#### Risk of climate change

In the face of potential risks on climate change, we have taken actions based on three aspects, including the organization, business operations and products. With respect to the organization, we set up an inter-departmental energy management team to manage internal energy consumption and greenhouse gas emission of each factory based on the hierarchical management. In addition, in response to the trend in green energy application, the "Green Energy Management Center" was founded in 2018 to coordinate the green energy promotion projects with the Company and the affiliates and manage the techniques of each company from the perspective of group management. In terms of business operations and products, we integrate ISO-related management systems in order to manage risks, Uni-President's current status, as well as energy-saving and carbon reduction programs, which thereby reduce our dependence on petrochemical energy, and enhance the adapting and management abilities towards climate change. For more information related to the risk of climate change, please refer to Chapter 3, Commitment to Sustainable Environment.

#### COVID-19

On January 15, 2020, the CDC officially announced the "COVID-19 Novel Coronavirus Pneumonia" as a notifiable disease. Uni-President subsequently set up a "COVID-19 Novel Coronavirus Pneumonia Crisis Response Team" (hereinafter refer to as "COVID-19" and "Crisis Response Team") based on the "Crisis Response Guideline." The head of the technical group is assigned to act as the convener to assemble each unit to hold the crisis response team meeting, and coordinate and command the respective teams to implement control measures in response to COVID-19. During the pandemic, the Crisis Response Team holds at least one meeting every week, or more if necessary, and submits reports to the Chairman for review and approval to be announced afterwards.

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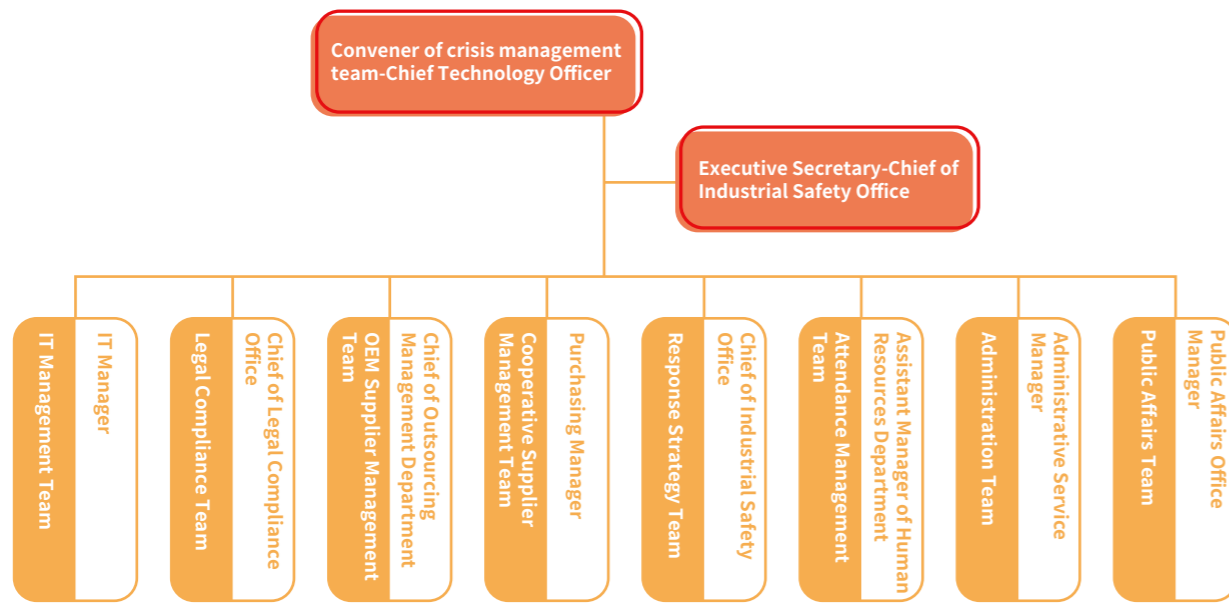
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**Employee Protection**

We require our employees to take their temperatures, wash their hands frequently, perform the employee health monitoring plans, and sterilize their personal belongings and working environment. Each unit checks on the numbers of prevention items (such as cap for thermometer, mask, etc.) and may ask the responsible division for more items if necessary. Moreover, to educate employees about the correct prevention, we have also provided educational training which include the following:

- 1 Information about Coronavirus (such as virus production, route of transmission, common hosts and prevention).
- 2 Promotion on the correct 5 hand-washing steps.
- 3 Dispensing of disinfectant and instruction.
- 4 Update the latest information of the epidemic and the prevention knowledge in the company's network.

To reduce the chance of gathering employees so as to lower the possibility of cross infection, we set up response measures shown as follows:

- a. Off-site working mechanism: We plan the remote working mechanism which allows assessing the internal information system from external equipment, and perform drill and relevant stress testing.
- b. Serve boxed lunches instead of meals in the restaurant: In order to prevent people from gathering in the restaurant, we have also arranged dining areas in the factory and office building to ensure no infection.
- c. Adjustment of overseas business trip: To coordinate the government's policy on limitation of leaving and entering the country, we remind personnel to postpone or cancel private overseas trips. If there is any loss due to the cancellation of journeys, the company would formulate related measures in the middle of February 2020 to compensate personnel for the loss.
- d. Foreign employee protection: We promote the relevant prevention measures to foreign employees in languages which they can understand, and discuss with them about not returning to their countries for vacation during the pandemic.

**Visitor control**

Before entering the company, visitors shall fill in a health survey form containing questions regarding their travel history (e.g. have you been overseas within the last 28 days?), take their temperatures, wear masks, and use hand sanitizers. Also, we have arranged a visitor area to centralize management, refused any group visiting to all factories, and stopped organizing external lecturers' educational training.

**Supplier control**

Uni-President requests its suppliers to sign a commitment to assist us in the epidemic prevention. The commitment requires them to promise to strictly forbid the entry of visitors or their relatives who have been overseas within 28 days (inclusive) or who have been in contact with confirmed cases to any factories or dormitories of Uni-President. Our personnel are also required to wear masks before entering the company, submit the "Personal Travel and Contact History and Health Condition Declaration for Uni-President's Visitors and Guests," and apply for the entry procedure in compliance with the requirements of Uni-President.

**Assist government in preventing epidemic and stabilize daily goods (special column design)**

The continuous expansion of the COVID-19 epidemic has caused a panic buying of daily goods, such as toilet paper and instant noodles. The Ministry of Economic Affairs hosted a meeting on March 21 to discuss increasing the production of daily goods, and formed a specialized team to assist suppliers in speeding up production every day in the following two weeks, in order to constantly boost the supply and allow relief.

Uni-President spares no effort in coordinating the government policy and quickly deployed the personnel from three food manufacturing factories to work overtime to increase production after the day of the meeting. From March 21 to April 5, we were persistently producing products every day (including three weekends). In 8 holidays, over 3,400 personnel were out on duty. A total of 1 million boxes of daily goods were produced as quickly as possible during these 16 days in response to the emergency demand in the market. We have also actively observed and followed the distribution in the marketing channels by sending the business personnel to coordinate the channels and inquire into the situation, in order to ensure the fastest supply and smoothest sale of the increased daily goods production. Uni-President endeavors to accomplish social responsibility of stabilizing the supply of daily goods during the epidemic prevention.

What is more, Uni-President has cooperated with the social bureau and associated with the Uni-President Social Welfare Charity Foundation and other civil charity organizations to donate the Tung-I Noodles, noodle sticks, MineShine milk tea, instant snack noodles, and canned food as supplies to disadvantaged people for emergency and temporary assistance.

**1.4 Regulation Compliance**

Operating business in compliance with the law is our primary goal. Internally, apart from reviewing legal compliance periodically, we draw up feasible corrective actions and estimate the time of completion to make timely corrections for nonconformities. We also arrange related education and training courses every year to communicate the importance of legal compliance to employees to engrain legal compliance in our corporate culture.

**List of Nonconformities and Corrective Actions for Regulation Compliance in 2019**

Nonconformity	Fine (NTD)	Corrective Action	Estimated Time of Completion
Article 15 paragraph 1, Regional Plan Act	130,000	Already applied for the building permit to the competent authorities and acquired the permit in 2019. Other corrective actions were planned.	To be completed by the end of September 2020.
	1,174,700		

Please refer to corresponding sections for the details regarding our responses to regulation compliance in different aspects.

Legal	Corresponding Section
• Food Safety	• Creating a Safe and Healthy Food Culture
• Environmental Protection	• Committing to Sustainable Environment
• Labor and Occupational Safety	• Building a Healthy and Happy Workplace

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