

Building a Healthy and Happy Workplace

4.1 Talent Development Management

4.2 Occupational Health and Safety



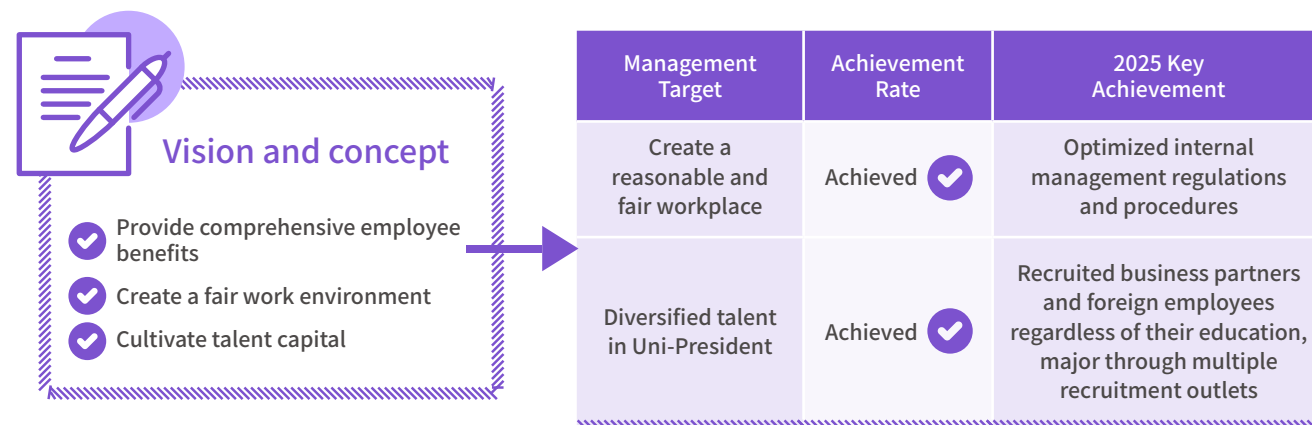
Building a Healthy and Happy Workplace

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 2-7、GRI 2-8、GRI 2-30、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.



4.1.1 Diversified Recruitment for Right Talent, Right Job

In order to satisfy the Company's requirement for personnel, Uni-President is still recruiting via a range of recruitment channels and approaches (both on-line and off-line). Specifically, the Group's business partners put effort into seeking out and hiring people with potential, without any regard to their academic background and specializations. The total number of permanent employees in 2025 was 5,684 employees, with no part-time employees, of which the employment distribution is 36.9% in northern Taiwan, 1.7% in central Taiwan, 61.4% in southern Taiwan, and 0% in eastern Taiwan and outlying islands. We recruited a total of 317 newcomers in 2025, accounting for 5.5% of the total number of employees; among them, 28 newcomers were recruited via the Uni-President Group Business Partner Recruitment Program. Our Group offers an extensive career platform for the talent, providing ample development opportunities in the consumer industry to further individual career progression and secure a brighter 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 2025, employees who left the Company accounted for 6.5% of the total number of employees. Among these, 21.3% were employees who retired due to their age. The employee turnover rate was 0.9% more than in 2024. 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 integration of human resources and business, striving for the joint continuous growth of both individual career development and corporate development.

Composition of Employee

Workforce Type Distribution by Gender

	Male	Ratio	Female	Ratio
Permanent employees	3,496	61.5%	2,188	38.5%
Temporary employees	3	< 0.1%	0	0.0%
Non-guaranteed hours employees	0	0.0%	0	0.0%
Total	3,499	61.5%	2,188	38.5%

Note 1: The number of the employees is calculated based on the number of workers still in service on December 31, 2025.

Note 2: Gender ratio of employees (%) = number of employees in this category in the current year / total number of employees in the current year.

Composition of Employee

Workforce Type Distribution by Region

	Northern Taiwan	Ratio	Central Taiwan	Ratio	Southern Taiwan	Ratio	Eastern Taiwan and Outlying Islands	Ratio
Permanent employees	2,098	36.9%	98	1.7%	3,488	61.3%	0	0.0%
Temporary employees	2	< 0.1%	0	0.0%	1	< 0.1%	0	0.0%
Non-guaranteed hours employees	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	2,100	36.9%	98	1.7%	3,489	61.4%	0	0.0%

Note 1: The number of the employees is calculated based on the number of workers still in service on December 31, 2025.

Note 2: Regional proportion of employees (%) = number of employees in this category in the current year / total number of employees in the current year.

Employee Age Distribution

Number of Permanent Employees – by Gender and Age				
Age	Male	Ratio	Female	Ratio
<=30 years old	535	9.4%	294	5.2%
31-50 years old	1,774	31.2%	1,091	19.2%
>=51 years old	1,187	20.9%	803	14.1%
Total	3,496	61.5%	2,188	38.5%

Note 1: Employee age distribution by number of permanent employees as of December 31, 2025.

Note 2: Employee age ratio (%) = Number of people in this category in the current year / Total number of permanent employees in the current year.

Non-employee Workers

Non-employee Workers – by Gender			
Male	Ratio	Female	Ratio
14	29.2%	34	70.8%

Note: Non-employee workers are mainly dispatched manpower who engage in product promotion.

Non-employee Workers – by Age		
Age	Number of People	Ratio
<=30 years old	8	16.7%
31-50 years old	24	50.0%
>=51 years old	16	33.3%
Total	48	100.0%

Non-employee Workers – by Region		
Region	Number of People	Ratio
Northern Taiwan	17	35.4%
Central Taiwan	8	16.7%
Southern Taiwan	23	47.9%
Eastern Taiwan & Outlying Islands	0	0.0%
Total	48	100.0%

Note: Proportion of non-employee workers (%) = number of people in this category in the current year / total number of non-employee workers in the current year

New Employees

Number of New Employees – by Gender and Age				
Age	Male	Ratio	Female	Ratio
<=30 years old	91	1.6%	60	1.0%
31-50 years old	103	1.8%	39	0.7%
>=51 years old	13	0.2%	11	0.2%
Total	207	3.6%	110	1.9%

Number of New Employees – by Region		
Region	Number of People	Ratio
Northern Taiwan	133	2.3%
Central Taiwan	6	0.1%
Southern Taiwan	178	3.1%
Eastern Taiwan & Outlying Islands	0	0.0%
Total	317	5.5%

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

Terminated Employees

2025 Number of Terminated Employees – by Gender and Age				
Age	Male	Turnover Rate	Female	Turnover Rate
<=30 years old	52	0.9%	27	0.5%
31-50 years old	79	1.4%	37	0.7%
>=51 years old	133	2.3%	39	0.7%
Total	264	4.6%	103	1.9%

2024 Number of Terminated Employees – by Gender and Age				
Age	Male	Turnover Rate	Female	Turnover rate
<=30 years old	52	0.9%	35	0.6%
31-50 years old	69	1.2%	26	0.5%
>=51 years old	110	1.9%	27	0.5%
Total	231	4.0%	88	1.6%

2025 Number of Terminated Employees – by Region		
Region	Number of People	Turnover Rate
Northern Taiwan	150	2.6%
Central Taiwan	3	0.1%
Southern Taiwan	214	3.8%
Eastern Taiwan & Outlying Islands	0	0.0%
Total	367	6.5%

Year	Turnover Rate
2023	5.7%
2024	5.6%
2025	6.5%

Note 1: In 2025, a total of 78 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 permanent employees at the end of the year.

Excluding retirees, the Company's turnover rate for non-retiring employees in 2025 was 3.4%. An analysis of the employment status of these individuals reveals an average tenure of approximately 2.9 years, with those leaving within 3 years accounting for 72.9% of the total. The primary reason cited was career planning, and the overall situation remains within a reasonable range.

If the Company generates a profit in a given year, it provides salary adjustments and distributes employee remuneration. In addition to annual salary increases in recent years, the 2024 employee remuneration distributed in 2025 accounted for 7.27% of the annual profit. Regarding talent retention measures, the Company has integrated internal transfer systems and open selection processes for supervisors to provide employees with opportunities for skill enhancement, career development, and professional challenges. These initiatives aim to improve the retention of high-performing talent and maintain a healthy turnover rate.

In an effort to create a fair working environment, we make an effort to ensure equal rights and interests of workers. In 2025, there were a total of 88 disabled employees, accounting for 155%^{Note2} of the statutory number^{Note1} and 1.5%^{Note3} of the total number of employees.

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 : Ratio of employed persons with disabilities to statutory requirement.

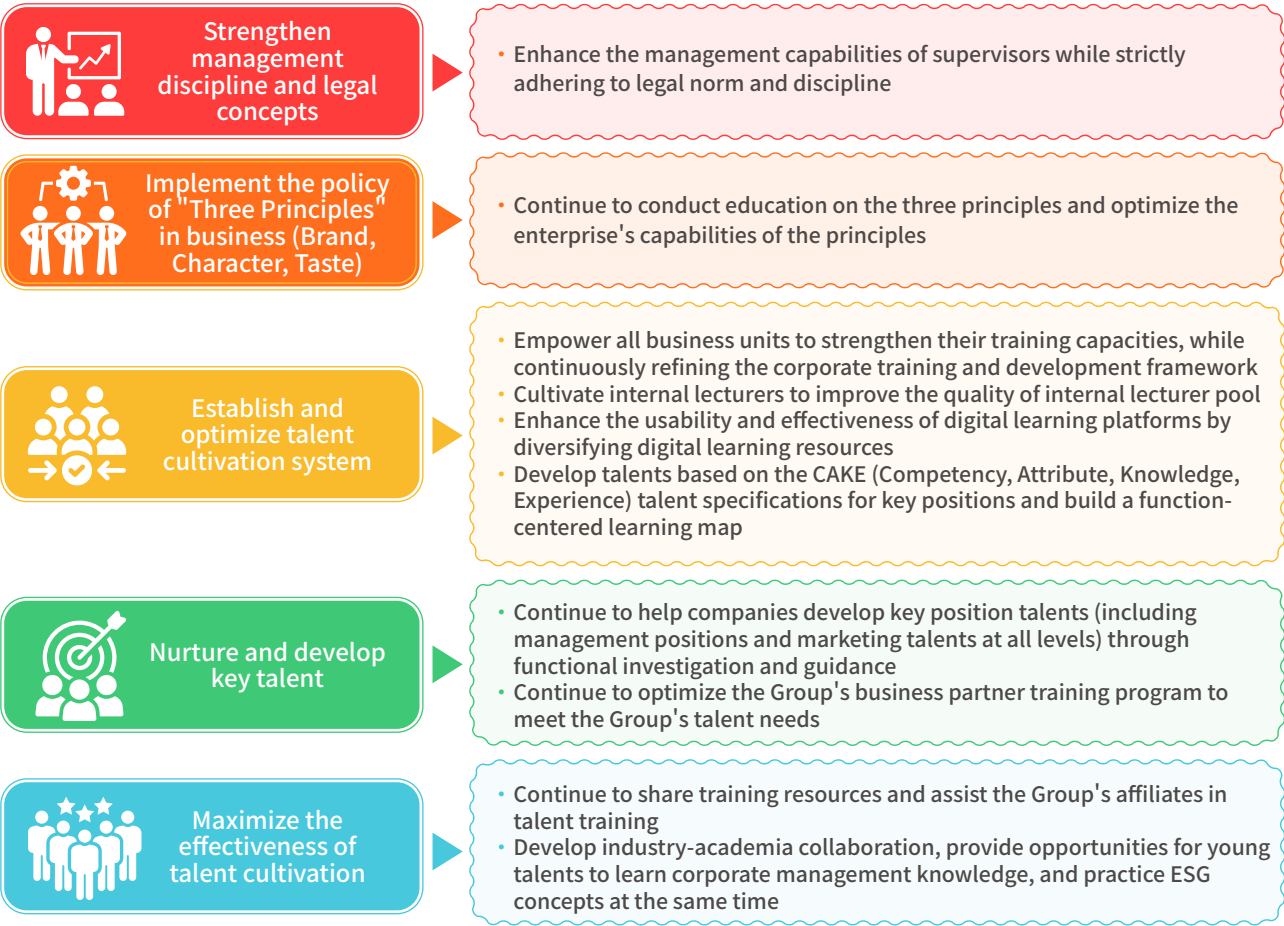
Note 3 : Ratio of disabled employees (%) = number of disabled employees of the year/total number of permanent employees at the end of the year.

4.1.2 Building an Employee Career Development Platform

In order to cope with corporate development, Uni-President has established a comprehensive training system for new business partners every year, and is optimized year by year to meet the development needs of corporate operations. The training content covers business unit experience and production unit experience, and provides new partners with a deeper understanding of the Company's grassroots operations. Business partners who have been evaluated as outstanding through real working conditions can advance to participate in the Group's joint training. The joint training plan is designed based on current work, including internships at related companies, key functional training, brand marketing and business sales professional ability development, etc. to cultivate cross-disciplinary thinking and deepen various basic capabilities of operation and management through learning by doing. Review mechanisms and opinion exchange activities are used to complement the learning process, encouraging individuals to learn from each other and from themselves, thus allowing for the creation of more comprehensive and individualized talent development plans. At the same time, the 10-20-70 principle is adopted, where 10% comes from formal training and education, 20% comes from interaction and feedback between supervisors and others, and 70% of learning comes from practical work training. Through a more flexible training model, combined with the common training goals and job task requirements of the Group's business partners, we extend learning from classrooms to practical tasks, strengthen the correlation between training and work, and continue to cultivate potential talent pools at all levels of the Company and managerial elites at home and abroad.

As a means of reinforcing talent cultivation, we continue to improve our systemic learning mechanism, while introducing new forms of learning tools and diversified virtual/real integrated learning types. Our 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.

In addition, we have also developed relevant training regulations for employees at all levels. The minimum annual training hours for senior level managers are 36 hours, for mid-level managers 30 hours, and for base level managers 24 hours. In 2025, the training compliance rates were 95.29%, 97.59%, and 97.99%, respectively. Those who fail to complete the minimum annual training hours in that year will be included in the annual evaluation.



Employee Learning Map

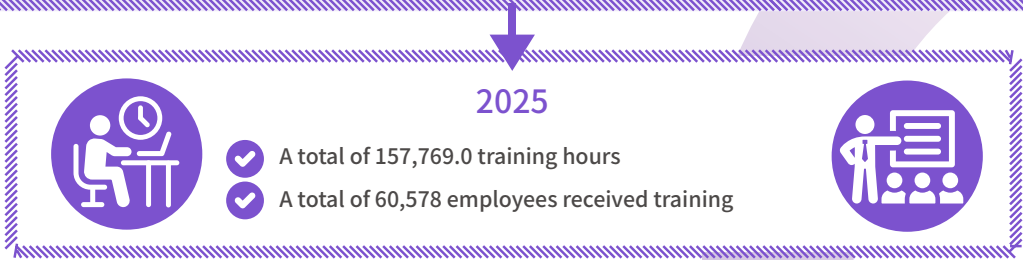
Uni-President has formed an employee learning map. In addition to the basic OJT (On-the-Job Training) (including production technology training, business marketing training, human resources training, research and development, and financial accounting training), we also proactively implement OFF-JT (Off-the-Job Training) 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 foster excellence and ignite innovative ideas.



2025 Key Courses & Training Plan Effectiveness

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 security. 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 2025, we provided a total of 157,769 training hours received by 60,578 participants. The total amount of investment in employee learning resources was NT\$21.04 million, an increase of NT\$1.62 million from 2024; the average investment per employee was NT\$3,701, an increase of NT\$326 from 2024. We expect that colleagues can keep pace with the times and grow together with global trends.

2025 Important courses	Total training hours	Total participants
I. Courses related to corporate ethical management regulatory compliance, including corporate governance, management, corporate spirit and corporate culture	38,944.0	11,918
II. Courses related to food safety & health management and testing	28,226.5	11,860
III. Courses related to accounting and internal control systems	4,615.5	1,673
IV. Related courses organized by the Board's secretariat and audit office	379.0	138
V. Courses related to environmental safety and health	80,552.0	32,606
VI. Courses related to personal data security and information security	5,052.0	2,383



Key Job Rotation and Experience Sharing

We build a key talent pool, perform routine job rotations, and encourage talent cultivation and skills succession in order to cultivate broad-minded thinking and management abilities. We adopt a dual-track career development model for management and staff roles, tailoring growth paths to individual strengths and aptitudes. Managers may transition into advisory roles to facilitate knowledge transfer, while staff talent may transition into management roles to tackle new challenges. We persist in educating instructor teams internally, creating instructional resources and materials in-house, and passing on corporate wisdom and expertise. To mitigate the effects of senior employees retiring, we combat any arising experience gaps and ensure a smooth transition of knowledge.

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. 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

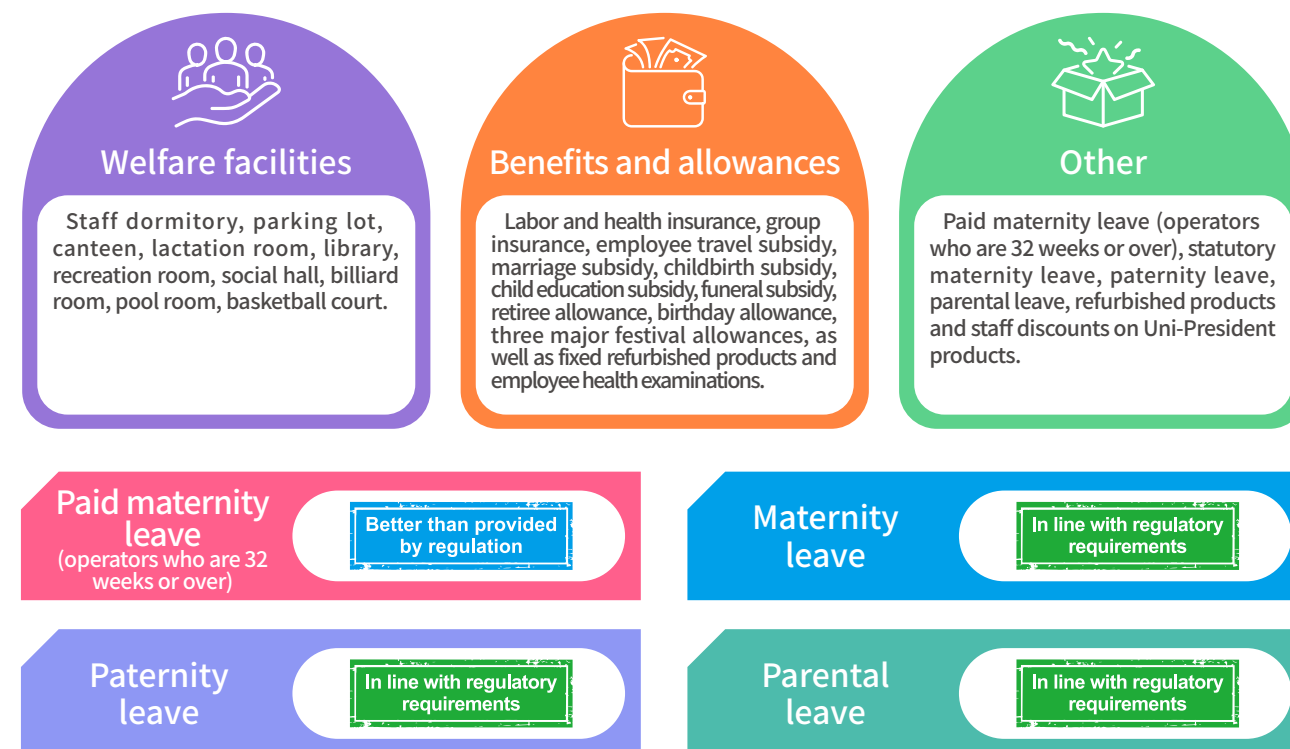
As Uni-President provides a reasonable and fair workplace, its remuneration system is designed to attract, motivate, retain and cultivate talent. In addition to the basic salary in compliance with laws and regulations, it is also based on company operations, the job content, performance and contribution 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 non-management positions and the median salary of full-time employees in non-management positions in 2024 and 2025 is as follows. Bonuses for employees are allocated by the Company based on the surplus and profit of the current year; we intend to reinforce operations, raise employee salaries and perks, and distribute operating results to employees.

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)
2025	5,561	1,227	1,040
2024	5,570	1,220	1,041
Difference	-9	7	-1

Note: Disclosed in accordance with Article 4-2 of the TWSE Rules Governing Sustainability Reports, regarding compensation for full-time employees in non-management positions.

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:



Family-friendly Marriage and Childbearing

The Company is committed to creating a supportive workplace that facilitates marriage, childbirth, and family care. To enable pregnant employees to focus on their health and reduce uncertainty during pregnancy, the Company allows for applications for pre-maternity leave or medical leave for pregnancy complications in accordance with regulations; 19 employees applied for such leave during 2025. For mothers with breastfeeding needs, the Company provides access-controlled lactation rooms equipped with dedicated breast milk refrigerators, bottle sterilizers, and other storage and cleaning equipment. These facilities are operated and managed by dedicated personnel to ensure a supportive breastfeeding environment that prioritizes privacy and security. In addition, to support employees in balancing work and family care responsibilities, those with caregiving needs may, with supervisor approval, adjust their working hours from 07:30 to 09:00 within the 8-hour workday. In 2025, a total of 771 employees utilized this flexible work arrangement.

The Retirement Program

In compliance with Labor Standards Act and Labor Pension Act, the Company designed employee retirement system to provide relevant issues about retirement, including the qualification of applicants involving employees who have worked over 15 years and reached age 55, over 10 years and reached age 60, and over 25 years, and contribution at minimum 6% of employee's monthly salary into the pension account based on employee's insurance level, as well as organization of pension supervisory committee to oversee the contribution and disbursement of the pension (in 2025, five meetings were held, 169 employees were retired under the old system with disbursement of NT\$528,098,699). To meet the pension for employees under the old system of Labor Standards Act, the Company contributes employees' monthly salaries to the pension account under the account of labor retirement supervision committee at Bank of Taiwan, while for pension applicable to employees under the new system of Labor Pension Act, the Company contributes 6% of the stated amount with respect to the labor pension level into employee's individual pension account at Bureau of Labor Insurance.

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 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.

Human Rights Policy



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. We have established rules and regulations on human rights-related topics (anti-discrimination, bullying and harassment), and ensure they are included in the education and training of new staff. In 2025, topics such as sexual harassment prevention, occupational safety regulations, gender equality and maternal health protection were covered in training sessions, with a total of 2,633 trainees and 5,000 training hours. None of the Company's operational processes have violated the aforementioned human rights issues.

Uni-President values gender equality and workplace respect, strictly prohibiting all forms of sexual harassment. We have established relevant prevention measures and formal statements to this effect. Relevant systems have been revised in accordance with the latest regulations to enhance management mechanisms and preventive measures. The Company has established formal complaint channels, including a dedicated hotline, fax, and email address, for employees to voice concerns and file complaints. The Company implements sexual harassment prevention and maintains a safe and friendly working environment through the establishment of robust systems and continuous awareness programs. At the same time, Uni-President values and is committed to fostering a friendly, harassment-free, and non-discriminatory environment. In accordance with legal regulations, we have established "Guidelines for the Prevention of Unlawful Infringement in the Performance of Duties" and "Measures for the Prevention, Complaint, and Punishment of Sexual Harassment in the Workplace" to properly handle related incidents. In 2025, a total of 4 suspected workplace infringement cases were received. Adhering to the principles of objectivity and impartiality, necessary measures were taken in accordance with regulations, and regular and irregular awareness programs and education for supervisors and employees were strengthened. To fulfill the aforementioned commitments, the Company has established specific management policies for various potential human rights risks. These policies range from preventive and mitigation measures to communication and complaint channels, with clear regulations detailed in the table below:

Human Rights Issues	Potential Stakeholders	Responsible Unit	Preventive and Mitigating Measures	Communication and Complaint Channels
Prohibition of Child Labor	Employees	Human Resources Department	- Verified employees' identification documents (such as identity cards and household registrations) to confirm their age. - New hires are required to sign a statement of no child labor, and age-related inquiries are integrated into the interview process. - Conduct regular employee training sessions to clearly communicate policies and the importance of prohibiting the employment of child labor. - Established internal oversight mechanisms to regularly inspect and track employment status to ensure compliance.	- Establish a dedicated hotline or email address to allow employees to report child labor-related concerns anonymously. - Established an internal complaint system to ensure that all complaints are subject to follow-up, investigation, and response procedures. - Regularly publicize complaint channels and instructions to enhance employee awareness and willingness to use the service. - Established dedicated departments (e.g., Human Resources) to handle relevant complaints and protect the rights and interests of whistleblowers.
Prohibition of Forced Labor and Working Hours			Established internal supervision mechanisms, including pre-approval for overtime, notifications to responsible supervisors regarding critical working hour limits, and disciplinary measures for supervisors who failed to manage working hours effectively.	Organized regular training for supervisors to clearly communicate policies on working hour management and the prevention of overwork.
Sexual Harassment Prevention, Complaints, and Disciplinary Measures			- Established regulations for workplace sexual harassment prevention, complaints, and disciplinary actions to explicitly state a zero-tolerance policy toward sexual harassment. - Publicly advocate for employees at all levels to maintain professional boundaries and respect one another in both public and private interactions. - Conducted sexual harassment prevention training through various channels (e.g., inviting external regulatory authorities or professionals to present relevant case studies), ensuring that employees understand the definition of sexual harassment, prevention methods, and the necessary response measures. These sessions also outline the assistance and complaint mechanisms provided by the Company when such incidents occur.	- Disclosed contact information for handling sexual harassment incidents within the Company, including telephone, fax, and email, to ensure immediate and effective corrective and remedial measures are taken. - Upon receiving a complaint, the Company shall conduct an investigation in accordance with the principles of objectivity, impartiality, and professionalism, and shall protect the privacy and other personal rights of the parties involved during the investigation process.

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 2025, members of the Trade Union totaled 5,266, accounting for 93% 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 13th meeting of the 19th Board of Directors on December 20, 2023, with a validity period running from January 1, 2024 to December 31, 2026. By the end of 2025, all union members have applied for and signed the Group Agreement. Labor and management have a high degree of consensus and hold a labor-management meeting every three months to maintain two-way communication and continue to build a win-win 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 2025, all employees of Uni-President, regardless of position and gender, received a regular performance appraisal.

4.2. Occupational Health and Safety

(GRI 2-24~2-25、GRI 3-3、GRI 403-1~403-9)

At Uni-President, we vow to build 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, work safety discipline, risk management, audit and counseling, performance management, safety culture, communication mechanism, and continuous improvement" in order to achieve the objective of "zero accident and zero incident". As Uni-President highly values employee health and safety, we have implemented comprehensive measures covering commuting safety, pre-employment and annual health checkups, safety training, regular equipment maintenance, protective gear enforcement, and clear field safety protocols. Through these efforts, we continuously enhance overall safety standards and cultivate a secure, comfortable workplace.

Material Topic	Occupational Safety and Health
Policy and Commitment	- All supervisors and staff must be accountable for keeping the equipment and personnel safe and clean under their charge, and striving for the objective of "zero accident and zero incident". - Occupational safety is our responsibility. All employees, including stakeholders like contractors and outsourcing vendors, should abide by government laws and regulations and by the Company's regulations on occupational safety. Supervisors of all ranks should demonstrate the proper conduct and complete their supervisory tasks.
Goal	Zero major occupational accident
Action Plan	- Establish self-supervision of safety and health, put in place health management and health promotion, forestall any injuries or health-impeding events, recognize any gaps in the organizational structure and system, develop implementation abilities, and decrease workplace risks. - Make safety and health training more widely available to enhance the safety awareness of all personnel; implement occupational safety systems and norms, systematically manage, and create a high-quality, safe, and healthy workplace. - Advocate for projects aimed at enhancing risk management and reducing the risk of injury. - Bolster the acuity and skill of personnel in the detection of safety risks.
Evaluation Mechanism	- Implement three-level occupational safety audit system. - Present the Occupational Safety and Health Committee with updates on the performance of safety and health management on a quarterly basis, while tracking different management indicators. - Hold a production management system meeting every six months to report on the implementation results of safety and health management.
Grievance Mechanism	Report issues to the Yung Kang head office hotline at extension 6912 or 6916, available for both internal personnel and external partners (such as general contractors and sub-contractors).

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. 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



- Safety quality improvement
- 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) 2 occupational disasters (2) 2 work safety violations	1. Yungkang General Plant: NT\$8.02 million 2. Xinshih General Plant: NT\$20.37 million 3. Taichung General Plant: NT\$0.91 million 4. Yangmei General Plant: NT\$22.63 million 5. Chungli General Plant: NT\$9.63 million 6. Hukou plant: NT\$7.66 million 7. Taipei branch: NT\$3.08 million Total NT\$72.30 million

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 Yungkang General Plant, Xinshih General Plant, Taichung General Plant, Yangmei General Plant, Chungli 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 outsourcing vendors, contractors, raw material suppliers, transport vehicle 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.

Occupational safety and health committees or meetings provide a platform for workers or labor representatives to consult on and take part in matters related to the occupational safety and health system, and information can be provided in a timely manner; managers of all ranks should eliminate and diminish any barriers to consultation and participation.

Worker consultations include



Determine the needs and expectations of stakeholders.



Establish an occupational safety and health policy.



Assign appropriate organizational roles, responsibilities, duties.



Decide how to fulfill statutory and other requirements.



Set goals, prepare the way to achieve them, and follow the plan of audit.



Decide on regulations for procurement, contracting, and outsourcing.



Determine what should be monitored, measured, and assessed.



Establish occupational health and safety objectives and action plans for achievement.



Ensure continuous improvement.

Workers are allowed to participate in the followings



Determine the mechanism for their engagement and obtainment of consultation.



Identify hazards and assess risks and opportunities.



Determine measures to eliminate hazards and reduce occupational safety and health risks.



Determine competency requirements, training needs, training, and assess training.



Work out what should be communicated and how it should be done.



Establish regulatory protocols and ensure their successful implementation and application.



Investigate incidents and non-conformities and determine corrective actions.

ISO 45001 & CNS 45001 Occupational Safety and Health Management System Promotion



Policy Objectives



Respect for life



Work safety discipline



Risk management



Audit and counseling



Performance management



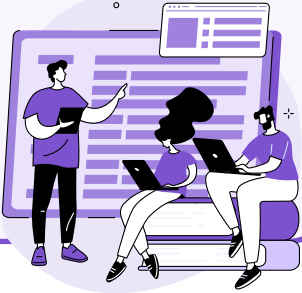
Safety culture



Communication mechanism



Continuous Policy improvement



Occupational Safety and Health Committee

The Company has established an Occupational Safety and Health Committee for the entire company and general plants/ industrial parks. A Committee meeting is held every three months to review occupational safety and health-related matters, operational environment survey, and employee health examination follow-up. The Committee aims to reduce the occupational safety and health risks of workers.

2025 Important Resolutions of Uni-President's Occupational Safety and Health Committees



The Company's Safety and Health Committee

1. Taking the gas explosion case as a cautionary lesson, we have implemented hot work application and supervision mechanisms, conducted a comprehensive inventory of potential equipment risks, and ensured that preventive measures are fully in place.
2. In the event of abnormalities during fire safety inspections and alarm testing, supervisors must maintain full oversight of the situation and track improvements to mitigate potential risks.
3. The number of traffic accidents was relatively high. Dedicated reviews should be conducted to identify the root causes of these accidents, aiming to heighten alertness when starting at intersections and reinforce defensive driving advocacy. Furthermore, risk awareness among employees must be enhanced to cultivate safe driving habits.
4. The occurrence of an injury incident indicates poor work habits exist and should serve as a warning. Supervisors must demonstrate clear leadership in management and strengthen safety protocols.
5. The key to workplace safety lies in "doing one more thing or doing one thing less". Supervisors must enhance their sensitivity for management by walking around to understand the underlying reasons for employee's non-compliance, while strengthening communication and remediation to ensure tasks are performed correctly and effectively.
6. The amendments to Occupational Safety and Health Act added a dedicated chapter on workplace bullying prevention, promoting the prevention of unlawful infringement and communication based on mutual respect to build a harmonious workplace.

Occupational Safety Performance

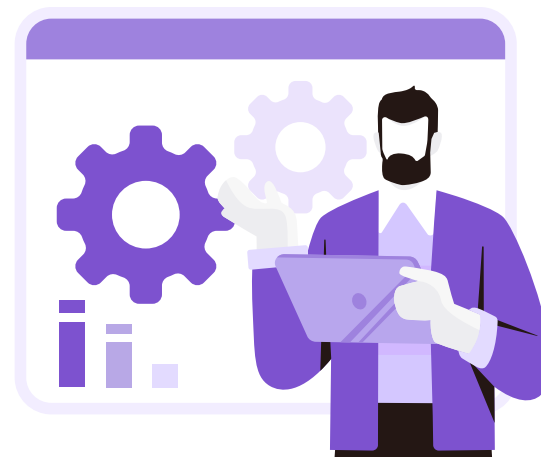
At Uni-President, we insist on promoting the ISO 45001 & CNS 45001 occupational safety and health management system. We use a technological safety and health management system, combining education and training, case study promotion, crosscheck audits and independent proposals, and work safety experience 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 2025, the disabling injury frequency rate for employees was 0.16 and the disabling injury severity rate was 3; the disabling injury frequency rate for workers was 0.15 and the disabling injury severity rate was 2, considerably lower than the disabling injury frequency rate and disabling injury severity rate^{Note} for the food and feed manufacturing industry announced by the Occupational Safety and Health Administration of the Ministry of Labor in 2025. 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.

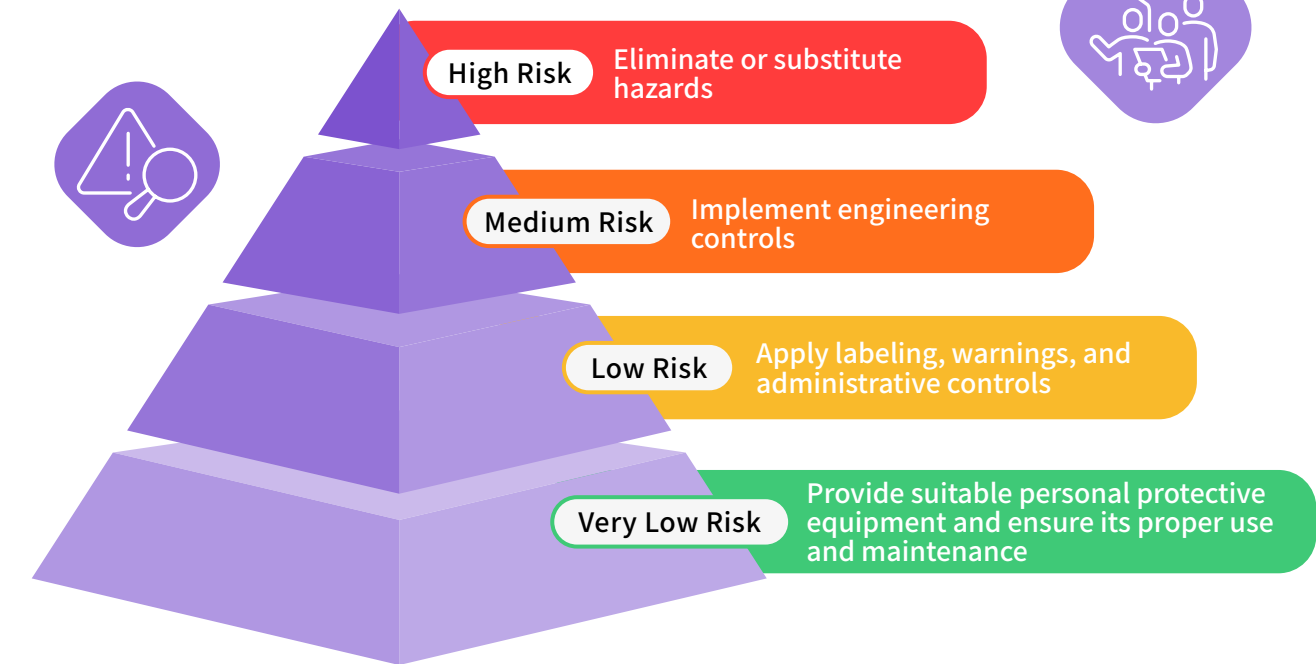
Note : In the "The Frequency-Severity Indicator (FSI) by Industry for the Previous Three Years" published by the Occupational Safety and Health Administration of the Ministry of Labor on March 23, 2026, the disabling injury frequency rate for the food and feed manufacturing industry was 3.2, and the disabling injury severity rate was 221.



Uni-President evaluates potential hazards and risks annually, and offers a 6-hour risk assessment and internal auditor training every two years. Doing so ensures personnel's capability to identify relevant hazards and consequences entailed in different operations; to verify existing protective measures, assess the severity of risk occurrence, and classify risk levels; to judge whether the risk can be mitigated by control measures; and to ensure continuous monitoring and measurement of residual risks left after improvement measures are implemented.



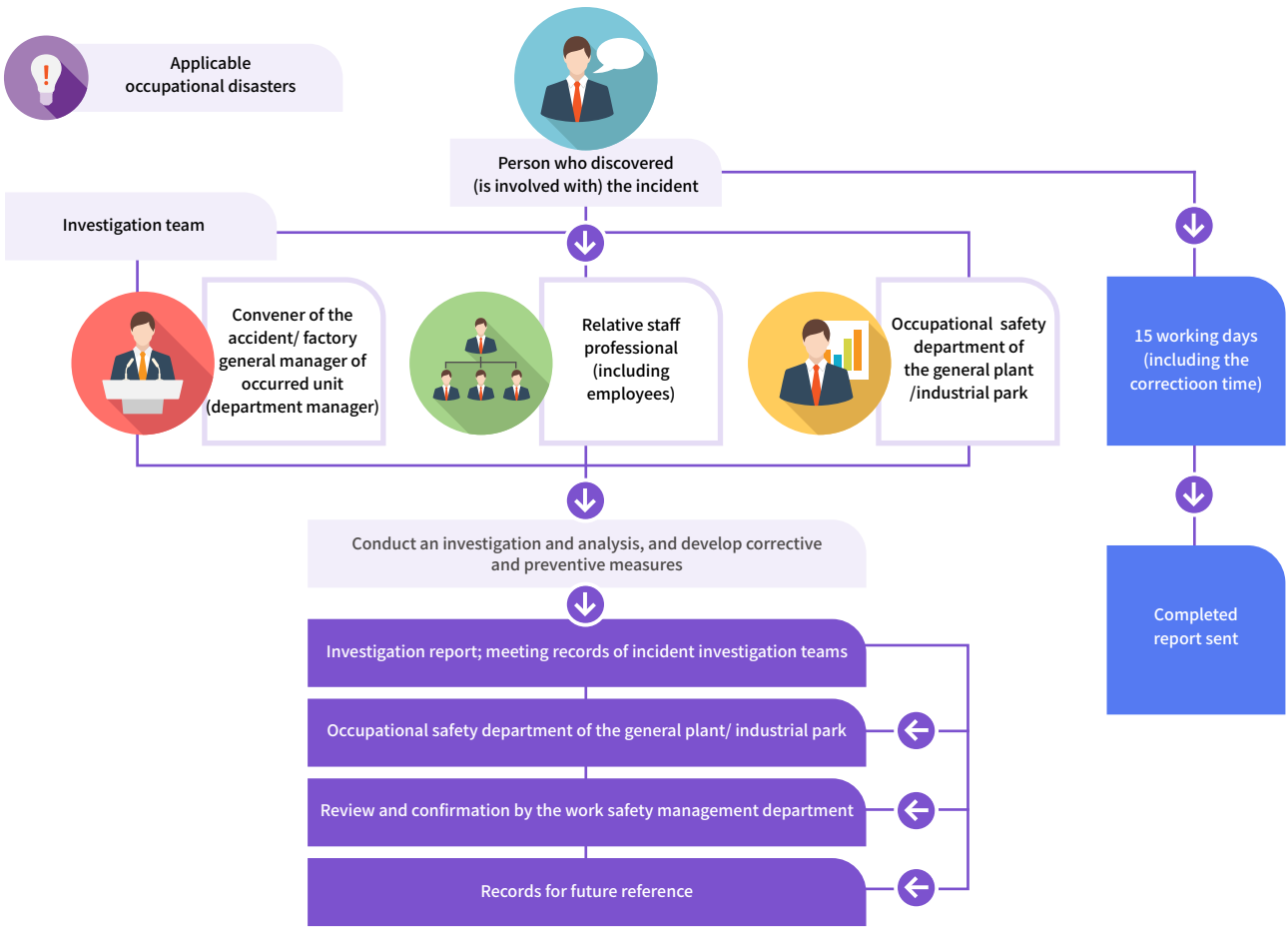
Risk Grading and Control Measures



Risk Identification Results

Risk Issue	Impacted Party	Impact Degree	Prevention/Mitigation Measures	Implementation Results in 2025
Fire and explosion risk	Plant staff	High risk	- Organized training courses on explosion-proof electrical equipment and construction practices. - Conducted a session on the application and practice of self-defense group operation in LINE groups. - Conducted educational training on "Natural Gas Hazard Prevention and Construction Safety Management".	- One educational and training course was conducted with a total of 106 participants. - One educational and training course was conducted with a total of 368 participants. - One educational and training course was conducted with a total of 90 participants.
Forklift collision risk	Plant staff	High risk	Forklifts were equipped with rearview camera systems.	32 forklifts were equipped with rearview cameras.
Road safety for commuters and business travelers	All colleagues	Medium risk	- Hold Uni-President Traffic Safety Day every three months to raise awareness and conduct inspections. (1) Display the "Stop, Watch, and Listen" traffic safety advocacy video on the LED marquees and video walls in plants and set up flags at the entrance and exit of the security office. (2) The Occupational Safety Section utilizes the Line group to disseminate traffic safety reminders to colleagues. (3) Production line team leaders remind the production line operators to drive carefully upon leaving work. - Provide training courses on traffic safety and defensive driving.	- Inspections and publicity were conducted quarterly in the months of January, April, July, and October. - Three sessions of defensive driving and traffic safety training courses were conducted by external instructors, with a total of 142 participants. Subsequent internal training sessions were held to cascade the knowledge.

Accident Investigation and Handling Process



Main Types of Occupational Injuries	Number of Injuries (persons)		
	2023	2024	2025
Collision	0	1	0
Caught by/rolled into machinery	0	2	1
Cut/slashed	1	0	0
Falls	0	1	0
Contact with high/low temperatures	0	1	1

Note: There were no fatalities between 2023 and 2025.

Uni-President highly prioritizes employee occupational safety. We actively take various actions to mitigate the risk of occupational health and safety incidents; however, occupational injuries still occurred. In 2025, a total of 2 occupational injury incidents were recorded. We have conducted a profound review of these incidents to understand their root causes, subsequently implementing improvements in equipment and operational workflows, while strengthening educational training to prevent recurrences. The occupational injury incidents this year involved caught-in/between hazards and contact with high temperatures. Following a thorough review, we are implementing improvements across three dimensions:

- Equipment and operational method improvements:
 - Optimized the filter basket hoisting device and strictly enforced the use of personal protective equipment (PPE) during operations.
 - Installed safety interlock devices on machinery.
- Education and training:

Injury incidents are included in the safety and health education and training for all employees to prevent the same situation from happening again in the future.
- Awareness and inspection:

The incident case was communicated to all employees as part of a company-wide awareness campaign. In parallel, an internal inspection was carried out to identify similar injury incidents or hazardous machinery and equipment across the organization, followed by the implementation of corrective improvements.

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 8 SOP teaching proposals to lay an occupational safety foundation targeting work safety issues. These include fire safety equipment management, hot work management, hazardous chemicals management, electrical safety management, hazard identification and risk assessment and risk control operation management, forklift safety management, outsourcing constructor safety and health management, strengthen awareness and sensitivity of industrial safety risks, etc.

Concurrently, we have established management regulations for personal protective equipment (PPE) to conduct inspections, management, testing, and training (specifically for respiratory protective equipment).

- 2025 Courses related to occupational and environmental safety
- ✓ A total of **80,552** course hours
 - ✓ A total of **32,606** 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 onsite counseling, 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 2025, 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.

2025 Awards

Yungkang General Plant – Safety and Health Family

→

Tainan City Government Safety and Health Family Performance Occupational Safety Excellence Award and Special Award in Performance Evaluation

Xinshih General Plant – Safety and Health Family

→

Tainan City Government Safety and Health Family Performance Distinction Award in Performance Evaluation

Yungkang General Plant, Yangmei General Plant

→

Ministry of Health and Welfare Healthy Workplace Certification Health Promotion Mark



4.2.4 Building a Healthy Workplace

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 2025, we invested approximately NT\$9.60 million in employee health examinations. The health checkup institutions are entrusted by qualified hospitals recognized by the competent authority. The total number of health checkups in 2025 was 5,567 people. By looking at the 2025 annual employee health examination report, the medical staff assessed the high-risk employees, gave them health consultation and health education, or arranged for in-factory physicians to conduct health counseling, so as to track employees health problems. In 2025, the abnormal health checkup items can be attributed to engagement in two activities: high-risk operations and unhealthy lifestyles. For employees' abnormal health checkup results such as: high BMI, hearing loss, or metabolic syndrome, Uni-President responded by putting in place improvement measures. For details of anomalies and improvement measures, see the following table:

The Main Cause of Health Checkup Anomaly	2025 Health Checkup Anomalies	Reason	Improvement Measures and Countermeasures
High-risk operation	Hearing impairment	This could be initially attributed to the soundscape in certain operating areas. To ascertain if there is a direct correlation between loudness and hearing loss, we will perform a health and safety assessment of the operating environment.	1. Special health examinations are conducted for personnel in the operation area. The results of hearing examinations for those in noisy work areas over the years are compiled and provided to the occupational doctor to determine the hearing changes. 2. Arrange for employees to have a medical counseling with an occupational physician, who then gives health advice. If the physician recommends to wear hearing protection gears all the time and implement a hearing protection plan, employees may remain at their current post; however, the hearing test report must be reexamined half a year later. If the re-examination reveals hearing loss, they must be given another job away from the noisy area. 3. Arrange for employees to participate in noise protection education and training, and have them wear earplugs or earmuffs and other hearing protective equipment at all times during work. 4. Management of time exposing to noisy working environment: Recording the time spent in the noise area is necessary when a person enters and exits, with no more than 4 hours of consecutive work allowed.
	Level 2 management for special health check-up of ionizing radiation work	Due to personal health conditions or medical history	1. Employees exposed to X-rays undergo special health examinations for ionizing radiation to ensure early detection and prevention of abnormalities. 2. Occupational health interviews, health guidance, and pre-employment physical evaluations or work adjustments 3. Plant nurses conducted on-site inspections to verify the radiation badge requirements and provide health care guidance.
	Abnormal scores on the overwork inventory and overwork assessment questionnaire	Excessive workload and overwork often result from accumulated chronic fatigue driven by shift work, night shifts, and long working hours. Such physical and mental stress may precipitate cerebrovascular and cardiovascular diseases.	1. The plant doctor conducts interviews, evaluations and provides guidance for abnormal workloads with those contributing to a higher risk of occupational-induced cerebrovascular disease given priority, and also those with a high risk of work-related burnout (shifts, night work, longterm work). 2. Make optimization suggestions, impose work restrictions, adjust work patterns and leave, or improve the work environment to prevent highrisk groups from overwork that may cause cerebrovascular diseases, and aim to achieve the purpose of early detection and early treatment. 3. Physician interview results: (1) High-risk group - Seek medical assistance based on doctor's advice, change his/her life style or work restrictions, adjust his/her work style, improve the working environment, etc. (2) Medium-risk group - Medical personnel conduct weekly or periodic on-site visits to monitor individual health conditions and deliver health promotion guidance, thereby strengthening employees' disease awareness and self-care management. (3) Low-risk group - Encourage participation in company-sponsored health promotion activities, the maintenance of a regular daily routine, and regular health examinations.

The Main Cause of Health Checkup Anomaly	2025 Health Checkup Anomalies	Reason	Improvement Measures and Countermeasures
Unfavorable lifestyle	BMI ≥ 35kg/m ²	Poor dietary habits and lack of exercise.	1. Incorporate into key health management indicators. 2. Occupational health nurses conduct regular health tracking for personnel. 3. Provide health education and counseling. 4. Arrange doctor health visits on-site. 5. Recommend improvements to diet and lifestyle, emphasizing regular and balanced meals. 6. Establish appropriate exercise habits.
	Cerebrovascular disease	The main risk factors include age, obesity, family history, smoking, lack of regular exercise, and unhealthy diet, which can lead to the three highs (high blood pressure, high blood sugar, and high blood lipids).	1. Consult with resident physicians to conduct high-risk personnel rankings . 2. Occupational nurses perform weekly on-site safety observation on high-risk personnel . 3. Conduct an individual appointment or arrange an appointment with a physician based on the observation result to give health guidance and suggestions for work assignments. 4. Stress the value of regular exercise .
	High glycated hemoglobin	Abnormal absorption and conversion of dietary sugar.	1. Provide health education and counseling by occupational physicians and nurses. 2. Recommend detailed hospital evaluations and medical management by occupational physicians and nurses. 3. Advise dietary improvements to reduce intake of sugar, carbohydrates, and calories, followed by exercise to increase muscle mass, improve blood glucose metabolism, and enhance insulin sensitivity
	High total cholesterol	Unhealthy diet habit (excessive saturated fat consumption) and genetics.	1. Give health education and health consultation to colleagues with high total cholesterol . 2. Arrange for occupational physicians to give medical counseling or instructions, so as to give colleagues correct health concepts and provide them with medication treatment to reduce the risk of myocardial infarction or stroke.
	Metabolic syndrome	Poor diet, alcohol abuse, and genetics.	1. Encourage personnel to develop a healthy diet habit and intensify exercise. 2. Organize courses on cardiovascular disease prevention to teach personnel how to prevent development of metabolic syndrome. 3. Arrange for occupational physicians to give medical counseling and health instructions, to give personnel accurate health knowledge.





National Workplace Safety and Health Week

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 general stress. At the same time, we also provide seminars for topics such as illness prevention, exercise, and stress relief to encourage all employees to participate and help them manage and relieve stress. We conduct health and special health examinations for our employees every year, collect and aggregate records of overall physical examinations, health examinations, and special health examinations, and provide labor health service physicians with further analysis of employees' detailed health status, or arrange for in-plant physicians to provide interviews and consultation services. The physicians integrate analysis results with workplace risk quantification data provided by occupational safety and health personnel, analyze cause and effect, and communicate health information to all employees.

Health Promotion Services

Upholding the corporate spirit and commitment of "respect for life", Uni-President cares for the health of employees and builds a safe and comfortable workplace. We implement health management and organize health promotion throughout the year to prevent the occurrence of injuries and diseases. In 2025, a number of health promotion courses were held for all employees, covering topics such as hearing protection education and training, prevention of hazards related to dust, noise, and ionizing radiation, AED and CPR first aid skills; and health promotion courses such as improvement of sleep quality, prevention of chronic diseases through managing the three highs (hypertension, hyperglycemia, hyperlipidemia), weight management and nutrition, metabolic syndrome and cardiovascular disease prevention, prevention of human-induced musculoskeletal hazards, workplace health promotion and management of occupational injury prevention and treatment, etc. to establish a safe and healthy workplace for employees. We also visit the factory from time to time to care for people with potential high health risks and those in need of care, publish a monthly health information magazine to enhance employees' health awareness, achieve comprehensive health care by allowing employees to participate in various health promotion activities, and renew the health promotion label every three years. Our health promotion activities are mainly based on course lectures and on-site drills, followed by health education in various units. Course lectures include "Prevention of Human-Based Hazards", "Abnormal Work Load", "Understanding and Prevention of Diabetes", "Prevention of Unlawful Infringements in the Workplace", etc. Field exercises include "AED Education and Training" and "Emergency Response Drills", etc. to create a "healthy, secure and safe" working environment for our employees.

Provision of Health Promotion Services and Programs for Workers

Services/Plan Items	Description	Number of Participants/Hour
Health promotion course (first aid knowledge)	CPR+AED first aid skills practical operation training	158 / 2
Health promotion course	• Cerebrovascular and cardiovascular disease prevention • Menopause health and care • Healthy active living promotion • Health and wellness for middle-aged and senior employees	174/1
Recognize and prevent cancer	Cancer awareness and prevention (lung cancer, colorectal cancer, prostate cancer)	42/ 2
Prevention of noise hazards	Occupational physicians explained the precautions for wearing earplugs during noisy operations	51 / 2
Health and health education promotion (Common winter diseases, myocardial infarction, diabetes, hepatitis A, precautions for hypertension and blood sugar, measles, dengue fever, heat hazards, notifiable infectious diseases, breast cancer, brain tumor, stroke, super slow jogging, enterovirus)	Visit each factory from time to time to promote health education and real-time epidemic information	602 / 2



Services/Plan Items	Description	Number of Participants/Hour
Workplace abuse prevention	Invite external lecturers to explain the prevention of illegal infringements in the workplace to ensure the physical and mental health of employees	140 / 2
Stay away from the three highs and prevent chronic diseases	Health promotion	86 / 2
Prevention of human hazards	Education and training	245 / 2
Maternal health	Health promotion	107 / 1
Prevention of overwork-related health hazards (workshops on embracing stress, muscle gain & fat loss, and equipment-free strength training)	Health promotion	65 / 1
Healthy weight loss initiatives	Weight loss competitions and healthy weight loss courses	149/2

