



2023
Sustainability Report

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We are fully committed to creating a healthy and convenient food culture.

About this Report

Reporting Period and Scope

This report primarily focuses on the Company's commitments and achievements regarding environmental, social, and corporate governance aspects for sustainable development in 2023. It prioritizes the disclosure of material issues that are of greatest concern to stakeholders and have a significant impact on the Company's operational development. The data and contents disclosed by this report mainly cover the year of 2023 (from January 1 to December 31, 2023), with some of the statistical data retrospectively covering the previous three years. In addition, the disclosure also includes information on some of the 2024 operational objectives and changes in organizational structure.

This report mainly covers the main entity of the Company, including the headquarter, central R&D institute, 3 factories (Taichung factory, Douliu factory, and Kaohsiung factory) and 23 business locations (18 refrigerated warehouses and 5 normal temperature warehouses). Overseas areas and other subsidiaries are excluded. The financial disclosure mainly refers to the 2023 financial statements audited by CPAs.

During the report period, there have been no material changes in the organizational scale, structure or ownership of the Company.

Report Compiling Principles

The content structure of this report is prepared with reference to the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE-listed Companies" and relevant Q&A, as well as the "GRI Standards Core Options" of the Global Reporting Initiative.

Report Approval

This report has been approved by the Corporate Sustainable Development Steering Committee of the Company.

Report Assurance

Wei Chuan Foods Corporation (hereinafter referred to as "Wei Chuan" or the "Company") entrusted PwC Taiwan to conduct limited assurance on this report according to the Assurance Standards of R.O.C. No. 1 "Non-historical financial information audit or review on assurance case" announced by the Accounting Research and Development Foundation. Please refer to the Appendix of this report for the Assurance Report.

Release of Report

The Company's 2023 Sustainability Report was released in August 2024. (The most recent report was issued in September 2023.) Future sustainability reports will be issued annually for the preceding year.

Contact Information and Feedback

Corporate Sustainable Development Committee of Wei Chuan Foods Corporation
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Message from the Management

Mission, Vision, and Business Philosophy

"Wholehearted commitment to creating a healthy and convenient dietary culture" is the mission of Wei Chuan. Accordingly, we adhere to the business philosophy of "integrity, pragmatism, and innovation," continuously striving to gradually realize the vision of "becoming the preferred food company for people's lives." Wei Chuan continues to innovate and break through, not only striving for excellence in both product quality and food safety but also committing to both sustainable development and social responsibility, promoting both green production and environmental protection measures to ensure the joint growth of the enterprise and the environment.

Taking "food safety" as DNA, Wei Chuan strictly controls every detail "from origin to dining table" and has comprehensively constructed and implemented a transparent, open, and safe supply chain system that complies with national food safety policies, so as to enhance product standards to align with international standards. Prioritizing consumers' right to know, safe and healthy food, our determination and actions in pursuing food safety never cease, contributing efforts to upgrade Taiwan's food industry, serving as a role model in Taiwan's food industry, and creating a safe and healthy dietary environment.

Food Safety Commitment and Action

Wei Chuan is committed to safety, transparency, and openness in food safety, and continues to implement 3 actions:

1. Full product traceability

We rigorously implement integration and management of supply chain, and any raw materials without traceable origin and autonomous inspection are prohibited from entering the product supply chain of Wei Chuan. Wei Chuan's full product tracing system has covered 100% of the raw materials and directly contacted packaging materials, ensuring that every detail of the product from the place of origin to the dining table can be traced.

2. Simplification of formula

To meet consumers' demand for natural and healthy products, Wei Chuan aims to simplify formulas, striving to reduce unnecessary artificial additives and develop friendly dietary options.

3. Quality in line with international standards

Wei Chuan is committed to ensure all products complying with the regulations of the Act Governing Food Safety and Sanitation of R.O.C. and also continues to meet quality requirements of higher standard through obtaining international food safety certification and increasing self-testing capacity.

Food Safety Sustainability Strategy

Food safety is not only Wei Chuan's DNA but also lifelong commitment; the demand for quality is never compromised, which is the belief that Wei Chuan has long adhered to and practiced. Wei Chuan firmly believes that food safety work can always be improved. Therefore, in addition to implementing quality assurance work, Wei Chuan has established a quality assurance testing laboratory certified by TFDA and TAF, and developed analysis and testing methods for 469 types of raw materials and finished products. Furthermore, we continue to instill the core values of food safety — "assurance, transparency, openness" shaping a shared food safety culture among Wei Chuan's personnel, driving sustainable dining, and achieving the spirit of mutual benefit to create a reciprocal cycle of sustainable food safety.

Certification and Recognition

The various product lines of the Wei Chuan factory have consistently obtained various international quality and management certifications over the years, including maintaining 2 GFSI-recognized international certification systems, SQF and FSSC 22000, as well as the internationally-accepted ISO 22000 certification system for all factories. With regard to product awards, the simple-formula products of Wei Chuan have obtained the domestic

authoritative Clean Label certification, dairy products have obtained the 100% Additive-Free mark, seasonings/sauces/canned products have also obtained the Clean Label and the Double-Clean Label, such that a cumulative total of 22 products have obtained the Clean Label. Furthermore, products of Wei Chuan also actively participate in various domestic and foreign innovative product and flavor quality awards events, such as iTQi, IIAC, Taiwan Association for Food Science and Technology, and Taiwan Association for Lactic Acid Bacteria, etc., receiving great recognition from domestic and foreign experts.

Implementation of Environmental Protection

Wei Chuan understands that enterprises should bear greater responsibility and actively face the challenges of climate change. Therefore, during the product lifecycle, Wei Chuan actively seeks ways to reduce environmental impact in all aspects of water, electricity, oil, paper, and waste. First, Wei Chuan actively implemented various energy-saving measures in each factory area, achieving a power saving of 613 thousand kilowatt-hours and reducing approximately 303.0 metric tons of carbon dioxide emissions in 2023. In addition, Wei Chuan has long been conducting education and promotion related to environmental protection both internally and externally. Based on the principle of "Respect and Love Mother Nature", the Company realizes and conveys the philosophy of "Spiritual Environmental Protection" to employees, relatives, suppliers, contractors and society with respect to environmental protection. "Environmental Protection" has also been included in the criteria for selecting and reviewing suppliers.

Harmonious Society and Inclusion

With regard to the implementation of corporate sustainable development, the Company upholds the initial principle of caring employees/shareholders and fulfilling corporate responsibility, improves employees' competence through education and training system, and continues to work hand in hand with employees to promote various public welfare projects such as the "Enrich Rural Areas Plan". The Company also echoes ESG in various actions, not only by planting green belts at and around the Linfengying Ranch, but also by constructing Taiwan's first set of farm biogas power generation equipment, addressing the pollution caused by biogas and achieving the goal of converting waste into energy. At the same time, to achieve mutual benefit, the Company spared no effort to promote the goal of making Taiwan's dairy farming industry reach the goal of "sustainable farms, healthy fresh milk": First, the Company used the Linfengying Ranch as a demonstration farm for "Dairy Farming 4.0". It has also consecutively obtained high scores in Taiwan Dairy Cattle Welfare Certification for 2 years starting from 2022. In addition, the Company collaborated with its partners to continuously head towards the goal of assisting contract dairy farms in obtaining animal welfare certification.

Future Outlook

2023 marks the 70th anniversary of the establishment of the Company. Adopting the philosophy of "Transform and Break through to Achieve Mutual Benefits", the Company aims to play a significant role in the upgrading of Taiwan's food industry. Through concrete actions, the Company seeks to lead positive social development, collaborate with upstream and downstream supply chain partners, and work together with end consumers to implement sustainable social development, so as to achieve a harmonious society. In 2022, the board of directors approved the establishment of both the "Corporate Sustainable Development Steering Committee" and the "Corporate Sustainable Development Committee", and has set sustainable development goals in the annual work plan to implement various measures.

Chairman Hung-Yu, Chen
Chief Executive Officer Chien-Hung, Lin



1 Company Profile



- 1.1 About Wei Chuan
- 1.2 Products and Services
- 1.3 Financial Performance
- 1.4 Corporate Governance
- 1.5 Risk Management
- 1.6 Ethical Conduct and Integrity in Business
- 1.7 Regulatory Compliance

1.1 About Wei Chuan

The Company is a listed food company established in Taiwan for 70 years, primarily engaged in food manufacturing, sales, and brand marketing. We are fully committed to creating a healthy and convenient food culture.

The Company operates primarily in Taiwan, with its headquarters located in Taipei City, and has 1 central R&D institute and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Plant), 23 business offices, etc. In addition, we have established a subsidiary in Mainland China, focusing on the development of local food business. There are also subsidiaries investing in the packaging materials business, import and export trade business, and dairy farmer industry.

General Information

Company Name	Wei Chuan Foods Corporation
Stock Code	1201
Company Establishment Date	September 22, 1953
Main Businesses	Food manufacturing, sale and brand marketing
Business Administration Number (BAN)	11347802
Chairman	Hung-Yu, Chen
Chief Executive Officer	Chien-Hung, Lin*
Paid-in Capital	NT\$ 5,060,629,140
Ordinary Shares	506,062,914 shares (0 preferred shares)
TWSE Listing Date	February 9, 1962
Address	No. 125, Songjiang Rd., Zhongshan Dist, Taipei City 10485
Telephone No.	(02)2506-5020 (Consumer Service Hotline: 0800-021007)
Website	https://www.weichuan.com.tw
Spokesperson	Kuo-Chen, Huang, Chief Financial Officer
Stock Transfer Institution	Registrar Agency Department of Yuanta Securities Co., Ltd. (02)2586-5859 B1F, No. 210, Sec. 3, Chengde Rd., Datong Dist., Taipei City 10366
CPA for the Most Recent Year	Shih-Chun, Huang and Tsui-Miao, Huang PricewaterhouseCoopers (PwC) Taiwan (02)2729-6666

*Former CEO Chiao-Hua, Chen resigned on January 30, 2024 and was succeeded by Chien-Hung, Lin.

1.2 Products and Services

The Company sells products including dairy products, beverages, convenient foods, seasonings, sauces, and other business channel products. We emphasize product quality and sales service to meet consumer needs. The sales model primarily involves distributing products through distributors, large retail channels, convenient stores, or direct sales to foodservice channels, with 97.6% of products mainly for domestic sales.

The Company's Taiwan food business sold a total of 136,705 metric tons of products in 2023. The main production sites for products are the Taichung Plant, Douliu Plant, and Kaohsiung Plant, among others. The main product brands include: Wei Chuan, Linfengying, Bernachon Coffee, Daily C, Pure Soy Milk, Wei Chuan Super Seasoning, Healthy Kitchen, Cuiniang, Wandan, Nonzha, etc., all of which are familiar and common brands to consumers. For more details, please refer to the brand channel on the Company's official website.

Main Businesses and Proportions in 2023 (including Subsidiaries)

Business Type	Main Business Content	Proportion of Revenue (%)
Food Business	Dairy products, beverages, convenient food, and other food products	94.9
Packaging Materials Business	Manufacturing of food molds, injection molds, plastic bottle caps, etc.	2.8
Other Businesses	Import and export trade	2.3

Main Businesses and Proportions in 2023 (excluding Subsidiaries)

Category	Main Products	Proportion of Revenue (%)
Dairy Products	Fresh milk, flavored milk, yogurt, yogurt, diluted fermented milk, soy milk, etc.	60.6
Beverages	Juice, diluted juice, coffee, tea, water, etc.	20.3
Convenient Food	Seasonings, sauces, canned food, etc.	11.2
Other Foods	Refrigerated snacks, salads, eggs, other operating revenue, etc.	7.8

The Company values each supplier in the supply chain as a partner and upholds the principles of integrity and fairness for business trading. The Company also expects suppliers to fulfill corporate social responsibility.

All suppliers that provide necessary raw materials, supplies, packaging materials, spare parts, office equipment, office supplies, machinery and equipment, and engineering for production and operation can be considered the Company's suppliers. When the Company conducts vendor selection, contracting, evaluation, and auditing, it is carried out in accordance with relevant procurement, contracting, and management procedures, prioritizing domestic vendors for procurement. Contracts are also established with suppliers to safeguard the rights and obligations of both parties.

The Company has contracted with downstream sales channels such as chain retailers, dealers, and direct distributors to maintain excellent and stable supply and service.

1.3 Financial Performance

The fluctuations in commodity prices in 2023 continued to impact the market environment. With influence of both inflation and cost pressures, enterprises face severe challenges in operations. Even in an adverse external environment for business operations, the Company's 2023 consolidated operating revenue was NT\$ 21,476,354 thousand, which was an 7.5% increase compared to 2022; net profit attributable to owners of parent company amounted to NT\$ 268,323 thousand, with an earnings per share of NT\$ 0.53.

The Company's management team is committed to creating a healthy and convenient food culture with the primary strategy of 'Deep-rooted in Taiwan, Developing in Mainland China', positioning its business in 'Food Manufacturing, Brand Marketing, and Channel Management.' In addition to continuing to deepen operations in the Greater China market, the Company will actively invest in the development of export business to regional markets, striving to create new growth drivers and better operational performance for the Company, thereby laying the foundation for sustainable operations. At the same time, we actively engage in environmental protection, social responsibility, and corporate governance, while continuously cultivating talent, as only sustainable talent can achieve sustainable development.

Direct Economic Value Generated and Distributed for 2023



Financial Subsidies from the Government for 2023

Unit: NT\$ thousand

Item	Taiwan Region
Human Resources	407
Energy Conservation and Carbon Reduction	8
Other	106
Total	521

One of the Company's business objectives is to create greater economic value, giving back to shareholders, employees, the community, and other stakeholders. To achieve this goal, the Company formulated an annual plan and prepares a budget each year, both of which are executed upon approval by the board of directors. Through various mechanisms such as monthly management meetings, the management can accurately grasp the business objectives and operational status. The Chief Executive Officer reports the operational results and financial performance achievements at each quarterly board meeting. At the same time, in terms of managing negative impacts, the Company actively manages operational risks (please refer to the risk management section) and conducts strict risk assessments on high-risk investments to ensure that the Company's economic performance is not excessively affected by adverse external factors.

Dividend Policy

The Company has a dividend policy, whereby if there is a surplus at the end of a fiscal year after paying taxes, it shall be utilized to cover losses and appropriate legal reserve, after which the special reserve shall be appropriated or reversed according to the law. The remainder, together with the accumulated unappropriated retained earnings from the previous year, shall be distributed or retained according to the proposal of the board of directors and submitted to a shareholders' meeting for resolution. Taking into consideration of investment development, assessment of the investment environment and the interests of shareholders, the Company appropriates no less than 50% of the profit of the current period for the distribution of the shareholders' dividends annually. However, if the annual net profit is less than 5% of the total paid-in capital, dividends may not be distributed. When distributing dividends to shareholders, it shall be in the form of cash or stock, with cash dividends constituting no less than 50% of the total dividends.

Compliance with Tax Policies

Our Company also regards honest tax payment as a fundamental social responsibility of the enterprise, complying with all tax laws and regulations. Financial statements and tax information, after being audited by CPAs, are disclosed transparently, establishing a relationship of mutual trust and respect with government agencies and investors.

1.3 Financial Performance

Consolidated Assets, Liabilities and Equity in the Most Recent 2 Years

Unit: NT\$ thousand

Item	Year	2023	2022	Increase (decrease)	
				Amount	%
Current Assets		6,785,270	5,723,029	1,062,241	18.6
Investments Accounted for Using Equity Method		15,962	16,441	(479)	(2.9)
Property, Plant and Equipment		8,513,627	9,093,780	(580,153)	(6.4)
Other Assets		2,712,856	2,774,976	(113,301)	(4.0)
Total Assets		18,027,715	17,608,226	368,308	2.1
Current Liabilities		7,149,460	6,206,831	942,629	15.2
Non-current Liabilities		3,586,255	4,168,739	(633,665)	(15.0)
Total Liabilities		10,735,715	10,375,570	308,964	3.0
Share Capital		5,060,629	5,060,629	-	-
Capital Surplus		36,115	36,115	-	-
Retained Earnings		2,461,437	2,332,580	128,857	5.5
Other Equity Interests		(274,237)	(204,898)	(69,339)	33.8
Equity Attributable to Owners of Parent Company		7,283,944	7,224,426	59,518	0.8
Non-controlling Interests		8,056	8,230	(174)	(2.1)
Total Equity		7,292,000	7,232,656	59,344	0.8

Consolidated Financial Performance for the Most Recent 2 Years

Unit: NT\$ thousand

Item	Year	2023	2022	Increase (decrease)	Variability (%)
Operating Revenue, Net		21,476,354	19,972,832	1,503,522	7.5
Operating Cost		(15,672,351)	(14,474,786)	(1,197,565)	8.3
Gross Profit		5,804,003	5,498,046	305,957	5.6
Operating Expense		(5,482,953)	(5,163,869)	(319,084)	6.2
Operating Income		321,050	334,177	(13,127)	-3.9
Non-operating Revenue and Expense		60,757	(34,377)	95,134	-276.7
Net Profit before Tax		381,807	299,800	82,007	27.4
Income Tax (Expense)		(112,291)	(58,717)	(53,574)	91.2
Net Profit		269,516	241,083	28,433	11.8

Individual Financial Performance for Most Recent 2 Years

Unit: NT\$ thousand

Item	Year	2023	2022	Increase (decrease)	Variability (%)
Operating Revenue, Net		7,957,995	8,095,812	(137,817)	(1.7)
Operating Cost		(6,381,944)	(6,376,387)	(5,557)	0.1
Gross Profit		1,576,051	1,719,425	(143,374)	(8.3)
Operating Expense		(1,673,799)	(1,715,111)	41,312	(2.4)
Operating Income		(97,748)	4,314	(102,062)	(2365.8)
Non-operating Revenue and Expense		331,436	262,268	69,168	26.4
Net Profit Before Tax		233,688	266,582	(32,894)	(12.3)
Income Tax (Expense)		34,635	(26,299)	60,934	(231.7)
Net Profit		268,323	240,283	28,040	11.7

1.4 Corporate Governance

The Company adheres to the business philosophy of integrity, pragmatism, and innovation, establishing an effective corporate governance framework along with relevant Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles. We strengthen the functions of the board of directors, improve corporate governance, ensure shareholder equity, respect social ethics, focus on the equity of all stakeholders, and emphasize sustainable development.

To strengthen corporate governance, our Company approved the Ethical Corporate Management Best Practice Principles through the Board of Directors on November 11, 2016, and disclosed its full contents on the Company's official website and the Market Observation Post System are available for stakeholders to refer to. On May 10, 2021, the board of directors approved the appointment of the head of the secretariat of the board of directors as the corporate governance officer, who should be responsible for corporate governance-related matters, including handling the convening of both board and shareholder meetings, and disclosing information related to corporate governance. At the same time, in terms of managing negative impacts, the Company has established provisions for avoiding conflicts of interests among directors to ensure the fairness of board decisions. Through the implementation of key points for director training, the Company encourages continuous learning to enhance competencies and provides liability insurance for directors and managers to mitigate the risk of causing damage.

Composition of Board of Directors

The board of directors of the Company consists of 9 directors, including 3 independent directors (the Company elected 3 independent directors at the shareholders' general meeting in June 2016 and voluntarily established the Audit Committee in advance to replace supervisors). The election of the Company's directors is conducted in accordance with the nomination system stipulated in the Articles of Incorporation. Based on a diversification policy, the academic and professional background, expertise, gender, age, nationality, and culture of each director candidate are evaluated. After approval by the Board of Directors, the candidates are submitted to a shareholders' meeting for election.

The composition of the Company's board of directors is diversified—currently, there are 9 male directors, and plans to increase at least 1 female director in the next term. With regard to age distribution, 1 director is under 50 years old, 3 people are between 51-60 years old, 2 people are between 61-70 years old, and 3 people are over 71 years old. The composition of members, excluding directors who concurrently serve as management, took into consideration factors including but not limited to the following 2 major aspects: basic qualifications and values, professional knowledge and skills, etc. The number of directors equipped with the accounting and financial professional background reaches 1/2 of the total number of directors, and the number of independent directors is no less than 1/3 of the total number of directors. The consecutive term of office should not exceed 2 terms, and board members do not simultaneously serve as directors or supervisors of more than 5 listed or OTC companies.

Board Meetings

The Company convenes a board meeting at least once every quarter, in accordance with the board meeting regulations, to discuss and resolve significant business matters. A total of 5 board meetings were held in 2023, with an average attendance rate of approximately 97.8% for each director. The annual general meeting of shareholders in 2023 was attended by directors, with an attendance rate of 78%.

Directors' Avoidance of Conflicts of Interests

The Company's board meeting regulations include provisions for avoidance of conflicts of interests when directors face potential conflicts of interest, and such provisions are implemented effectively. Directors who have a conflict of interest with the matters of the meeting, either personally or on behalf of the legal entity they represent, must disclose the key details of their interest at the board meeting. If there is a risk of harming the Company's interests, they are not allowed to participate in the discussion and voting. In addition, they must recuse themselves during the discussion and voting, and cannot act as a proxy for other directors to exercise their voting rights. The spouse of a director, blood relatives within the second degree, or a company with a controlling or subordinate relationship with the director, if having an interest in the matters of the meeting, shall also be deemed to have a personal interest in the matter as the director. The relevant avoidance situations are disclosed in the board meeting minutes and the annual report.

Additionally, if any suppliers are related parties to the Company, the transactions are also disclosed in detail in the financial statements in accordance with relevant regulations.

Director Training

According to the Company's guidelines for director training, information on corporate governance training courses is provided to directors periodically, encouraging them to continue their education. Their training status is uploaded to the Market Observation Post System as required. In 2023, each director completed at least 6 hours of training, while newly appointed directors completed over 12 hours of training.

Director Insurance

The Company, in accordance with a resolution of the Board of Directors, annually insures directors and officers against liabilities amounting to US\$ 20 million to reduce and diversify the risk of significant damage to both the Company and shareholders caused by errors or negligent acts of directors and officers.

Performance Evaluation of Board of Directors

The Company passed a resolution to establish the Board of Directors' performance evaluation method on May 10, 2017. An internal performance evaluation of the board of directors is conducted once a year at the end of the fiscal year and completed by the end of the 1st quarter of the following year. Additionally, an external professional independent organization or a team of external experts and scholars conducts a performance evaluation of the board of directors once every 3 years. After the end of the fiscal year of 2023, the Company conducted an internal self-assessment of the board's performance, a self-assessment of the performance of 3 functional committees, and a self-assessment of the directors' performance. The Company also commissioned the Chinese Corporate Governance Association to conduct an external evaluation of the board's performance. Relevant evaluation contents and results were submitted to the board of directors on March 12, 2024.



1.4 Corporate Governance

Remuneration Committee

The Company's Remuneration Committee is composed of 3 independent directors, whose primary responsibility is to assist the board of directors in overseeing the Company's remuneration system and to provide appropriate recommendations to the board, including:

- I. Regularly review the organizational regulations of the Remuneration Committee and propose amendments.
- II. Establish and regularly review the performance evaluation standards for both directors and management, annual and long-term performance goals, and the policies, systems, standards, and structures of salary remuneration, and disclose the content of performance evaluation standards in the annual report.
- III. Regularly evaluate the achievement of performance goals for both directors and managers, and determine both the content and amount of their individual salary remuneration based on the evaluation results obtained from performance assessment standards. The annual report should disclose the individual performance evaluation criteria for both directors and management, both the contents and amounts of individual remunerations, and both the relevance and reasonableness of the performance evaluation results, all of which shall be reported to the shareholders' meeting.

Remuneration Policy

Director Remuneration

The remuneration of directors is determined by the board of directors in accordance with the Company's articles of association, based on their participation and contribution to the Company's operations and the usual industry standards. Additionally, if the company has profits for the year, the directors' remuneration is allocated up to a maximum of 5% as stipulated in the company's articles of association. The directors' remuneration is determined by the board of directors, taking into account the company's overall operational performance and the board's performance evaluation. The remuneration of independent directors is recommended by the compensation committee as per the Company's articles of association and approved by the board of directors to receive a fixed monthly salary, without participating in the company's profit distribution.

Management Remuneration

Management remuneration includes salaries and bonuses. Salaries are determined with reference to industry standards, job titles, ranks, academic (and experience) background, professional abilities, and responsibilities. Bonuses are linked to the employee performance management system and performance evaluation benchmarks. Performance evaluation items include assessments of strategy formulation and implementation, business development, organizational development, personal growth, corporate management philosophy, and competencies. These are approved by the chairman based on the Company's overall actual operational performance and individual employee performance for the year. Additionally, if the Company has profits in the fiscal year, it shall allocate no less than 1% as employee remuneration according to the provisions of the Articles of Incorporation. If an executive engages in risky behaviors related to damaging the Company's goodwill and significant mismanagement as stipulated in the Regulations Governing Reward and Punishment of Employees, relevant bonuses will be reduced or not awarded depending on the severity of actions specified in the regulations. The contents of the remuneration provided by the Company are consistent with the guidelines for the matters to be recorded in the annual report of publicly listed companies regarding director and management remuneration.

Remuneration Determination Process

The salary and remuneration policy, system, standards, and structure for directors and management, as well as the individual salary and remuneration amounts, are annually submitted to the Remuneration Committee for review and reported to the board of directors for resolution. The Remuneration Committee is entirely composed of independent directors, with no additional remuneration consultants hired. For independent directors, based on consideration of conflicts of interests, the decision is made by the board of directors without review by the Remuneration Committee. The distribution of employee and director remuneration is conducted by a resolution of the board of directors with the attendance of more than two-thirds of the directors and the approval of the majority of the attending directors, and it shall be reported to the shareholders' meeting.

Audit Committee

The Audit Committee of the Company is composed of 3 independent directors, who regularly supervise and review financial statements. They are also responsible for overseeing the appointment, discharge, independence, and performance of the certified public accountants (at least 1 periodic assessment on the independence and competence of retained CPAs is conducted annually), the effective implementation of the Company's internal controls, compliance with relevant laws and regulations, and the management of existing or potential risks within the Company. Independent directors regularly communicate with the internal audit supervisor and accountants. Apart from communication during audit committee meetings, they hold at least 2 meetings annually with the internal audit supervisor and 1 meeting with the accountants. In addition, the Company has established an independent director mailbox to create a communication channel between employees, shareholders, vendors, and other stakeholders and the independent directors, facilitating the timely identification of potential issues by the independent directors.

In 2023, none of the independent directors communicated any key significant events with the board of directors.

The Company held a total of 5 Audit Committee meetings and 4 Remuneration Committee meetings in 2023, with an average attendance rate of 100% for each committee member.

Internal Audit Organization

The Company's audit office is subordinate to the board of directors and regularly reports audit business to the board of directors. The Company's Audit Office executes on-site inspections or document reviews based on the annual audit plan approved by the board of directors, taking risk management into consideration. It assists various units in conducting self-examinations, providing timely improvement suggestions to help the board of directors and management reasonably ensure the continuous effective implementation of the internal control system. The Audit Committee regularly reviews related audit reports. The appointment and dismissal of the Company's chief audit executive must be submitted to the board of directors for discussion and approval; the appointment, evaluation, and salary remuneration of internal audit personnel are approved by the chairman upon the chief audit executive's recommendation.

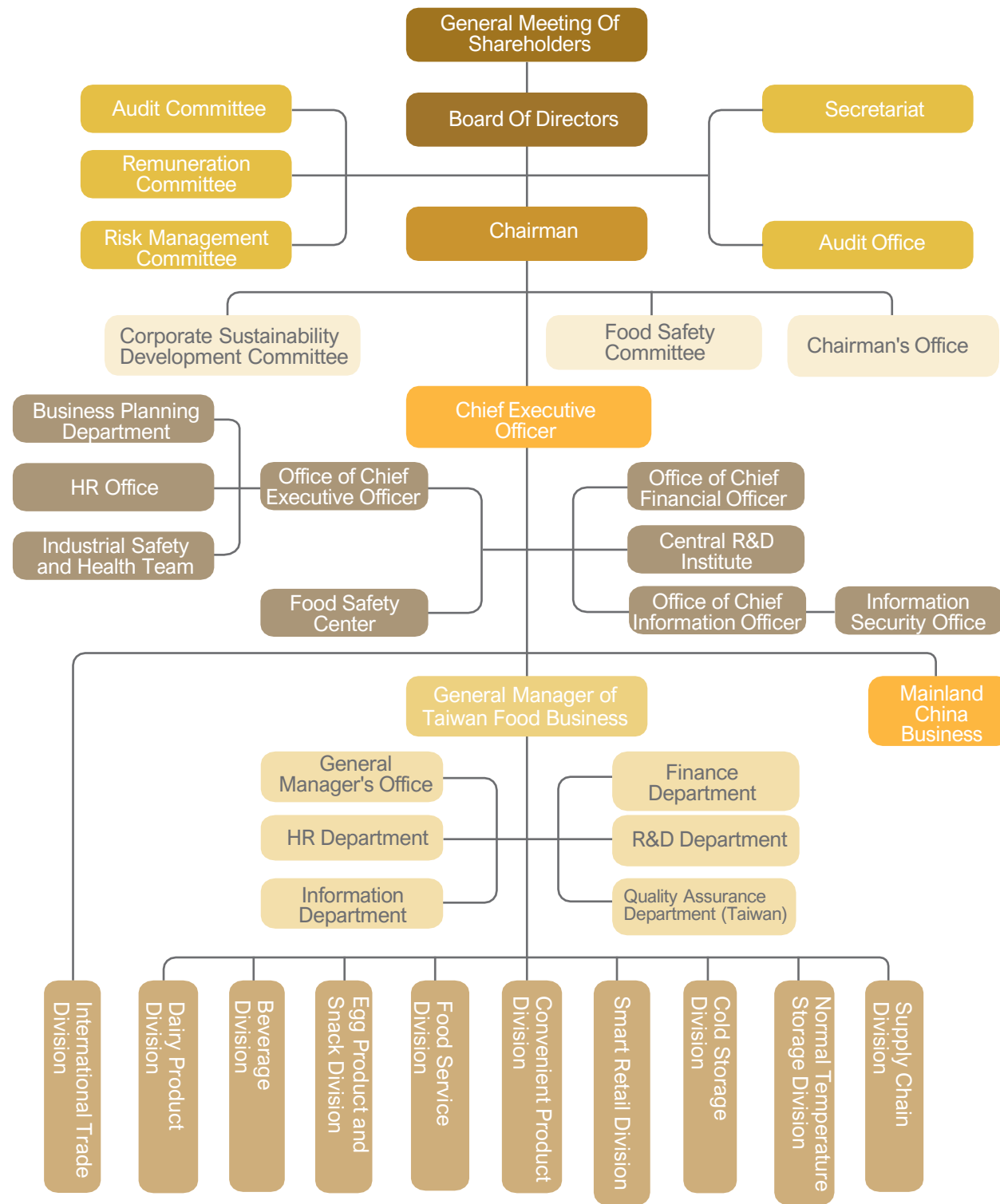
Organization for Promoting Corporate Sustainable Development

The Company resolved to establish a Corporate Sustainable Development Steering Committee on May 6, 2022, with the Company's chairman serving as the chair and committee members appointed by the Chairman. The Corporate Sustainability Development Steering Committee has established the Corporate Sustainability Development Committee, which includes a Chief Sustainability Officer, an Executive Secretary, and members. The Corporate Sustainability Development Committee has established 7 sub-groups, including: the Corporate Governance Sub-group, the Food Safety Promotion Sub-group, the Social Welfare Sub-group, the Employee Care Sub-group, the Environmentally Friendly Sub-group, the Product Design Sub-group, and the Stakeholder Communication Sub-group, each with its respective responsibilities.

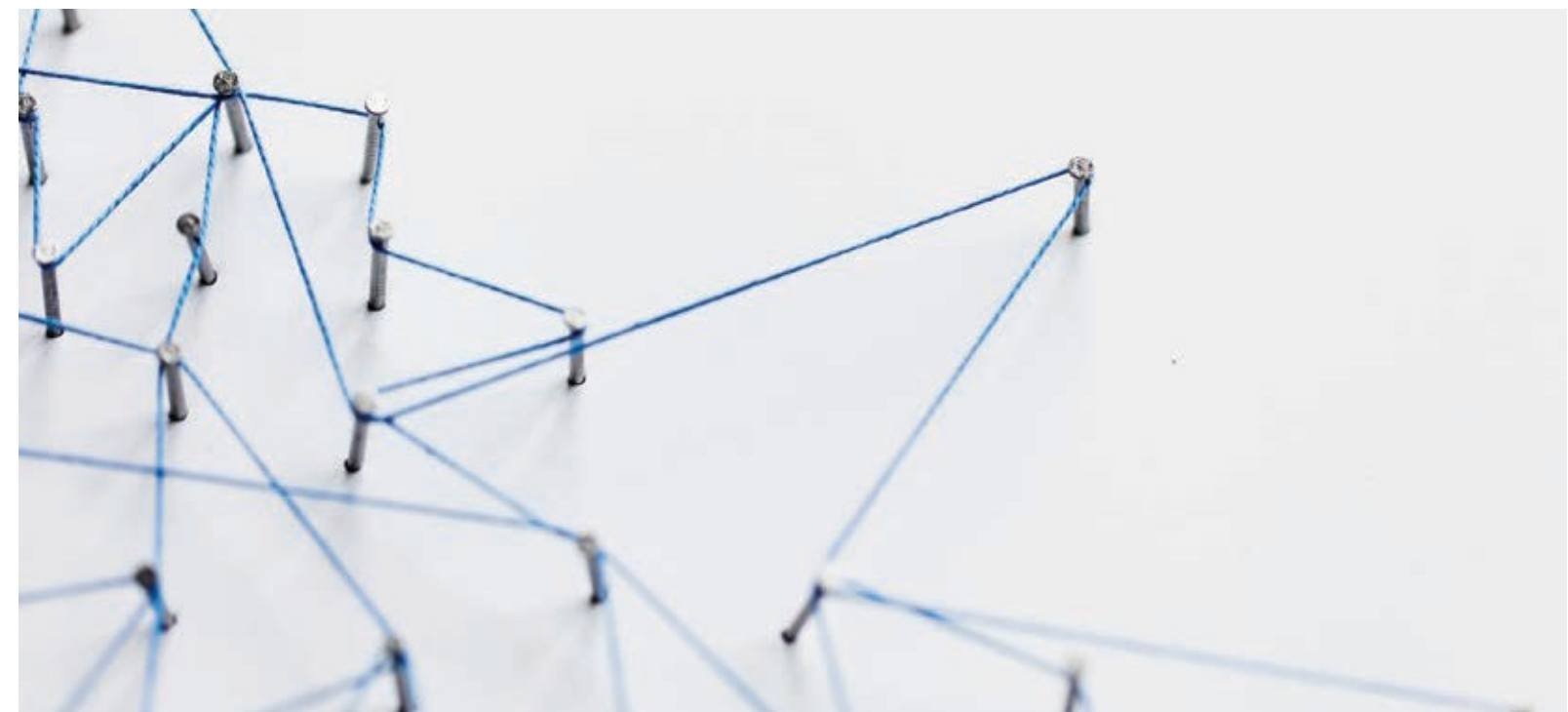
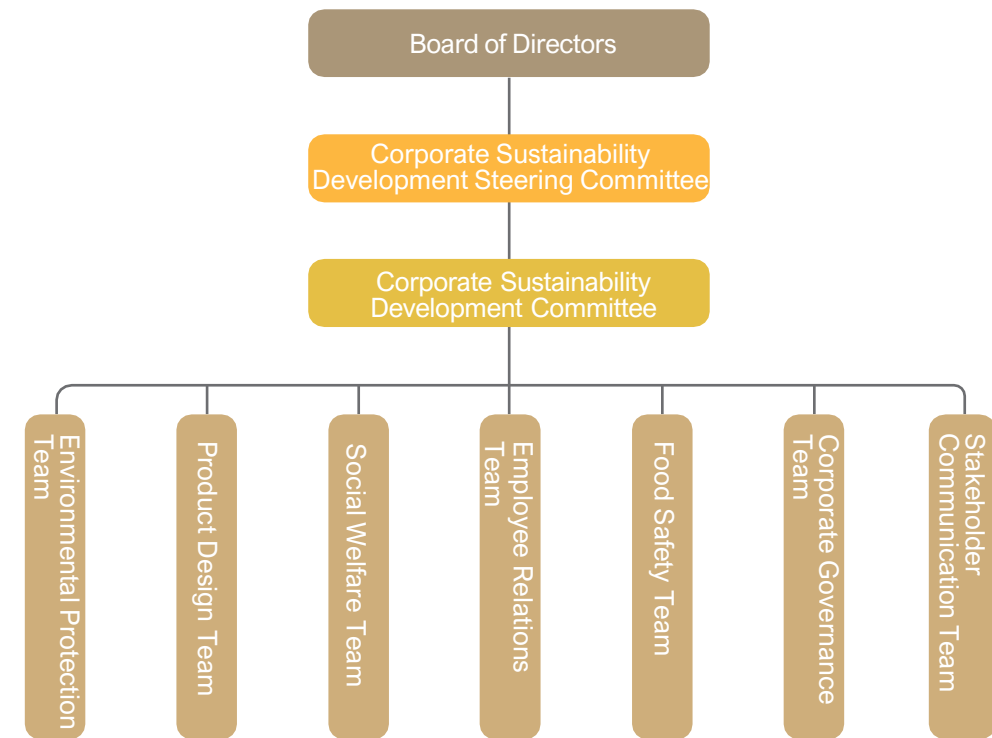
The Corporate Sustainability Development Committee holds meetings at least once every quarter to implement and promote activities in various aspects of sustainable development. The relevant promotion plans are then submitted to the Corporate Sustainability Development Steering Committee for discussion, and the Chief Sustainability Officer reports significant achievements to the board of directors at least once a year. When the sustainability report is completed, it is submitted by the Corporate Sustainability Development Steering Committee to the board of directors for review and audit to ensure the accuracy and comprehensiveness of the report. When the board of directors conducts a review, they provide necessary guidance and recommendations on various sustainable development strategies and outcomes to continuously enhance the Company's sustainable development performance.

1.4 Corporate Governance

The Company's Organizational Structure Chart



The Company's Organizational Chart for Promoting Corporate Sustainable Development



1.5 Risk Management

On March 26, 2018, the Company's board of directors approved the Risk Management Policies and Regulations, which were amended as the Risk Management Policies and Procedures on August 4, 2023, so as to formulate strategies as well as identify and manage risk events, ensuring that risks remain within controllable limits and do not exceed the Company's risk appetite. The Company conducts audit operations annually based on the annual audit plan formulated by the audit unit according to the risk assessment results, assisting both the board of directors and management in inspecting and reviewing deficiencies in the internal control system and measuring the effectiveness and efficiency of operations, while providing timely improvement suggestions to ensure the continuous effective implementation of the internal control system and reasonably ensure the achievement of company objectives.

The Company established the Risk Management Committee through the formulation of organizational regulations as approved by the board of directors on November 4, 2022. During 2023, 2 committee meetings were held.

Each risk matter is analyzed, assessed, and subsequent response measures are formulated by the respective responsible units according to their authority and executed upon approval. The types of various risk matters and the corresponding preemptive measures are as follows:

Climate Risk

(1) The board of directors is the highest governance body for Wei Chuan climate issues, to implement the governance of climate-related financial risks and opportunities. The Corporate Sustainability Development Committee is responsible for identifying and managing related risks and opportunities of climate change for the Company, reporting on risk and opportunity issues to the Corporate Sustainability Development Steering Committee, and formulating corresponding management measures and targets. The Corporate Sustainability Development Steering Committee annually reports climate issues and response measures to the board of directors, enabling the board to fully understand and track climate issue trends, and regularly review the implementation of plans and response to issues.

(2) Four major issues have been identified in climate risks and opportunities, including 2 transition risks, 1 physical risk, and 1 opportunity. Each unit's current response to these major issues has been inventoried, and the actual impact has been estimated based on different impact periods, so as to propose climate risk and opportunity response strategies.



Financial Risk

- (1) Regularly review the interest rate of bank loans and reference the market interest rate levels, maintaining close contact with the bank to obtain more favorable loan interest rates.
- (2) Establish foreign exchange operation strategy for hedging purpose and operation control process, in order to avoid the risk of exchange rate fluctuation.
- (3) Minimize the adverse effects of inflation through measures such as price adjustments and cost control.
- (4) No engagement in high-risk, high-leverage investments; all investments are executed after prudent evaluation.
- (5) Relevant operations are carefully executed in accordance with the Company's "Procedures for Acquisition and Disposal of Assets", "Procedures for Loaning Funds to Other Parties", "Procedures for Making Endorsements and Guarantees" and "Procedures for Derivatives Trading".

Food Safety Risk

Develop a food safety warning mechanism, following a three-stage process of hazard identification, risk assessment, and risk management. Collect information on food regulations and analyze related food safety incidents to determine the risk assessment level. Propose and implement anticipated improvement measures, and include them in tracking and monitoring.

Operating Risk

- (1) Facing risks such as potential supply shortages and changes in supplier operations due to concentrated purchasing, we will conduct flexible inspections of suppliers, develop alternative sources, and establish internal safety inventories levels to ensure normal supply of goods.
- (2) Facing the risk of concentrated receivables from sales, we will strengthen the establishment of customer credit rating and credit limit, while continuously exploring new channel customers to increase sales as a precautionary measure.
- (3) Facing legal risks arising from litigation or non-litigation events, the legal department regularly promotes legal knowledge through case studies, enhances colleagues' legal awareness, and provides professional review and advice on contracts, trademarks, patents, and legal disputes. External legal consultants are engaged when necessary.
- (4) Facing information security risks, security protection has been implemented for physical and network security, and ongoing employee awareness training on information security is conducted to prevent social engineering from causing network threats. Additionally, relevant information technology is actively and effectively utilized to achieve cost reduction and enhance corporate competitiveness.

Environmental and Safety Risk

The units related to industrial safety and production conduct regular annual reviews of environmental protection, industrial safety, and health matters. Upon identifying potential hazards exceeding standards, they immediately propose improvement suggestions and allocate capital expense for improvements to prevent issues before they occur. The Company also enhances personnel's risk management awareness through relevant education and training.

1.6 Ethical Conduct and Integrity in Business

The Company established a code of ethical conduct in March 2013 through the board of directors, which was amended in November 2020, requiring the behavior of directors, managers, and all employees to meet ethical standards. This also aims to enhance stakeholders' understanding of the Company's ethical standards, including: preventing conflicts of interest, avoiding personal gain, confidentiality, fair dealing, protecting and properly using company assets, compliance with laws and regulations, etc. The Company has also established a code of integrity and self-discipline for employees, with preventive measures against acts such as bribery and acceptance of bribes, offering or receiving unreasonable gifts, improper hospitality, or other improper benefits.

The Company established the Code of Conduct for Integrity Management through the board of directors in March 2013 and also formulated the operating procedures and guidelines for integrity management. In November 2020, related amendments were made to require directors, management, employees, appointees, or those with substantial control to not directly or indirectly offer, promise, demand, or accept any improper benefits, or engage in other dishonest acts that violate integrity, legality, or fiduciary duties during the course of business conduct.

The aforementioned relevant standards and codes have been uploaded to the official website (<https://www.weichuan.com.tw/tw/investor/regulation>).

The Company announces relevant policies and regulations to all employees and promotes them through relevant occasions and training. When operating with vendors and related partners, the Company also communicates its integrity management philosophy to jointly maintain goodwill and pursue sustainable operations. In 2023, internal and external education and training related to the topic of integrity management (including compliance with integrity management regulations, food safety and hygiene) were held. Courses related to management and inspection, accounting systems, and internal controls) with a total of 1,210 participants and 6,352 hours; among them, the proportion of managerial staff and general employees receiving integrity management-related training was 100% and 45%, respectively. Regarding business partners, the Company has more than 300 qualified suppliers. All contracts include the Company's integrity management policy, and an integrity commitment letter must be signed, with a signing ratio of 100%.

The Company designated the Human Resources Unit to be responsible for promoting corporate integrity management. The main responsibilities include: formulating and supervising the implementation of integrity management policies and the prevention of dishonest behavior, promoting and coordinating the dissemination and training of integrity policies, planning a whistleblowing system, and assisting the board of directors and management in auditing and evaluating the effectiveness of preventive measures established for integrity management, with regular reporting to the board of directors on the execution of related business activities. The most recent report on the 2023 implementation status was submitted to the board of directors on January 30, 2024. The Company, in accordance with the "Corporate Governance Code," "Code of Ethical Conduct," "Procedures for Ethical Business Operations and Behavioral Guidelines," and "Code of Conduct," has established an independent directors' mailbox received by 3 independent directors. This facilitates the timely detection and proper handling of potential company malpractices by independent directors and establishes a communication channel between employees, shareholders, vendors, and other stakeholders with the independent directors. Our company fulfills its duty of care and confidentiality for the information provided by whistleblowers.

The Company had no corruption incidents in 2023, nor were there any legal actions related to anti-competitive, antitrust, and monopolistic behaviors.

1.7 Regulatory Compliance

The Company did not incur any fines for violations of relevant regulations in the year 2023.

The Company is committed to complying with all relevant laws and regulations, particularly in the area of food safety, ensuring that every aspect of the product from origin to dining table meets national food safety policies, thereby enhancing product standards in line with international benchmarks. For details on the compliance with food safety regulations, please refer to the "Socio-Economic Regulatory Compliance" section of this report.

The Company continuously strengthens the implementation of regulatory compliance through tracking, evaluation and occasional propaganda of new laws and relevant legal cases. In terms of negative impact on management, external communication channels have been established with various stakeholders, while internally, relevant contingency handling procedures are in place to address complaints and respond to major food safety or quality anomalies promptly.

2

Stakeholder Communication and Material Topic Identification

- 2.1 Identification of Stakeholders
- 2.2 Material Topic Identification and Responses
- 2.3 External Organization Participation

The Company firmly believes that stakeholder identification and communication are the foundation for implementing corporate sustainability. Understanding the stakeholders' perspectives and establishing effective communication channels with them, identifying significant topics through the process of interaction, and formulating relevant responsive actions are crucial foundations for developing corporate sustainability strategies.

The Company's "Corporate Sustainability Development Committee" is responsible for managing various aspects and activities of corporate social responsibility, assisting the board of directors and managers in supervising and understanding the execution status of the Company's corporate sustainability, transforming the existing corporate social responsibility efforts in various fields into more strategic corporate sustainability development planning.



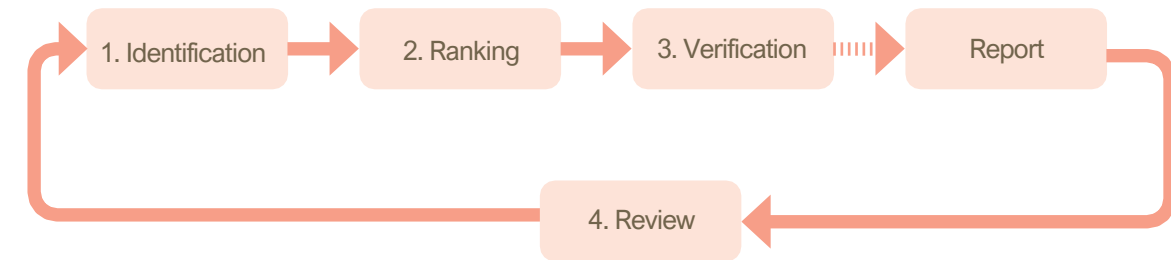
2.1 Identification of Stakeholders

The Company follows the 5 main principles of the AA1000SES Stakeholder Engagement Standards - dependence, responsibility, influence, diverse perspectives, tension, and other characteristics. Last year, 10 main categories of stakeholders have already been identified, including investors and financial institutions, public sector, public associations, suppliers, community and neighborhood, employees and their families, consumers, media, distributors and channel operators, directors and key management personnel, and food industry peers.

Stakeholder Identification Overview

Stakeholders		Meaning of Stakeholders to Wei Chuan
Type		
Within the Organization	Directors and Key Management	Directors and management play a crucial role in assisting the Company in complying with relevant laws and regulations and corporate governance policies. Their good interaction helps enhance corporate competitiveness and risk control.
	Employees and Their Family	Employees proactively and voluntarily investing in the organizational mission is of great significance to Wei Chuan, and Wei Chuan hopes to combine employees align personal goals of employees with the organizational mission of the company, and create a quality workplace environment together with employees.
Outside the Organization	Investor and Financial Institution	The recognition of Wei Chuan by investors is a crucial factor in supporting the sustainable operation and development of the enterprise. Wei Chuan is committed to providing investors with long-term high-quality returns. Financial institutions provide timely funding assistance for Wei Chuan to comprehensively develop corporate sustainability strategies.
	Distributors and Channel Operators	Distributors and channel operators, in addition to assisting with product sales, also serve as a communication bridge between Wei Chuan and consumers. Regular communication with them can help Wei Chuan understand consumer needs more efficiently.
	Supplier	The quality of original supplies provided by suppliers is closely linked to Wei Chuan's food hygiene and safety.
	Public Sector/Associations and NGOs	Communication with public sectors, associations, and NGO enables Wei Chuan to promptly clarify the latest domestic regulatory requirements and Wei Chuan end consumers' concerns when formulating internal policies, thereby integrating them into the Company's operational management strategy.
	Food Industry Peers	Wei Chuan hopes to enhance interaction among peers, learn from each other, and establish mutually supportive cooperative relationships to improve its own competitiveness and that of the domestic food industry, thereby jointly creating a sustainable food industry environment.
	Media	Through diverse media channels, Wei Chuan can gain a deeper understanding of consumer expectations for products, aiming to make products and services more aligned with demand.
	Consumer	The issues that concern consumers deeply influence the business decisions of Wei Chuan, gaining consumer recognition not only enables Wei Chuan to create maximum shareholder value and reward employees, but also serves as a key determining factor when Wei Chuan adjusts its corporate positioning.
	Community and Neighborhood	The opinions of the local neighborhood community deeply influence the local development of Wei Chuan, and regularly communicating with the communities where factories/ranches are located and creating mutual prosperity is a continuous goal of Wei Chuan.

2.2 Material Topic Identification and Responses



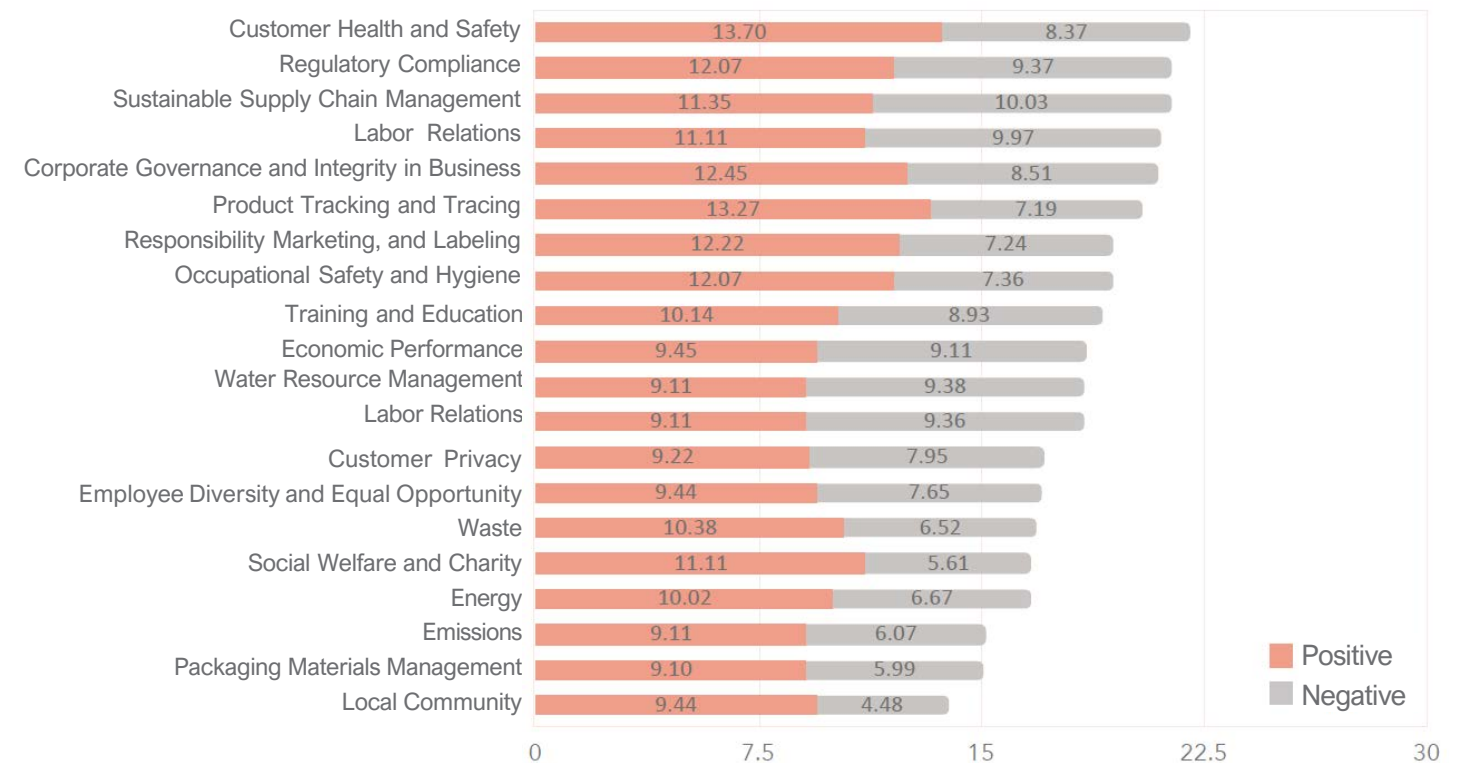
STEP 1 Identification

According to the Global Reporting Initiative Standards (GRI Standards) published by the Global Reporting Initiative (GRI), and the special industry reference indicators announced by GRI, 20 topics have been summarized based on the characteristics of the food industry with respect to the three main aspects of economy, environment and society.

STEP 2 Ranking

The Company invited colleagues from various departments to complete a questionnaire to assess the impact of the above 20 topics on the economy, environment, and society. The positive and negative impacts of each topic were calculated, as well as the probability of occurrence, to rank the potential impacts on Wei Chuan as follows:

Sustainability Issue Analysis Results Ranking



2.2 Material Topic Identification and Response

Ranking of Sustainability Topics

Aspect	2023 Material Topic	2022 Material Topic	Explanation of Differences
Governance Aspect	Corporate Governance and Integrity in Business	Corporate Governance and Integrity in Business	Not adjusted
	Compliance With Laws and Regulations	Compliance With Laws and Regulations	Not adjusted
	Economic Performance	Economic Performance	Not adjusted
Social Aspect	Labor Relations	–	New topic included in 2023 due to higher impact level
	Occupational Safety and Health	–	New topic included in 2023 due to higher impact level
	Training and Education	–	New topic included in 2023 due to higher impact level
	–	Social Welfare and Charity	Not included due to lower impact level for this year
	–	Employee Diversity and Equal Opportunity	Not included due to lower impact level for this year
Product and Service Aspect	Product Tracking and Tracing	Product Tracking and Tracing	Not adjusted
	Sustainable Supply Chain Management	Sustainable Supply Chain Management	Not adjusted
	Customer Health and Safety	Customer Health and Safety	Not adjusted
	Responsible Marketing and Labeling	–	New topic included in 2023 due to higher impact level
Environmental Aspect	Water Resource Management	Water Resource Management	Not adjusted
	–	Emission	Not included due to lower impact level for this year
	–	Energy	Not included due to lower impact level for this year
	–	Waste	Not included due to lower impact level for this year

Various Stakeholders' Highly Concerned Topics and Communication Channels

Stakeholders	Highly Concerned Topic	Communication Channels and Methods	Communication Frequency	
Within Organization	Directors and key management personnel	Corporate Governance and Ethical Management	Board of Directors	At Least Once Per Quarter
		Compliance With Laws and Regulations	Remuneration Committee	At Least Twice A Year
		Economic Performance	Audit Committee	Once Per Quarter
		Product Tracking and Tracing	Management Monthly Meeting	Once A Month
		Customer Health and Product	Project Meeting	Irregular
			Annual Strategy and Profit/Loss Budget Review Meeting	Once A Year
	Employees and their family	Product Tracking and Tracing Sustainable Supply Chain Management Customer Health and Safety Economic Performance Labor Relations Occupational Safety and Health Training and Education	Internal Website and Email	Irregular
			Internal Announcement	Irregular
			Employee Welfare Committee Meeting	Each Quarter
			Union Meetings, Labor-management Meetings	Irregular
Outside Organization	Investor and financial institution	Company Financial Report	Once Per Quarter	
		Significant Information Announcement	Irregular	
		Routine Revenue Announcement	Monthly	
		Disclosure of Official Website Information and Investor Relations Contact Window	Irregular	
		Shareholders' Meeting and Annual Report	Once A Year	
		Corporate Presentation	Irregular	
	Distributors and channel operators	Customer Health and Safety Sustainable Supply Chain Management Responsible Marketing and Labeling Regulatory Compliance	Official Website	Irregular
			Customer Satisfaction Survey	Regular Business Visits
			Meeting with Channel Operators	Irregular
			Customer Visit Service	Regular Business Visits
Supplier	Product Tracking and Tracing Sustainable Supply Chain Management Customer Health and Safety Responsible Marketing and Labeling	Supplier Guidance and Audit	Irregular	
		Supplier Education and Training	Once A Year	
		Supplier Questionnaire	Irregular	

2.2 Significant Topic Identification and Responses

Various Stakeholders' Highly Concerned Topics and Communication Channels (Continued)

Stakeholders	Highly Concerned Topic	Communication Channels and Methods	Communication Frequency		
Outside Organization	Public Sector, Public Associations, and NGOs	Customer Health and Safety	Irregular		
		Responsible Marketing and Labeling	3 Times a Year		
		Water Resource Management Regulatory Regulations			
	Food Industry Peers	Product Tracking and Tracing	Food Industry Conference Exchange	Irregular	
		Responsible Marketing and Labeling	Official Website	Irregular	
	Media	Product Tracking and Tracing	Official Website	Irregular	
		Responsible Marketing and Labeling	Press Conference and Press Release	Irregular	
		Regulatory Compliance	Telephone and SMS	Irregular	
	Consumer	Product Tracking and Tracing	Official Website, Wei Chuan FB Fan Page	Irregular	
			0800 Consumer Hotline	Irregular	
		Responsible Marketing and Labeling	Product Marketing Planning Activities	Irregular	
	Community Neighborhood	Customer Health and Safety	Official Website Information Disclosure	Irregular	
			Water Resource Management Regulatory Compliance	Company Switchboard and Contact Email	Irregular
			Volunteer Activities	Irregular	

STEP 3 Verification

The material topics are addressed in the corresponding chapters of this sustainability report, and the reporting boundary scope is as follows:

Material Topic	Significance of Material Topic	Chapters Covering Management Policies	Boundary of Key Topic		
			Within the Organization		Outside the Organization
			Wei Chuan	Consumer	Supplier
Corporate Governance and Integrity in Business	Implement business integrity and ethics to meet social expectations; stabilize market order to protect stakeholders' equity	1.4 Corporate Governance 1.6 Ethical Conduct and Integrity in Business	✓		
Compliance with Regulations	Compliance with regulations is the basis of the Company's operations	1.7 Regulatory Compliance 3.4 Compliance with Socioeconomic Regulations	✓		
Economic Performance	Sound financial performance is the primary goal of corporate governance and maintaining shareholders' equity.	1.3 Financial Performance	✓		
Labor and Employment Relationship	By maintaining a comprehensive benefits system, the Company ensures a good relationship with its employees	4.1 Labor Rights and Relations	✓		
Occupational Safety and Health	Provide a work environment that ensures employee health and safety; protect employee health and safety equity, and fulfill the employer's responsibility	4.3 Safe Workplace	✓		
Training and Education	Enhance employees' professional capabilities and develop potential to bring benefits and infinite possibilities to the Company	4.2 Talent Development and Training	✓		
Product Tracking and Tracing	The establishment of a tracing system through product history is key to maintaining food safety.	3.5 Product Tracking and Tracing	✓	✓	✓
Sustainable Supply Chain Management	Properly assessing and managing the environmental and social impacts of the supply chain is part of implementing responsible production.	3.3 Sustainable Supply Chain	✓		✓
Customer Health and Safety	Providing customers with healthy and safe food is the absolute obligation of Wei Chuan.	3 Healthy Diet and Security 3.1 Product Nutrients and Health	✓	✓	✓
Responsible Marketing and Labeling	Providing accurate information without misleading customers is one of the basic principles of operation for food industry operators.	3 Healthy Diet and Security 3.1 Product Nutrients and Health 3.5 Product Tracking and Tracing	✓	✓	✓
Water Resource Management	The primary goal of water resource management is to reduce the impact of water extraction and wastewater discharge on the surrounding environment.	5.2 Environment Protection Action 5.3 Pollution Prevention	✓		

STEP 4 Review

After the completion of editing of this sustainability report, the members of each subcommittee of the Company's "Corporate Sustainability Development Committee" will conduct a final review of the content to ensure there are no inaccuracies. Before releasing the report in the following year, they will re-evaluate the material topics and their prioritization to ensure the inclusiveness and sustainability of the materiality topics each year.

2.3 External Organization Participation

The Company actively participates in activities and exchanges of relevant associations and external organizations, hoping to learn and establish opportunities for cooperation and exchange through this process. In 2023, the Company participated in a total of 40 external organizations, not only as a general members and group members but also as a decision-making role such as chairman, executive director, and supervisor.

No.	Name of Organization	Member	Director and Supervisors	Committee Member
1	The Chinese National Association of Industry and Commerce, Taiwan (CNAIC)	○		
2	Chinese National Federation of Industries	○		
3	Total Quality Food Association (TQFA)	○		
4	Taiwan Food Industry Development Association	○	○	
5	Paper Carton Alliance	○	○	
6	Taiwan Cannery Association	○	○	
7	Taiwan Amino Acid Manufacturers Association, R.O.C.	○	○	
8	Taiwan Fermenting Food Industry Association	○	○	
9	Taiwan Regional Association of Dairy Processors	○	○	
10	Dairy Association of Taiwan	○	○	
11	Raw Milk Price Appraisal Committee, National Animal Industry Foundation			○
12	Taiwan Coffee Association	○	○	
13	Taiwanese Association of Specialty Coffee	○		
14	Taiwan Beverage Industries Association	○	○	○
15	Nutrition Society of Taiwan	○		
16	Taiwan Association of Food Science and Technology	○		
17	Association of Food Industry Research and Development Institute (Food Industry Knowledge Base)	○		
18	Taiwan Association for Lactic Acid Bacteria(TALAB)	○	○	
19	Taiwan Association for Food Protection(TAFP)	○		
20	International Life Sciences Institute Taiwan(ILSI)	○		
21	Bureau of Standards, Metrology and Inspection, M.O.E.A.			○

No.	Name of Organization	Member	Directors and Supervisors	Committee Member
22	Chinese Society for Quality(CSQ)	○		
23	Agricultural Chemical Society of Taiwan	○		
24	Taiwan Food Technologists Association	○		
25	Association of Official Analytical Communities (Taiwan AOAC)	○		
26	Taiwan Accreditation Foundation(TAF)	○		
27	Association of Chain and Franchise Promotion, Taiwan	○		
28	Association of Service Industries, Taiwan	○	○	
29	Chinese HACCP Development Association	○		
30	Chinese Total Productivity Management Association(CTPM)	○		
31	Poultry Association R.O.C.	○		
32	Taiwan Halal Integrity Development Association.	○		
33	Association of Labor Relations, Yunlin County	○		
34	Yunlin Hsien Industrial Association	○		
35	The Institute of Internal Auditors, R.O.C.	○		
36	Taiwan Stock Affairs Association	○		
37	The Chinese Human Resource Management Association (CHRMA)	○		
38	Asia-Pacific MarTech Transformation Alliance Association	○		
39	Taiwan Computer Emergency Response Team/Coordination Center	○		
40	Information Service Industry Association of R.O.C.(CISA)	○		

External Initiatives:

The Company supports the use of aluminum foil package made from green pulp raw material produced from woods of Forest Stewardship Council (FSCTM) Certification as the package for Bernachon Coffee 375, aluminum foil package for normal-temperature extended shelf life milk/dairy series of products, and paper packages for Pure Fresh Soy Milk, in order to demonstrate the Company's support for the forest management principle promoted by FSC through actual actions. Please refer to Chapter "3.3 Sustainable Supply Chain" for details.



Taiwanese consumers are increasingly concerned about food safety and quality. In addition to meeting consumers' demands for health, high quality, differentiation, and enhanced added value in both tangible and psychological aspects, we also regard 'food safety' as the DNA of Wei Chuan, ensuring strict control. "Every detail from the place of origin to the dining table" adheres to the belief of "comprehensively constructing and implementing a transparent, open, and safe supply chain system, in line with national food safety policies, enhancing product standards and aligning with international standards, prioritizing consumers' right to know, eating with assurance, and eating healthily." The unwavering determination and actions in pursuing food safety are relentless, with dedication and focus on ensuring food safety, realizing safety at the tip of the tongue and consumer peace of mind, contributing to the upgrade of Taiwan's food industry.

3 Healthy Diet and Security

- 3.1 Product Nutrients and Health
- 3.2 Food Safety Control
- 3.3 Sustainable Supply Chain
- 3.4 Compliance with Socio-economic Regulations
- 3.5 Product Tracking and Tracing

Food Safety Management Policy

Material Topic for 2023		Customer Health and Safety, Product Tracking and Tracing, and Responsible Marketing and Labeling
Purpose of Food Safety Management		Achieve not only food safety but also assurance.
Food Safety Policy		The Company has established a transparent, open and safe supply chain system in compliance with the national food safety policy, thereby improving the product standard and establishing links to the international standards. Accordingly, the Company emphasizes the consumers' right to know as well as the safe and healthy food of consumers in priority.
Food Safety Commitment		<ul style="list-style-type: none"> Assurance: Strictly control every detail of the product "from origin to dining table." Transparency: Full transparency from raw materials to production and dedication to effective communication with consumers. Disclosure: Publicly disclose information related to product resume, raw materials, manufacturing process and inspection.
Goal	Customer Health and Safety	<ul style="list-style-type: none"> Develop new products that combine flavor and nutrition using simplified formulas and fresh natural ingredients. Align quality with international standards, each factory maintains 100% GFSI-recognized international food safety management system certification. Maintain both international certification inspection laboratory and inspection items. 0 violation case against health and safety regulations. Continuously implement the optimization of the supply chain and food safety management system as well as the operation of food safety warning. Deeply embed the culture of food safety and quality; cultivate food safety habits.
	Product Tracking and Tracing	<ul style="list-style-type: none"> Full product tracing management with 100% traceable raw materials and direct contact packaging materials. Information management system controls 100% product tracking and tracing information.
	Responsible Marketing and Labeling	<ul style="list-style-type: none"> Implement a 100% product packaging labeling review system and honestly provide consumers with product communication information. Maintain the transparency of the QR Code information for 8 categories of products to ensure consumer confidence.
Action Plan	Positive Impact on Management	<ul style="list-style-type: none"> Full Product Traceability: Strictly integrate and manage the supply chain, and prohibit original supplies that cannot be traced or inspected from entering the Wei Chuan product supply chain. Simplification of Formulation: To meet consumers' demand for natural and healthy products, Wei Chuan aims to simplify formulations, strives to reduce unnecessary artificial additives, and moves towards the development of friendly diets. Quality in Line with International Standards: Wei Chuan's entire product line not only complies with Taiwan's food safety and hygiene management laws and regulations but also continues to invest in challenging higher standards of quality requirements, obtaining international food safety certifications and enhancing self-inspection capabilities.
	Negative Impact on Management	<ul style="list-style-type: none"> Product complaints or grievances from external consumers or stakeholders: An internal 'Customer Complaint Procedure Manual' and various stakeholder communication channels have been established to promptly listen to and understand the explanations of consumers or stakeholders, initiate internal investigations into the causes, and implement measures to prevent recurrence, ensuring that the Company's products continue to satisfy consumers and stakeholders. Significant food safety or quality abnormality events in products: The internal "Notification Operation Guidelines" and its extended related contingency handling procedures, information product tracking and tracing system, news media monitoring, and food safety warning operations have been established. These allow for real-time event detection, rapid initiation of internal notifications, assessment and formulation of event handling strategies, official notifications, product recalls, and other measures to ensure consumer health and safety.

Resource Allocation		<ul style="list-style-type: none"> Establishment of Food Safety Organization: Establish the Food Safety Committee and the Food Safety Promotion Office to formulate and promote the Company's food safety policies, objectives, and plans, effectively implementing food safety work. Education and Training: Employees receive annual education and training related to food hygiene, safety, and quality. Additionally, professional staff undergo annual education and training related to food hygiene, safety, and quality organized by external independent institutions. QR Code Information System for Transparent Resume: Establish the "Transparent Resume QR Code" to allow consumers to inquire about product testing information in real-time. Inspection Capacity Investment: The Company spent on 5 laboratories in the fiscal year of 2023, (including outsourcing inspection fees, equipment depreciations, repairs and maintenance expense, personnel remuneration and allowances, etc.), and the amount was NT\$ 140,180 thousand, accounting for 1.76% of the individual operating revenue during 2023.
Effectiveness Assessment	Customer Health and Safety	<ul style="list-style-type: none"> In 2023, there are 12 new products with simplified clean formulations, accounting for 48% of the new items for the entire year. In 2023, all factories maintained the international certification systems of SQF and FSSC 22000, both were recognized by GFSI. In 2023, a total of 35 items obtained the ISO 17025:2017 international certification approved by the international TAF. Regulatory instant notification management reported a total of 145 cases in 2023, and there were no fines or product recalls due to violations of health and safety-related regulations. Regular internal food safety audits continuously optimize the food safety management system; food safety warning information is provided monthly. Cultural activities for food safety and quality as well as publication of periodicals foster personnel's food safety awareness and demonstrate food safety habits.
	Product Tracking and Tracing	<ul style="list-style-type: none"> Ensure the safety and tracking management of raw materials through the information-based multi-party review and tracking of raw materials. The number of product items registered in accordance with the law in the Food Tracing and Tracking Management Information System totals 321 items, accounting for 100% of the total number of manufactured product items for the year.
	Responsible Marketing and Labeling	<ul style="list-style-type: none"> A total of 202 product labeling document reviews were completed in 2023, and there were no fines or violations due to breaches of information, labeling, and marketing communication-related regulations during the year. Eight categories of product packaging are printed with a QR Code, allowing consumers to scan and inquire about product history information.
Communication Channel		<p>Establish diverse communication channels and consultation channels to allow the voices of external consumers and stakeholders, as well as internal employees' opinions on food safety.</p> <ul style="list-style-type: none"> Consumer service hotline. Contact phone numbers (main line) and email addresses for various stakeholders. Employee feedback hotline, email, and dedicated mailbox. Employee self-improvement proposal and incentive system.

3.1 Product Nutrients and Health

Healthy Diet Development Idea

Based on the development trend of the public's awareness of health, wellness, and dietary health, the Company continues to focus on simple formulations and fresh natural ingredients, adhering to the principles of no additives/less additives, preserving inherent deliciousness of ingredients, optimal flavor, and nutrients as the goals for product development. We also ensure product quality stability and use breakthrough processing techniques to replace or reduce highly processed raw materials and food additives, in order to meet consumers' demand for healthy and delicious diets. In 2023, there are 12 new products with simplified clean formulas, accounting for 48% of the total new items for the year, with new refrigerated dairy beverages accounting for 77%. In 2023, new products without additives were developed, such as Linfengying Rich Milk Yogurt - Golden Pomelo, Wandan Rich Brewed Milk Tea, Nongzha Packaged Fruit Tea Series, and Pure Low Sugar Soy Milk, among others.

2023 Newly Developed Additive-free Products

Pure Soy Milk (Low-sugar)



Good beans make good soy milk that is simple and pure. Every sip is nutritious and rich. We carefully selected non-GMO soybeans that meet the USDA Grade 1 soybean standards, with simple ingredients consisting only of water, soybeans, and sucrose. Nutritious and flavorful, every sip is rich with the aroma of soybeans and contains 4.2g of protein per 100ml, which can easily supplement the required nutrition. With real ingredients, the product is delicious without health burden. Made from whole grounded soybeans, the soybean milk (original flavor) contains 52% less sugar, 0 cholesterol, and 0 food additive.

Wandan Concentrated Milk Tea



Adhering to the development concept of a simple formula, we carefully selected quality local ingredients from Taiwan and combined it with Wandan fresh milk and premium milk sources, without adding flavorings, creamers, or colorings, to present a naturally good taste. The rich brewed milk tea uses famous Ceylon black tea, complemented by premium oolong tea made from freshly picked Nantou tea leaves. It is slow-roasted to perfection, blended with over 60% milk content to present a rich and smooth taste with a perfect harmony of tea and milk flavors.



Wei Chuan Milk

The milk source is 100% from Taiwan. Local brand supports the use of local raw materials. Pure and additive-free, it has the most authentic and nutritious milk flavor. It can be stored at room temperature, which is convenient for drinking at any time.



Daily C 100% Apple Juice

Daily C is 100% fresh, natural, and delicious, made with freshly squeezed Austrian apples and combined with sweet Turkish apples. Refreshing and delicious, the 100% apple juice added no sugar, no additives.

Linfengying Strong Yogurt with Golden Pomelo



Linfengying Strong Yogurt maintains its original simple ingredients, with no added flavors, colors, colloids, or cream. It uses real Korean golden pomelo with fresh pomelo pulp and peel to offering a unique aroma and rich texture. Each bite of the yogurt allows you to experience the sweet and subtly bitter blend of pomelo.

FMC Strong Black Tea Latte



Carefully selected Ceylon black tea from the world-renowned tea-producing region paired with rich, high-quality milk without creamer. The milk content of over 60% perfectly presents the rich and mellow aroma of milk tea.



Nonzha Mixed Orange Fruit Tea

The Mixed Orange Fruit Tea continues the "local" characteristics of Nonzha. The product uses 100% Taiwan tea, Taiwan oranges, passion fruit, and lemons, harvested in season, freshly squeezed whole, presenting a refreshing and tasty packaged fruit tea product without fragrances or additives.



Nonzha Lemon Light Oolong Tea

The lemon light oolong tea continues the "local" characteristic by using 100% Taiwan oolong tea, and is vigorously stirred, roasted, with a rich and mellow tea aroma. The product is made with Pingtung lemon that are harvested in season and freshly squeezed as a whole to present a fresh and natural lemon aroma. With a simple formula (only water, sucrose, tea extract, and lemon juice), the ingredients are natural, presenting a refreshing and tasty packaged fruit tea product without fragrances or additives.

Bernachon Premium Drip Coffee



1. Exclusive roasting method supervised by SCA International Evaluators to perfectly present a unique coffee style.
2. CQI International Coffee Grader's selection. The coffee is made with 100% Arabica beans, with strict attention to green bean selection, roasting, and blending to perfectly present a unique coffee style, allowing you to enjoy premium coffee typically found only in cafes at any time.

Bernachon Premium Coffee Beans



1. The only coffee team in Taiwan awarded the 2023 ICT Platinum Award.
2. CQI International Coffee Grader's selection. The coffee is made with 100% Arabica beans, with strict attention to green bean selection, roasting, and blending to perfectly present a unique coffee style, allowing you to enjoy premium coffee typically found only in cafes at any time.



Mu Gang High-quality Refrigerated Red Shell Eggs (with Animal Welfare)

We adopted a friendly egg production system, optimized breeding space, and safeguarded animal welfare, and combined professional washing and cold chain management to create the "pure and rich" premium quality.


3.1 Product Nutrients and Health

Product with Clean Label Certification

The Company's simple formula products are actively striving to obtain domestic authoritative clean label certification. Among them, 17 products in categories such as seasonings, sauces, and canned goods have obtained the Clean Label and Double Clean Label from the China Grain Products Research & Development Institute; there are 5 dairy beverage items. The product has obtained the 100% No Additives Mark and Double Clean Mark from Ciyue International Co., Ltd., as listed below:

Clean Label

Healthy Kitchen Barbecue Sauce (Spicy Flavor)
 Healthy Kitchen Barbecue Sauce (Garlic Flavor)
 Healthy Kitchen Salad Dressing (Thousand Island)
 Healthy Kitchen Garlic Flavor Sauce
 Healthy Kitchen Additive-free Vegetable Flavor Seasoning
 Chicken Flavor Seasoning




CLEAN LABEL

Certification Unit: China Grain Products Research & Development Institute

Double Clean Label

Healthy Kitchen Pure Pork Floss, Healthy Kitchen Dipping/Mixing/Drizzling Sauce (Japanese Onion Vinaigrette), Healthy Kitchen Dipping/Mixing/Drizzling Sauce (Thai Sweet Chili Vinaigrette), Healthy Kitchen Dipping/Mixing/Drizzling Sauce (Classic Caesar Dressing), Healthy Kitchen Oil-free Dipping/Mixing/Drizzling Sauce (Pomelo and Lemon), Healthy Kitchen Oil-free Dipping/Mixing/Drizzling Sauce (Garlic and Onion), Healthy Kitchen Classic Brewed Soy Sauce, Healthy Kitchen Mushroom and Seaweed Soy Sauce, Healthy Kitchen Bonito Flavor Soy Sauce, Double Moon Bonito Flavored Soy Sauce, Healthy Kitchen Japanese Classic Barbecue Sauce, Healthy Kitchen Brewed Low-salt Soy Sauce




CLEAN LABEL

Certification Unit: China Grain Products Research & Development Institute

100% Additive-free Label


Wandan Chocolate Milk
 Wandan Taro Drink
 Extra Thick Black Tea Latte



Certification Unit : Tse-Yue International Co., Ltd.

Double Clean Label

Thick Green Tea Latte
 Extra Strong Coffee Latte



Certification Unit : Tse-Yue International Co., Ltd.

Supporting Local Raw Materials

Using good raw materials will produce good products. We are committed to maintaining environmental sustainability by leveraging Taiwan's excellent natural resources and favorable conditions. We continuously promote the use of local raw materials to develop high-quality products, aiming to achieve a mutually beneficial and sustainable food culture. In 2023, the Company's adoption rate of local raw supplies accounted for more than 76% of the total raw supplies (note). Future product development will still prioritize the use of local raw supplies.

Note: The total number of original supplies is the total number of original supplies items procured in 2023, including raw milk, original packaging materials, and OEM.

Innovative R&D that Emphasizes Health and Taste

The Company, adhering to the principle of balancing health and taste, is committed to focusing on domestic and international product development trends, gaining in-depth understanding of consumer and client habits, conducting research, and delving into core category technology studies under the concept of continuously developing simple and healthy products, integrating these elements as the foundation for product innovation. For example, the coffee R&D team has engaged in the coffee basic researches for numerous years, and they have successfully achieved optimal mixing ratio of coffee beans from different origins and baking process, enriching consumers' taste buds.

In addition to developing high-quality and delicious products to meet the needs of different consumer groups, actively participating in innovative product and flavor quality awards from various domestic and international associations, and receiving recognition from domestic and international experts for outstanding products, showcasing the true food power of Wei Chuan with simplicity and purity!

IAC (International Institute of Coffee Tasters)

International Institute of Coffee Tasters (IAC) is a non-profit organization that uses a highly professional sensory evaluation scientific method to select Italian coffee (Espresso) from around the world. Every year, hundreds of coffee products participate, with approximately 30% of the participating beans advancing to the Gold Award, and the top 20 to 30% advancing to the Platinum Award evaluation. Wei Chuan has accumulated a total of 7 award-winning products since participating, winning 7 gold awards and 1 platinum award.

Year	Award	Awarded Product
2023	IAC (International Institute of Coffee Tasters) Golden Award	Italian Style 93
	IAC (International Institute of Coffee Tasters) Golden Award	Midnight Blues
	IAC (International Institute of Coffee Tasters) Golden Award	Romantic Classics
2022	IAC (International Institute of Coffee Tasters) Golden Award and Platinum Award	Alley Arbor Roaster Coffee
	IAC (International Institute of Coffee Tasters) Golden Award	First Love Roaster Coffee
	IAC (International Institute of Coffee Tasters) Golden Award	The Landlord's Aunt Roaster Coffee
	IAC (International Institute of Coffee Tasters) Golden Award	Bernachon Coffee

3.1 Product Nutrients and Health

iTQi (International Taste & Quality Institute)

iTQi is an international flavor jury composed of more than 200 professional chefs and beverage experts. These experts are selected from top institutions such as chef and sommelier competitions or Le Guide Michelin and Gault & Millau. They provide objective and authoritative judgments on deliciousness. From the Company's participation to 2023, it already has 25 award-winning products, totaling of 77 stars.

Monde Selection World Quality Awards

Monde Selection, the World Quality Evaluation Awards, was established in 1961. For over 60 years, it has provided professional quality evaluation services for products worldwide. Products are categorized into 7 major categories, and experts in each field conduct the evaluations. Based on the evaluation results, awards are divided into 4 levels, enabling manufacturers to maintain and continuously improve product quality, providing consumers with a reference when purchasing products. 2023 the Monde Selection World Quality - Gold Award: Fresh Milk Exclusively from Dairy Farm_Wandan (Fresh House 936ml/Plastic Bottle 1857ml), Linfengying Fresh Milk Yogurt_Unsweetened (400 g).



Taiwan Food Association for Science and Technology

The Taiwan Association of Food Science and Technology has specially established an evaluation and commendation for innovative products to reward the food industry for research and development of new products and to accelerate the development of new products. This award is evaluated and approved by the Innovative Product Evaluation and Commendation Review Committee composed of experts from various fields of industry, government, academia, and research in the country. Besides, this award focuses on the innovation, actual commercial value, and potential for domestic and international market development of innovative products. In 2023, Wei Chuan Black Grain Sesame Milk won the Honorable Mention of Innovative Product Concept Category.

Taiwan Association for Lactic Acid Bacteria (TALAB)

Taiwan Association for Lactic Acid Bacteria (TALAB) has established an Innovative Product Award to encourage the industry to engage in research and development of new lactic acid bacteria-related products and to accelerate the development of new products. The Innovative Product Review Committee is composed of experts, evaluates and approves new products based on their quality, actual commercial value, and innovativeness. The Linfengying Strong Yogurt - Golden Pomelo won the Innovative Product Award in 2023.

Elderly-friendly Food

In view of the increasing elderly population in Taiwan year by year, the elderly are paying more attention to nutrition, functionality, taste, and texture in their dietary choices. Wei Chuan also provides more product choices for the gray-haired group:

Year	Award	Award Winning Product
2023	Elderly-friendly Food	Linfengying Fresh Milk Yogurt
2021	Elderly-friendly Food	Wandan Taro Milk
	Elderly-friendly Food - Snack Category Silver Award	Dessert Queen Classic Panna Cotta
2020	Elderly-friendly Food	Linfengying Strong Yogurt
	Elderly-friendly Food - Silver Award	Linfengying Strong Yogurt (Sugar-free)
2018	Elderly-friendly Food - Silver Nourishment Award	Linfengying Strong Yogurt (Strawberry)
	Elderly-friendly Food	Linfengying Simple Yogurt Drink (Sugar-free)

We have obtained 23 technology and packaging patents in innovative research and development, such as endogenous Ω3 fresh milk and novel packaging offering new functional/visual consumer experiences, among others. These elements and experiences accumulated over the years have been integrated to form the foundation of product innovation, launching products that are healthy, delicious, and distinctive for consumers.

3.2 Food Safety Control

Self-testing Capacity

1. Establishment and Construction of Wei Chuan's Testing Laboratory

The Company complies with the provisions of Article 7 of the Food Safety and Sanitation Management Act, establishes laboratories in accordance with the law, and engages in independent inspection and control throughout. We have established five quality assurance testing laboratories in Taiwan, continuously and actively developing and establishing testing techniques to ensure the strictest safety control over products, with the aim of letting consumers eat without worries. As of December 31, 2023, our inspection center has referred to either national or international inspection standards, establishing 469 types of raw materials and finishing product analysis and testing methods.



2. Third-party Certified Inspection Items

The Company's certified laboratory ensures the accuracy of various test results, complies with regulations, and aligns with self-quality and capability enhancement. As of 31 December 2023, the Central Research Institute's Analysis and Testing Center, has obtained laboratory certification from the Ministry of Health and Welfare's Food and Drug Administration for the following items: water, crude protein, crude ash, vitamin C, acidity (juice), hydroxylamine nitrogen, and solids.

Up to the end of 2023, the testing items of the Company's quality assurance laboratories throughout Taiwan have obtained a total of 35 items of ISO 17025:2017 international certification approved by the international TAF.

● Laboratory Name and TAF Certification ○ TAF Certified Item

Central R&D Institute Analysis and Testing Center (0763)	Food category: crude ash, water, crude protein, crude fat, carbohydrates, sodium, sulfur dioxide, acrylamide. Fruit and vegetable products: titratable acidity. Dairy: acidity and solids Fruit and vegetable juice beverages: hydroxylamine nitrogen (Formaldehyde Nitrogen) Juice Category: Vitamin C Caffeinated Foods: caffeine Edible oils: fatty acids ※Certification Validity: valid during the entire year of 2023
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Wei Chuan Foods Corp. Kaohsiung Factory Quality Control Department (1762)	Dairy products and coffee beverages: water, crude fat, crude protein, and crude ash Fresh milk, coffee beverages and milk powder: acidity ※ Certification validity: valid during the entire year of 2023
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Wei Chuan Foods Corp. Taichung Factory Quality Control Department (1903)	Milk powder: water and crude protein Coffee and dairy: crude fat Juice: ash, acidity, and hydroxy methylamino nitrogen ※ Certification validity: valid during the entire year of 2023
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Wei Chuan Foods Corp. Douliu Testing Center (3304)	Beverages, Dairy Products: arsenic, lead, copper, cadmium, mercury, tin, antimony Soy sauce, seasoning sauce, beverages: preservatives Raw milk, dairy beverages, dairy products and milk powder: melamine Spices, oils, peanuts, corn, grains and their products: aflatoxin ※ Certification Validity: valid from January 2023 to November 2023
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Wei Chuan Foods Corp. Douliu Factory Quality Control Department (1486)	Milk powder: ash, water, crude fat, crude protein, acidity ※ Certification Validity: valid from January 2023 to November 2023
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3. Implementation of Self-test (First-level Quality Control)

The Company inspected the incoming raw supplies according to the "Incoming Materials Inspection Procedure Manual," with a total of 17,332 batches inspected in 2023. According to the inspection items of raw materials standard, if 1 item exceeds the standard, it is considered defective. The defect rate (number of non-conformities/total number of inspections) is 0.39%. For 68 batches of non-conforming original supplies, subsequent return and exchange operations are carried out according to internal regulations and incorporated into supplier evaluations for quality assessment.







The Company incurred expenses for 5 laboratories in 2023 (including outsourced inspection fees, equipment depreciations, repair and maintenance expense, as well as personnel salaries and allowances), and the total amount was NT\$ 140,180 thousand, accounting for 1.76% of its operating revenue for 2023.

Quality in Line with International Standards

To build a more comprehensive food processing environment and ensure consumer safety, the Company continues to promote the obtaining of relevant certifications for third-party international food safety management systems. In 2023, all factories maintained the two types of GFSI-recognized international certification systems, SQF and FSSC 22000, as well as the internationally accepted ISO 22000 certification system.

3.2 Food Safety Control

International Third-party Certifications for Food Safety Management System Acquired in 2023

Category	Factory	SQF	FSSC 22000	ISO 22000	TQF	CAS	Halal
							
Fresh Milk	Kaohsiung Factory	100%	100%	100%	100%	100%	
Fermented Milk	Douliu Factory	100%	100%	100%	100%		
Coffee	Kaohsiung Factory	100%	100%	100%	100%		
	Douliu Factory	100%	100%	100%	100%		
Juice	Taichung Factory	100%	100%	100%	100%		
Salad	Douliu Factory	100%	100%	100%			
Pudding	Kaohsiung Factory	100%	100%	100%	67%		
Flavored Milk	Kaohsiung Factory	100%	100%	100%			
	Douliu Factory	100%	100%	100%			
Seasoning	Taichung Factory	100%	100%	100%			42%
Soy Sauce/Sauce Products	Taichung Factory	100%	100%	100%			

Certification Institution:

SQF, FSSC 22000, ISO 22000: SGS Taiwan Ltd.

TQF: Food Industry Research and Development Institute

Safe Quality Food (SQF) Standard



Please Refer To The "SQF Certification Scope Of 3 Factories Owned By Wei Chuan " (Note 1) for the Scope of Certification By the Safe Quality Food (SQF) as Of December 31, 2023. The 3 Factories (Note 2) Cover a total of 34 production lines, accounting for 100% of the Total Production Lines (Note 3).

SQF Certification Scope for 3 Main Factories Owned by Wei Chuan

● Factory ○ Scope of Certification

Taichung Factory	Processing of Meat and Poultry; Canning, Ultra-high Temperature (UHT) Sterilization and Aseptic Processing; Ice, Beverage and Drink Processing; Food Ingredient Production
Douliu Factory	Dairy Product Processing; Canning, Ultra-high Temperature (UHT) Sterilization and Aseptic Processing; Ice, Beverage and Drink Processing; Set Meal Production; Production of Oils, Fats, and Spreads Primarily Made of Oils And Fats
Kaohsiung Factory	Dairy Product Processing; Canning, Ultra-high Temperature (UHT) Sterilization and Aseptic Processing; Ice, Beverage and Drink Processing; Set Meal Production

Note 1: For the SQF Certification Scope, please refer to the SQF Food Safety Standard Version 9.0 announced by the total quality food association.

Note 2: Taichung Factory, Douliu Factory, Kaohsiung Factory.

Note 3: The production line does not include discontinued and ceased operations.

Food Safety System Certification 22000 (FSSC 22000)



Please refer to the "FSSC 22000 Certification Scope of 3 Factories Owned by Wei Chuan" (note 1) for the scope of certification under the food safety management system FSSC 22000 as of December 31, 2023. The 3 factories (note 2) cover a total of 33 production lines, accounting for 97% of the total production lines (note 3).

FSSC 22000 Certification Scope for 3 Factories Owned by Wei Chuan

● Factory ○ Scope of Certification

Taichung Factory	Production of Low-acidity Fried Peanut Gluten in Canned and Glass Bottle Packaging; Production of Acidified Vegetables in Canned and Glass Bottle Packaging; Production of Canned Minced Meat; Production of Canned Coffee Beverages; Production of Non-carbonated Non-alcoholic Refrigerated Beverages in Plastic Bottle/Composite Material Box Packaging; Production of Refrigerated Fruit Juice in Plastic Bottle Packaging; Production of Granular Seasonings; Production of Seasonings in Plastic Bottle/Glass Bottle Packaging; Production of Sauces in Plastic Bottle/Glass Bottle Packaging; Production Of Soy Sauce in Plastic Bottle/Glass Bottle Packaging.
Douliu Factory	Production of Refrigerated Soy Milk and Coffee Beverages in Laminated Boxes, Plastic Bottles, and Glass Bottles; Production of Shelf-stable Coffee Beverages, Soy Milk, Dairy Beverages, and Sterilized Dairy Products in Laminated Boxes; Production of Refrigerated Yogurt and Fermented Milk in Plastic Bottles/Cups; Production of Refrigerated Plant-based Oil Spreads in Laminated Boxes; Production of Refrigerated Sauces; Production of Refrigerated/Frozen Salads; Production of Shelf-stable and Refrigerated Salad Dressings; Production of Refrigerated Steamed Eggs; Production of Shelf-stable Aiyu Jelly; Production of Spray-dried Milk Powder.

3.2 Food Safety Control

Kaohsiung Factory

Production of refrigerated milk, flavored milk, and dairy beverages in composite material boxes and plastic bottle packaging; production of refrigerated coffee drinks in plastic bottle packaging; production of refrigerated pudding in plastic cup packaging

Note 1: Taichung Factory, Douliu Factory, and Kaohsiung Factory.
 Note 2: The production line does not include discontinued and ceased operations.

Food Safety Management System ISO 22000



Please refer to Certification Scope of ISO 22000 3 Factories Owned by Wei Chuan for the scope of certification by the Food Safety Management System ISO 22000 as of December 31, 2023. The 3 factories ^(Note 1) covered a total of 33 production lines, accounting for 97% of the total production lines ^(Note 2).

ISO 22000 Certification Scope for 3 Main Factories Owned by Wei Chuan

● Factory ○ Scope of Certification

Taichung Factory

Production of low-acidity fried peanut gluten in canned and glass bottle packaging; production of acidified vegetables in canned and glass bottle packaging; production of canned minced meat; production of canned coffee beverages; production of non-carbonated non-alcoholic refrigerated beverages in plastic bottle/composite material box packaging; production of refrigerated fruit juice in plastic bottle packaging; production of granular seasonings; production of seasonings in plastic bottle/glass bottle packaging; production of sauces in plastic bottle/glass bottle packaging; production of soy sauce in plastic bottle/glass bottle packaging.

Douliu Factory

Production of refrigerated soy milk and coffee beverages in laminated boxes, plastic bottles, and glass bottles; production of shelf-stable coffee beverages, soy milk, dairy beverages, and sterilized dairy products in laminated boxes; production of refrigerated yogurt and fermented milk in plastic bottles/cups; production of refrigerated plant-based oil spreads in laminated boxes; production of refrigerated sauces; production of refrigerated/frozen salads; production of shelf-stable and refrigerated salad dressings; production of refrigerated steamed eggs; production of shelf-stable aiyu jelly; production of spray-dried milk powder.

Kaohsiung Factory

Production of refrigerated milk, flavored milk, and dairy beverages packaged in composite material boxes and plastic bottles; production of refrigerated coffee drinks in plastic bottle packaging; production of refrigerated pudding in plastic cup packaging.

Note 1: Taichung Factory, Douliu Factory, and Kaohsiung Factory.
 Note 2: The production line does not include discontinued and ceased operations.

Internal Audit and Hierarchical Management

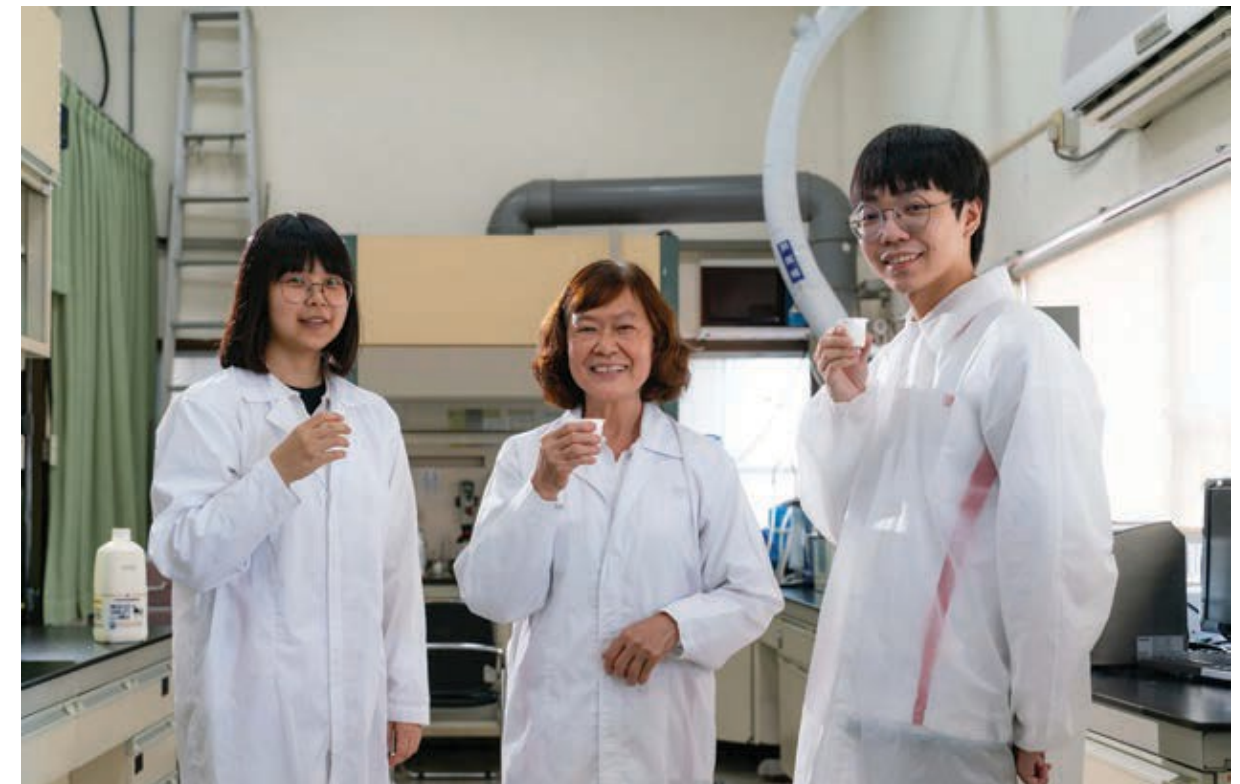
Each production unit of the factories conducts a monthly 5S (SEIRI(Sort), SEITON(Set in order), SEISO(Shine), SEIKETSU(Standardize), SHITSUKE(Sustain)) environmental inspection according to the "Factory Hygiene Management Operations Method." The inspection targets include the hygiene of on-site production personnel, management of the production operation environment, and 5S hygiene management before, during, and after production. In 2023, a total of 120 sessions were conducted. This measure covers 3 major self-owned factories in Taichung, Douliu, and Kaohsiung..

In 2023, the Taichung, Douliu, and Kaohsiung factories each conducted at least 1 internal audit of the food safety control system. This audit was conducted in accordance with the "Internal Audit Procedures Manual" established by the Company. The scope of the internal audit included all production systems at the Taichung, Douliu, and Kaohsiung factories, impacting 100% product categories across the entire company.

Food Safety Education and Training

Strictly ensuring that "food is not only safe but also reassuring" is Wei Chuan's core belief, and the implementation of food safety education courses is an indispensable part of cultivating a food safety culture. The Company continuously strengthens and consolidates employees' awareness of food safety risk prevention and professional knowledge through internal training or external seminars, ensuring the commitment to uphold food safety, strictly maintain quality, and achieve the benchmark of food safety.

In 2023, all employees from various functions, including R&D, procurement, production, quality assurance, frontline staff, marketing, and logistics, received food courses related to product safety, quality management, as well as health and safety totaling 6,630 hours, covering areas including the headquarter, Taichung factory, Douliu factory, and Kaohsiung factory, and impacting 100% product categories across the entire company.



3.3 Sustainable Supply Chain

The Company is a comprehensive food manufacturer, with a complex supply chain, which can be divided into 4 types of suppliers: raw materials, OEM, equipment, and other supplies. Among them, raw supplies and OEM suppliers are the most critical. When it comes to product safety, source management and full product traceability are the most important, so as to effectively control and reduce potential risks caused by the source to the product. In addition, we also expect suppliers to work together in corporate governance, environmental protection, and social responsibility, fostering a stable partnership with suppliers, continuously promoting and co-creating the development of Taiwan's food industry and sustainable supply operations.

Strategy on Supplier and Sustainable Supply Chain Management

Material Topics for 2023		Sustainable Supply Chain Management
Policy and Commitment		<ul style="list-style-type: none"> Implement supplier management mechanisms: development, evaluation and classification, inspection, and elimination operation standards. Implement the Supplier Code of Conduct and Performance Requirements. Gradually introduce the supplier collaboration information platform to obtain real-time and accurate information on suppliers and raw supplies. Packaging design is moving towards environmentally sustainable design, reducing the amount of packaging materials, and expanding the use of sustainable materials.
Goal		<ul style="list-style-type: none"> Convey the concept of sustainable operations to supplier partners, continuously urging and co-creating the development and sustainable supply operations of Taiwan's food industry. Promote sustainable procurement, continuously respond to local original supplies procurement and the use of environmentally friendly green packaging materials
Action Plan	Supplier Admission Requirements	<p>According to raw materials type, suppliers are required to meet food safety and quality management access requirements:</p> <ul style="list-style-type: none"> Agricultural and livestock products raw materials: Complete traceability of the source and the necessity of on-site inspections. Raw materials suppliers, direct contact packaging materials, and manufacturers as subcontractors: The production plant must have food safety-related certifications and quality management system certifications, such as GFSI-recognized certification systems and ISO international certification systems.
	Supplier Code of Conduct and Performance Requirements	<p>Incorporate the clauses of 'Integrity Management Policy' and 'Corporate Social Responsibility' into supplier contracts to establish standards for economic, social, and environmental actions:</p> <ul style="list-style-type: none"> Suppliers must not be involved in bribery, monopoly, or improper benefits. Comply with environmental regulations to reduce the impact on the environment and human health. Compliance with labor safety regulations and adherence to international human rights conventions, such as gender equality, the right to work, and the prohibition of discrimination. Be responsible for products and services, emphasize marketing ethics, and ensure product and service quality in accordance with government regulations and industry-related standards.
	Supplier Adverse Impact Events and Management Measures	<p>If a supplier violates the code of conduct and performance requirements, resulting in negative impacts, the Company has the right to terminate the contract, source from a second supplier, or immediately initiate the evaluation process for new supply sources.</p> <ul style="list-style-type: none"> Environmental Protection: <ol style="list-style-type: none"> (1) Violation of environmental protection laws (note) identified as significant matters. (2) In cases of significant circumstances, termination of the contract may be requested. For insignificant circumstances, the supplier evaluation score will be adjusted based on the number of violations and the reasons for the penalties. Social Responsibility: <ol style="list-style-type: none"> (1) Serious violation of labor standards laws (Note): Cumulative fines of NT\$ 1 million or more in the current year, with a single fine of NT\$ 500 hundred thousand or more.

Action Plan	Supplier Adverse Impact Events and Management Measures	<p>(2) Serious violation of occupational safety and health laws (Note) : A single or accumulated fine of more than NT\$ 3 million.</p> <p>(3) In cases of serious circumstances, termination of the contract may be requested, while in minor circumstances, evaluation and score adjustment is conducted based on the number of violations and reasons for penalties.</p> <ul style="list-style-type: none"> Corporate Governance: <ol style="list-style-type: none"> (1) The circumstances identified as violating food safety and hygiene laws (Note) are not minor. (2) In cases of serious circumstances, the termination of the contract may be requested, while in minor circumstances, evaluation scores will be adjusted based on the number of violations and reasons for penalties. <p>Note: Environmental Protection Laws: Relevant regulations of the Ministry of Environment's Regulatory System. Regulations related to the Labor Department's labor laws (including the Labor Standards Act, Occupational Safety and Health, and Employment Equality). Food Safety and Hygiene Law: Relevant Regulations of the Food and Drug Administration Regulatory System.</p>
		<ul style="list-style-type: none"> The number of raw materials packaging material suppliers with company systems established and transactions conducted during the year is 153 (Note 1), and the number of subcontracting suppliers is 13. In 2023, a total of 11 new qualified raw materials packaging material suppliers and 2 contract manufacturing suppliers were added. The newly qualified suppliers, current suppliers trading with Wei Chuan and signing contracts (suppliers of raw materials, packaging materials, OEM, and machinery), have all completed the commitment to the code of conduct. The proportion of suppliers with transactions and included in the evaluation is 100%, none of which have been found to seriously violate the law and become an adverse impact event. The number of existing suppliers visited accounts for 77.2% of the total number of suppliers in 2023 (Note 2). <p>Note 1: Raw materials packaging material suppliers, including trade and manufacturing suppliers with transactions during the year (excluding dairy farmer). If a supplier simultaneously holds dual identities as a raw material and packaging material supplier as well as a contract manufacturer, the statistical figures are calculated separately.</p> <p>Note 2: Total number of suppliers: The announced total number of qualified suppliers in 2023 was 145, excluding dairy farmers, those visited and reviewed before procurement, ODM suppliers, and non-contact packaging materials.</p>
Effectiveness Assessment	Supplier Management	<ul style="list-style-type: none"> Wei Chuan's locally procured raw supplies account for more than 81.4% of the total procurement amount. Reduce the environmental impact of plastic and continue to conduct plastic reduction assessments on all product packaging. Use internationally recognized product liability standards original supplies: <ol style="list-style-type: none"> (1) Aluminum foil packaging products and refrigerated large alcohol beans use packaging materials with FSC™ certification, accounted for 29.2% of the procurement quantity of liquid beverage paper box packaging materials in that year. (2) Use 100% soy certified by Soy Sustainability Assurance Protocol (SSAP)
	Sustainable Supply Chain Management	<p>Establish solid cooperative relationships and communication channels with suppliers to achieve mutual benefit and prosperity together.</p> <ul style="list-style-type: none"> Information platform for raw material and packaging material suppliers. Contact phone numbers and email addresses of various suppliers' company owner.
Communication Channel		

3.3 Sustainable Supply Chain

1. Supplier Development Management

According to the "Supplier Development Procedures" established by our Company, prior to any transaction, suppliers must first pass 2 review procedures: a written review and an on-site inspection. A review team composed of R&D, quality assurance, and procurement will conduct assessments on aspects such as corporate governance, environmental protection, and social responsibility of the suppliers. Only after approval can they become qualified suppliers of our Company.

In 2023, a total of 11 new qualified raw materials and packaging material suppliers and 2 contract manufacturing suppliers were added.

Indicators for Supplier Development and Selection:

Review Indicators	Corporate Governance	Environmental Protection	Social Responsibility
Supplier Business Philosophy	○		
Regulatory Requirement Documents	○		
International Certification for Food Safety and Quality	○		
Raw Materials Safety and Quality Management System	○		
Product Safety and Quality Management System	○		
Upstream Raw Materials Suppliers Management	○		
Production Environment Management	○		
Production Equipment and Process Management	○		
Product Storage and Transportation Management	○		
Product Tracking and Tracing Management	○		
Handling of Product Abnormalities and Emergencies	○		
Compliance with Labor Laws			○
Compliance with Occupational Health and Safety Regulations			○
Compliance with Environmental Regulations		○	
Supply Capacity/Cost/Delivery Time	○		

2. Supplier Evaluation Management

According to the "Regulations for Supplier Evaluation and Rating" established by the Company, for raw material and packaging suppliers and outsourced OEM suppliers having business dealings in the current year, evaluation and rating is conducted semi-annually with respect to the 4 aspects of quality (Q), cost (C), delivery (D) and service (S). In addition, for the company policy and procurement cooperation of the aspect of service (S), the suppliers' ESG (Environmental Protection, Social Responsibility, and Corporate Governance) responsibilities are included in the assessment. The results of the annual evaluation serve as the basis for formulating the list of qualified suppliers and the supplier visit plan for the following year.

Evaluation of Suppliers' ESG Aspects	Results of the 2023 Evaluation of Supplier ESG	
	Proportion of Included Suppliers to Suppliers with Transactions during 2023	Significant Measures Taken for Adverse Impact Scenarios
Environmental Protection	100%	The suppliers included in the evaluation for 2023 did not have any legally recognized serious adverse impact incidents.
Social Responsibility	100%	
Corporate Governance	100%	

3. Supplier On-site Inspection Management

According to the 'Regulations Governing Inspection and Visits to Suppliers' formulated by the Company, for existing raw materials and packaging material suppliers, at least 1 planned on-site visit must be completed within 2 years. The inspection items and weighting are the same as those for new supplier on-site visits. After excluding suppliers that were not or no longer procured in 2023, a total of 112 domestic suppliers were actually visited, including 86 raw materials suppliers, all of which proved to be qualified. There are a total of 15 packaging material suppliers, all of which were approved. All 11 OEM factories were also approved. The number of existing suppliers surveyed in 2023 accounted for 77.2% of the total number of suppliers in 2023 (note).

Note: Total number of suppliers: The announced total number of qualified suppliers in 2023 was 145, excluding dairy farmers, those visited and reviewed before procurement, ODM suppliers, and non-contact packaging materials.

The main focus of on-site inspections for suppliers according to their categories is:

- (1) Manufacturer: quality and food safety management, raw supplies and production management, warehousing and logistics management.
- (2) Traders: quality and food safety management, original factory certificates and licenses management, product storage and transportation management.
- (3) Agricultural Products and Processing Business: product resume with source traceability and license management, production/processing and storage/supply management, hygiene management.

4. Raw Materials Procurement Safety Management

Raw materials suppliers must complete source tracing and entry of contract before procurement and use. To ensure the quality and stable supply of raw materials, the Company holds monthly production and sales meetings to estimate and plan the safety stock levels of product and raw materials based on market demand. If there is a possibility of delayed delivery or supply disruption due to issues with the original supplies supply (source, processing, or changes in the original manufacturer) or force majeure, then the second supplier will be used or the evaluation of a new supply source will be immediately initiated.

5. Establishment of Supplier E-Management Platform

With the advent of the digital era, digital transformation is imperative. The Procurement Department has established a supplier order management platform for integrating information on purchase orders placed and e-invoices. In 2023, the Company launched the supplier information management platform, which served as a real-time and accurate tool for information exchange, management, and application with suppliers.

3.3 Sustainable Supply Chain

Sustainable Procurement

1. Local Procurement

Support for local manufacturing and the use of local agricultural and livestock products not only reduces carbon footprints to achieve environmental sustainability but also brings economic benefits to the local area. In 2023, the local procurement of original supplies by Wei Chuan accounted for more than 81.4% of the total procurement amount^(Note).

Note: The total procurement amount includes raw milk, raw materials, and packaging, and OEM.

2. Environmentally Friendly Green Procurement

The Company is continuously striving to be environmentally friendly by increasing the procurement of sustainably certified raw supplies and reducing plastic usage, supporting sustainable operations.

Use of Packaging Materials with FSC™ Certification

The Company prioritizes suppliers certified by the Forest Stewardship Council (Forest Stewardship Council, abbreviated as FSC™). All packaging and transportation corrugated cartons/boards and refrigerated fresh house cartons used in products are sourced from suppliers with FSC™ certification.

Additionally, the aluminum foil package products of the Company's Bernachon coffee series, refrigerated Pure Soy Milk Fresh House products, and ambient UHT milk/milk beverage series aluminum foil package products use paper pulp sources certified by FSC™. In 2023, the procurement quantity of FSC™ packaging materials was approximately 30.12 million packages, accounting for 29.2% of the annual procurement quantity of liquid carton beverage packaging materials.

Use of Non-GMO Soybeans with Sustainability Certification

Soybeans used to produce Wei Chuan Pure Soy Milk are 100% certified by the U.S. Soy Sustainability Assurance Protocol (SSAP). The U.S. Soy Sustainability Assurance Protocol (SSAP) was established in 2013 as a third-party sustainable production certification covering the United States. It is issued and tracked by Soy Export Sustainability (Soy Export Sustainability, LLC) to ensure that the certified sustainable soybeans maintain total balance in every transfer, and data statistics are also conducted on the soybean processing operation. Under the regulations of SSAP, American soybean farmers continuously improve their performance in sustainable production to ensure the future production of products that better meet environmental sustainability requirements. Compared to other countries or regions, American soybeans are now recognized as having the lowest carbon footprint.

Reduced Use of Plastic Materials

As the world moves towards net-zero carbon emission, reducing the environmental impact of plastics, minimizing resource waste, and decreasing carbon emissions are sustainable practices for environmental protection. The Company actively promotes plastic and waste reduction in packaging, integrating design, materials and processing equipment technologies in the packaging of refrigerated dairy beverages, juices, snacks, and ambient products. Every year, we continuously conduct plastic reduction health checks on various product packaging to make it more environmentally friendly while still ensuring consumer usability and the safety and stability of the protective packaging. In addition, for upstream suppliers of local raw materials, it is encouraged that raw materials packaging used as containers can be reused under the compliance with product safety and hygiene standards, thereby achieving the sustainable goals of waste reduction and resource recycling.

3.4 Compliance with Socio-economic Regulations

Product Packaging Labeling and Responsible Marketing

Honest Product Packaging Labels for Consumers

In addition to meeting regulatory requirements, product labeling is crucial as a communication channel with consumers, including the composition, origin, nutrition label, and certification marks. In order to communicate honestly with consumers, all product packaging labels of the Company must undergo an internal review system. The labels must conform with regulatory labeling standards, product appeal, and product testing data, and can only be finalized after passing the internal review.

In 2023, a total of 202 product labeling document reviews and uploads were completed, aiming to achieve the goal of product labeling compliance with laws/regulations through joint efforts of various functional departments. There were no fines or violations related to information, labeling, and marketing communication regulations in 2023.

Regulatory Compliance and Management

1. Up-to-date Regulatory Management

To improve the food safety management, the Company improves the safety and sanitation requirements for processes from farm to dining table. The Company has established the legal responsible unit to implement monitoring on food-related regulations, to report and to make timely response, including food sanitation and standard, food labeling and advertisement, food imports and inspection registration, food manufacturing, sanitation and safety management, food inspection regulations, relevant penalties of the Act Governing Food Safety and Sanitation related penalties, relevant supplemental provisions of the Act Governing Food Safety and Sanitation, Health Food Control Act and other relevant laws and regulations. In 2023, a total of 145 cases were reported, with 3 cases related to company regulations. The product categories that were legally completed before the implementation of the regulations are 100%.



3.4 Compliance with Socio-economic Regulations

Classification of Food Safety-related Regulations	Number of Regulatory Reporting					Number of Items in Response to Company-related Regulations
	Regulatory Classification	Announcement	Advance Notice	Abolishment	Not Yet Announced	
Food Hygiene and Standards	B	10	9			2
	C	7	14	2		
Food Labeling and Advertisement	B	0	1			
	C	1	2	5		
Food Import and Inspection Registration	B					
	C	9	5			
Food Manufacturing and Hygiene Safety Management	B	2	4			
	C	3	4			
Food Inspection Law	B	8	7	1		
	C	8	14	5		
Penalties Related to the Food Safety Act	B					
	C	3				
Related Provisions of the Food Safety Act	B					
	C					
Health Food Control Act	C	2	2	1		
Other	B	4				1
	C	8	2	2		
Total			145			3

2. Legal Compliance

The Company complies with the Food Safety and Hygiene Management Act and its enforcement rules, Good Hygiene Practice Guidelines, Food Hygiene Standards, and other related food laws and regulations announced by government authorities. Even the testing methods referenced by laboratories are based on various announced food testing methods. There were no penalties or product recalls due to violations of the aforementioned regulations in 2023.

3.5 Product Tracking and Tracing Management System for Supply Chain Tracking and Tracing

Management System for Supply Chain Tracking and Tracing

The Company has established an internal tracing management system in accordance with the law, comprehensively managing all aspects from raw materials management, supplier management, production and processing, storage, and transportation, to establish product history information at each stage, enabling real-time and accurate control of upstream and downstream information for all products.

All products manufactured by the 3 major self-owned factories in Taichung, Douliu, and Kaohsiung have batch numbers (the batch number on the product is like a person's ID number). Through the batch number information, the batch numbers of main raw materials used in the manufacturing process can be queried from written documents and electronic systems, and traced back to the upstream suppliers.

In 2023, the Company's 3 major proprietary factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory) registered a total of 321 product items in the Food Tracing and Tracking Management System according to regulatory product categories, accounting for 100% of all manufactured product items for the year.

The Company complies with the Regulations on Good Hygiene Practices for Food and strengthens the management system. The 3 major self-owned factories and all self-owned business site warehouses across Taiwan have completed the installation of temperature monitoring systems. The Company's self-owned refrigerated delivery vehicles are also equipped with GPS vehicle temperature real-time information systems, providing real-time over-temperature alerts at different stages of the cold chain, thereby enhancing cold chain management efficiency and ensuring product quality.

QR Code for Transparent Resume

The Company continues to promote "QR Code for Transparent Resume", with QR codes printed on product packages, allowing consumers to scan and link to the Company's website to inquire product testing information at any time, thereby fully realizing the Company's commitment to "Safety, Transparency, and Openness" for consumers.



4 Harmonious Society

Employee Care

- 4.1 Labor Rights and Relations
- 4.2 Talent Development and Training
- 4.3 Safe Workplace

Social Welfare

- 4.4 Industry Upgrade and Animal Welfare
- 4.5 Social Care and Education Promotion



The Company's founder, Mr. Lieh-Huo, Huang, proposed the concept of "Beautiful Life, Harmonious Society" during the early stage of stable business growth of the Company.

Mr. Lieh-Huo, Huang expects that every employee joining the Company will be able to obtain a stable working environment and career development opportunities in the workplace, thereby being able to care for their families with peace of mind, achieving work-life balance, and living a "Wonderful Life". While pursuing personal development, they should not forget to care for society and contribute their efforts, gradually realizing the ideal of building a "Harmonious Society".

Therefore, Wei Chuan upholds the founder's original intention, sparing no effort in employee care and social concern. It not only provides a safe and secure workplace environment but also enhances employees' professional capabilities through a competency-based education and training system. Diverse welfare measures assist employees in achieving a good balance between work and family, fostering the simultaneous growth and development of colleagues and the Company, thereby becoming a positive influence on society. Accordingly, Wei Chuan is committed to continuously promoting various public welfare actions both internally and externally, caring for disadvantaged groups, and establishing the main axis of Wei Chuan's employee care and social participation.



Employee Care

In the face of a volatile and complex operating environment, the most important engine for a company's continuous growth and advancement is its employees.

Therefore, the Company places great emphasis on providing employees with a safe workplace environment and stable career development. It is committed to fostering employee cohesion, actively nurturing organizational talent, and offering diverse employee activities and a safe working environment to ensure that every employee at Wei Chuan can achieve appropriate development and security.

4.1 Labor Rights and Relations

In response to the challenges of the business environment, the Company continues to optimize its organizational structure, focusing primarily on enhancing overall organizational capability and personnel productivity. This includes cultivating multi-skilled talents, reviewing unit work content, refining operational processes, adjusting the organization to focus on core businesses, and strengthening personnel capabilities. The aim is to achieve the most efficient organizational operation with the optimal scale and quality of manpower.

Corresponding Material Topics		Labor Relations
Policy and Commitment		<ul style="list-style-type: none"> Establish a reasonable compensation and performance evaluation mechanism to provide employees with market-competitive salaries and suitable career development opportunities. Planning diverse benefit measures to help employees achieve a good work-life balance Maintain employees' legal equity, emphasize internal communication of opinions, thereby enhancing work morale and promoting a united and harmonious workplace atmosphere
Goal		Number of labor inspection penalty cases: zero cases
Action Plan	Positive	Adhere to various regulations, align with international labor and human rights policies, and ensure that labor rights and working conditions receive appropriate protection.
	Negative	Propose improvement plans through employee feedback collection and surveys.
Evaluation Mechanism		<ul style="list-style-type: none"> Every 6 months, the Sustainable Development Steering Committee reports on the execution results of employee care indicators (including labor relations) The board of directors conducts an annual report on the implementation results of employee care.
Effectiveness Assessment		Number of labor inspection penalty cases: zero cases
Grievance Mechanism		<ul style="list-style-type: none"> Responsible Units: Various Factory Trade Unions, Labor-Management Meetings, Employee Grievance Committee Mailbox for Acceptance: <ul style="list-style-type: none"> - Integrity@weichuan.com.tw - Independent Director Mailbox - Physical Complaint Mailbox

4.1 Labor Rights and Relations

4.1.1 Manpower Composition and Diversity

As of the end of 2023, there were 1,427 full-time employees and zero temporary employees in Taiwan. Among the full-time employees, there were 1,375 full-time staff, accounting for 96%, and 52 part-time staff, accounting for 4%. By region and nationality, adhering to the philosophy of creating local employment opportunities, promoting economic growth, and giving back to the community, 100% are all locally employed in Taiwan, with no foreign employees. By gender, there are 914 males, accounting for 64%; 513 females, accounting for 36%. Wei Chuan has a total of 15 employees with disabilities, accounting for 1.1% of full-time employees. Furthermore, from an educational perspective, more than 51% of employees have a college degree or higher.

Unit	Item	Full-time			Part-time			Total full-time Employees		
		Man	Female	Subtotal	Man	Female	Subtotal	Man	Female	Total
Headquarters and business office	Number of people	494	192	686	0	44	44	494	236	730
	Percentage in all employees	35%	13%	48%	0%	3%	3%	35%	17%	51%
Taichung Factory	Number of people	108	101	209	-	-	-	108	101	209
	Percentage in all employees	8%	7%	15%	-	-	-	8%	7%	15%
Douliu Factory	Number of people	143	100	243	2	6	8	145	106	251
	Percentage in all employees	10%	7%	17%	0%	0%	1%	10%	7%	18%
Kaohsiung Factory	Number of people	167	70	237	-	-	-	167	70	237
	Percentage in all employees	12%	5%	17%	-	-	-	12%	5%	17%
Wei Chuan Foods Corporation	Number of people	912	463	1375	2	50	52	914	513	1427
	Percentage in all employees	64%	32%	96%	0%	4%	4%	64%	36%	100%

Note: The regional scope of this report is Taiwan, excluding the regions of other subsidiaries.
 Note: The number of employees is counted as of December 31, 2023.

Unit	Full-time			Temporary			Total	Non-employee Workers: Security / Electrician / Cleaning			Non-employee Contractor			Total Non-employee Workers
	Man	Female	Subtotal	Man	Female	Subtotal		Man	Female	Subtotal	Man	Female	Subtotal	
Headquarter and Offices	494	236	730	0	0	0	730	11	4	15	3	0	3	18
Taichung Factory	108	101	209	0	0	0	209	0	0	0	72	3	75	75
Douliu Factory	145	106	251	0	0	0	251	2	1	3	472	8	480	483
Kaohsiung Factory	167	70	237	0	0	0	237	1	1	2	180	60	240	242
Wei Chuan Foods Corporation	914	513	1,427	0	0	0	1,427	14	6	20	727	71	798	818

Note: Based on the number of employees as of December 31, 2023.

Unit	Persons with Disabilities			Employment of Foreign Personnel		
	Man	Female	Subtotal	Man	Female	Subtotal
Headquarter and Business Offices	3	1	4	0	0	0
Taichung Factory	5	0	5	0	0	0
Douliu Factory	2	1	3	0	0	0
Kaohsiung Factory	2	1	3	0	0	0
Wei Chuan Foods Corporation	12	3	15	0	0	0

Education	Number of people	Percentage
Master or Above	177	13%
Tertiary Education	532	39%
Senior High School and Below	666	48%
Total	1375	100%

Among the 1,375 full-time employees in Taiwan, there are 144 in supervisory positions or above, accounting for 10%; among them, there are 38 female supervisors, accounting for 26% of the supervisory staff. The Company does not engage in any employment discrimination or unfair treatment based on gender. The Company also promotes workplace inclusion and respect for diversity through various methods such as letters and seminars.

4.1 Labor Rights and Relations

Employee Category	Less than 30 years old		30-50 years old		Above 50 years old		Total	Percentage
	Male	Female	Male	Female	Male	Female		
Senior Level	0	0	5	2	10	1	18	26.5%
Mid-level	0	0	64	42	37	15	158	
Junior Level	8	19	77	31	25	29	189	
Other Employees	82	26	445	170	159	128	1010	73.5%
Total Number of Employees	90	45	591	245	231	173	1375	100%

Note: Employee job rank definition - Senior: Job Grade of 10 and above; Mid Job Grade of 7~9; Junior Job Grade of 5~6. Supervisor job positions are classified as supervisors according to the approval authority.
 Note: Calculated based on the number of employees as of December 31, 2023.

The distribution of newly hired/departing full-time employees of the Company is as follows:

Distribution of New Full-time Employees in 2023					
Gender		Male	Percentage	Female	Percentage
Age Group	Under 30 years old	72	5.2%	41	3.0%
	31-50 years old	140	10.2%	74	5.4%
	Over 50 years old	7	0.5%	5	0.4%
Region	North District (including Yilan and Hualien)	43	3.1%	22	1.6%
	Central District (including Outlying Islands)	117	8.5%	82	6.0%
	Southern District (including Taitung)	59	4.3%	16	1.2%
Total		219	15.9%	120	8.7%

Note: Proportion of New Full-time Employees = Number of New Full-time Employees During the Year / Number of Full-Time Employees at the End of the Year

Distribution of Full-Time Employees Departing in 2023					
Gender		Male	Percentage	Female	Percentage
Age Group	Under 30 years old	58	4.2%	24	1.7%
	31-50 years old	118	8.6%	76	5.5%
	Over 50 years old	29	2.1%	24	1.7%
Departure	Retirement	25	1.8%	22	1.6%
	Discharge	2	0.1%	0	0.0%
	Resignation	178	12.9%	102	7.4%
Region	North District (including Yilan and Hualien)	36	2.6%	25	1.8%
	Central District (including Outlying Islands)	114	8.3%	86	6.3%
	Southern District (including Taitung)	55	4.0%	13	0.9%
Total		205	14.9%	124	9.0%

Note: Turnover rate of full-time employees = Number of full-time employees who departed during the year / Number of full time employees at the end of the year

Full-time Employee Turnover Rate

Year	2021	2022	2023
Turnover Rate	6%	9%	8%

Note: Turnover rate = Number of employees who departed during the year / Average of the number of employees at the end of the previous year and the number of employees at the end of the current year

4.1.2 Comprehensive Labor Rights

The Company values and safeguards the basic human rights of employees and related equity. In addition to strictly adhering to various regulations, it aligns with international labor human rights policies, using the international social responsibility standard SA8000 (2008 edition) as the highest guiding principle to ensure that labor human rights and working conditions receive necessary protection. The summary of the policy is as follows:

Child Labor

Strictly comply with to the Labor Standards Act, do not employ or support the employment of child labor under the age of 16.

4.1 Labor Rights and Relations

Forced Labor

Do not use or support the use of forced labor; do not withhold employees' property or documents to force them to work continuously; allow free entry and exit of workplace according to regulations.

Health and Safety

Provide a safe and healthy work environment and necessary health and safety education and training; establish mechanisms to detect, prevent, and respond to potential threats that may endanger employee health and safety, thereby reducing hazards in the work environment.

Freedom of Assembly and the Right to Collective Bargaining

Respect the right of all employees to freely organize and join unions, as well as to engage in collective bargaining.

Discrimination

Do not engage in or support discrimination based on race, social class, nationality, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political affiliation, age, or any other grounds.

Punitive Measures

Respect all employees and safeguard their dignity, do not engage in or support corporal punishment, mental or physical coercion, and verbal insults, and do not treat employees in a rude or inhumane manner.

Working Hours

Comply with relevant labor laws regarding working hours.

Remuneration

Guarantee to meet the minimum wage standards of the Labor Standards Act, provide payment in accordance with relevant regulations, and offer market-competitive remuneration.

Note: As of December 31, the number of employees enrolled in the union signed by Wei Chuan was 682 people (accounted for 49.9% of all full-time employees).

In addition to the labor rights policy, Wei Chuan has also established the "Code of Integrity in Business," "Code of Ethical Conduct," "Procedures for Integrity in Business (and Conduct Guidelines)," "Employee Integrity and Self-discipline Regulations," "Employee Reward and Punishment Measures," and "Employee Complaint Handling Procedures." The "Employee Sexual Harassment Prevention Measures" and other various guidelines, methods, or operational standards related to employee rights, in addition to storing the aforementioned regulations and methods in the internal network shared area for easy access by colleagues, are also announced or posted on the official website, prominent locations in the factories, etc., along with information on complaint channels such as complaint mailboxes and hotlines. In the handling procedures, if any illegal infringement occurs, or if employees file complaints or whistleblowing reports, the Company follows relevant regulations and handles the matter through responsible units and personnel. In addition, investigation team is also formed, and relevant committees (including committees related to gender equity, human rights, complaint) engage in investigation and review. The responding and tracking process is conducted confidentially to safeguard individual rights and protect the privacy of the parties involved, providing employees with a secure and trustworthy workplace atmosphere.

The Company had no formal employee complaints/whistleblower cases in 2023. The Company continuously promotes the systems and methods related to employees, allowing them to understand their rights and the Company's handling principles. At the same time, it also makes good use of occasions or platforms such as management meetings, corporate activities, and internal social networks for promotion and reminders.

4.1.3 Smooth Communication Channels

Our Company highly values employee opinions, therefore facilitating exchanges of views between labor and management through various occasions and organizations, including labor relation meetings, unions, boards of directors and supervisors, employee benefits/welfare committee, and the Labor Retirement Preparation Fund Supervisory Committee. Our Company particularly affirms the role of the union, thus enabling the union to actively negotiate with the Company on behalf of its members regarding related right on a foundation of mutual trust and confidence.

In addition, various departments of the Company also hold communication meetings irregularly. Through continuous discussions and negotiations, consensus is built, which has led to the harmonious labor relations we have today.

4.1.4 Equal Remuneration and Benefits

The Company adheres to the principle of equal pay for equal work, determining salaries based on academic and professional background, expertise, years of professional experience, and individual performance. The remuneration policy for starting salaries and bonuses does not vary due to differences in gender, race, religion, political stance, marital status, or union affiliation. In addition to considering the overall industry salary, the Company also refers to salary survey reports and information from benchmark enterprises to conduct a comprehensive compensation competitiveness analysis. According to the disclosure of employee salaries as stipulated by the guidelines for the annual report of listed companies (as shown in the table below), the average annual salary per employee of the Company in 2023 is NT\$ 743 thousand, and the average salary for non-executives is NT\$ 728 thousand, both of which are higher than the national and manufacturing industry average annual total salary per person during the same period.

The Company will continue to strengthen its businesses, aiming to gradually enhance the overall compensation level of colleagues annually.

Disclosure of Information	Average Salary of Employees		Average Salary of Non-supervisors	
	2022	2023	2022	2023
Average Number of Employees (Persons)	1382	1398	1291	1309
Average Employee Salary (NT\$ 1000/ person)	744	743	734	728
Median Salary	-	-	675	673

Note 1: The total annual salary per person nationwide for 2023 announced by the Accounting Department is NT\$ 703 thousand, and the total annual salary per person in the manufacturing industry is NTD 729 thousand.

Note 2: The annual average number of employees' average salary and non-supervisors average salary in this table is calculated based on the conditions specified by the Taiwan Stock Exchange and using the average number, which differs from the scope and definition of the aforementioned employee number information.

4.1 Labor Rights and Relations

The Company allocates an annual budget for employee welfare activities and integrates resources from the employee benefits/welfare committee to provide employees with diverse welfare measures, including various welfare subsidies. In 2023, a total of 1,043 instances of subsidies were provided, with the total amount of welfare-related expense exceeding 23.49 million.



Item	2021	2022	2023
1. Wedding Gift Money	18	20	18
2. Childbirth Gift Money	32	28	24
3. Injury and Illness Subsidies	151	153	173
4. Funeral Subsidy	58	51	70
5. Education Scholarships	764	781	750
6. Major Disease Consolation Payment	9	5	8
Total (Number of People)	1,032	1,038	1,043

4.1.5. Sincere Humanistic Care

The Company upholds the founder's spirit of humanistic care, striving to provide support for employees and their families to the best of its ability. Especially when employees face major illnesses of family members or unexpected incidents, in addition to offering emergency assistance or consolation funds, the Company also implements measures to help employees balance family situations. For instance, for a business office employee having children suffering from rare disease, the Company not only applies for relevant subsidies but also adjusts work arrangements to accommodate family care needs, with supervisors visiting the hospital multiple times to show concern for other family members. This deeply humanistic culture has been the unwavering sincerity of the Company since its founding.

The Company complies with the laws and provides parental leave in accordance with the "Labor Standards Act," "Gender Equality in Employment Act," and "Regulations for Implementing Unpaid Parental Leave for Raising Children", among other relevant regulations, ensuring that employees who have served for 1 year can apply for unpaid parental leave before their children reach the age of 3. After the expiration of the parental leave without pay, arrangements for reinstatement will be made based on the Company's vacancy status and individual willingness, effectively balancing personal family and work of colleagues. The actual reinstatement rate after taking unpaid leave for parental leave in 2023 was 60%, and the retention rate was 75%.

Year	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Employees Entitled to Apply for Parental Leave	72	15	87	71	13	84
Actual Number of Employees Applying for Parental Leave in that Year (A)	3	5	5	2	7	4
Expected Number of Employees To Be Reinstated in that Year (B)	2	4	3	1	8	7
Actual Number of Employees Reinstated in that Year (C)	2	3	3	1	4	5
Actual Number of Employees Reinstated in the Previous Year (D)	0	5	2	3	3	1
Number of Employees Remaining at the Job Position 12 Months After the Reinstatement (E)	0	5	1	3	2	1
Reinstatement Rate (C/B)	100%	75%	100%	100%	50%	71%
Retention Rate (E/D)	-	100%	50%	100%	67%	100%

Note 1: Reinstatement rate: Actual number of employees reinstated after parental leave / Expected number of employees to be reinstated after parental leave

Note 2: Retention Rate: Number of employees still employed 12 months after returning from parental leave in the previous year / Actual number of employees returning from parental leave in the previous year

4.1 Labor Rights and Relations

4.1.6 Well-organized Employee Activities

The values employee activities that promote emotional exchange, particularly incorporating elements of shared joy and camaraderie to foster connections among colleagues. For employees' dedication and outstanding contributions, such as exemplary workers and long-serving staff, we express special recognition and gratitude during significant public company events, enabling all employees to learn from these role models. In addition, for retired employees, the Company takes the opportunity of the annual Mid-Autumn Festival retired employees' banquet to greet and interact with these seniors and share the Company's recent developments, passing on their Wei Chuan spirit.

In order to make employee activities more enriching and meaningful, the Company has ingeniously integrated public welfare actions into them, conveying our care and compassion for society. As one of the events in the 70th anniversary celebration series, the "Enrich Rural Areas Plan" integrates the concepts of "Enrich Talents" and "Enrich Soil". We not only donate supplies and funds to rural elementary schools and adopt local agricultural products, but also invite company colleagues and schoolchildren to participate in the activities, promoting social well-being and sustainable talent development. In addition, when purchasing gifts for related festivals, we prioritize products or services with sustainable significance. For example, during the Mid-Autumn Festival, we choose Mid-Autumn gift boxes produced by social enterprises to give to employees, balancing employee care and social welfare, thereby truly fulfilling corporate social responsibility.

These initiatives not only make our employee activities more meaningful but also demonstrate the Company's active role in society. Therefore, we stood out from over 3,200 companies in the Happiness Enterprise Voting Event organized by 1111 Job Bank in 2023, achieving the honor of winning the gold award. In the same year, the Wei Chuan Taichung Factory was awarded a 4-star prize in the Happy Workplace Selection event organized by the Taichung City Government. These achievements highlight our efforts in establishing a harmonious, healthy, friendly, inclusive, and sustainable workplace environment, and have been recognized by all parties.



Awarded the Happy Enterprise Award by 1111 Job Bank



A gift exchange activity on Christmas to foster camaraderie among colleagues.

4.2 Talent Development and Training

In order to cultivate and retain outstanding talent and enhance the Company's competitiveness, the Company has established a corporate university training system centered on a competency model, based on the TTQS Talent Development Quality System (Bronze). Through organizational analysis of organizational goals and annual strategies, job analysis of internal workflows and operational systems, and personnel analysis at various levels and functions, we have planned a human resource enhancement program that leverages strengths and addresses weaknesses, taking into account actual work needs and future career development requirements.

Corresponding Material Topic		Training and Education
Policy and Commitment		<ul style="list-style-type: none"> Function-oriented, committed to enhancing talent quality and strengthening organizational combat power Enhance employee career development, strengthen talent pipeline, and promote corporate sustainability Follow the talent development quality management system and continuously improve the operation and effectiveness of talent development
Goal		<ul style="list-style-type: none"> Annual education and training average satisfaction rate of above 90% Acquisition of TTQS Bronze Medal or above
Action Plan	Positive Impact Management	According to the TTQS Talent Development Quality System, align with annual strategic goals, corporate university curriculum, and annual performance evaluation capabilities. The inventory results of the development efforts are used to establish the annual education and training plan, which is executed on schedule and the outcomes of the training courses are reviewed to continuously enhance training effectiveness.
	Negative Impact Management	Through organizational analysis, job analysis, and personnel analysis, plan a human resource enhancement program that leverages strengths and addresses weaknesses, while balancing the Company's vision with individual career development needs.
Evaluation Mechanism		<ul style="list-style-type: none"> Annually review the achievement of talent development and education training through the TTQS mechanism and indicators.
Effectiveness Assessment		<ul style="list-style-type: none"> Annual training average satisfaction of 93% Extension of TTQS Bronze Medal
Grievance Mechanism		<ul style="list-style-type: none"> Responsible Unit: Human Resources Department and each function's training units Mailbox for Acceptance: - hrdev@weihcuan.com.tw

4.2.1. TTQS-oriented Training System

The Company formulates an annual training plan based on the mechanism of the TTQS Talent Development Quality-management System, aligning with annual strategic objectives, corporate university curriculum, and the results of annual performance evaluation capability development. It executes the plan on schedule and reviews the outcomes of training courses, including participant satisfaction and learning assessments, to continuously improve training effectiveness. In addition, employees can apply for external training through recommendations from the Human Resources unit, departmental nominations, or personal registration, based on their individual work and development needs, to participate in courses organized by external professional institutions to enhance personal capabilities.

The Company's training system is competency-based, divided into: common training (including new employee training, food safety training, and corporate culture), core competency training, and professional competency training. It is complemented by policy topics, institutional activities, and self-learning projects. Through diverse and appropriate educational training methods, it aims to update employees' knowledge, enhance professional skills, and promote work attitudes, thereby improving the overall organizational strength of the Company. The Company invested over NT\$ 3.54 million in the training budget for talent development and employee learning resources in 2023, with a total of 4,301 participants and 16,488 training hours.

4.2 Talent Development and Training



Core Competency Training



Professional Competence Training



Orientation



Innovation Workshop

Implementation of Training in 2023

Average Hours Of Employee Education and Training						
Gender	Male			Female		
Job Title	Total Number of Training Hours (Hours)	Number of People	Average Training Hours (Hours/Number of People)	Total Training Hours (Hours)	Number of People	Average Training Hours (Hours/Number of People)
Senior Level	237	15	15.8	47	3	15.7
Mid-level	1,757	101	17.4	988	57	17.3
Entry level	1,805	110	16.4	1,322	79	16.7
Other Employees	6,973	686	10.2	3,359	324	10.4
Total	1,0772	912	11.8	5,716	463	12.3

4.2.2 Performance Management and Coaching

The Company implements performance management and coaching mechanisms, continuously strengthening training related to performance coaching and feedback interviews for supervisors in recent years to enhance the quality of performance evaluations. We conduct goal setting and discussions at the beginning of each year and review and evaluate goals at the end of the year based on the performance management system to ensure that employees' tasks are linked to the company's performance. Assess the achievement of key KPI targets and the demonstration of organizational capabilities. Performance scores are closely related to individual salary adjustments, promotions, and career development. Through the mechanism of performance interviews, employees can also understand the achievement status of their work results and receive clear feedback as a basis for continuous improvement. Additionally, they can obtain personal improvement commitments and plan key development areas for the coming year, allowing colleagues at Wei Chuan to continue to improve and grow. The completion rate for the past three years (including 2023) has reached 100%.

Wei Chuan's Training System

Target	Job Rank	Function	Policy Subject	System Activities	Self-learning
Senior level Job grade 10 and above	Senior level managers Core competence training		<ul style="list-style-type: none"> ■ SQ/FCSR ■ Food safety / Occupational safety seminar ■ Successor / technical talent review and development project 	<ul style="list-style-type: none"> ■ Thematic workshop ■ Various meetings and learning ■ Profit making proposal for all employees 	<ul style="list-style-type: none"> ■ External forum / lecture ■ Department reading clubs
Mid level Job grade 7-9	Mid-level managers core competency training	Mid-level employees of each department Professional training			
Junior level Job grade 5-6	Junior Managers Core Competency Training	Junior level employees of each department Professional training			
Specialist / staff / sales Job grade 4 and below	Sales team leader General core competency training	Entry-level employees of each department Professional training			
Operators without job ranking	Line leader training	Production line technical training			
New employees	Common training (Corporate culture, food safety, public security, legal, information security, etc.)				

4.2 Talent Development and Training

Employee Category	Calculation Item	Male	Female
Staff	Number of employees regularly receiving performance and career development (A1)	287	212
	Number of Employees for Annual Performance Appraisal (B1)	287	212
	Percentage (B1/A1)	100%	100%
Operator	Number of employees regularly receiving performance and career development (A2)	324	236
	Number of Employees for Annual Performance Appraisal (B2)	324	236
	Percentage (B2/A2)	100%	100%
Total	Number of employees regularly receiving performance and career development (A)	611	448
	Number of Employees for Annual Performance Appraisal (B)	611	448
	Percentage (B/A)	100%	100%

Note: 1. The annual performance evaluation period for Wei Chuan is the entire year, with the evaluation point being December of the current year to January of the following year.
 2. Number of people assessed, excluding statutory executives, drivers, salespersons, treasury staff, and shop assistants.
 3. The legal manager reports to the board of directors every quarter. Drivers, sales representatives, treasury staff, and shopping assistants have monthly assessments.

4.2.3 Retirement Mechanism and Care

To ensure that the retirement benefits for colleagues have clear guidelines, the Company has established the "Employee Retirement Plan." Employees who meet the statutory retirement requirements can apply for retirement and will receive a commemorative retirement coin presented by the Welfare Committee. The disbursement of pensions is based on the provisions of the "Labor Standards Act", with 10% of the total monthly salary allocated as retirement reserve (applicable to the "old system" of labor retirement). In addition, the Labor Retirement Preparation Fund Supervisory Committee was established to conduct supervision. As of the end of 2023, the old system retirement reserve account balance is approximately NT\$ 700 million (only employer contributions, no employee participation). In addition, at the end of each year, the Company also commissions actuaries to conduct actuarial reports to ensure sufficient allocation to protect employee rights.

In line with the implementation of the "Labor Pension Act" (new system), employees who were originally under the old system and choose to adopt the new system, or those who join after the implementation of the new system, will have their years of service converted to a defined contribution system. The pension is contributed monthly at no less than 6% of the monthly salary, stored in the individual labor pension account.

The Company regards retired employees as important members of the family. Before employees retire, the Company will arrange retirement interviews to discuss their retirement plans. In addition, the Company supported the establishment of the "New Taipei City Association of Care for Retirees" in 2000. Every year, company executives participate in the association's activities to share the Company's current status and developments with retired employees, extending care for employees into their retirement.

4.3 Safe Workplace

A safe working environment is a basic commitment of the enterprise to its employees. Our occupational safety management principle is to protect the life and safety of all employees, which is the cornerstone of promoting Wei Chuan's various activity procedures. The Company complies with occupational safety and health laws and other relevant regulations, fully implementing various safety and health management operations from traffic safety for employees commuting to and from work, pre-employment physical examinations and annual regular health check-ups, promotion of safety education, maintenance and upkeep of machinery and equipment, use of protective gear, to safety work guidelines for on-site operational employees. Through the concept of hazard prevention and full participation, we are committed to preventing occupational accidents and pledge to continuously improve, striving to establish a good workplace safety and health environment.

Corresponding Material Topics	Occupational Safety and Health
Policy and Commitment	"Full participation to establish and maintain effective occupational safety, health, and well-being working conditions, and continuously improve occupational safety and health performance and enhance work culture." The explanation is as follows: 1. Full Participation: Ensure all members are consulted, involved, and communicated with, recognizing individual responsibility. 2. Establish and maintain effectiveness: Comply with government occupational safety and health-related regulations and other requirements. 3. Occupational Safety and Health: Establish a comprehensive occupational safety and health management system. 4. Conditions for physical and mental health at work: Providing a safe and healthy working environment. 5. Continuous improvement in occupational safety and health performance: Achieve the goal of "0 accident, 0 downtime, 0 fines." 6. Work culture: quality and behavior in safety and hygiene
Goal	Number of serious occupational disaster cases: 0
Action Plan	Positive Promote the 0 accident project to reduce the likelihood of related risks.
	Negative To mitigate the impact of occupational hazards on the Company, various preventive projects have been implemented, such as fire prevention management projects, slip and fall prevention projects, and electrical safety prevention projects. Continuous improvements are also being made to occupational safety and health management operations.
Evaluation Mechanism	<ul style="list-style-type: none"> Implement safety inspection management. Report on safety and health management tracking at the quarterly safety meeting.
Effectiveness Assessment	Number of major occupational disaster cases: zero
Grievance Mechanism	<ul style="list-style-type: none"> Responsible Unit: Industrial Safety and Health Team. An internal whistleblowing hotline, 5281, is set up for use by company personnel. Mailbox for Acceptance: - good_health@weichuan.com.tw

4.3.1 Occupational Safety and Health Management Organization and System

The Company has established an occupational safety and health management unit and personnel in accordance with the law, holding meetings quarterly to review matters related to occupational safety and health. The composition of the Occupational Safety and Health Committee includes one-third of its members as labor representatives, in compliance with regulatory requirements. To prevent occupational accidents, weekly meetings at the factory continue to promote and enhance safety and health training, aiming to reduce the occurrence of disasters. Meanwhile, each factory proposes and discusses issues related to safety and health, such as reviewing occupational accident investigation reports, reviewing safety and health education training plans, reviewing health management and promotion matters, reviewing safety and health performance, and reviewing work environment monitoring reports, among others.

4.3 Safe Workplace

Occupational Safety and Health Committee			
Factory	Taichung Factory	Douliu Factory	Kaohsiung Factory
Total Number of Committee Members	19	17	14
Number of Labor Representatives	7	6	5
Total Number of Employees	206	250	234
Proportion (Number of Labor Representatives/Total Number of Committee Members)	37%	37%	36%
Proportion (Number of Labor Representatives/Total Number of Employees)	3%	3%	2%

Note: Occupational Health and Safety Committee is established by each factory according to the Regulations Governing Occupational Health and Safety, and the chair of the Committee is the Factory Director of each plant, and the term of office of the Committee members is 2 years.

4.3.2 Workplace Safety

Frequency and Severity of Disabling Injuries

In 2023, the Company's disability injury frequency and severity rates have significantly improved. In the future, we will continue to promote safety and health training for employees, re-examine and optimize standard operating procedures (SOP) and risk assessments, and strengthen the supervisory management of managers at all levels. The Company will improve relevant safety protection measures and implement various safety projects (such as fire management, fall prevention, natural gas management, etc.) to ensure safety is integrated into daily work. We expect colleagues to operate in a safer working environment and strictly adhere to operational standards.

Frequency of Disabling Injuries

Year		2021	2022	2023
Wei Chuan	Worker (Employee)	1.93	2.93	0.64
	Male	1.46	3.46	0.49
	Female	1.92	0.96	0.94
	Other Workers (Non-Employee)	0	0	0
Food Manufacturing Industry		3.32	2.64	2.98
Beverage Manufacturing Industry		1.59	1.69	1.58
Total Number in Taiwan		1.61	1.55	1.58

Severity of Disabling Injuries

Year		2021	2022	2023
Wei Chuan	Worker (Employee)	114	347	48
	Male	37	501	29
	Female	265	164	83
	Other Workers (Non-employee)	0	0	0
Food Manufacturing Industry		130	125	113
Beverage Manufacturing Industry		56	39	116
Total Number in Taiwan		90	83	91

Note: Calculation formulas:

- (1) Occupational disaster thousand-people rate = Number of people suffered from occupational disaster / Number of employees × 1,000
- (2) Disability injury frequency (FR) = Total number of injuries and deaths / Total number of working hours of all employees × 10⁶ (calculated based on million working hours)
- (3) Disability injury severity (SR) = Total number of days lost / Total number of working hours of all employees × 10⁶ (calculated based on million working hours)
- (4) The total number of days lost excludes the injury date and the resume to work date and includes the number of days lapsed during such period (including Sunday, leave days or non-working days of the enterprise unit)
- (5) Minor injuries (first-aid treatment or general medical treatment is required only for resuming to work) are not included in the disability injury frequency and severity.

Number of Occupational Disease Cases

Year		2021	2022	2023
Wei Chuan	Worker (Employee)	0	0	0
	Other Workers (Non-employee)	0	0	0

Note: Definition of occupational disease: An occupational disease refers to a condition that arises while performing duties, caused by exposure to chemical, physical, biological, ergonomic, and other factors leading to illness (as diagnosed by a physician).

4.3 Safe Workplace

4.3.3 Occupational Safety and Health Management System

The occupational safety and health management system systematically manages through hazard identification, risk assessment and control, and safety observation techniques to ensure the physical and mental health of employees and the safety of the work environment. To ensure that Wei Chuan personnel can work with greater peace of mind, the Taichung Factory, Douliu Factory, and Kaohsiung Factory have all passed the Occupational Health and Safety Management System ISO 45001 (International Occupational Health and Safety Management System) and CNS 15506 (Taiwan Occupational Health and Safety Management System, i.e., TOSHMS) certifications. The management scope covers workers (1,365 employees in 2023) and other workers (131 non-employees in 2023). The range of workers includes outsourced contractors, original supplies, drivers, and dispatched personnel. Through quarterly safety meetings, each unit conducts occupational safety management reports and exchanges, actively implementing employee safety and health management care to enhance the corporate safety and health culture.

Acquisition of Occupational Safety and Health Management System by Each Factory in 2023	
Factory	ISO 45001
Taichung Factory	✓
Douliu Factory	✓
Kaohsiung Factory	✓

Risk Assessment

To prevent harm to personnel's safety and health due to operations or activities, services, and facilities, which may lead to safety and health or financial losses for employees or the public, continuous identification of safety and health hazards, risk assessment, and the implementation of appropriate preventive measures or necessary control methods are conducted to control risks to an acceptable level, in accordance with the hazard identification, risk assessment, and risk control planning procedures.

Wei Chuan conducts hazard identification and risk assessment at least once a year by supervisors and evaluators from each unit. Unacceptable risks are discussed within the audit committee, and the priority order for determining control measures should be: a. Elimination b. Substitution c. Engineering Controls d. Signage/Warnings/ or Administrative controls e. Personal protective equipment. It should be determined whether the risk can be reduced through control measures. Acceptable risks will be improved with effective control measures and incorporated into daily management operations.

Accident Investigation

In the event of an accident, execution is carried out according to the provisions of the Accident Investigation and Management Procedures. The supervisor of the unit where the accident occurred convenes relevant units to form an investigation team to jointly investigate and analyze the cause of the accident. The investigation results are recorded in the "Accident Investigation Form" for the management of recurrence prevention.

4.3.4 Disaster Prevention

Through the prior identification, assessment, and diversification of control over workplace hazards, potential occupational accidents or diseases are prevented. Under multifaceted planning, Wei Chuan has established a safe and comfortable working environment that employees can trust. Implementing plans such as safety and health education, promotional activities, emergency response, and safety and health audits to enforce safety and health management and enhance colleagues' safety awareness. The key points for promoting the relevant plan are as follows:

A. Employee Safety and Health Education

In addition to conducting safety and health training for both new and old employees, relevant operational supervisors, special operators, hazardous machinery operators, and chemical operators are all required by law to undergo relevant education and on-the-job training. Additionally, weekly one-point lesson (OPL) training is conducted to ensure safety is integrated into daily routines.

B. Disaster Prevention Drill

To enhance employees' emergency response capabilities, enabling quicker and more effective handling during emergencies to reduce personal injury, property, and reputation losses, various disaster (fire, chemical spills, confined spaces, etc.) practical disaster prevention drills are conducted. By allowing colleagues to personally participate in the drills, the emphasis on disaster prevention among all employees is heightened.

C. Safety and Health Audit

An audit plan is established annually, and regular internal audits are conducted, including on-site safety and health, equipment management, and electrical safety, among others. Supervisors are also required to perform management by walking around. All audit deficiencies are included in improvement tracking, and the completion of relevant preventive and corrective measures is confirmed.

D. Safety Promotion Activities

To enhance colleagues' safety awareness, regular safety and health-related advocacy topics are conducted, such as principles of fire escape, guidelines for selecting extension cords, walking safety, etc.

E. Safety Rules

To enhance the work safety of colleagues and exceed the requirements of relevant safety regulations, safety standards are issued quarterly.

4.3 Safe Workplace

4.3.5 Healthy Workplace

The Company supports the national policy on the promotion of workplace comprehensive health improvement and to promote such policy based on the four aspects of "Personal Health Resources", "Physiological Working Environment", "Social and Psychological Working Environment" and "Corporate Community Participation".

In terms of "Personal Health Resources," we provide annual free health check-ups based on the nature of the employees' work, with the examination content varying from person to person. Both the production factory and the headquarters have contracted medical personnel to provide on-site health services. Based on the annual employee health check-up reports, they analyze abnormal items and conduct follow-up management. In addition, each unit completes the occupational disease prevention plan in accordance with Article 6-2 of the Occupational Safety and Health Act, and regularly publishes health education and promotion information to ensure the update of employees' knowledge on work safety and health. In 2023, we held the Wei Chuan meat reduction competition, with a total of 73 teams (2 members per team) participating, achieving a total weight loss of 442.7 kilograms, among which 26 colleagues lost more than 7%. We expect our colleagues to pay more attention to health and maintain a healthy physique.

With regard to the "Physiological Working Environment", the Company promotes "Non-smoking Environment" and encourages employees to participate in the Quit Smoking and Win event organized by the Health Promotion Administration, Ministry of Health and Welfare, and to pay attention to chronic and occupational disease prevention. Safety and health promotion and health reminders are posted in workplaces and areas with frequent personnel activity. We arrange safety and health seminars or courses annually to provide employees with safety and health knowledge. To provide a safe and comfortable breastfeeding space for female employees, each office location is equipped with a lactation room, allowing mothers to balance work and their baby's growth. In addition, we also organize seminars on topics such as workplace violence prevention to enhance the physical and mental well-being of employees.

In promoting the "psychosocial work environment," we have established an "Employee Emergency Care and Assistance System" and provide channels for employee grievances, offering timely assistance and care as needed by employees. The supervisor usually reminds colleagues to pay attention to their health and encourages them to make good use of special leave to balance their physical and mental state.

In terms of "Corporate Community Participation," we have traditionally organized basketball and badminton competitions, inviting colleagues to bring their families to connect through sports and enhance physical fitness. In terms of community cooperation, the head office participates in community blood donation activities, Douliu Factory adopts streets, Taichung Factory delivers meals to elderly people living alone, and Kaohsiung Factory supports the local elementary school's dodgeball team. These are all long-term community engagement activities.



Seminar on Workplace Violence Prevention



Seminar on Workplace Violence Prevention

Social Welfare

2023 marks the 70th anniversary of the Company's establishment. For 70 years.

Wei Chuan has consistently adhered to its original intention, not only meeting consumers' nutritional needs but also caring for each consumer's emotional needs. Wei Chuan cares not only for people but also for this land. We embrace the philosophy of "Transformative Breakthroughs for Collective Good," collaborating with upstream and downstream supply chain partners and end consumers to jointly achieve sustainable social development, striving to become the "preferred food company for collective good" in everyone's mind.

- The Company is actively creating a shared value circle and promoting various ESG initiatives. We assist dairy farmer in upgrading, with Sheng Shun Agriculture and Animal Husbandry Co., Ltd. introducing 5-star EU standard breeding, and 2023, once again achieving high scores in the animal welfare label evaluation. We have long supported nutrition for children in remote areas, meal delivery for community elders, the construction of green and clean production factories, and local procurement. Together with consumers and partners, we pursue a better life, upgrade the future of industries, and jointly create a sustainable and secure environment, embracing a century of shared prosperity and glory.

- The Company insists on 100% Taiwanese employees, providing job opportunities for the next generation in Taiwan, committed to deeply cultivating Taiwan, helping young farmers with local revitalization, and encouraging youth to return to their hometowns. We actively care for rural and disadvantaged communities, providing nutritional care and striving for quality education to help children in remote areas broaden their horizons and narrow the cultural gap between urban and rural areas. We integrate this concept into our corporate culture, promoting it from headquarters to various business locations, ensuring the consistency of the corporate public welfare focus based on team awareness, consensus, and action.

4.4 Industry Upgrade and Animal Welfare

4.4.1 Assisting Dairy Farmers in Enhancing Operational Efficiency

Since 2016, the Company has deeply felt that the dairy farmer industry is facing an industrial crisis and difficulties. Therefore, it regards the development of Taiwan's dairy farming industry as its responsibility and promotes the "Dairy Farming 4.0" plan. This plan encompasses 4 major aspects: "Source Management, World-class Quality, Technological Ranch, and Sustainable Operation," aiming to not only drive quality upgrades but also cultivate talent and fill labor gaps in the process of assisting the industry. Through the "Dairy Farming 4.0" plan, we are committed to promoting overall industry upgrading, strengthening the competitiveness of the dairy farming industry, thereby achieving sustainable operations and successfully leading the direction of dairy farming industry upgrading.

Since 2019, in addition to the original livestock unit assisting dairy farmer, the Company has also established a more specialized livestock technology unit. The Company's livestock production team and livestock technology team, in collaboration with external veterinary professional consultants, form a dairy farming guidance team to regularly conduct on-site production technology guidance based on the needs of dairy farmers, in order to enhance the operational efficiency of dairy farming.



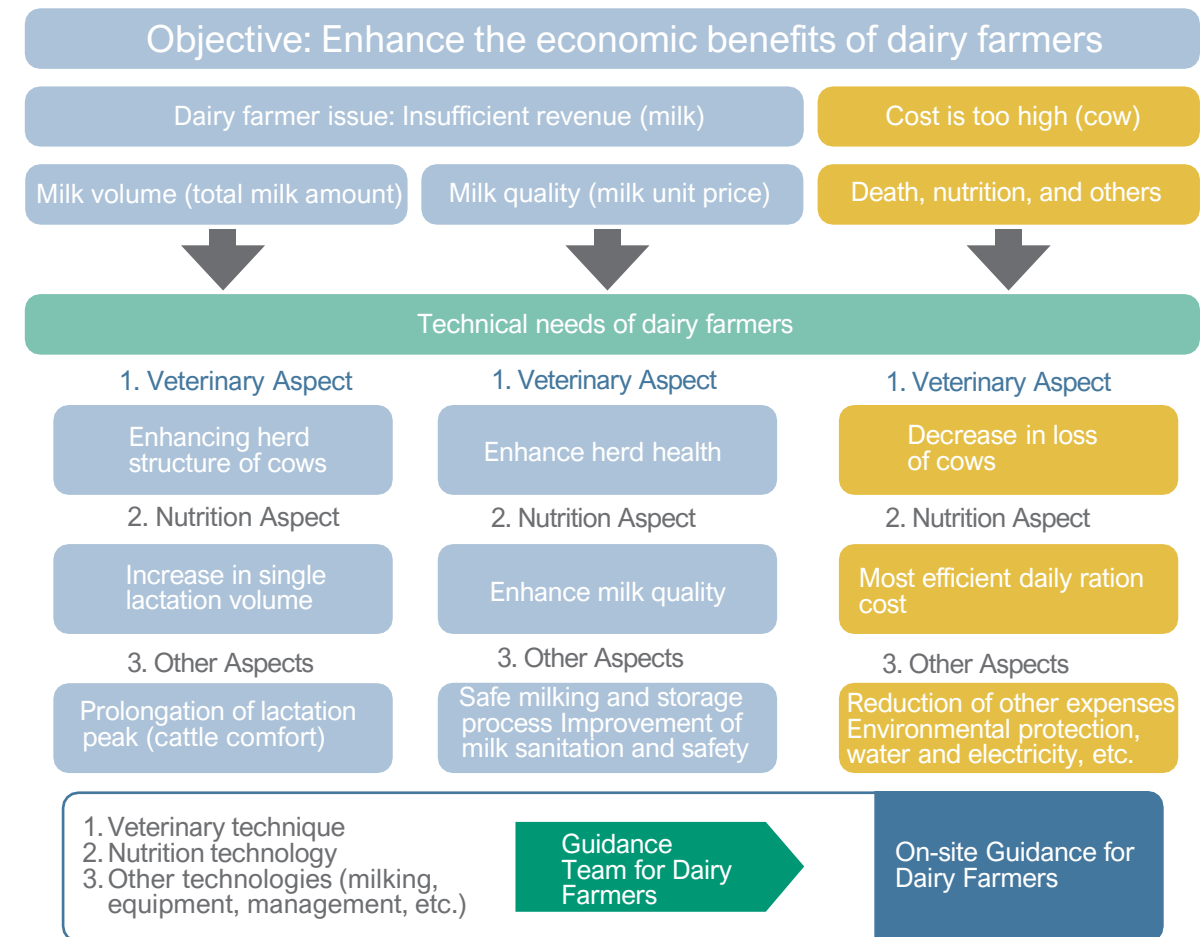
The dairy farming team provides on-site guidance and cattle diagnosis.



Regular cattle farming university, cultivating second and third generation dairy farmers

Dairy Farmer Advisory Team Mission

For the needs of dairy farmers, the dairy farming guidance team has formulated key guidance items.



4.4.2 Global Trends - Animal Welfare

Since 2020, the Company has proactively participated in the joint development and announcement of the definition and guidelines for a milk-friendly production system with industry, government, and academia. In 2021, invited the Environment & Animal Society of Taiwan to provide guidance based on the "Regulations for Taiwan Dairy Cattle Welfare Scorecard". The subsidiary of the Company, Cheng Shuen Nung Ranch Dairy, obtained animal welfare certification with a high score of 88 in 2023, and continues to aim to become a benchmark ranch in Taiwan. At the same time, we also assist contract dairy farmer ranches in obtaining animal welfare certification, promoting the entire industry towards higher animal welfare standards.

4.5 Nutrition Care and Food Education Promotion

Wei Chuan upholds the spirit of the food industry, focusing on "nutritional food education" for social welfare. Particularly from the 2016 to the 2022 academic year, it exclusively launched the "Remote Classroom Nutrition Supplement Pack" public welfare project with the Food Bank for All. The project targets sponsoring children in remote areas and supporting the development of physical education teams in these regions. During the school term, it provides UHT milk 3 times a week to address child hunger issues and genuinely help children obtain the calcium needed for growth during their developmental process. The 7-year remote classroom nutrition supplement project has served a total of 164 remote primary and secondary schools, benefiting 5,540 students, with a total of 300,717 beneficiaries.

4.5.1 The Plan to Enrich Rural Areas Plan – The Enrich Talent Action

In 2023, Wei Chuan launched the "Plan to Enrich Rural Areas" for its 70th Anniversary, aiming to achieve the goal of "Achieving Mutual Prosperity":

- Continue Wei Chuan's local support, achieve talent in Taiwan's rural areas, and create future industrial development
- Enhance children's concentration in class, preventing distraction due to hunger: UHT milk is delivered daily during the school term
- In-depth rural education: The care and support of Wei Chuan's volunteers



- Wei Chuan donated UHT milk to remote schools to provide nutritional supplements
- Wei Chuan and the agricultural platform promote nutritional food education, introducing calcium in milk, the sustainability concept of UHT milk, and the social responsibility of the food industry.
- Collective good/adopt Siangtian Elementary School Fields, Wei Chuan's volunteers jointly participate in the rice transplanting ceremony
- Rice harvest and purchase – Hands-on course + Meals delivered to community neighbors or elderly as gifts
- Achieve social well-being and sustainable talents through the Enrich Rural Areas Plan, so as to implement the objective of Wei Chuan's 70th anniversary, "Transformative Breakthroughs, Achieving Mutual Prosperity".

Through the Ruro Platform guided by the Ministry of Education, this Plan to Enrich Rural Areas has served a total of 10 matched schools and benefited 33,336 people, many of whom were children from remote schools, all receiving nutrition sponsorship for the first time.



Siangtian Elementary School, Changhua



Zhonghe Elementary School, Taichung

School	Total Number of People	Number of Boxes	Number of Sponsors	Division	Sponsorship Amount
Chaonan Elementary School, Pingtung	94	282	6,768	Pingtung Milk Factory	93,060
Zhonghe Elementary School, Taichung	39	117	2,808	Taichung Dealership	38,610
Shih-Zih Junior High School, Pingtung	36	108	2,592	Kaohsiung and Pingtung Dealership	35,640
Baileng Elementary School, Taichung	27	81	1,944	Taichung Dealership	26,730
Charshan Primary School, Chiayi	29	87	2,088	Chiayi Milk Factory	28,710
Singjhong Elementary School, Kaohsiung	46	138	3,312	Kaohsiung Milk Factory #3	45,540
Kunshan Elementary School, Taichung	51	153	3,672	Taichung Dealership	50,490
Yzuyu Elementary School, Taichung	36	108	2,592	Taichung Dealership	35,640
Qinxian Junior High School, New Taipei	20	60	1,440	Keelung Milk Factory	19,800
Siangtian Elementary School, Changhua	85	255	6,120	Taichung Dealership	84,150
Total	463	1,389	33,336		458,370



Kunshan Elementary School, Taichung



Chaonan Elementary School, Pingtung

4.5 Nutrition Care and Food Education Promotion

4.5.2 The Enrich Rural Areas Plan – The Enrich Soil Action

This year, we actively delved into sustainability and collaborated with Siangtian Elementary School in Changhua on food and agriculture courses. Through the process of cultivating rice, we developed locally distinctive crops in Taiwan's rural areas to support the sustainability of Taiwan's agriculture. Finally, the entire rice field was acquired to be donated for use by local disadvantaged families, and at the Wei Chuan 70th Anniversary event, the charitable act was shared with all Wei Chuan partners.

In addition, Wei Chuan further extends to rural areas to conduct "Puffed Rice Tofu Pudding" courses using rice, allowing children to understand the entire production process firsthand. Besides teaching basic knowledge of milk through hands-on methods, it is also hoped that the process will kindle children's interest in food research and development, nurturing the next generation and truly realizing the goals of talent cultivation and sustainable development in Taiwan.



Wei Chuan and Siangtian Elementary School 3rd and 4th graders planting rice together



Wei Chuan and Siangtian Elementary School 3rd and 4th graders planting rice together



Wei Chuan and Siangtian Elementary School 1st and 2nd graders harvesting together



Wei Chuan and Siangtian Elementary School 1st and 2nd graders harvesting together



Wei Chuan 70th Anniversary Event Millet Bag Gift



Wei Chuan and Siangtian Elementary School All teachers and students participate in the hands-on food education course

Tofu Pudding Production Process

- Main Materials:**
 1. Pure Low Sugar Soy Milk
 2. Taiyen Salt Brine
- Flavor Materials:**
 1. Pure Soy Milk (original flavor)
 1. Brown sugar syrup
 2. Puffed rice, etc.
- Device and Tools:**
 1. Electric Cooker (Including inner pot steaming Rack)
 2. Heat-resistant gloves
 3. Spoon

- Add 125 milliliters of Pure Low Sugar Soy Milk to the small cup up to the black line (the cup already contains 0.625 milliliters of brine).
 • Stir lightly with a spoon about three times.
- Add 300 milliliters of water to the outer pot of the electric cooker.
 • Add 6-8 cups of soy milk (including bitter), cover with a lid.
 • After pressing the switch, time for 20 minutes.
- Crush (or break) the puffed rice for later use.
 • Remove the tofu pudding and tilt to check if the soy milk has solidified (cracks on the cup wall).
 • Place in ice water for cooling.
- Take an appropriate amount of tofu pudding into the bowl.
 • Add original soy milk or fresh milk, brown sugar syrup, and puffed rice flavorings, among others, to enjoy.

4.6 Corporate Volunteers and Social Care

The Company has established 3 major factory areas and 23 business offices across various counties and cities in Taiwan, adhering to the philosophy of "One Township, One Enterprise," and is committed to promoting public welfare actions in each factory and dealership office. On the occasion of the 70th anniversary, we launched the slogan "Transformation and Breakthrough for Mutual Prosperity", combining corporate resources and inviting volunteers from various regions to jointly serve, engaging in practical public welfare activities to enter communities and give back to the local areas.

In addition to the ongoing activities such as meal delivery to elderly living alone, donations to disadvantaged families, and sponsorship of nearby schools, the headquarters further mobilized volunteers from business offices and factories in 2023 to participate in a charity sale tour, jointly providing assistance to Turkey. The locations participating in the annual feedback or public welfare action plan include 3 factories and 18 refrigerated warehouses, with a participation rate of 81%.



Wei Chuan participated in the charity sale tour, jointly supporting Turkey - Changhua Station



Wei Chuan participated in the charity sale tour, jointly supporting Turkey - Taichung Station

4.6.1 Key Long-term Social Care Items

The relevant outcomes of the Company's contribution to the communities and local villages in 2023 were as follows:

Donation Items in 2023	Nutritional Products (NT\$)	Meal Delivery to the Elderly (NT\$)	Others (NT\$)	Total (NT\$)
Factory	67,719	374,780	0	442,499
Business Office	762,832	0	0	762,832
Headquarter	539,938	0	139,200	679,138
Total	1,370,489	374,780	139,200	1,884,469

Donations Accumulated in 2022 and 2023:

	Nutritional Products (\$)	Meal Delivery for the Elderly (\$)	Others (dollars)	Total (\$)
2022	1,141,063	362,236	590,970	2,094,269
2023	1,370,489	374,780	139,200	1,884,469
Total	2,511,552	737,016	730,170	3,978,738

4.6 Corporate Volunteers and Social Care

Kaohsiung Dairy Factory #3 Sponsorship for Neighboring Schools - Ju-Hou Elementary School

Ju-Hou Elementary School is a small school with 6 classes and a total of 93 students, where many students come from economically disadvantaged families with insufficient resources. The school district has a severe air pollution problem, significantly affecting the health of the students. To maintain the health of local students, Wei Chuan has been providing 1 bottle of Wandan UHT milk to students every week since 2018, supplementing the nutrition needed for growth and taking care of students' health.



Sponsorship by Gao San Kaohsiung Milk Factory #3 for Ju-Hou Elementary School



Sponsorship by Gao San Kaohsiung Milk Factory #3 for Ju-Hou Elementary School



Pingtung Milk Factory's Donation for Jiayi Elementary School



Pingtung Milk Factory's donation for Jiayi Elementary School



Taichung Factory - Engaging with the Community and Caring for Disadvantaged Groups



Taichung Factory- Engaging with the Community and Caring for Disadvantaged Groups

4.6.2 Social Care - Happy Seeding Plan

The fresh milk brand under the Company, Linfengying, upholds the belief that "Everyone deserves a better life," and has partnered with local public welfare organizations in Taiwan to launch the "Linfengying Happy Sowing Project." It aims to expand the influence of public welfare organizations through the power of the brand and invites consumers to join in supporting public welfare and focusing on rural education issues.

Starting from 2022, the Company has donated a total of 100 courses over 3 consecutive years to the partnered charity organization "You Good I Good (UGIG)". The association is committed to enabling capable individuals to purchase courses and reserving educational opportunities for children in remote areas. The Company supports this concept with the Linfengying brand and has established the "School with Celebrity" accordingly. We invite children from remote areas to Wei Chuan Dragons' home court, Tianmu Baseball Stadium, to participate in the "One-Day Baseball Experience Camp," where Wei Chuan Dragons players lead the children in learning about baseball, experiencing the daily training of players, and enjoying the fun of baseball while promoting the sport.





The fluctuations in the price of raw supplies caused by climate change and the global water resource risk have had a significant impact on the food industry. The Company understands that enterprises should assume more responsibility and actively face the challenges of climate change. Therefore, the Company actively seeks ways to reduce environmental impact at various stages of the product life cycle, including water, electricity, natural gas, paper, and waste. In addition, we have been conducting long-term environmental education and advocacy both internally and externally, starting from the spirit of "Respect Heaven and Love Earth," to convey and implement the concept of "Spiritual Environmental Protection" to employees, their families, suppliers, partners, and society.

5 Sustainable Environment

- 5.1 Environmental Protection Responsibility
- 5.2 Responses to Climate Change
- 5.3 Environmental Protection Actions
- 5.4 Pollution Control

5.1 Environmental Protection Responsibility

1. Environmental Protection Vision

The Company, while providing healthy and safe food, also upholds the humanistic spirit of "Respect Heaven and Love Earth," and is committed to the protection of the natural ecological environment. As a "benchmark enterprise," from suppliers to customers, and to other businesses, from employees to families, communities to society, we jointly protect the Earth's environment.

2. Environmental Protection Commitment

Green Research and Development

At the source of each product, actively innovate development processes, from the selection of raw supplies, the research and development of packaging materials, prioritizing "reducing environmental impact" as a key consideration in research and development.

Green Procurement

In the procurement of original supplies, we select raw materials that combine quality, safety, and carbon footprint, and actively work together with suppliers and partners to create a low-carbon economy.

Green Production

Implement an environmental management system and a greenhouse gas management system, adhering to the fundamental principles of regulatory compliance, pollution prevention, and continuous improvement. Effectively assess the efficiency of water, electricity, gas, paper, and waste usage, as well as the treatment of pollutants at each stage, to achieve optimal resource utilization, energy conservation and carbon reduction, resource recycling, and reduced environmental impact. In addition, we continuously review and enhance these processes.

Green Marketing

Make good use of media, advertising, product packaging, and other channels to promote environmental protection concepts; continuously disclose the Company's environmental information; conduct internal and external communication.

Green Circulation

Refrigerated storage equipment and transportation routes for various products will be communicated with business units and cooperating manufacturers. Regular inspections of hardware, including but not limited to refrigeration devices and commercial vehicles, as well as the planning of transportation routes, will be conducted to enhance efficiency and reduce the environmental impact caused during operations.

Green Mind

Through regular education and training, environmental education station volunteer activities, and other company activities, we aim to enhance employees' environmental awareness and related lifestyle habits, with the hope of influencing their families, indirectly impacting the community, and reaching a broader public.

Green Community

Each unit fulfills its responsibility to care for the local community by participating in or sponsoring environmental activities and promoting environmental awareness on an irregular basis, giving back to the residents of the community and fulfilling corporate social responsibility.

3. Environmental Policy

The Company is committed to the coexistence and mutual prosperity of the environment and the enterprise with the corporate philosophy of "Integrity, Pragmatism, Innovation" and the humanistic spirit of "Respect the Heaven and Love the Earth." We realize the concept of a sustainable environment through the following guidelines:

"Respect the Heaven and Love the Earth"

We uphold the spirit of "Respect the Heaven and Love the Earth," fulfilling our corporate citizenship responsibilities by preventing harmful substances from polluting the environment and striving to protect the natural environment, avoiding adverse impacts on ecosystems.

Clean Source

We adhere to the principle of "Clean Source" to effectively reduce the consumption of natural resources and energy within the corporate value chain, providing more environmentally friendly products and services, and jointly creating a low-carbon economy society.

Environmental Protection Refinement

We adhere strictly to all environmental regulations with our approach of "Internal and external communication" and establish our own code of conduct to practice cherishing items and extending their lifespan to reduce environmental impact.

Save the Earth, Just Do It

We advocate the concept of "Save the Earth, Just Do It" urging community residents, the general public, and corporate partners to take immediate environmental action and implement energy conservation and carbon reduction.

4. Environmental Goals

Short-term Goals

- (1) In alignment with government policies and compliance with various environmental regulations, efforts are made to reduce waste at the source of pollution in factories, ranches, and business premises, implement pollution prevention in processes, and enforce waste classification. This is achieved through recycling and reuse, intermediate treatment, and final disposal methods to accomplish the goals of waste resource utilization and zero waste.
- (2) Full participation, continuous improvement, and effective implementation of the autonomous environmental management system of each unit.
- (3) Implement ISO 14001 environmental management standard to enhance environmental protection management performance.
- (4) Implement ISO 50001 energy management to reduce carbon emissions.

Medium and Long-term Goals

Ensure that production does not pollute, and growth does not harm the environment.

5.2 Responses to Climate Change

In recent years, disasters caused by climate change have become increasingly frequent, posing a growing threat to business operations. How to mitigate and adapt to the impacts of climate change has become an issue that cannot be ignored by countries and enterprises worldwide.

The Company is acutely aware of the urgency of climate and environmental management. In addition to reducing our environmental impact through our own operational management, we also gather experiences from leading domestic and international companies, analyze policy regulations and industry technology trends, carefully assess the impact of extreme weather on operations, personnel, and equipment, and address issues such as market volatility caused by climate change. We propose comprehensive response strategies and management plans for risks and opportunities with significant impact to enhance the resilience of business operations.

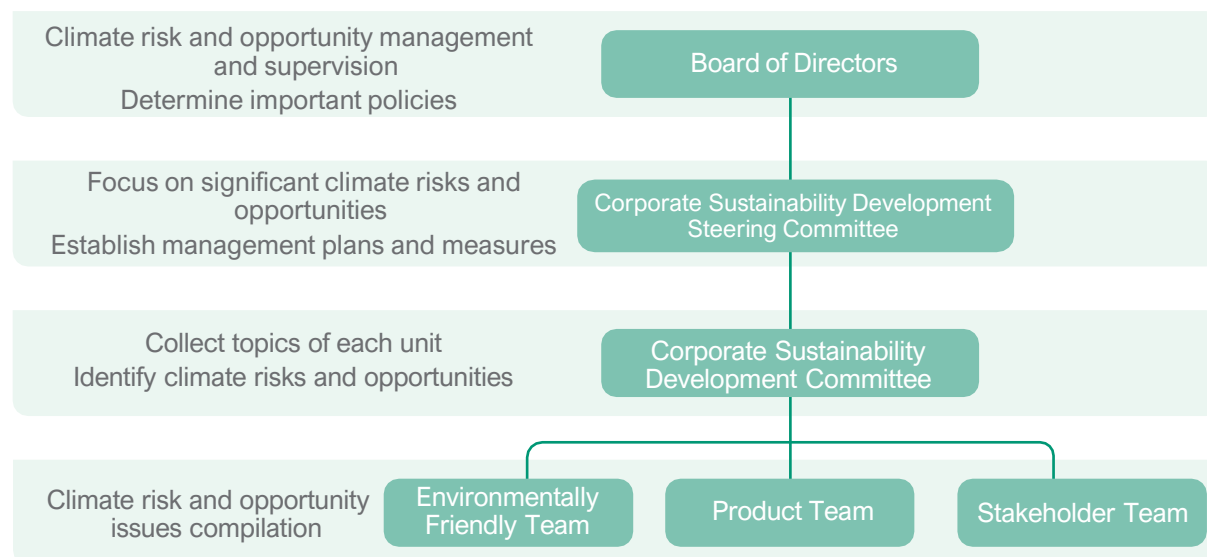
To ensure the integrity and comprehensiveness of reporting on climate-related financial risks and opportunities, in 2021, we followed the Task Force on Climate-related Financial Disclosures (TCFD) guidelines officially issued by the Financial Stability Board (FSB) in 2017, fully disclosing our company's climate-related financial risks and opportunities through the four main frameworks of governance, strategy, risk management, indicators, and goals. We assess the potential impact of these risks and opportunities on business, financial, and operational activities, and develop relevant countermeasures to mitigate the effects of the risks.

5.2.1 Climate Governance

The Board of Directors is the highest governing body for climate issues of the Company. To implement the governance of climate-related financial risks and opportunities, the Board of Directors has established a Corporate Sustainability Development Steering Committee, chaired by the Chairman, with members appointed by the Chairman. The Corporate Sustainability Development Steering Committee has established the Corporate Sustainability Development Committee as the executive unit, with the General Manager serving as the Chief Sustainability Officer. The committee has established an Environmentally Friendly Group, a Product Group, and a Stakeholder Communication Group, responsible for collecting potential climate risks and opportunities that the company may face.

The Corporate Sustainability Development Committee regularly holds topic discussion meetings for each group to grasp the development trends of various issues and dynamically adjust the company's climate response strategy. The Corporate Sustainability Development Committee is responsible for identifying and managing risks and opportunities related to climate change. It reports on risk and opportunity issues to the Chairman and General Manager at the annual Corporate Sustainability Development Steering Committee meeting, while also formulating corresponding management measures and targets. The Corporate Sustainability Development Steering Committee regularly reports the climate issues faced by the Company and the corresponding measures to the board of directors, enabling the board to fully understand and track the trends of climate issues, and periodically review the implementation of plans and the response to these issues.

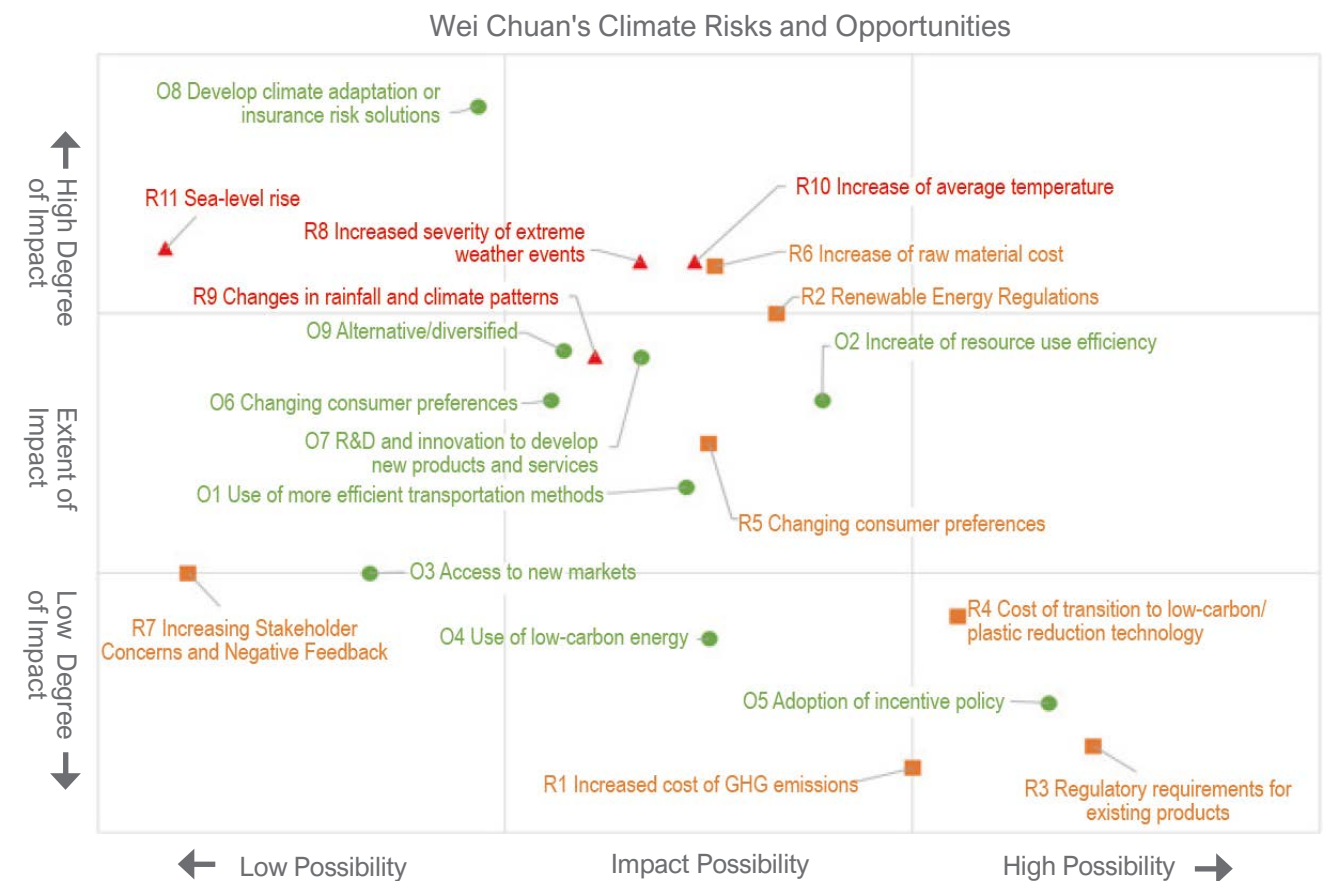
Wei Chuan's Climate Risk Governance Framework



5.2.2 Climate Change Responding Strategies

To identify significant climate risks and opportunities, the Company convenes the Environmentally Friendly Team, Product Team, and Stakeholder Team through the Corporate Sustainability Development Committee to collect and assess climate-related issues. After discussions, the significance of each issue is determined, and relevant response strategies are formulated.

To identify issues of materiality of the Company, we followed the TCFD guidelines to categorize issues into 3 major categories: physical risks, transition risks, and opportunities. We assessed the impact level, likelihood of impact, and duration of influence for climate issues raised by each unit. The results were quantified and plotted into a climate risk and opportunity matrix to determine the materiality of the issues.



Identification Results of Climate Risks and Opportunities

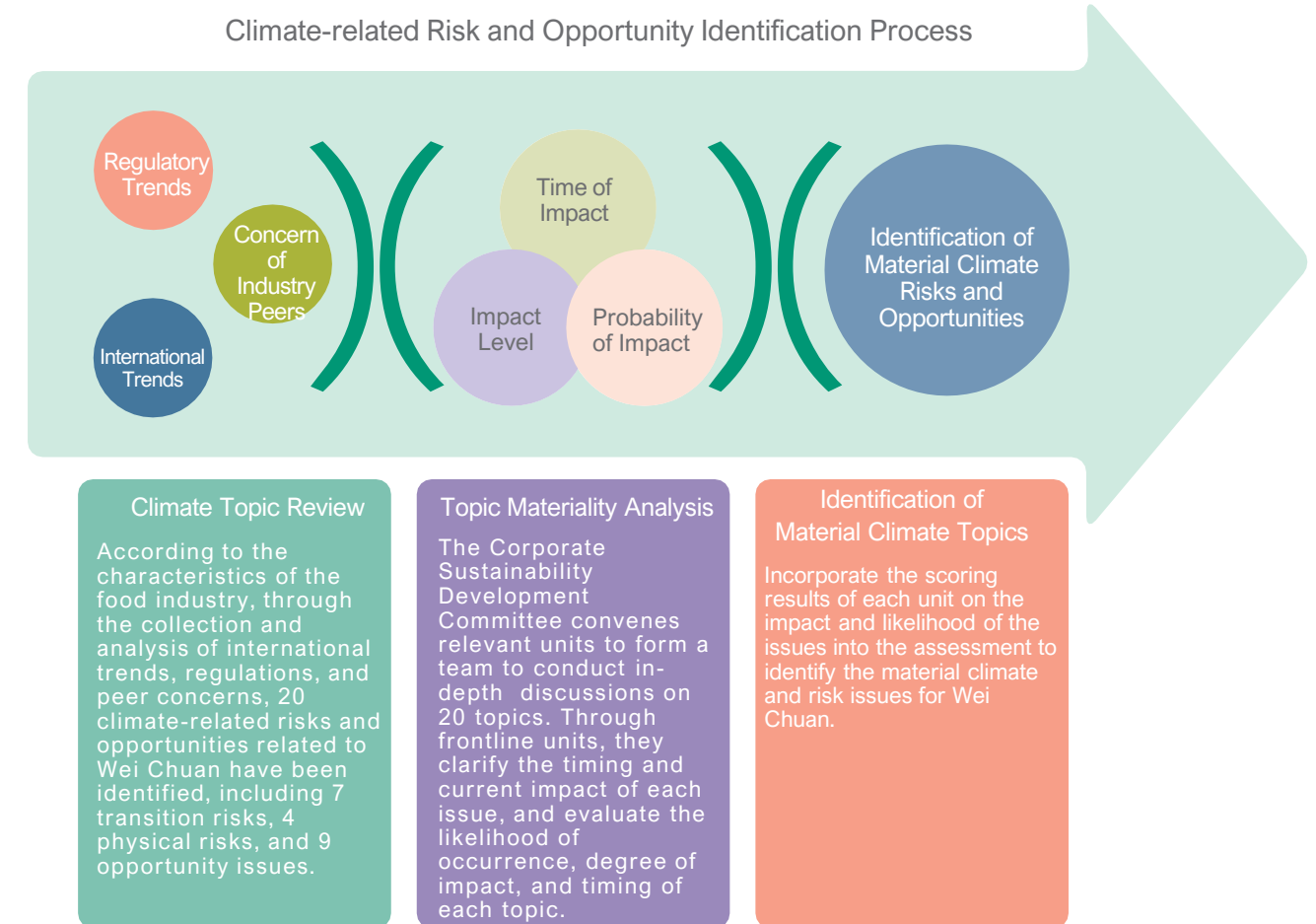
The Corporate Sustainability Development Committee collects and organizes issues from various groups and conducts issue analysis and discussion, continuing the four items identified in 2021. Climate risks and opportunities, including two transition risks, one physical risk, and one opportunity. We conduct an inventory based on various significant issues currently, each unit is responding to the current situation, defining the timeline as follows: short-term is expected to occur within 3 years, medium-term within 3-5 years, long-term occurs after 5 years, and the actual impact is estimated to propose the company's climate risk opportunity response strategy.

5.2 Responses to Climate Change

Aspect	Topic	Impact Period	Impact of Risk/Opportunity issues on Wei Chuan	Strategies in Response to Impacts
Transformation Risk Policies and Regulations	Renewable Energy Regulations	Short-term	<ul style="list-style-type: none"> Taichung Factory current regular monthly electricity consumption reaches 800kW and is classified as a large electricity consumption user according to the "Taichung Municipal Self-Government Ordinance for Low Carbon Development", and it is required to install renewable energy of 10% of contract capacity; otherwise, it may face the risk of administrative fine. If corresponding renewable energy capacity is not reached within the deadline, an administrative fine above NT\$10,000 and less than NT\$100,000 may be imposed, and consecutive penalty fine is applicable. Accordingly, operating cost will be increased. 	<ul style="list-style-type: none"> To comply with the regulations of the "Taichung Municipal Self-Government Ordinance for Low Carbon Development", Taichung Plant has leased and installed solar panel facilities with solar power company and also adopts the building roof external rental method. The installation of the required capacity of 500KW solar panels was completed by the end of 2022, and the total electricity generation for 2023 was 610,380 kWh. Wei Chuan will expand the renewable energy facility and energy-saving management plan for all plant sites, in order to reduce the risk of being listed as a large electricity user due to the increase of electricity consumption in the future.
Transformation Risk Market Risk	Increase in Raw Material Costs	Short-term	<ul style="list-style-type: none"> The La Niña and extreme climate occurrence probability and severity have increased in recent years due to the climate change, and it has caused raw material quality change and sharp decrease of production volume of key products (such as: juice, coffee, milk powder) of Wei Chuan. Wei Chuan's raw materials for the herd feed mainly come from grain and forage. The abnormal climate in recent years has caused drought and flood occurrence frequency to increase, and the main grain production regions of America and Australia have been affected, which indirectly increases the risk of insufficient feed supply, price increase and source interruption. 	<ul style="list-style-type: none"> Establishment of monthly large volume raw material trend report system. For soy bean, corn and dairy products, early warning system is established. If it is determined that there is a risk of cost increase due to climate change, raw material for one quarter or half year of inventory is purchased in advance. Establishment of backup supply source list. When it is determined that raw material production or quality fluctuation occurs due to climate related factor, raw materials are purchased from different suppliers. Increase purchase volume of local raw materials in the feed recipe, reduce ratio of imported raw materials, and use domestic pasture to replace pennisetum alopecuroides, pangolagrass and silage corn, etc., in order to reduce the risk of cost increase and instability. Increase the ratio of agricultural product processing by-products used in the feed recipe, such as non-crops of spent grain and soybean meal, etc., and the ratio of raw materials unaffected by the climate, thereby diversifying the risk of feed price fluctuation impact.
Physical Risk Long-term	Increase in Average Temperature	Mid-term	<ul style="list-style-type: none"> Due to global warming and the increase of average temperature, cow heat stress (Note) period is extended year after year, causing the milk production of cows to decrease, and the milk supply stability is affected. Due to the increase of global average temperature, the electricity consumption of refrigeration equipment of chiller units, refrigerators and freezers increases, resulting in the increase of operating cost. When cows are under high temperature environment, it is found that the milk production is decreased by approximately 2-4kg/cow in comparison to the normal temperature. Consequently, the cow heat stress due to continuous high temperature can cause reduction of milk production, and it is expected to affect Wei Chuan's monthly revenue by approximately NT\$1.08 million to NT\$2.16 million. Note: Cattle heat stress is a condition caused by excessively high temperatures. Disease, the main symptoms include reduced milk production, collapse, and rapid breath, pressure, fever, and collapse. 	<ul style="list-style-type: none"> Implement the measures of water curtain and mist to dairy cows in order to reduce the environmental temperature, and also reduce the number of dairy cows raised in the barn, in order to maintain the lactation amount of dairy cows. Introduce new barn cooling design and renovate existing old barn, in order to improve the overall barn heat resistance and cooling capability. Introduce cow breed relatively suitable to tropical areas, in order to increase the resilience of cows in the ranch and to reduce the impact of global warming. Regularly enhance the energy efficiency of refrigeration equipment to reduce electricity consumption and carbon emissions.
Opportunity Resource utilization efficiency	Increase in Resource Utilization Efficiency	Short-term	<ul style="list-style-type: none"> Through the methods of extension of product preservation period, storage management and process adjustment, food manufacturing process waste can be reduced, and other by-products or food wastes, such as bean dregs and coffee grounds, can be further used in the resource recycle and reuse. 	<ul style="list-style-type: none"> The sludge from the Taichung Factory was entirely incinerated, and from late June 2022, it was converted to biomass energy use. The plant-based residues were originally treated as waste, and from November 2021, they were converted into by-products after delisting. After the sludge and coffee grounds are produced at the Kaohsiung and Douliu plants, they are all recycled. Used as fertilizer, sludge has been converted to biomass power generation since July 2022, simultaneously reducing greenhouse gasses generated by composting. In 2023, most of the food processing sludge from the Kaohsiung factory was used as fertilizer and biomass, biogas power generation and other energy uses. A total of 1,004.55 tons were reused for biomass energy or biogas power generation from January to December, 2023 (Yuen Foong Yu), accounting for 86.62% of total sludge volume. Among them, 932.5 tons were used for biogas power generation, producing approximately green electricity of 4,292 kWh, reducing carbon emissions by 2,120.33 tons. Biomass used as boiler fuel amounted to 72.05 tons, with an additional 259.65 tons processed through composting for the purpose of resource recycling and reuse.

5.2.3 Climate Risk Management

The Company identifies climate risks and opportunities through the Corporate Sustainability Development Committee, and the Corporate Sustainability Development Steering Committee supervises and manages these efforts. By gathering information on industry issues, trends, and regulatory developments, the Company focuses on the climate risks it faces, categorizing these risks into physical risks and transition risks according to TCFD guidelines. The identification process for climate-related risks and opportunities is as follows:



5.2.4 Climate Indicators and Goals

To enhance the resilience of the Company's operations against climate change and to collaborate with enterprises worldwide in efforts to mitigate climate change, the Douliu Factory and Taichung Factory have respectively obtained the ISO 14064-1 greenhouse gas inventory certification from third-party external verification bodies. The Company has independently introduced the inventory experience to the headquarters, business offices, research institutes, and other factory areas. For details on electricity usage and greenhouse gas emission data, please refer to section 5.3. Set annual greenhouse gas reduction targets and electricity saving targets through each plant to reduce the impact of its operations on the climate.

The Company has set an annual goal for the 3 factories to save electricity equivalent to 1% of the total electricity consumption of the 3 factories. At the same time, it also plans to implement ISO 14001 environmental management standards and ISO 50001 energy management systems to enhance environmental management performance and achieve energy conservation and carbon reduction. The long-term goal is to achieve pollution-free operations and production, and corporate growth without environmental damage.

5.2 Responses to Climate Change

Achievements regarding Climate Objectives in 2023

Goal	Achievement Status
The power-saving amount of the 3 factories reached 1% of the total power consumption of the 3 factories	Achieved
Greenhouse Gas Emission Intensity (Greenhouse gas emissions (tons) / annual revenue (NT\$ 10 million)) decrease 1% year by year	Not achieved
Implement ISO 14001 environmental management standard to improve environmental protection management performance. <ul style="list-style-type: none"> Douliu Factory obtained certification in February 2012, continuing for 12 years Taichung factory obtained certification in November 2022, lasting for 1 year Kaohsiung Factory obtained certification in October 2022, lasting for 1 year 	Continuous acquisition of certifications
Implement ISO 50001 energy management to reduce carbon emissions. <ul style="list-style-type: none"> Douliu Factory obtained certification in December 2016, lasting for 8 years The Taichung factory obtained certification in November 2017, lasting for 7 years The Kaohsiung factory obtained certification in November 2017, lasting for 7 years 	Continuous acquisition of certifications
Reduction of pollution sources and achievement of waste resource utilization and 0 waste.	Continue

5.3 Environmental Protection Actions

To fulfill the corporate social responsibility of jointly protecting the Earth's ecological environment, the Company upgraded the original energy-saving and carbon reduction team to the "Environmental Sustainability Team" as early as 2010 and held the "Environmental Sustainability Team Kick-off Meeting". This team is dedicated to energy-saving and carbon reduction planning, employee environmental education, and the implementation of environmental sustainability policies, integrating environmental protection concepts into business operations and daily life. It accumulates environmental sustainability achievements and regularly reviews, evaluates, and promotes related environmental issues. The Company has transitioned from passive response to proactive engagement, expanding from isolated actions to comprehensive sustainable practices. It has formulated and initiated short, medium, and long-term plans for environmental sustainability, aiming to achieve the vision of a green enterprise.

Energy Management

We place great importance on the impact of corporate operations on climate change and global warming. Since 2016, all our plants have passed the ISO 50001 energy management system certification, implementing supervision and management of energy use. All plants cooperate with the Company's energy management strategy and implement the ISO 50001 energy management system along with the establishment of the annual target of electricity saving of 1%. We actively promote various energy-saving and environmental protection measures, including continuous monitoring of production processes in factories, striving to improve equipment efficiency and replacing chillers, as well as replacing energy-saving light tubes in office environments. In 2023, the various energy-saving measures we implemented resulted in a reduction of 613 thousand kilowatt-hours at the 3 factories, achieving 1.7% of the total electricity consumption at the 3 factories, and meeting the target of 1% of total electricity consumption. This translates to a reduction in energy consumption of approximately 2,208.5 GJ and a decrease in carbon dioxide emissions by approximately 303.0 metric tons.

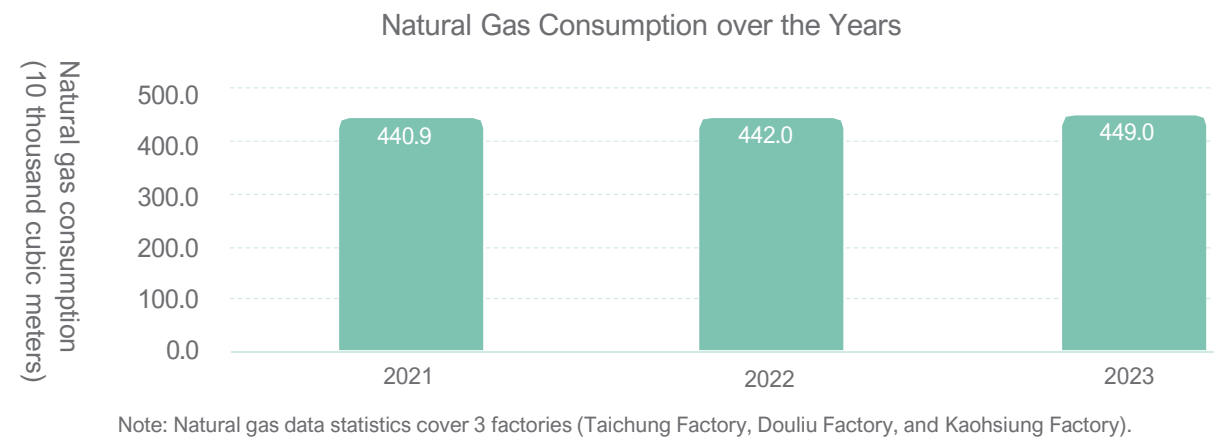
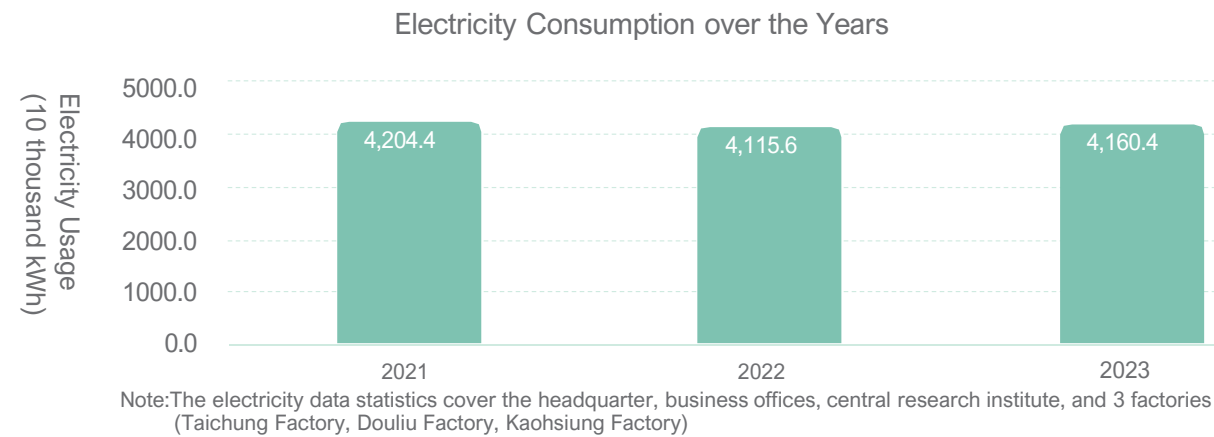
Energy Management Strategies

1. Compliance with Regulations: Conforming to energy laws and other related requirements.
2. Energy Conservation and Carbon Reduction: Implement energy-saving measures to reduce greenhouse gas emissions during the production process.
3. Achieve the goal: Provide resources to ensure the energy goal is met.
4. Energy Design: Incorporate energy-saving design during process and product development.
5. Energy Procurement: Select equipment with high efficiency and low environmental impact.
6. Continuous Improvement: Continuously review and improve to enhance the performance of the management system.
7. Sustainable Development: Fulfilling corporate social responsibility and advancing towards sustainable operations.

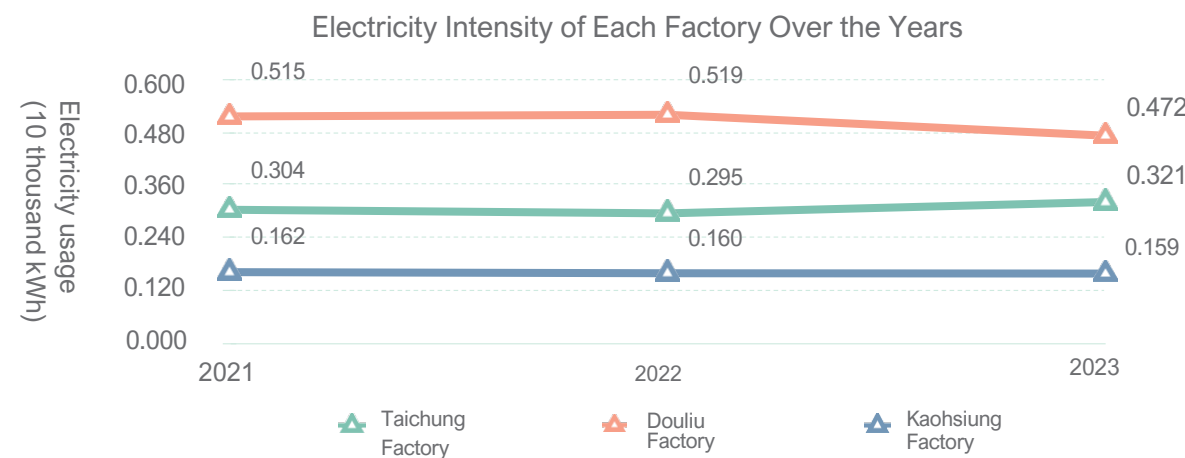
In 2023, regarding energy usage, the total energy consumption was 356,086.1 GJ, and the externally purchased electricity ratio was 42.1%. The renewable energy usage rate is 0%. Among them, the total electricity consumption was 41.604 million kWh (149,809.1 GJ), and the natural gas consumption was 4.49 million cubic meters. Diesel consumption was approximately 1039.1 kL, while gasoline consumption is approximately 16.2 kL. The increase in natural gas consumption is due to all factories having fully replaced heavily polluting heavy oil boilers with natural gas boilers. In the future, we will continue to focus on the management of various energy uses to reduce the impact on the environment.

5.3 Environmental Protection Actions

Energy Consumption over the Years



Energy-saving Measures and Benefits for each Factory in 2023



Electricity-saving Measures and Benefits of Each Factory in 2023

Factory Area	Electricity-saving Measures/Methods	Electricity-saving Benefits (kWh/Year)	Electricity-saving Benefits (GJ/year)	Carbon Reduction Benefits (tons of CO ₂ e/year)
Taichung Factory	Factory facility: 100KVA silicon steel transformer "changed to amorphous type" to reduce energy consumption	6,152	22.2	3.0
	Factory facility: Reduction of wastewater treatment aeration time	97,220	350.1	48.0
	Replaced old 10HP Water-Cooled Freezers with new ones in the Juice Division's Shipping Dock Refrigerated Warehouse	11,012	39.7	5.4
	Factory facility: 100KVA silicon steel transformer "changed to amorphous type" to reduce energy consumption	2,056	7.4	1.0
	Reduced the Oil Production Room 30HP freezer auxiliary equipment 1_7.5HP 2P cooling pump operating time	2,420	8.7	1.2
	Reduced the operating time of Oil Making Room 30HP freezer auxiliary equipment 2_3HP 8P cooling tower fan motor	968	3.5	0.5
	Replaced new 30RT water chiller unit for sauce products in order to reduce energy consumption	54,474	196.2	26.9
	Integrated meat paste and coffee air compressors to reduce the number of machine activation in order to save electricity	24,206	87.2	12.0
Douliu Factory	Electricity-saving improvements for the refrigerated warehouse compartment in the TR line of the comprehensive dairy division	44,965	161.9	22.2
	Mercury lights replaced with LED lighting in the 180-ping refrigerated warehouse	12,874	46.4	6.4
	Replaced old 25HP NO.3 and NO.4 water chillers with new ones used for salad production	22,950	82.6	11.3
	Replaced the comprehensive dairy processor 100HP NO3 air compressor with a new compressor to save electricity	40,500	145.8	20.0
	Replaced the wastewater treatment site 50HP NO.1 blower with a new blower to save electricity	22,500	81.0	11.1
	Replaced NO1 .NO2 water treatment site 40HP pumps with new pumps to save electricity	36,000	129.6	17.8
Kaohsiung Factory	Reduced of electricity consumption for Milk Drink Division's icy water delivery	65,204	234.8	32.2
	Reduced and upgraded Milk Drink Division ice manufacturing process cold water pump efficiency to highly efficient pump in order to reduce electricity consumption	167,130	601.8	82.6
	Water motors used for processing were equipped with automatic water pressure and sequential control	2,700	9.7	1.3
Total		613,331.0	2,208.5	303.0

Note: The electricity-saving benefits of the electricity-saving scheme are theoretically estimated due to the absence of installed electricity meters; the carbon reduction benefits are calculated using the 2023 electricity emission factor of 0.494 (kgCO₂e/kWh) announced by the Energy Bureau.

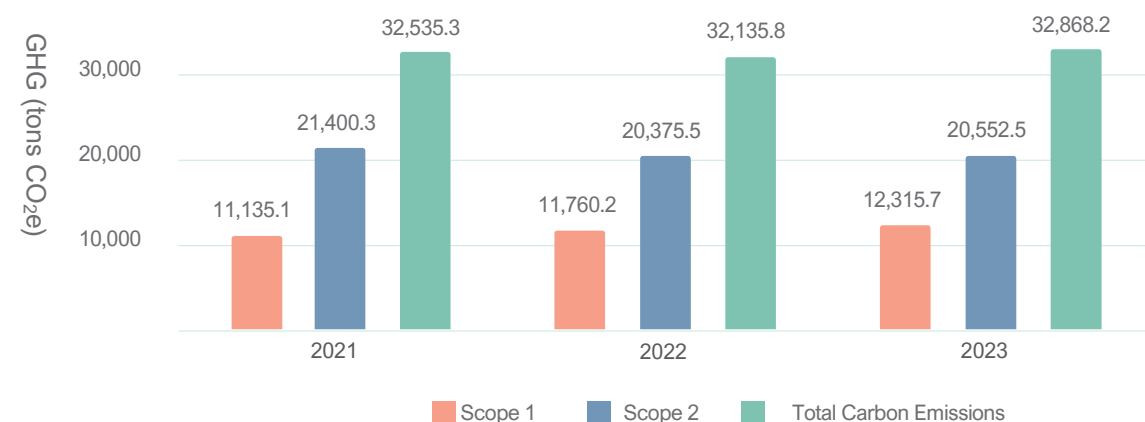
Greenhouse Gas Inspection

In addition to implementing the energy management system, each plant is also actively promoting other ISO management systems. Douliu Factory and Taichung Factory obtained certification from the third-party external verification body, ISO14064-1, in 2012 and 2014, respectively. They have proactively introduced the inventory experience to the headquarters, business offices, and research institutes to monitor the Company's greenhouse gas emissions and formulate corresponding strategies and actions. In addition to implementing relevant energy-saving measures, we have also fully replaced old heavy oil boilers with natural gas boilers to reduce greenhouse gas emissions from fuel.

In 2023, the greenhouse gas emissions amounted to 32,868.2 metric tons CO₂e, of which Scope 1 emissions were 12,315.7 metric tons CO₂e, accounting for 37.5% of the total emissions; Scope 2 emissions were 20,552.5 metric tons CO₂e, accounting for 62.5% of the total emissions; Scope 3 emissions are not included in the greenhouse gas calculation due to the statistical difficulty posed by the numerous types of emission sources involved. According to the inspection results, we have set a target to reduce the greenhouse gas emission intensity (greenhouse gas emissions (tons)/annual revenue (NTD ten million)) by 1% annually, contributing to sustainable living.

5.3 Environmental Protection Actions

Total GHG Emissions over the Years

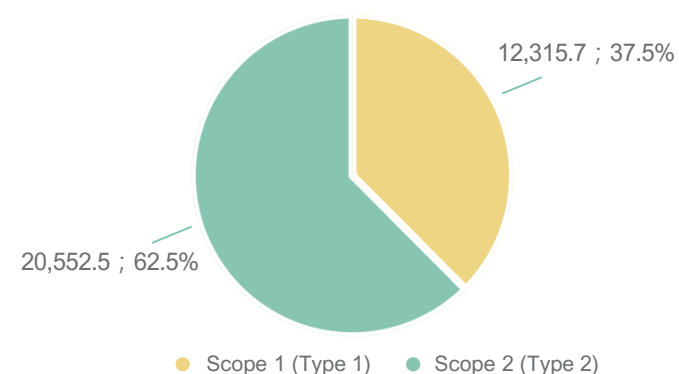


Note 1: The greenhouse gas emissions data statistics cover the headquarter, business offices, Central R&D institute, and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory).

Note 2: As the new version ISO14064-1:2018 for inventory was adopted in 2023, to ensure the accuracy of the inventory boundary in compliance with the requirements of the Financial Supervisory Commission, refrigerant emissions from business offices and Taichung Factory, electricity use at Douliu Inspection Center, and maintenance supplies (such as welding rods, WD-40, etc.) are included in the inventory in this year. Therefore, the total greenhouse gas emissions in 2023 increased compared to 2022.

Note 3: The power emission factor adopts the latest coefficient announced by the Energy Bureau: 0.509 (kgCO₂e/kWh) for 2021, 0.495 (kgCO₂e/kWh) for 2022, 0.494 (kgCO₂e/kWh) for 2023.

GHG Emission in 2023 (Tons of CO₂e; Percentage)



GHG Emissions in the Past 3 Years

Year	2021	2022	2023
Scope 1 Emissions (tons of CO ₂ e)	11,135.1	11,760.2	12,315.7
Scope 2 Emissions (tons of CO ₂ e)	21,400.3	20,375.5	20,552.5
Total GHG Emissions (tons of CO ₂ e)	32,535.4	32,135.8	32,868.2
GHG Emissions Density (tons of CO ₂ e/NT\$ 10 million)	39.9	39.7	41.3

Water Resource Management

For the food industry, water is the most important raw material for beverage products, and it exists in nearly all production processes. For juices and dairy products, water is used extensively during the fruit tree planting and irrigation as well as the dairy cattle feeding period. Accordingly, water resource is essential and directly affects the corporate operation. Accordingly, aligned with corporate vision of environmental protection, the Company has specified the environmental protection commitment on "Green Production". The Company assesses the water resource use efficiency and water resource recycling and reuse feasibility for all processes, in order to focus on the water resource management and to prevent impact of water resource shortage on the corporate operation. To allow the water resource to achieve maximum circular value, the Company has implemented water recovery management policy at the Taichung Factory, Douliu Factory and Kaohsiung Factory, in order to recover the cooling water of the water tower for use in the environmental cleaning, allowing precious water resource to be utilized effectively.

According to the analysis result of Aqueduct Water Risk Atlas provided by the World Resources Institute, the production and business locations of the Company are not located at water resource stress areas. The Company's total water withdrawal in 2023 was 1,739.5 million liters (1 thousand cubic meters of water = 1 million liters), and the total water consumption was 654.6 million liters. Total water intake included tap water of 510.3 million liters and groundwater 1,229.2 million liters, accounting for 29.3% and 70.7% of the total water intake, respectively. The water consumption of the 3 factories in Taichung, Douliu, and Kaohsiung accounted for approximately 98.1% of the total water intake. Among them, the Kaohsiung factory uses tap water as the main water source, while the Taichung and Douliu factories use groundwater. The water intake of all 3 factory areas has not severely affected the water sources. In addition, the Taichung factory is equipped with a fire water reservoir to support local firefighting water needs, aiming to enhance the flexibility of water resource allocation in the surrounding areas and achieve regional water resource cooperation and sharing.

Water Intake, Discharge, and Consumption over the Years

Expressed in Millions of Liters

Water Source Type	2021	2022	2023
Tap water	598.9	586.5	510.3
Groundwater	1,307.6	1,245.4	1,229.2
Total Water Intake	1,906.4	1,836.4	1,739.5
Total Discharge Volume (including Wastewater)	1,330.8	1,161.8	1,084.9
Total Water Consumption	575.7	674.6	654.6

Note 1: The water intake data statistics cover the headquarter, business offices, Central R&D Institute, Taichung Factory, Douliu Factory, and Kaohsiung Factory. Among them, tap water statistics are derived from water bills from various regions, while groundwater is calculated by water meters.

Note 2: The data statistics on displacement cover Taichung Factory, Douliu Factory, and Kaohsiung Factory. The calculation method for non-production factories (headquarter, central R&D institute, and business offices) is water intake X 0.8.

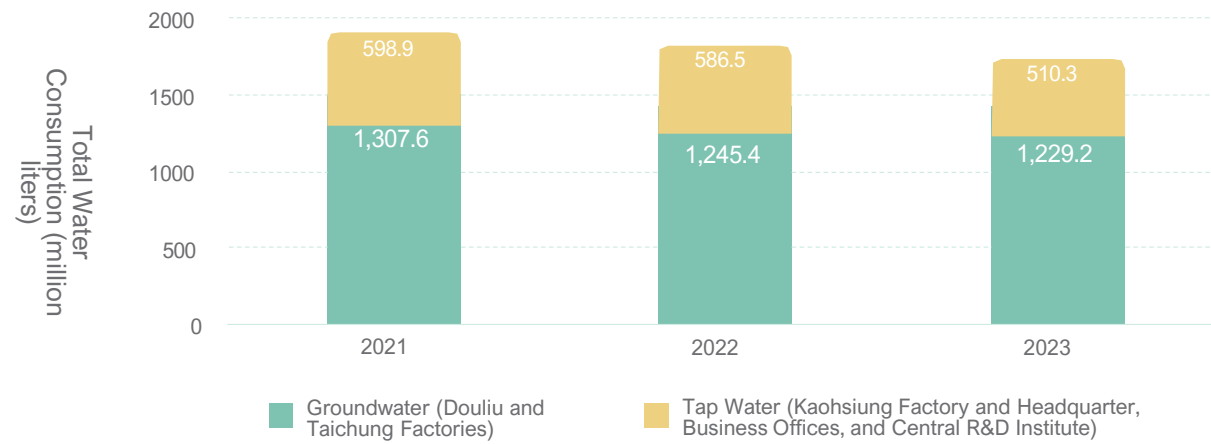
Note 3: The water withdrawal sources of Wei Chuan are all freshwater (total dissolved solids ≤1,000 mg/L).

Note 4: The receiving water of effluent is also surface freshwater (total dissolved solids ≤1,000 mg/L).

Note 5: Total water consumption = Total water intake – Total discharge.

5.3 Environmental Protection Actions

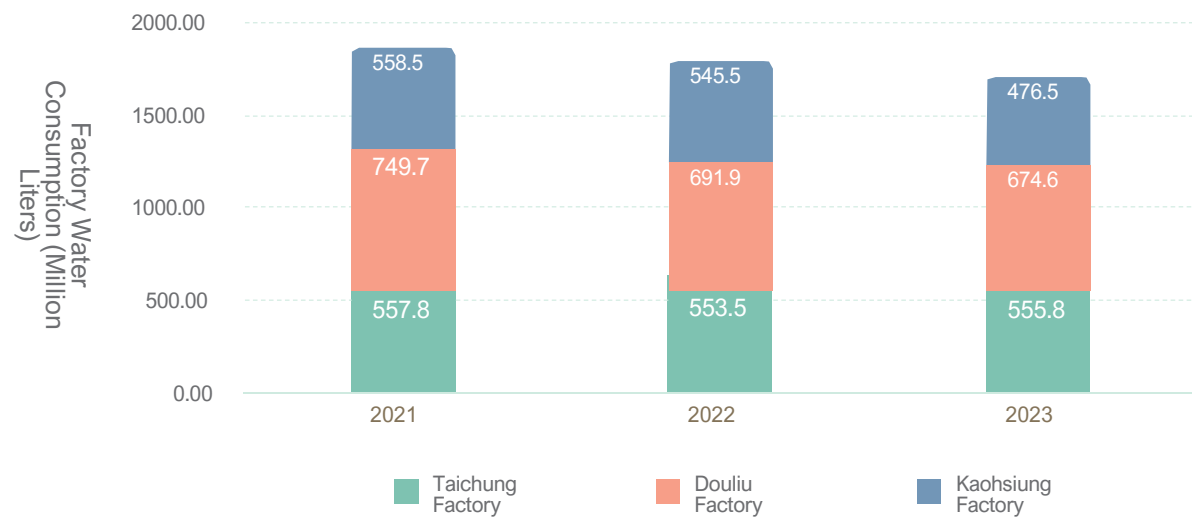
Water Consumption over the Years



Note 1: The water intake data statistics cover the headquarters, business offices, Central R&D Institute, Taichung Factory, Douliu Factory, and Kaohsiung Factory.

Note 2: Tap water statistics are derived from water bills from various regions, while groundwater is calculated by water meters.

Water Consumption of Each Factory over the Years

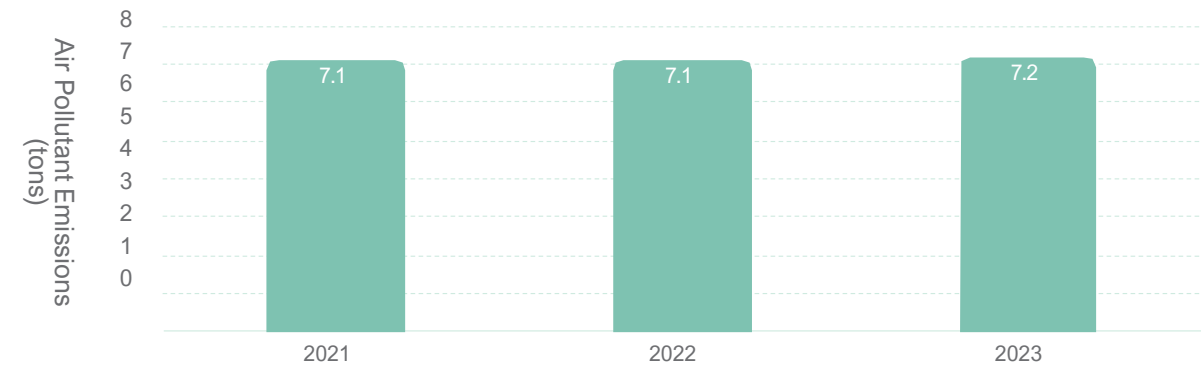


5.4 Pollution Control

Air Pollutant Control

Since 2020, the Company has fully replaced old boilers burning heavy oil with natural gas boilers to reduce air pollutant emissions and minimize the environmental impact of operations. Therefore, Wei Chuan no longer has sulfur oxide (SOx) emissions caused by the burning of heavy oil boilers. The Company calculates the emissions of air pollutants in accordance with the "Regulations on the Reporting and Management of Fixed Pollution Air Pollutant Emissions in Public and Private Places." In 2023, the nitrogen oxides (NOx) emissions amounted to 7.2 metric tons, which was maintained at relatively the same level as the level in 2021, primarily due to the use of natural gas.

Air Pollutant (Nitrogen Oxides (NOx)) Emissions over the Years



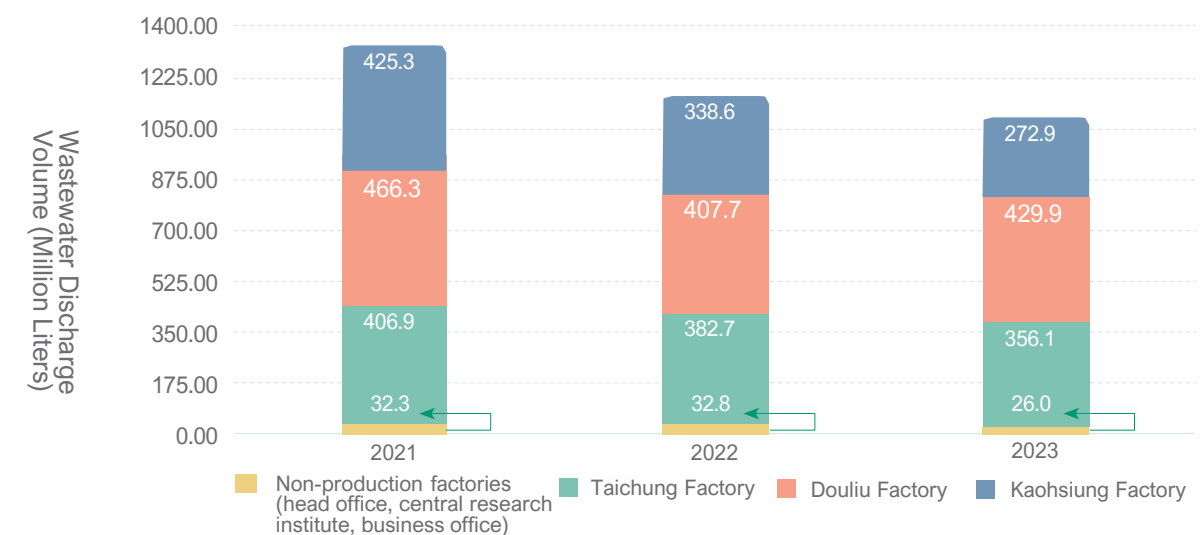
Note 1: The air pollutant data statistics cover 3 factories (Taichung Factory, Douliu Factory, Kaohsiung Factory).

Note 2: The calculation of emissions for various air pollutants is primarily estimated using the emission test result reports and the emission factors announced by regulations.

Water Pollution Prevention

The wastewater types produced by each of the Company's plants vary slightly due to differences in product types and process characteristics. In order to ensure that the discharged wastewater meets the national effluent standards, each factory area is equipped with comprehensive wastewater treatment facilities. The Taichung and Kaohsiung factories employ the batch activated sludge process, while the Douliu factory additionally uses anaerobic treatment. The Company's wastewater discharge volume in 2023 was 1,084.9 million liters. We conduct regular self-measurements to ensure that all water quality results meet national regulatory discharge standards.

Wastewater Discharge Volume over the Years



Note: The wastewater discharge data statistics cover 3 factories (Taichung Factory, Douliu Factory, Kaohsiung Factory) and non-production facilities (Head Office, Central R&D Institute, Business Offices).

5.4 Pollution Control

Wastewater Quality and Regulatory Discharge Permits of Each Factory

Wastewater Testing Item	Monitored Value/Regulatory Requirements	Average Value of 2023		
		Taichung Factory	Douliu Factory	Kaohsiung Factory
Water Temperature	Actual Value Monitored	28.1°C	30.1°C	30.2°C
	Regulatory Emission	Below 38°C for May to September; below 35°C for October to April		
pH Value	Actual Value Monitored	7.4	7.8	7.6
	Regulatory Emission	6-9		
Suspended Solids (SS) (mg/L)	Actual Value Monitored	3.7	14.9	3.0
	Regulatory Emission	30		
BOD(mg/L)	Actual Value Monitored	3.2	4.3	4.2
	Regulatory Emission	30		
COD(mg/L)	Actual Value Monitored	14.8	27.0	17.6
	Regulatory Emission	100		
Grease	Actual Value Monitored	0.8	2.2	3.1
	Regulatory Emission	10		

Waste Management

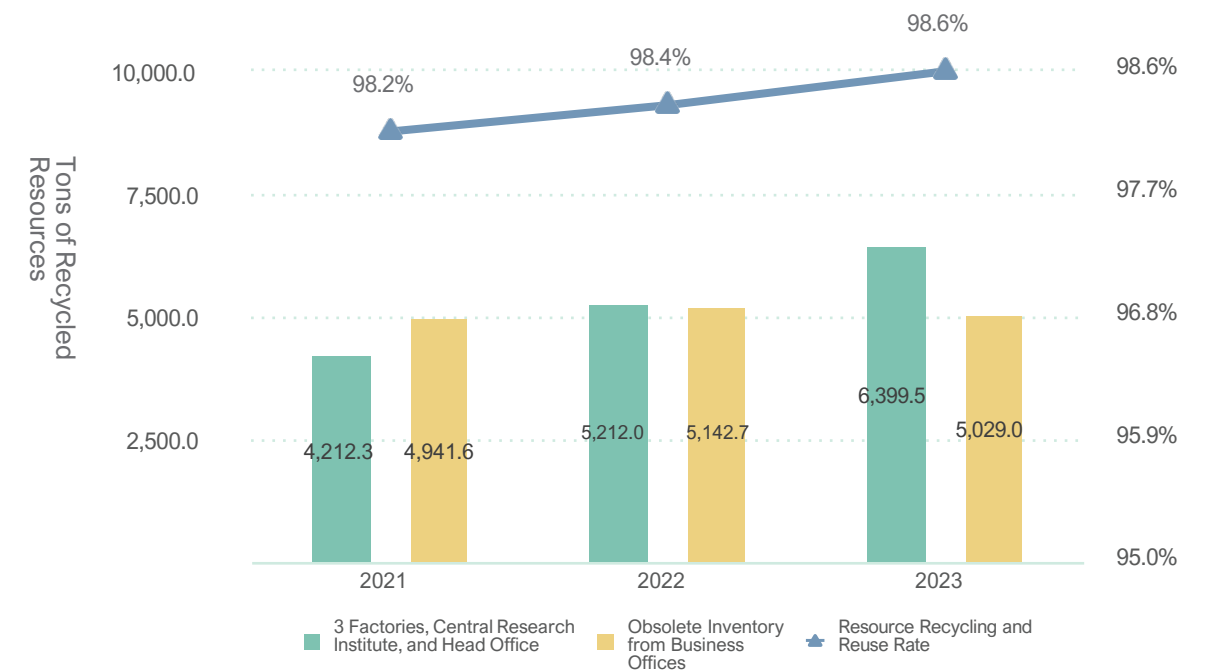
The Company classifies and collects waste, and then commissions qualified professional cleaning or recycling operators to carry out disposal or resource recycling and reuse. In 2023, the total waste amount for Wei Chuan was 11,589.1 metric tons, an increase of 1,059.1 tons compared to last year ^(note). Among all waste, non-hazardous wastes included 11,587.7 metric tons of non-hazardous waste and 1.4 metric tons of hazardous waste. In 2023, 100% of hazardous wastes were entrusted to qualified disposal operator to perform incineration treatment, while non-hazardous waste was primarily recycled and reused (including recycling and composting for self-treatment), with incineration adopted as the secondary method. In 2023, the total amount of waste recycling, reuse, and composting was 11,428.5 tons, with a resource recycling and reuse rate of 98.6%, which was an increase of 1.7% compared to the previous year.

Total Waste Volume and Treatment Methods over the Years

Waste Volume (Metric Tons)	2021	2022	2023
Hazardous waste	1.4	1.5	1.4
Non-hazardous waste	9,325.8	10,528.4	11,587.7
Total volume	9,327.2	10,529.9	11,589.1

Note: The total waste data statistics cover the headquarters, the research institute, and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory). As obsolete products from the Sales Department was included in the waste volume statistics for this year, the non-hazardous waste volumes for 2021 and 2022 have been restated and disclosed in this year's report to ensure consistency in the waste statistics baseline across all years.

Recycling and Reuse Rate and Weight over the Years



Note 1: The data cover the headquarter, the Central R&D Institute, and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory). As obsolete products from the Sales Department was included in the waste volume statistics for this year, the non-hazardous waste volumes for 2021 and 2022 have been restated and disclosed in this year's report to ensure consistency in the waste statistics baseline across all years.

Note 2: The waste generated by the Company in 2023 was treated through 100% off-site operation.

Hazardous Waste Generated in 2023

Composition of Waste	Off-site Operation	
	Waste Volume (Metric Tons)	Treatment Method
Inspection Reagents and Waste Liquid Containers	1.4	Incineration

Note 1: The data statistics cover the headquarter, the data statistics cover the headquarter, the Central R&D Institute, and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory).

Note 2: The waste generated by the Company in 2023 was treated through 100% off-site operation.

5.4 Pollution Control

Non-hazardous Industrial Waste in 2023

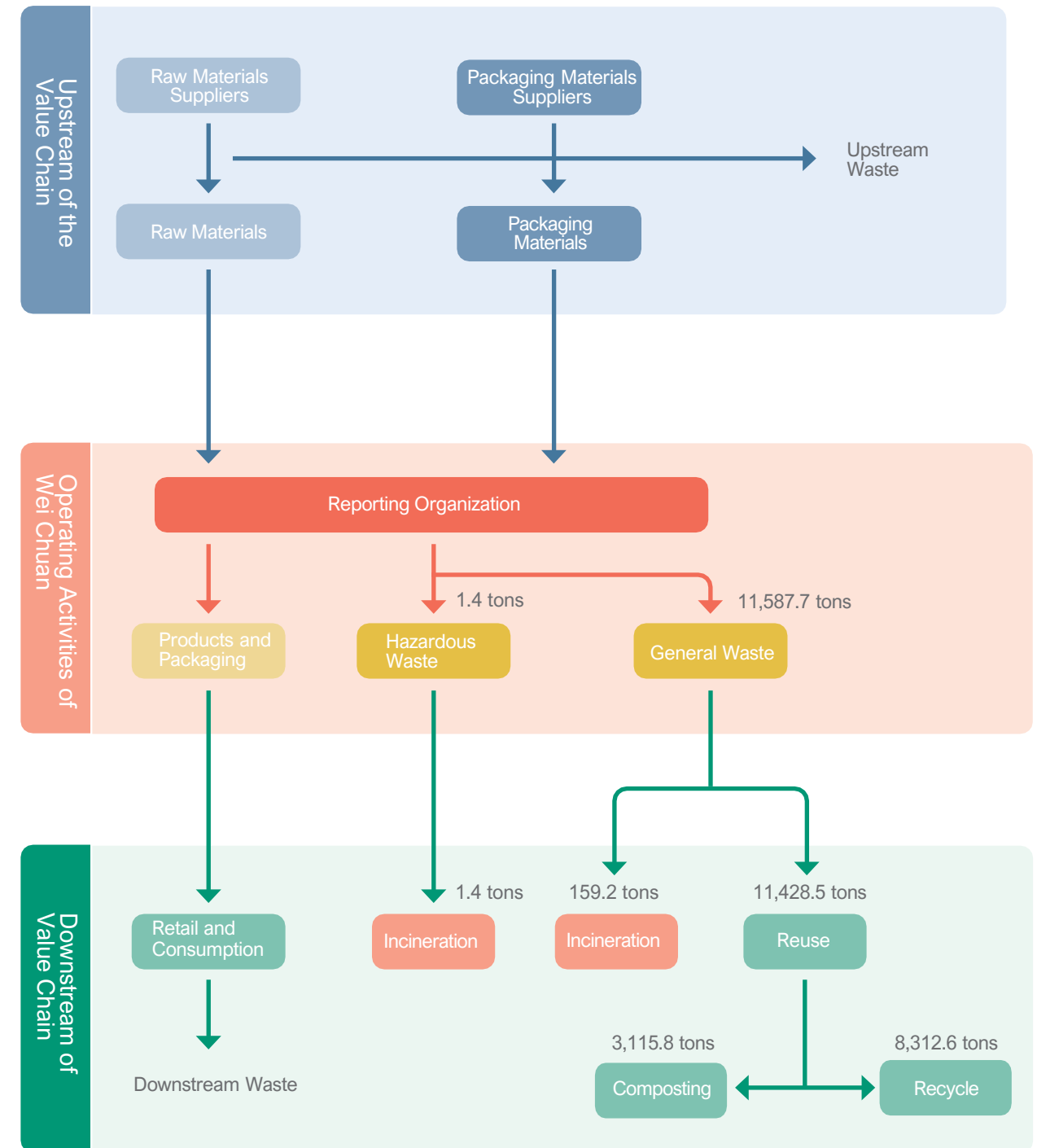
Composition of Waste	On-site		Off-site		Percentage	Total Volume Classified by Treatment Method	Total Volume (Metric Ton)
	Waste Volume	Treatment Method	Waste Volume	Treatment Method			
General Waste	-	-	157.1	Incineration	1.4%	159.2	11587.7
Waste Oil Mixtures	-	-	2.1				
Plant Residues, Bean Dregs	-	-	1803.0	Reuse (Recycle)	71.74%	8312.6	
Kitchen Waste	-	-	822.2				
Wooden Boxes, Waste Wood	-	-	51.3				
Animal Residue	-	-	234.6				
Waste Paper	-	-	116.8				
Waste Plastics	-	-	89.9				
Waste Plastic Mixtures	-	-	58.8				
Scrap Iron	-	-	28.4				
Organic Sludge	-	-	59.2				
Waste Diatomaceous Earth	-	-	13.5				
Kitchen Waste (Including Obsolete and Waste Products from Business Offices)	-	-	5029.0				
Waste Lubricating Oil	-	-	2.4	Reuse (Compost)	26.89%	3115.8	
Others	-	-	3.8				
Food Processing Sludge	-	-	2483.5				
Coffee Grounds	-	-	632.3				

Direct Disposal/Transfer of Waste in 2023

Composition of Waste	Hazardous Waste	Non-hazardous Waste	Total (Metric Ton)
Treatment Method	Off-site Operations		
Transfer (Recycle and Reuse)	-	11,428.5	11,428.5
Direct Disposal (Incineration and Landfill)	1.4	159.2	160.6
Resource Recycling and Reuse Rate	98.6%		

Note 1: The data statistics cover the headquarter, the Central Research Institute, and 3 factories (Taichung Factory, Douliu Factory, and Kaohsiung Factory).
 Note 2: The waste generated by the Company in 2023 was 100% off-site operations.

Waste Value Chain Flowchart



Appendix 1

Global Reporting Initiative Standards (GRI Standards) Index
 (* represents a corresponding material topic identified for the year)

GRI Standards	Disclosure Item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence
GRI 2: General Disclosure 2021	2-1 Detailed organizational information	1.1 About Wei Chuan	10		
	2-2 Group entities included in the sustainability report	About this Report	5		
	2-3 Reporting period, frequency, and contact person	About this Report	5		
	2-4 Information restatement	Regarding Chapter 5, Waste Management as the obsolete and defective products from the business department are included in the waste volume statistics for this year, to ensure consistent statistical basis of waste for each year, in this year's report, the volume of non-hazardous waste in 2022 is recalculated and disclosed.	108		
	2-5 External guarantee/assurance	About this Report	5		
	2-6 Activities, value chains and other business relationships	1.2 Products and Services	11		
	2-7 Employees	4.1 Labor Rights and Relations	64		
	2-8 Non-employee workers	4.1 Labor Rights and Relations	65		
	2-9 Governance structure and composition	1.4 Corporate Governance	16-21		
	2-10 Nomination and selection of the highest governing body	1.4 Corporate Governance	16		
	2-11 Chairman of the highest governing body	1.4 Corporate Governance	16		
	2-12 The role of the highest governing body in overseeing impact management	1.6 Ethical Conduct and Integrity in Business	24		
	2-13 Person in charge of impact management	1.6 Ethical Conduct and Integrity in Business	24		
	2-14 The role of the highest governing body in sustainability reporting	About this Report 1.4 Corporate Governance	5 · 19		
	2-15 Conflicts of interests	1.6 Ethical Conduct and Integrity in Business	24		
	2-16 Communication of key significant events	1.6 Ethical Conduct and Integrity in Business	24		
	2-17 Collective intelligence of the highest governing bodies	1.4 Corporate Governance	17		
	2-18 Performance evaluation of the highest governing body	1.4 Corporate Governance	17		

GRI Standards	Disclosure Item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence	
GRI 2: General Disclosure 2021	2-19 Remuneration policy	-	-	Information is not disclosed taking into consideration salary confidentiality.		
	2-20 Remuneration determination process	1.4 Corporate Governance	18			
	2-1932 Total remuneration ratio	-	-	Information is not disclosed taking into consideration salary confidentiality.		
	2-22 Statement of sustainable development strategy	Message from Management	6-7			
	2-23 Policies and commitments	Words from Management	6-7			
	2-24 Inclusion of policies and commitments	1.6 Ethical Conduct and Integrity in Business	24			
	2-25 Procedures for remediating negative impacts	1.6 Ethical Conduct and Integrity in Business	24			
	2-26 Mechanism for seeking advice and raising concerns	1.6 Ethical Conduct and Integrity in Business	24			
	2-27 Compliance	1.7 Regulatory Compliance 3.4 Compliance with Socioeconomic Regulations	25 · 57-58			
	2-28 Membership of the trade association	2.3 External Organization Participation	34-35			
	2-29 Stakeholder meeting guidelines	2.2 Material Topic Identification and Responses	32			
	2-30 Collective agreement	4.1 Labor Rights and Relations	63-72			
	GRI 3: Material Topic 2021	3-1 The process of determining material topics	2.2 Material Topic Identification and Responses	29		
		3-2 Material topic list	2.2 Material Topic Identification and Responses	30		
*GRI 201: Economic Performance 2016	3-3 Material topic management	1.3 Financial Performance	12			
	201-1 Direct economic value generated and distributed by the organization	1.3 Financial Performance	12			
	201-2 Financial impacts and other risks and opportunities arising from climate change	5.2 Responses to Climate Change	98			
	201-3 201-3 Defined benefit obligation and other retirement plans	1.3 Financial Performance	12			
201-4 Financial assistance obtained from the government	1.3 Financial Performance	13				

Appendix 1

GRI Standards	Disclosure Item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.1 Product Nutrition and Health 3.3 Sustainable Supply Chain	43 · 56		SDG11
*GRI 205: Anti-corruption 2016	205-1 Operational locations where corruption risk assessments have been conducted	-	-	Information is not available	
	205-2 Communication and training on anti-corruption policies and procedures	1.6 Ethical Conduct and Integrity in Business	24		SDG16
	205-3 Confirmed corruption incidents and actions taken	1.6 Ethical Conduct and Integrity in Business	24		SDG16
*GRI 206: Anti-competition Act of 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopolistic practices	1.6 Ethical Conduct and Integrity in Business	24		SDG16
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.3 Environmental Protection Actions	101		
	302-2 Energy consumption outside the organization	-	-	Information is not available	
	302-3 Energy intensity	5.3 Environmental Protection Actions	102		
	302-4 Reduction in energy consumption	5.3 Environmental Protection Actions	103		
	302-5 Reductions in energy requirements of products and services	-	-	Not applicable. Products do not consume energy.	
*GRI 303: Water and Discharge Water 2018	3-3 Material topic management	5.1 Environmental Protection Responsibility	94		
	303-1 Mutual impact of shared water resources	5.3 Environmental Protection Actions	105		
	303-2 Management of impacts related to water discharge	5.4 Pollution Control	107		
	303-3 Water withdrawal	5.3 Environmental Protection Actions	105		
	303-4 Discharge volume	5.3 Environmental Protection Action	105		
	303-5 Water consumption	5.3 Environmental Protection Actions	105		
GRI 305: Emission 2016	305-1 Direct (scope 1) greenhouse gas emissions	5.3 Environmental Protection Actions	103		SDG13
	305-2 Indirect (scope 2) energy greenhouse gas emissions	5.3 Environmental Protection Actions	103		SDG13

GRI Standards	Disclosure Item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence
GRI 305: Emission 2016	305-3 Other indirect (scope 3) greenhouse gas emissions	-	-	Data were not available	
	305-4 Greenhouse gas emission intensity	5.3 Environmental Protection Actions	104		SDG13
	305-5 Greenhouse gas emission reduction	5.3 Environmental Protection Actions	103		SDG13
	305-6 Emissions of ozone-depleting substances	-	-	Not applicable. Ozone-depleting substances were not used.	
	305-7 Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	5.4 Pollution Control	107		SDG11 SDG15
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	5.4 Pollution Control	108		SDG12
	306-2 Management of significant impacts related to waste	5.4 Pollution Control	108		SDG12
	306-3 Generation of waste	5.4 Pollution Control	108-110		SDG12
	306-4 Disposal and transfer of waste	5.4 Pollution Control	108-110		SDG12
	306-5 Direct disposal of waste	5.4 Pollution Control	108-110		SDG12
*GRI 308: Supplier Environmental Assessment 2016	3-3 Material topic management	3.3 Sustainable Supply Chain	52-53		SDG12
	308-1 Adoption of environmental standards for screening new suppliers	3.3 Sustainable Supply Chain	52		SDG12 SDG17
	308-2 Negative environmental impact of the supply chain and actions taken	3.3 Sustainable Supply Chain	52-53		SDG12 SDG17
*GRI 401: Labor and employment relationship 2016	3-3 Material topic management	4.1 Labor Rights and Relations	63		
	401-1 New employees and departing employees	4.1 Labor Rights and Relations	66-67		
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	4.1 Labor Rights and Relations	70		
	401-3 Parental leave	4.1 Labor Rights and Relations	71		

Appendix 1

GRI Standards	Disclosure Item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence
*GRI 403: Occupational Safety and Health 2018	3-3 Material topic management	4.3 Safe Workplace	77		
	403-1 Occupational health and safety management system	4.3 Safe Workplace	80		SDG3 SDG8
	403-2 Hazard identification, risk assessment, and incident investigation	4.3 Safe Workplace	80-81		SDG3 SDG8
	403-3 Occupational health services	4.3 Safe Workplace	82		SDG3 SDG8
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.3 Safe Workplace	77-78		SDG3 SDG8
	403-5 Worker training on occupational health and safety	4.3 Safe Workplace	80-81		SDG3 SDG8
	403-6 Worker health promotion	4.3 Safe Workplace	82		SDG3 SDG8
	403-7 Prevention and mitigation of occupational safety and health impacts directly related to business relationships	4.3 Safe Workplace	81		SDG3 SDG8
	403-8 Workers covered by occupational health and safety management system	4.3 Safe Workplace	80		SDG3 SDG8
	403-9 Occupational injuries	4.3 Safe Workplace	78-79		SDG3 SDG8
*GRI 404: Training and Education 2016	3-3 Material topic management	4.2 Talent Development and Training	73		
	404-1 Average training hours per employee per year	4.2 Talent Development and Training	73		SDG4 SDG8
	404-2 Enhance employee competence and transition assistance plan	4.2 Talent Development and Training	76		
	Percentage of employees receiving regular performance and career development reviews	4.2 Talent Development and Training	76		SDG4 SDG8

GRI Standards	Disclosure item	Corresponding Chapter/Supplementary Description	Page No.	Omitted	SDGs Correspondence
GRI 405: Employee Diversity and Equal Opportunity 2016	405-1 Diversity of governing bodies and employees	1.4 Corporate Governance 4.1 Labor Rights and Relations	16 64-65		
	405-2 Ratio of basic salary and remuneration of females to males	4.1 Labor Rights and Relations	69		
GRI 413: Local Community 2016	413-1 Operational activities involving local community communication, impact assessment, and development plans	4.6 Corporate Volunteers and Social Care	89-91		SDG2 SDG3 SDG11 SDG12
*GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	3.3 Sustainable Supply Chain	52-53		SDG12 SDG17
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken	3.3 Sustainable Supply Chain	52-53		SDG12 SDG17
*GRI 416: Customer Health and Safety 2016	3-3 Material topic management	Ch3 Food Safety Management Policy	38-39		
	416-1 Assessment of the impact of product and service categories on health and safety	3.1 Product Nutrients and Health 3.2 Food Safety Control	40-51		SDG2 SDG3
	416-2 Incidents of non-compliance with health and safety regulations related to products and services	3.4 Compliance with Socioeconomic Regulations	57-58		SDG2 SDG3
*GRI 417: Marketing and Labeling 2016	3-3 Material topic management	Ch3 Food Safety Management Policy	38-39		
	417-1 Product and Service Information and Labeling Requirements	3.4 Compliance with Socioeconomic Regulations	57-58		
	417-2 Events of non-compliance with regulations related to product and service information and labeling	3.4 Compliance with Socioeconomic Regulations	57-58		
	417-3 Non-compliance with marketing communication regulations incidents	3.4 Compliance with Socioeconomic Regulations	57-58		

Appendix 2

Summaries of Enhanced Disclosure and Assurance Items Pursuant to Article 4-1 (referred to as the “Rules”) of “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” Announced by TWSE

No.	Subject Information	Applicable Criteria	Governing Regulations	Page No.
1	In 2023, a total of 6,630 hours of courses related to food safety, quality management, safety and hygiene were undertaken by research and development, procurement, production, quality assurance, and frontline personnel, marketing, logistics, and other functional personnel. The scope covers the headquarter, Taichung factory, Douliu factory, and Kaohsiung factory, affecting the proportion of all product categories of the entire company by 100%.	The number of hours of education and training related to food hygiene, safety, and quality participated by employees from various functions including R&D, procurement, production, quality assurance, production line personnel, marketing, and logistics during the year. The percentage is based on the scope of implementation covered by the measures. If the Taichung, Douliu and Kaohsiung factories, the 3 major self-owned factories are included, then all product categories of the entire company, namely 100%, are affected.	Form 1-1 No. 1	51
2	The production units of each factory, in accordance with the "Factory Hygiene Management Operations Method," conduct 5S (Sort SEIRI, Set in order SEITON, Shine SEISO, Standardize SEIKETSU, Sustain SHITSUKE) environmental audits on a monthly basis. The audit targets include on-site production personnel hygiene, management of the production operation environment, and 5S hygiene management before, during, and after production. In 2023, a total of 120 sessions were conducted. This measure covers the three major factories in Taichung, Douliu, and Kaohsiung, affecting the proportion of all product categories of the entire company by 100%.	The frequency and situations of inspection executed during the year based on the "Factory 5S Hygiene Management Operation Method" established by the Company. The percentage is based on the scope of implementation covered by the measures. If the Taichung, Douliu and Kaohsiung factories, the 3 major self-owned factories are included, then all product categories of the entire company, namely 100%, are affected.	Form 1-1 No. 1	51
3	In 2023, the Taichung, Douliu, and Kaohsiung factories each conducted at least 1 internal audit of the food safety control system. This audit was conducted with reference to the "Internal Audit Procedures Manual" formulated by the Company, and the scope of the internal audit includes the production systems at Taichung, Douliu, and Kaohsiung factories, affecting the proportion of all product categories across the entire company by 100%.	The number of times and circumstances under which the Company executed the "Internal Audit Procedures Manual" formulated with reference to the "Good Manufacturing Practices" during the year. The percentage is based on the scope of implementation covered by the measures. If the Taichung, Douliu and Kaohsiung factories, the 3 major self-owned factories are included, then all product categories of the entire company, namely 100%, are affected.	Form 1-1 No. 1	51
4	For the scope of Food Safety Management System with FSSC 22000 certification as of December 31, 2023, please refer to FSSC 22000 Certification Scope of 3 Factories Owned by Wei Chuan. There are a total of 33 production lines covered by the 3 factories, accounting for 97% the total production lines (Note 2). Note 1: Taichung Factory, Douliu Factory, and Kaohsiung Factory. Note 2: The production line does not include discontinued and suspended operations.	The number of production lines covered by the scope of FSSC certification obtained and as of December 31, 2021. The percentage is based on the proportion of production lines that comply with FSSC food safety management in self-owned Taichung, Douliu, Kaohsiung factories to the total production lines.	Form 1-1 No. 4	49-50

No.	Subject Information	Applicable Criteria	Governing Regulations	Page No.
5	Please refer to the "SQF Certification Scope of 3 Factories Owned By Wei Chuan" (Note 1) for the scope verified by the Safe Quality Food (SQF) Standard as of December 31, 2023. The three factories (Note 2) cover a total of 34 production lines, accounting for 100% of the total production lines (Note 3). Note 1: The translation of the SQF certification scope refers to the publication by the Food Marketing Association Production of SQF Food Safety Code Version 9.0. Note 2: Taichung Factory, Douliu Factory, and Kaohsiung Factory. Note 3: The production line does not include discontinued and suspended operations.	The verification scope of SQF certification obtained and the number of production lines covered as of December 31 of that year. The percentage is based on the proportion of production lines that comply with SQF food safety management in the 3 factories in Taichung, Douliu, and Kaohsiung to the total production lines.	Form 1-1 No. 4	48-49
6	The Company complies with the Food Safety and Hygiene Management Act and its enforcement rules, the Good Hygiene Practices for Food, Food Hygiene Standards, and other related food laws and regulations announced by government agencies. Even the testing methods referenced by laboratories are based on various announced food testing methods. In 2023, there were no penalties or product recalls due to violations of the aforementioned legal regulations.	The categories, frequency, and amounts of fines during the year for violations of the "Food Safety and Hygiene Management Act" and related enforcement rules, methods, and standards.	Form 1-1 No. 2	58
7	The Company prioritizes those who have passed the Forest Stewardship Council (Forest Stewardship Council, abbreviated as FSC™) certified manufacturers, all packaging and transportation corrugated cartons/boards, and refrigerated fresh house cartons used in products are sourced from FSC™ certified suppliers. Additionally, the source of the paper pulp used in the aluminum foil packaging products of Bernachon Coffee Series, Refrigerated Large Pure Fresh Soy Milk and UHT milk/dairy beverage series has passed FSC™ certification. FSC™ packaging material procurement quantity in 2023 was approximately 30.12 million packs, accounting for 29.2% of the procurement quantity of liquid carton beverage packaging material for the year.	Percentage of total FSC™ procurement quantity over the total procurement quantity of paper boxes for liquid beverage packaging in that year.	Form 1-1 No. 3	56
8	ISO 22000 certification for Food Safety Management System as of December 31, 2024 is detailed in the "ISO 22000 Certification Scope for 3 Main Factories Owned by Wei Chuan". (Note 1) There are a total of 33 production lines covered, accounting for the total production lines (Note 2) The proportion is 97%. Note 1: Taichung Factory, Douliu Factory, Kaohsiung Factory. Note 2: The production line does not include discontinued and suspended operations.	The scope of verification and the number of production lines covered by the ISO 22000 certification obtained as of 31 December of the year. The percentage is based on the proportion of the total production lines that meet ISO22000 certification at the 3 major self-owned factories in Taichung, Douliu, and Kaohsiung of Wei Chuan.	Form 1-1 No. 4	50

Appendix 2

No.	Subject Information	Applicable Criteria	Governing Regulations	Page No.
9	According to the "Supplier Development Procedures" established by the Company, before any transaction, suppliers must first pass a two-stage review process consisting of written and on-site inspections. This review is conducted by an audit team composed of R&D, quality assurance, and procurement departments, assessing aspects such as corporate governance, environmental protection, and social responsibility. Only after approval can a supplier become a qualified supplier for the Company. In 2023, a total of 11 qualified raw material and packaging material suppliers and 2 contract manufacturing suppliers were added.	According to the 'Supplier Development Operational Procedures' established by the Company, the number of newly qualified suppliers for the year is determined through on-site inspections based on review and audit items.	Form 1-1 No. 5	54
10	According to the 'Regulations Governing Visits to Suppliers' established by the Company, 1 on-site inspection shall be completed within every 2 years, and the inspection items and weight of scores ratio are the same as the on-site visit to new suppliers. After excluding suppliers that were not or will no longer be procured in 2023, the actual number of domestic suppliers surveyed was 112, among which there were 86 raw materials suppliers, all of which passed the inspection. There were 15 packaging material suppliers, all of which passed the inspection. All 11 subcontractors passed the inspection. The number of existing suppliers surveyed in 2023 accounted for 77.2% of the total number of suppliers in 2023 (note). (Note) Total number of suppliers: The announced total number of qualified suppliers in 2023 was 145, excluding dairy farmers, those visited and reviewed before procurement, ODM suppliers, and non-contact packaging materials.	According to the 'Supplier Audit Procedures' established by the Company for the current year, the number of existing suppliers audited on-site based on various audit categories and their evaluation results, as well as the percentage of audited suppliers to the total number of suppliers for the current year.	Form 1-1 No. 5	55
11	In 2023, the 3 major self-owned factories of Wei Chuan (Taichung Factory, Douliu Factory, and Kaohsiung Factory) registered a total of 321 product items in the Food Tracing Management Information System according to regulatory product category requirements, accounting for 100% of all manufactured product items for the year.	The total number of manufactured product items registered in the Food Tracing Management Information System for the year, and its percentage of all manufactured product items. The percentage is calculated by dividing the number of manufactured product items registered in the Tracing System by the total number of items manufactured by the 3 major factories.	Form 1-1 No. 6	59
12	The Company conducts its own inspection of incoming raw materials according to the "Incoming Material Inspection Procedure Manual," with a total of 17,332 batches inspected in 2023. According to the standard inspection items for raw materials, if 1 item exceeds the standard, it is considered defective. The defect rate (number of non-conformities/total number of inspections) is 0.39%. For the 68 batches of non-conforming raw materials, subsequent return and exchange operations are carried out in accordance with internal regulations and included in supplier evaluations for quality assessment.	The number of inspections and the defect rate results (number of non-conforming batches/total number of inspections) for the raw materials during the year.	Form 1-1 No. 7	47
13	Central Research Institute Analysis and Testing Center certified by the Ministry of Health and Welfare's Food and Drug Administration laboratory as of December 31, 2023, and the certified items are: moisture, crude protein, crude ash, vitamin C, acidity (juice category), hydroxylamine nitrogen, and solids.	The laboratory obtained certification from the Ministry of Health and Welfare's Food and Drug Administration for the item as of December 31 of the year.	Form 1-1 No. 7	46

No.	Subject Information	Applicable Criteria	Governing Regulations	Page No.
14	The testing items of the Company's quality assurance laboratories throughout Taiwan, up to the end of 2023, have obtained ISO 17025:2017 international certification approved by the international TAF for a total of 35 items.	Up to 31 December of that year, number of items obtaining ISO 17025 international certification approved by Taiwan Accreditation Foundation(TAF) (TAF).	Form 1-1 No. 7	46
15	The Company's expenses for the year 2023 on five laboratories (including outsourced inspection fees, equipment depreciations, repairs and maintenance expense, manpower salaries, etc.) total NTD 140,180 thousand, accounting for 1.76% of the entity's operating revenue in 2023.	The related expenses of five laboratories (Quality Assurance Center and various Quality Control Departments) for the year and their percentage of the net amount of the entity's financial report operating revenue.	Form 1-1 No. 7	47
16	In 2023, the total energy consumption was 356,086.1 GJ, the externally purchased electricity ratio is 42.1%, and the renewable energy usage rate is 0%.	Total energy consumption (GJ) during the year, including fuel consumption and purchased energy consumption. The consumption of non-renewable fuels within the organization during the year includes natural gas, diesel, and gasoline. The data for natural gas is sourced from the gas company bills of each plant, diesel data is sourced from material requisition documents, and gasoline data is sourced from CPC Corporation. Fleet Card Management System and Material Requisition Documents. The energy purchased and consumed during the year includes externally purchased electricity, with data sourced from Taipower electricity bills. Externally purchased electricity percentage = Externally purchased electricity ÷ Total energy consumption Renewable energy percentage = Externally purchased or self-generated renewable energy consumption ÷ Total energy consumption The annual external purchase of electricity consumption has been deducted from the usage of related enterprises stationed in the plant area, and the usage of related enterprises is deducted based on the internal usage proportion.	Form 1-1 No. 8	101
17	The Company's total water intake in 2023 was 1,739.5 million liters (1 thousand cubic meters of water = 1 million liters of water), and the total water consumption was 654.6 million liters.	Total water withdrawal for the year (million liters), including tap water and groundwater. The tap water data were sourced from the Taiwan Water Corporation's water bill, and the groundwater data were sourced from the internal water meter. Total water consumption for the year (million liters) = total water intake - total water discharge, with total water discharge data sourced from internal water meters. For other non-production factories without installation of water meters, it is estimated according to the daily water discharge per person described in the "Construction and Planning Agency, Ministry of the Interior, Sewage Treatment Plant Design and Explanation Version 2021". The annual water intake and discharge volumes both exclude the usage by enterprises stationed in the factory area, with the enterprise usage deducted based on internal usage proportions.	Form 1-1 No. 9	105
18	The company's Taiwan food business sold a total product weight of 136,705 metric tons in the year 2023. The main production sites for products are the Taichung Plant, Douliu Plant, and Kaohsiung Plant, among others.	The weight of products sold during the year (metric tons) is based on the sales volume of each product in the monthly production and sales value table is calculated by multiplying the sales volume (according to the sales product unit) by the weight of one sales product unit, and then summing up each month. The number of production facility sites for the year is counted based on the organizational chart of food production plants.	Form 1-1 No. 10	11

會計師有限確信報告

味全食品工業股份有限公司 公鑒：

本會計師受味全食品工業股份有限公司（以下簡稱「貴公司」）之委任，對 貴公司選定民國 112 年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係 貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於 貴公司民國 112 年度永續報告書第 118 至 121 頁之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書第 5 頁之「報告書範疇與邊界」段落述明。

上開適用基準係為臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集及有關法令之規定、全球永續性報告協會(Global Reporting Initiatives, GRI) 發布之最新版 GRI 準則(GRI Standards)。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

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

會計師之獨立性及品質管理

本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

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會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估 貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查與分析性程序是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標進行分析性程序，如必要時，則選取樣本進行包括查詢、觀察、檢查等測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對民國 112 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。



有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資 誠 聯 合 會 計 師 事 務 所

會計師 徐永堅



中 華 民 國 1 1 3 年 8 月 7 日

Independent Limited Assurance Report

To Wei Chuan Foods Corporation:

We have been engaged by Wei Chuan Foods Corporation. (the "Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2023 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the " Assurance Item Summary" on page 118~121 of the Sustainability Report. The scope of the Identified Key Performance Indicators is set out in the "Report Boundaries and Scope" on page 5 of the Sustainability Report.

The respective applicable criteria referred to above are the latest edition of the GRI Sustainability Reporting Standards (the "GRI Standards") published by the Global Reporting Initiative (the "GRI") and the other criteria referred to or designed by the Company based on the Company's industry characteristics and sustainability performance information reported (hereinafter referred to as the "Applicable Criteria").

Inherent Limitation

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial information. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the Applicable Criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the Applicable Criteria have been subsequently modified.

PwC Taiwan Certified Public Accountant

Yung-Chien Hsu

August 7, 2024



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