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2 Corporate Governance

About the Report

Report Overview and Reporting Cycle

Introduction

Welcome to Standard Foods' 8th publicly issued Sustainability Report. We publish this report annually to continuously disclose our environmental, social, and governance (ESG) operational performance beyond financial results, and to actualize our corporate vision of sustainable operations through action. This report was issued in August 2025. We plan to issue sustainability reports annually, with the next report scheduled for August 2026. This year's report updates information provided in the 2023 report regarding green procurement ratios, parental leave, and special health examinations. Detailed explanations for revised information can be found in the footnotes for each data point. (GRI 2-3 Reporting period, frequency and contact point) (GRI 2-4 Restatements of information: Changes in baseline year or reporting period length, changes in measurement methods or definitions used, or errors from previous reporting periods, etc.)

1 Sustainable Management

Report Boundary and Scope

This report discloses the corporate sustainable development management and related performance for the 2024 fiscal year (from January 1, 2024, to December 31, 2024). The financial data disclosed in this report covers "Standard Foods Corporation (hereinafter referred to as Standard Foods)" and "Standard Dairy Products Taiwan Ltd. (hereinafter referred to as Standard Dairy)" under the Standard Foods Group. The scope of disclosure accounts for 46% of the consolidated financial statement's net operating revenue for the 2024 fiscal year. (GRI 2-3 Reporting period, frequency, and contact person); For environmental and social categories, Standard Foods and Standard Dairy are the primary disclosure scopes. In addition, highlights of sustainable practices from the China plants (including corresponding subsidiary information) are included in the report.

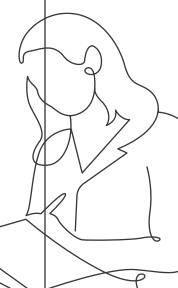
For more detailed information on affiliated enterprises, please refer to Standard Foods' "2024 Annual Report" and the Market Observation System (MOPS). There were no significant changes in the organizational scale, structure, ownership, or supply chain during this reporting period. (GRI 2-2 Entities included in the organization's sustainability reporting)

Report Compilation Guidelines

(GRI 1 Requirement 8: Statement of Use)

This report was prepared in accordance with the latest version of the Global Reporting Initiative (GRI) Standards, specifically the 2021 edition of the Universal Standards. A GRI Content Index is provided in the appendix.

The report also discloses sustainability accounting standards indicators for the food processing industry, as published by the Sustainability Accounting Standards Board (SASB), and information aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations by the Financial Stability Board (FSB). Additionally, in adherence to Article 4, Appendix 1-1 of the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," we provide explanations for sustainability disclosure indicators relevant to companies with food industry and catering revenue accounting for 50% or more of their total operating revenue, and further explaining climate-related information using Appendix 2 of Article 4-1. Please refer to the appendix for more details.



2 Corporate Governance

Responsible Units for Report Preparation and Quality Management

Introduction

(GRI 2-5 External Assurance) (GRI 2-14 Role of Highest Governance Body in Sustainability Reporting)

To enhance the completeness and credibility of Standard Foods' sustainability reporting, the company has established a process for preparing sustainability reports and procedures for conducting internal audits or external assurance in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies." These procedures are integrated into the company's "Internal Control System" and reported to the Board of Directors for review and approval of their appropriateness.

1 Sustainable Management

Operating Procedure	Approach	Responsible Unit (or Position)
Report Compilation	This report is comprehensively planned and coordinated by the Sustainable Development Office. The data, strategic objectives, performance indicators, and other disclosed information are provided by their respective responsible units, then integrated, compiled, proofread, and revised by the Sustainable Development Office.	Sustainable Development Office
Internal Review	After the report is compiled, each unit confirms the completeness and accuracy of its content. The highest-ranking executives from each group within the Sustainable Development Committee then approve the respective chapters for which they are responsible.	Sustainable Development Committee
Internal Audit	To strengthen the company's management of sustainability information and enhance its reliability, sustainability information management has been incorporated into the internal control system based on practical considerations. Audit items cover data collection, compilation, review, and disclosure processes, all of which are essential annual audit items and subject to audit work.	Audit Office
External Assurance	 To enhance the accuracy and credibility of the information in this report, Deloitte & Touche has provided limited assurance in accordance with Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE 3000). Deloitte & Touche has conducted limited assurance engagement and issued a greenhouse gas assurance report in accordance with International Organization for Standardization (ISO) 14064-1:2018 "Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals" (hereinafter referred to as ISO 14064-1:2018) for the verification of greenhouse gas emissions. In cases where amendments were made, conclusions were drawn in accordance with Assurance Engagement on Greenhouse Gas Statements (SSAE 3410). Regarding the report on packaging material reduction results for internet shopping, Deloitte & Touche has provided limited assurance in accordance with SSAE 3000. 	Deloitte & Touche
Final Approval	The final complete draft is submitted by the Sustainable Development Office to the Board of Directors and the General Manager. It is reviewed and approved by the Sustainable Development Office before public release.	Board of Directors Sustainable Development Office

Contact Information

If you have any suggestions or questions regarding the "Standard Foods Group 2024 Sustainability Report," please feel free to contact us through the following methods. To fulfill our corporate responsibility for information disclosure, we have also simultaneously published this report on our official website for easy access.

Standard Foods Corporation				
Address	10F., No. 610, Ruiguang Rd., Neihu Dist., Taipei City			
Official Website	http://www.sfworldwide.com			
Contact Person	Sustainable Development Office (GRI 2-3 Reporting period, frequency, and contact point)			
Phone	02-2709-2323			
Email	ESG@sfworldwide.com			

Letter from the Chairman of the Sustainable Development Committee Arthur Tsao, CEO & General Manager

(GRI 2-22 Statement on sustainable development strategy)

In 2024, the global political and economic landscape continued to be turbulent, with escalating war conflicts and geopolitical risks coupled with frequent extreme weather events, all of which posed risks and challenges to the stability of global supply chains. According to the "Global Risks Report" released by the World Economic Forum (WEF) in 2025, the top four most impactful risks in the next decade are all closely related to environmental issues, indicating that climate change, ecological imbalance, and natural resource scarcity are shaping global risk trends and influencing the development of operational resilience and sustainability strategies in the food industry. As one of Taiwan's leading brands in the food industry, Standard Foods Group declares its commitment to working with stakeholders on the path of sustainability, bringing positive and lasting impact to society, and together becoming creators of sustainability.

Strengthening Sustainable Governance to Fulfill Corporate Sustainability Commitments

Standard Foods actively responds to the United Nations Sustainable Development Goals (SDGs) and promotes corporate sustainable development through six major sustainability strategies: Corporate Governance, Food Safety, Sustainable Supply Chain, Environmental Sustainability, Healthy Workplace, and Social Co-Prosperity. We are committed to our corporate vision of enabling everyone to enjoy "A Lifetime of Well-Being." We deeply understand that sound corporate governance is the foundation for fulfilling our sustainability commitments. In 2024, Standard Foods continued to strengthen its governance structure and operational transparency, establishing a policy linking executive remuneration with ESG performance, and implementing succession planning for board members and management. Furthermore, we obtained ISO 27001:2022 international certification for information security management, enhancing systematic information security control measures.

In terms of sustainable supply chain management, Standard Foods is moving forward with steady steps. We have established "supplier assessment" indicators and regularly assess our suppliers annually. In 2024, we completed social, human rights, and environmental risk assessments for all raw material suppliers. The return rate for our "Supplier Code of Conduct" has also exceeded 85%, demonstrating that the concept of sustainability is deeply embedded in the foundation of our partnerships with suppliers.

From Farm to Table: Practicing the Commitment to Safeguard Consumer Health

Food safety is the crucial cornerstone of our sustainable operations. Standard Foods upholds the core principle of "from farm to table" in quality management, establishing a full-process food safety governance framework. We not only strictly adhere to relevant domestic and international regulations but also actively align with international standards. In 2024, 100% of Standard Foods' operations passed third-party certifications for food safety management systems such as ISO 22000, HACCP, and SQF. We also obtained certification for "calcium content testing in food" and successfully guided dairy farmers to achieve the "EAST Certified – Animal Welfare Certification Mark."

Product research and development have also yielded fruitful results. As of 2024, Standard Foods has accumulated a total of 34 products with 44 health food approvals awarded by the Ministry of Health and Welfare, making us a leader in the industry. Our product quality and flavor performance have also gained international recognition, winning 13 awards from the Monde Selection World Quality Awards, 22 Superior Taste Awards, and 9 products receiving the Eatender Senior-Friendly Food certification. This demonstrates the company's comprehensive commitment to quality, safety, and nutrition, fulfilling our promise to protect consumer health.

2 Corporate Governance

Enhancing Operational Resilience and Driving Green Sustainability Initiatives

Introduction

The impact of climate change has become a critical global risk issue. Standard Foods integrates climate risk and opportunity assessment into its operational strategies, systematically reviewing the potential impacts of climate change on operations, supply chains, and financial stability in accordance with the TCFD framework, and incorporating climate risks into enterprise risk management and sustainable decision-making. In practicing environmental sustainability and responsible governance, all three of the company's major plants have obtained ISO 14001:2015 environmental management system certification, demonstrating our long-term commitment to environmental protection. At the same time, we are actively promoting packaging material optimization and plastic reduction initiatives. In addition to continuing to implement paper straw replacement programs and removing superfluous plastic accessories from product packaging, in 2024, we further deepened our product packaging innovation plan, launching a lightweighting initiative for chilled dairy beverage bottles and upgrading the outer packaging of Quaker bagged cereals to recyclable materials, demonstrating Standard Foods' determination in environmental protection.

1 Sustainable Management

Core Competencies in Nutrition and Health Drive Sustainable Transformation of Charitable Initiatives

Taiwan is facing the intertwined demographic challenges of declining birth rates and an aging population. Standard Foods utilizes its core competency of "nutrition" and health" to address the nutritional and health needs of children and the elderly. In 2024, we deepened the promotion of two major public welfare activities, "GROW WITH LOVE" and "LIVE FOR GOOD," integrating the company's core business of nutritional health food and expanding the promotion of nutrition education. We collaborated with diverse stakeholders, including government agencies, NGOs, nutritionists, schools, and industries, to upgrade traditional material and monetary donation public welfare activities into sustainable actions. These efforts have been recognized with awards such as the Linking Corporate Humanities Award," Global Views Monthly Magazine's 21st ESG Enterprise Sustainability Award, and the Campaign Asia-Pacific Event Marketing Award - Silver Award. " GROW WITH LOVE " also received certification from Social Value International (SVI), demonstrating that every NT\$1 invested can create NT\$4.74 in social value, showcasing continuous social impact and benefits.

Looking ahead, Standard Foods Group adheres to its corporate mission of becoming "Every Family's Nutritional and Health Partner," guided by the four core values of Dedication, Compassion, Innovation, and Family as principles of action. We are committed to building a society and a planet that are in "great shape." We deeply believe that only by integrating the spirit of sustainability into every step of operational decision-making can we fulfill our long-term commitments to all stakeholders and jointly move towards a healthier, more sustainable future.



Company Profile

About Standard Foods

(GRI 2-1 Organizational Details) (GRI 2-6 Activities, value chain and other business relationships)

Introduction

Standard Foods Group (referred to as "Standard Foods" in this report) is a leading brand in Taiwan's food manufacturing industry, dedicated to becoming "Every Family's Nutritional and Health Partner," aspiring to enable every generation to enjoy "A Lifetime of Well-Being." Standard Foods was founded in 1986, taking over all assets and employees of the American Quaker Oats Company in Taiwan and obtaining its authorization to exclusively operate Quaker products in Taiwan. To further realize its philosophy of nutrition and health, we were listed on the Taiwan Stock Exchange in 1994 (stock code: 1227). To date, Standard Foods owns four major brands: Quaker, NurturEssence, Fresh Delight, and Great Day. Our main business operations span the manufacturing and sale of nutritional foods, edible oils, dairy products, beverages, as well as health supplements for specific health needs and complete balanced nutritional supplements. We have also developed our own e-commerce platform, "Standard Foods Health GO," leading the team to take root among younger generations, establishing ourself in Taiwan and looking towards international markets.

As of 2024, Standard Foods Group has accumulated 44 health food approvals from the Ministry of Health and Welfare, making it a leader in Taiwan's food industry. We rigorously control food safety from farm to table, covering product research and development, formula experiments, ingredient selection, raw material inspection, production processes, packaging design, and sales. Every step adheres to internationally recognized testing methods for control, and we regularly audit cooperative contract dairy farmers, water sources, and supplier factories to ensure the rights and health of our customers, the general public, and all Taiwanese citizens. Standard Foods, with our dedication and innovative strides, continuously strives for excellence in the field of health and nutritional science, actively promoting healthy eating concepts, and annually implementing sustainable development goals, striving to become the most trustworthy and reliable food company in the public's mind, safeguarding the health of every generation and family.

Standard Foods has accumulated over 38 years of food manufacturing experience since our establishment. As of the end of December 2024, Standard Foods had 1,451 full-time employees. In 2024, the capital was NT\$9.151 billion and consolidated revenue having reached NT\$28.974 billion.

Company Name	Standard Foods Corporation	Standard Dairy Products Taiwan Ltd.
Date of Establishment	June 6, 1986	April 16, 1999
Headquarters	10F, No. 610, Ruiguang Road, Neihu District, Taipei City	10F., No. 610, Ruiguang Road, Neihu Dist., Taipei City
Number of Employees	1,164 people	287 people
Paid-in Capital	NT\$9.15 billion	NT\$300 million
Main Products	Biotech health supplements, edible oils, grain beverages (instant/ready-to-drink), adult nutritional products, dairy products, and beverages	Nutritional beverages, dairy products, and beverages
Net Sales	NT\$12.385 billion	NT\$3.766 billion
Main Product Sales Volume	126,012 metric tons	80,703 metric tons

• • • • • • • • •

Shanghai Standard Foods Co.,Ltd.

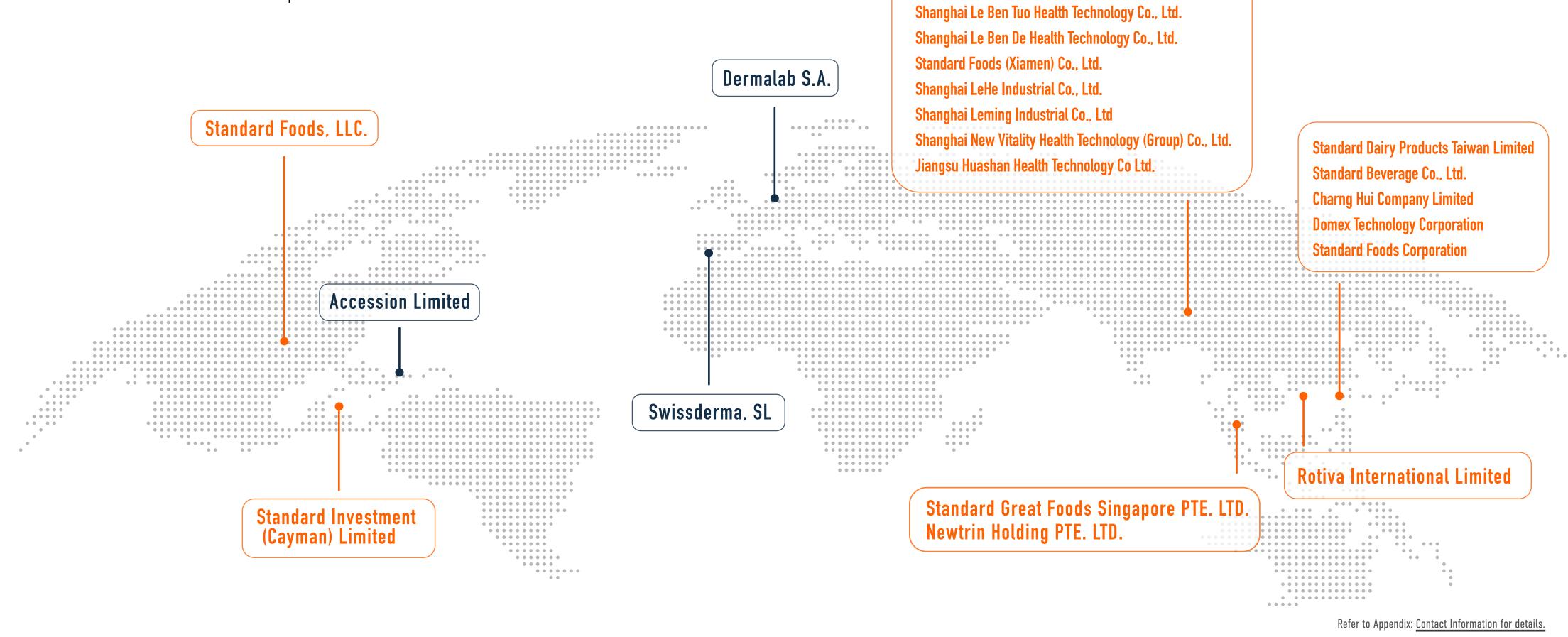
Shanghai Dermalab Corporation

Standard Investment (China) Co.,Ltd.

Global Operating Locations

The company's primary sales (provision) areas for its main products and services in the market are predominantly in Taiwan. The market areas where other subsidiaries provide services are listed below:

Introduction



Quaker Oats, the largest cereal food company in the United States, invests in Taiwan.

1988

Establishes "Great Day"; Great Day Sunflower Cooking Oil is launched.

Introduction

1997

1 Sustainable Management

Standard Foods enters the health beverage market with " Quaker Ginseng Drink," Taiwan's first plant-based health beverage.

2011

Shanghai Standard Foods resolves to increase investment, establishing Standard Investment (China) and Standard Foods (China) Co., Ltd.

2019

To embrace a new era, Standard Foods and Standard Dairy Products resources are reorganized, investments are increased, and human resources are enhanced, integrating into the Standard Foods Group.

佳格食品集團





1986

Taiwan Standard Foods Company acquires all of Quaker's assets and employees in Taiwan.

1994

To further uphold its philosophy of nutrition and health, the company is officially listed on the Taiwan Stock Exchange.

1999

福樂

Acquires Yoplait Company and Fresh Delight dairy plant, machinery, and trademarks to establish Standard Dairy Products Taiwan Ltd.

2001

Standard Foods expands its vision to China, investing in and establishing Shanghai Standard Foods Co., Ltd.

2002

Establishes "HBTD" (renamed to NurturEssence in 2004) to develop a diverse range of high-quality health

2003

Standard Foods creates the edible oil brand "Mighty" and enters the Chinese 2015

Standard Foods establishes Standard Foods (Xiamen) Co., Ltd. in Xiamen, southern China. 2022

Standard Foods establishes a functional beverage brand, entering the health functional drink market.

2023

Establishes Quaker "ComInJia," entering the scientific research and health supplement field.

2024

Standard Foods strategically invests in "H2U," Taiwan's largest digital health company, collaborating to provide health and wellness services to the public.

International Business Overseas Promotion

With the accelerating global trend of an aging population, healthy eating has become key to sustaining quality of life. Standard Foods deeply understands that each age group has different nutritional needs and is committed to developing healthy foods suitable for various demographics, helping them maintain vitality and health. We not only provide nutritionally balanced and easily digestible products but also promote these solutions to international markets, fostering healthier lifestyles globally.

The International Business Center is actively expanding into the Southeast Asian and North American markets in regards to overseas promotion. We've observed a growing demand for health and wellness products among local consumers in Southeast Asia, while the North American market, in addition to focusing on natural diets, is increasingly embracing herbal Chinese medicine. To introduce Taiwan's simply-formulated nutritional and health products to the international market, we are initially using Asian supermarkets and Taiwanese specialty food exhibitions as our primary promotional channels, gradually opening up overseas markets to raise consumer awareness.

In Southeast Asia, we entered the Philippine market with our NurturEssence brand products, combining Taiwanese herbal health wisdom with modern nutritional science to offer local consumers natural, safe, and effective health supplement options. By showcasing our products at various Taiwanese specialty food exhibitions in Greenhills Mall, a bustling department store in Manila, we hope to gradually enter Filipino households and become a part of their daily health regimen.

Simultaneously, we are also actively expanding into the Canadian market through collaboration with a well-known local Asian supermarket, Kuo Hua Supermarket, allowing more Canadian consumers to access healthy foods from Taiwan. As an important purchasing hub for Chinese and Asian consumers, Kuo Hua Supermarket not only provides an excellent platform to display our products, it also brings us closer to the needs of the local Chinese community, enabling our products to further serve overseas populations.

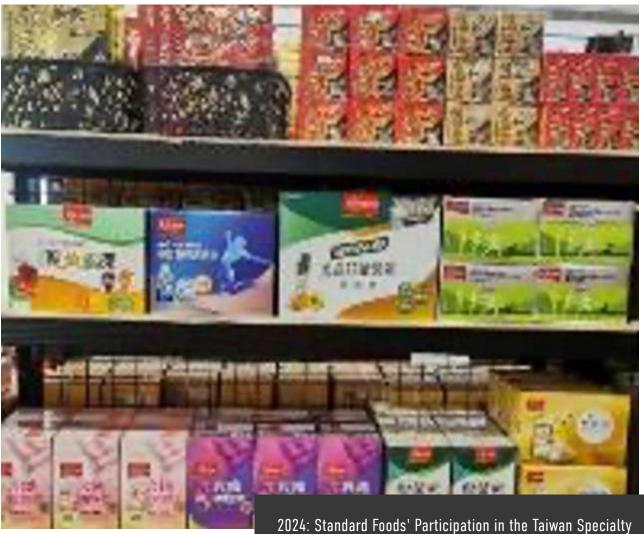
It's worth noting that global demand for grain products is also growing, especially for grain foods that balance health and taste. Our Quaker grain products are favored by consumers worldwide for their diverse flavor options and nutritional value. Through our close cooperation with PepsiCo, various Quaker food products have become key partners they select and promote to overseas markets, not only meeting local consumers' health needs, but also demonstrating the international competitiveness of Taiwanese food.

Furthermore, Standard Foods is deepening its presence in various markets through Taiwanese medical delegations visiting Southeast Asia, promoting academic exchange and exploring local collaboration opportunities. Combining Taiwan's inherent product development capabilities with our commitment to quality and nutrition, we are gradually rooting ourselves in the Southeast Asian market and continuously understanding the health needs of local consumers, laying a solid foundation for future product launches that meet demand.

Moving forward, Standard Foods will continue to enter local markets through international exhibitions and medical channel promotion tours, promoting more health products suitable for overseas populations to the global market, fulfilling our mission of "Healthy, Nutritious, Natural," and step by step making the group's branded health supplements the world's trusted first choice in food.







Food Exhibition at Greenhills Mall, Manila, Philippines

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Innovation, R&D, and Commitments

Through in-depth observations of societal lifestyles and consumer demands while also gaining insights into consumption trends, Standard Foods meticulously researches, develop, and innovatively design a diverse range of nutritional and health products that align with consumer needs. In 2024, Standard Foods invested NT\$87 million in research and development. Our R&D team, grounded in scientific principles and upholding an innovative spirit, conducts various new product developments and clinical trials. We also upgrade and improve existing product formulations and packaging, aiming to provide consumers with more effective and convenient products.

Standard Foods Group responds to international scientific research trends while prioritizing animal welfare. We do not conduct, sponsor, or commission/outsource animal testing that is not explicitly required by regulations. For health food applications, human consumption research is prioritized. Unless explicitly required by law, we do not conduct, sponsor, or commission/outsource animal testing by third-party organizations. If unavoidable, we require animal testing facilities to strictly adhere to the 3R principles (Replacement, Reduction, Refinement). (Text above: excluding nematodes and fruit flies.)

Standard Foods Group responds to global sustainable development trends by accelerating the adoption of eco-friendly green packaging for products. Following the 3R principles (Reduce, Recycle, Reuse), we conduct research on lightweighting of packaging materials, mono-material packaging, and increasing the use of recycled content in secondary packaging materials. Our goal is to develop packaging materials with the minimal ecological impact and the highest recyclability to achieve sustainable packaging objectives.

Food Innovation and R&D Strategy

Standard Foods Group utilizes "innovation and research & development" as its core driving force, dedicated to enhancing the nutritional value of food to meet modern consumers' diverse demands for health and convenience. The R&D team actively invests in product upgrades and the application of new technologies, combining scientific validation with market insights to develop diversified product strategies. In 2024, we focused on five major innovation directions: "Daily Nutritional Fortification and Supplementation," to meet basic health needs; "Functional Foods and Functional Health Products," to provide specialized nutritional support; "Quick Cooking for Slow Enjoyment," balancing efficiency with quality of life; "Stress Relief and Healing," promoting relaxation through diet; and "Targeted Group Nutrition," tailoring exclusive solutions for specific demographics such as the elderly and children. This year, the R&D team successfully launched over 60 new products across multiple categories, including nutritional supplements, grain foods, health products, ready-to-eat meals, and cooking oils, offering consumers richer choices.

Daily Nutritional Fortification and Supplementation

- Quaker Family Milk Powder: Packed with 30 essential nutrients to provide complete daily nutrition (Product Upgrade).
- Quaker Oat Ya Unsweetened High-Fiber Oat Milk: No added sugar or lactose, offering high fiber and plant-based nutrition, suitable for vegan consumers (Product Upgrade).
- Quaker So Right Granola: Packed with over 50% oats and freeze-dried yogurt cubes for added fiber and probiotics (Product Upgrade).
- Quaker Protein Cocoa Granola: A delicious and nutritious breakfast cereal rich in protein and fiber, with added nuts and dried fruits (New Product).
- High Protein Oat Milk: Rich in dietary fiber and protein, beneficial for maintaining muscle and intestinal health (New Product).
- Multi-Grain High Fiber Rice: More than 50% oats packed with 8 types of grains and seeds. Offering convenience with no washing and soaking required. (New product)
- Quaker Energy-Boosting Ginseng Honey Drink: Utilizes a double-ginseng formula to invigorate the spirit and replenish energy, suitable for the demands of modern busy life; Quaker Beauty Collagen Berry Drink: Contains peptide-grade collagen and berry essence, making one's skin plump, hydrated, and irresistibly luminous. (New Product).
- Fresh Delight Premium Cheese: Provides high calcium nutrition, with no added flavors or preservatives, addressing the issue of insufficient calcium intake among the public (New Product).
- Fresh Delight Chia Seed Oat Fermented Milk Series: Combines probiotics with chia seeds and oats to create a more comprehensive health experience (New Product).







Functional Foods and Functional **Health Products**

- ComInJia Lutein Capsules: Upgraded with high-dose lutein, and added hyaluronic acid and anthocyanins, beneficial for improving dry eye issues and maintaining vision health (Product Upgrade).
- NurturEssence Glucosamine Concentrate Drink: Designed for exercise and joint health, enhances joint lubrication and anti-inflammatory functions, strengthening joint health (Product Upgrade).
- Quaker Premium Boiled Essence of Chicken: Slow-simmered to extract the deep essence of chicken, enhancing physical strength and nourishing body and mind (New Product).
- NurturEssence Lutein All-in-One Drink: Designed for individuals who use various electronic products for extended periods, provides high-dose lutein to help protect eyes (New Product).
- ComInJia Premium Fish Oil Capsules: Uses high-purity fish oil with sustainable marine certification, supporting cardiovascular health (New Product).
- Super Protein Nutritional Milk and Vitality B Apple Milk: Suitable for active individuals and those with healthy diets (New Product).









Quick Cooking for Slow **Enjoyment**

- Great Day "Drip Essence Cuisine" Ready to Eat Series: Add premium black-feathered chicken essence for a rich, flavorful cuisine. Only the good stuff—nothing unnecessary, no preservatives, no MSG, no artificial flavors, design for modern life style family and individuals. (Series upgrade)
- Great Day "Chinese Cuisine": Introduce chili beef stew and raised pork knuckle with rich flavor and tender food texture. Just heat in hot water and enjoy!
- Premium Avocado Oil / Rice Bran Oil: Provide 100% pure oil with healthy unsaturated fat and nutritions. Suitable for high-temperature cooking for various cooking needs.











Healing & Stress Relief

Fresh Delight Q Fruit Yogurt Series: Enhanced with more konjac pearls and nata de coco, paired with a refreshing dual-fruit blend to deliver a new product offering a delightfully layered chewing experience





Nutrition for Targeted Groups

- Quaker Complete Formula for Diabetics: Upgraded to a sugar-free, low-GI formula that effectively reduces the risk of blood sugar fluctuations and increases chromium content to aid carbohydrate metabolism, offering a healthier nutritional choice for diabetic patients (Product Upgrade).
- Complete Nutrient EPA Formula for Cancer Patients: Helps improve the tolerance of cancer patients to chemotherapy and radiation therapy, improves appetite, and reduces the risk of malnutrition (New Product).
- Complete Nutrient High Protein Series: Designed for the elderly population, provides high-quality protein to address sarcopenia and insufficient protein intake, helping maintain and enhance muscle mass and boost immunity (New Product).
- ProNutro Series Milk Powder: Specifically designed for toddlers aged 1-4, with added HMO 2'-FL, MFGM, and lactoferrin, beneficial for supporting immunity and brain development (New Product).
- High Grow Series: Designed for the dietary needs of Taiwanese children, provides 42 key nutrients, including Vitamins A, D, K2, and calcium, offering comprehensive nutritional support for children's growth (New Product).











2024 STANDARD FOODS GROUP | Sustainability Report

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5 Environmental Sustainability

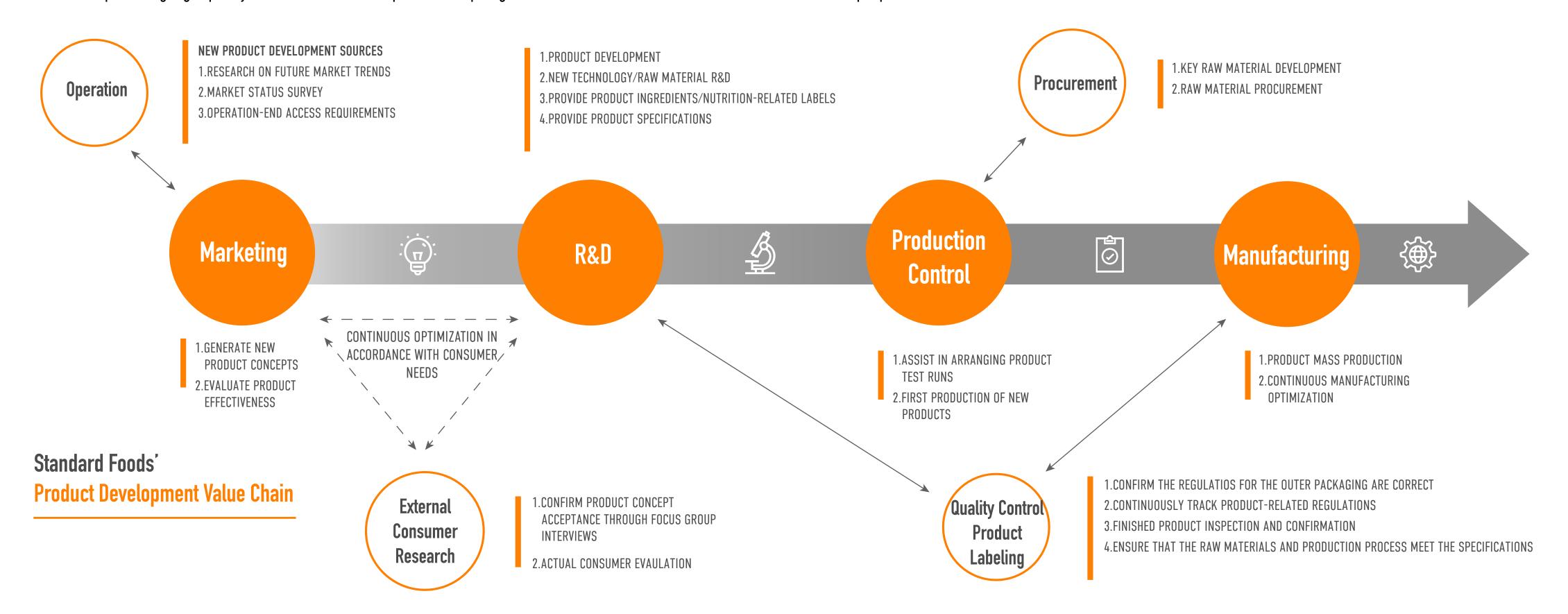
6 Healthy Workplace

7 Social Co-Prosperity

Appendix

Top R&D Team

Standard Foods' R&D team comprises professional researchers from the fields of food science, nutrition, chemistry, and engineering. Following rigorous product development and production processes, they continuously dedicate themselves to innovation, producing high-quality nutritional and health products, aspiring to meet the nutritional and health needs of even more people.



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The R&D team upholds professionalism and an unwavering passion for progress. They collaborate with research units at universities, colleges, and teaching hospitals to conduct various safety, clinical, and efficacy tests. These efforts are scientifically substantiated, leading to the approval and certification of health foods by the Ministry of Health and Welfare. Currently, Standard Foods is the food company with the highest number of health food certifications in Taiwan. Obtaining each health certification takes an average of more than 2-3 years, and every claimed health benefit must undergo multiple rigorous experiments. The quality and quantity of the final experimental results must meet stringent standards to become a trustworthy "National Health Food."

Of the 13 health food benefits announced by the Ministry of Health and Welfare, Standard Foods' R&D has achieved certification for 10. As of 2024, a cumulative total of 34 products have obtained 44 health food certification labels. Each research achievement concretely demonstrates Standard Foods Group's commitment to the health and well-being of the Taiwanese people.



🖔 R&D Team Achievements 🎉

- ★ The food company with the most health food certifications in Taiwan.
- ★ Launched the first blended edible oil designed according to the nutritional needs of Taiwanese people.
- ★ First company to apply DHA in infant food.
- ★ First company to introduce functional health milk powder.
- ★ Obtained a global patent and launched infant cereal manufactured using hydrolysis enzyme technology, effectively reducing allergens.
- First company to produce hydrolyzed milk powder in Taiwan.
- ★ Launched Quaker Complete Nutritional Formula, the top-selling product for diabetics.
- ndering cholesterol.
- ★ Obtained a global patent for equipment and methods to reduce oil color, improving the quality of oil production.
- Obtained a global patent for beverage bottle parts, expanding product packaging styles.
- Dobtained a global patent for a spray roller system and a method for fixing solid particles to dry flakes, leading to the launch of chia seed cereal.
- ◆ Obtained a Taiwan patent for a bag-making device and edible powder filling machine, improving sealing integrity and enhancing packaging efficiency.

Honors and Recognition





Superior Taste Award

Received Twenty-Two Certifications / Seven Three-Star Certifications /
Four Two-Star Certifications / Eleven One-Star Certifications



Monde Selection

Received Thirteen Medals
(Nine Gold Medals / Four Silver Medals)



Taiwan Stock Exchange

11th Corporate
Governance Evaluation

"Corporate Governance Evaluation" Top 6%~20% Companies



Information Security Management Systems





Tse-Yue International — Clean Label

Six Dual Clean Labels

Two Clean Labels





China Grain Products R&D Institute

Eight Clean Labels
One 100% No-Additives Label



Anti Additive Clean Label

Three 100% Certification Labels
Two One-Star Certification Labels





Nine Products Certified





The 21th Annual Global Views ESG Corporate Sustainability Award

Outstanding Program: Public Welfare Promotion Category – Model Award
Outstanding Program: Elderly-Friendly Category – Model Award



The 2nd Linking Corporate
Humanities Awards

Outstanding Award



2024 Asia-Pacific Sustainability
Award Announced

SDG3 GOOD HEALTH AND WELL-BEING Corp.Silver





Event Marketing Awards 2025

Best Health & Wellness Event Silver/BRONZE

For complete information, please refer to the Appendix: Awards and Certifications Register.

Chapter

Sustainable Management









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Sustainable Development Strategy (GRI 2-22 Statement on Sustainable Development Strategy)

Standard Foods Group's vision is to enable everyone to enjoy "A Lifetime of Well-Being." Upholding its corporate mission to be "Every Family's Nutritional and Health Partner," and integrating the four core values of diligence, compassion, innovation, and family, the Group is committed to sustainable operations. In promoting corporate sustainability, Standard Foods actively aligns with the United Nations' 17 Sustainable Development Goals (SDGs) as its ESG development guidelines, focusing on six major sustainability dimensions: Corporate Governance, Food Safety, Sustainable Supply Chain, Environmental Sustainability, Healthy Workplace, and Social Co-prosperity. These efforts involve implementing innovative actions and responding to issues of concern to stakeholders.







Combining a robust governance framework with intellectual property management to drive innovation, realizing dual value in economics and sustainability.

Corporate Governance

Sustainable **Supply Chain**

Collaborating with suppliers to build a transparent, responsible, and resilient supply system.









Upholding food safety and quality management, and continuously innovating through research and development.

Food Safety

A Lifetime of Well-Being

Vision

(Mission)

Every Family's Nutrition and Health Partner

Healthy Workplace

The company prioritizes employees, promoting health, comprehensive welfare, and diverse growth opportunities to co-create a healthy workplace.









Implementing environmental protection actions and energy-saving/carbon reduction policies, dedicated to a sustainable green circular economy.

Environmenta Sustainability

Social Co-prosperity

Caring for society through its core business of healthy foods, committed to promoting "nutrition and health education" and fostering character development.







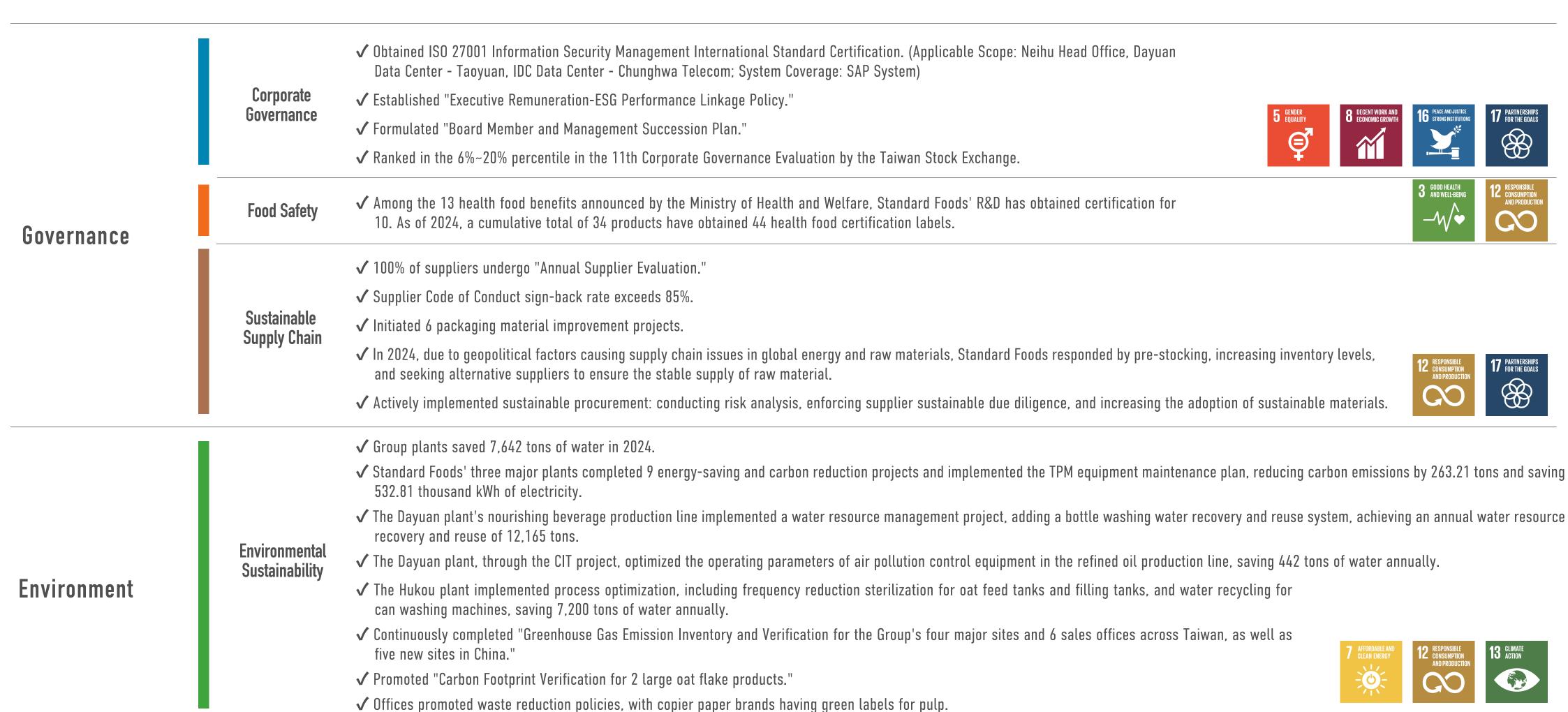




Appendix

Sustainable Performance

SDGs x ESG Action Performance



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✓ Hired physically and mentally challenged individuals in accordance with government regulations, accounting for 0.69% of total employees.

✓ Standard Foods Group provides employees with 2 days of volunteer leave annually.

Healthy Workplace

- ✓ Total annual training hours reached 30,913 hours, with Standard Foods e-Academy online courses accounting for 8,506 hours, ensuring unrestricted learning and continuous talent development.
- ✓ Regularly held annual employee health examinations.
- ✓ Established a health consultation room (infirmary) and provides on-site/resident (full-time) medical and nursing personnel, offering regular monthly health consultation services.





Social

✓ GROW WITH LOVE: Donated nutritional education boxes, caring for 5,179 person-times of disadvantaged children in rural areas. In promoting nutrition education, this included distributing 17,653 nutritional teaching aids to help students learn about nutrition; holding one two-day, one-night nutrition education camp for 26 rural schoolchildren to empower them with five aspects of education (moral, intellectual, physical, social, and aesthetic); organizing a lesson plan competition, collecting 44 nutrition lesson plans; and holding 2 workshops for after-school teachers to train nutrition education seed teachers. The project reached a total of 18,139 person-times in child nutrition education.

Social Co-prosperity

- ✓ LIVE FOR GOOD: Donated nutrition supplement boxes, caring for 7,511 person-times of marginalized elderly individuals. In promoting nutrition education, this included producing and distributing 20,000 nutritional teaching aids; holding 20 nutrition workshops with 590 participants; and compiling 2,000 cyclic menus. The project reached a total of 22,590 person-times in elderly nutrition care and education. Volunteer service hours accumulated on the NGO volunteer recruitment platform reached 5,779.5 hours.
- ✓ Standard Foods employees organized/participated in 6 social care activities, totaling 104 person-times and accumulating 437.5 service hours. Also organized 1 Christmas care event with 40 employees participating.









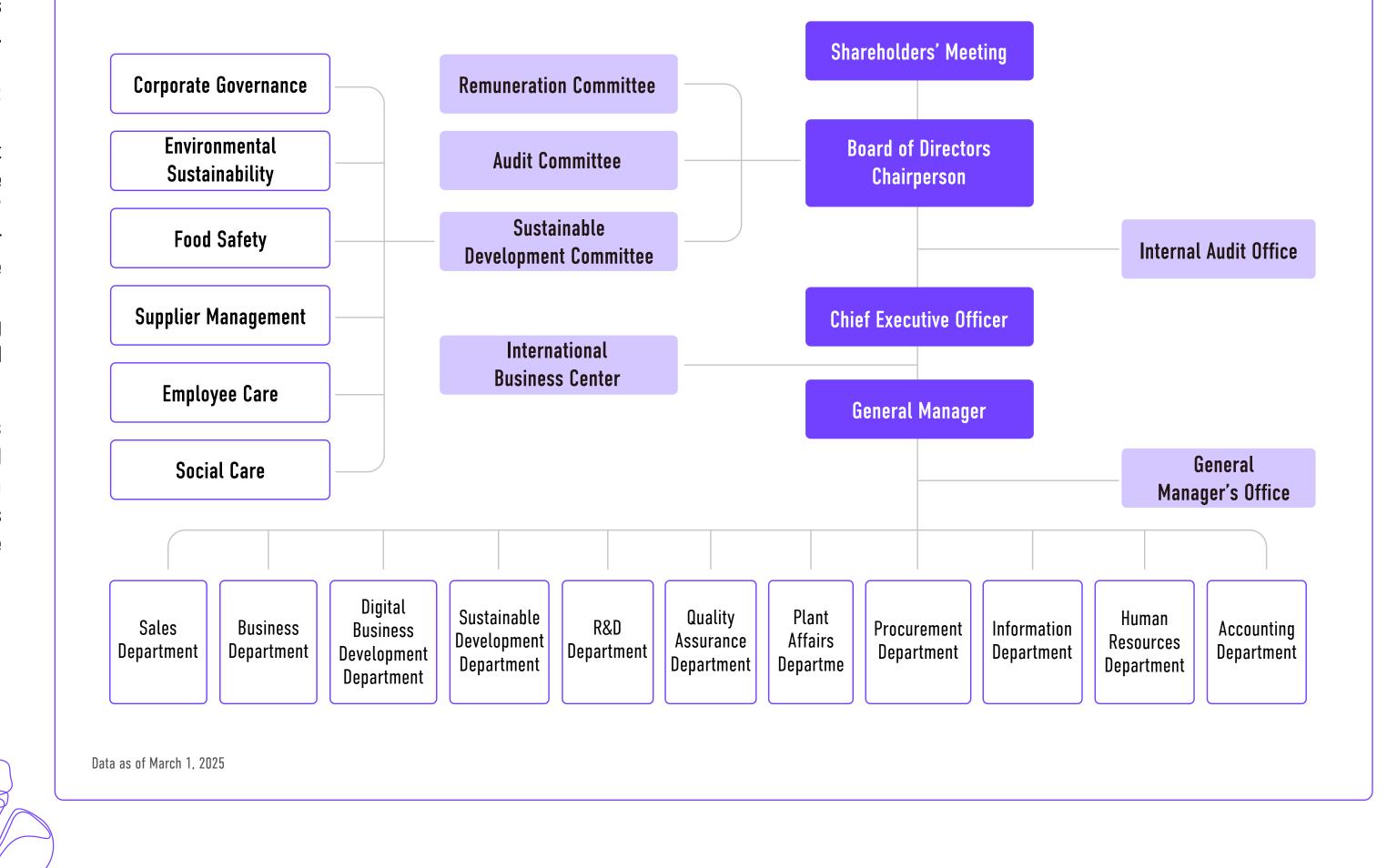


Standard Foods Sustainable Development Committee and Organizati onal Structure

Sustainable Management Framework

To strengthen the execution and management effectiveness of corporate sustainable development goals, Standard Foods Group's Board of Directors resolved on May of 2023 to establish a Sustainable Development Committee. This committee functions as a functional committee under the Board of Directors, comprising 3 appointed directors, two of whom are independent directors. Under its functional responsibilities, it is divided into six promotion sub-groups: "Environmental Sustainability Team," "Employee Care Team," "Social Care Team," "Corporate Governance Team," "Food Safety Team," and "Supplier Management Team." The head of each team is led by a senior executive from the respective department, overseeing the implementation effectiveness of Standard Foods' sustainable actions. Performance is regularly reported to the General Manager quarterly and disclosed to stakeholders and shareholders annually. The committee operates in accordance with the "Practical Principles for Sustainable Development" as guiding principles for promoting corporate sustainable operations, ensuring that the concept of sustainability is integrated into corporate governance and operational strategies.

The Sustainable Development Committee holds at least two meetings annually, with four meetings held in 2024. Sustainable development plans and implementation results are reported to the Board of Directors irregularly each year. A senior executive from the Sustainable Development Department serves as the secretary, ensuring horizontal organizational communication and tracking the achievement of sustainable goals.



Sustainable Policy Commitments

(GRI 2-23 Policy Commitments, International Recognition of Human Rights Covered by Commitments; Categories of Stakeholders, Including Vulnerable Groups, on Which the Organization's Commitments Focus)

Our company is committed to achieving sustainable development and continuously demonstrates its concern for economic governance, human rights and culture, and environmental conservation in line with ESG development. We formulate relevant guidelines and policies aligned with a co-prosperous vision of sustainability, based on the following initiatives, and publicly commit to ensuring all operational processes comply with responsible business practices:

Initiatives Followed

- United Nations Guiding Principles (UNGPs) on Business and Human Rights;
- Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies;
- Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies;
- Corporate Social Responsibility Best-Practice Principles for TWSE or TPEx Listed Companies;
- Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies;
- Ethics Regulations for Procurement Personnel

Company Guidelines and Policies

- Sustainable Development Committee Organizational Charter
- Executive Remuneration-ESG Performance Linkage Policy
- Sustainability Practice Guidelines
- Guidelines for Corporate Governance Practices
- Guidelines for Business Integrity
- Guidelines for Integrous Business Procedures and Behaviors

- Guidelines for Ethical Conduct
- Risk Management Policies and Procedures
- Supplier Management Policies



The above guidelines/policies are reviewed and approved by the Board of Directors, then announced and implemented by the stock affairs unit, applicable to the entire group, and communicated with internal and external stakeholders via email, relevant meetings, official website or intranet, and contractual clauses.

Furthermore, our guidelines/policies also commit to relevant due diligence and precautionary principles, especially regarding human rights. We adhere to human rights initiatives such as the United Nations (UN) "Guiding Principles on Business and Human Rights," emphasizing respect for human rights both internally and externally while focusing on economic performance development.

In implementing sustainable policy commitments, to reasonably integrate them into the company's internal control system, we formulate relevant content into internal documents such as supplier guidelines or internal audit management procedures, integrating them into the company's operational policies and procedures. The Sustainable Development Committee serves as the highest level for supervising and implementing this policy commitment, with regular audits conducted by the audit department.

International Initiatives Supported by Standard Foods

(GRI 2-28 Membership in Associations)

ESG	 1.United Nations 17 Sustainable Development Goals (SDGs): Advocates for integrating sustainability indicators across social, economic, and environmental dimensions, working globally towards sustainability. 2.United Nations Global Compact: Promotes organizational development and sustainable governance focusing on human rights, labor, environment, and anti-corruption.
Environmental	 1.Task Force on Climate-related Financial Disclosures (TCFD): Helps investors and decision-makers understand an organization's climate-related risks, opportunities, and financial impacts, enabling organizations to overcome transition challenges. 2.Participation in Carbon Disclosure Project (CDP): Effectively assists companies in measuring and improving their carbon management system.
Social	 International Labour Organization (ILO): Continuously improves working and living conditions for employees and protects their rightful entitlements. The spirit of human rights protection and fundamental principles enshrined in international human rights conventions such as the "Universal Declaration of Human Rights," "United Nations Global Compact," and "International Labour Conventions."
Governance	 United Nations Convention against Corruption (UNCAC): Builds a sound governance system for prevention and zero corruption. The Principles for Responsible Investment (PRI): Helps investors clearly obtain ESG information and integrate it into investment considerations. Participation in "The Sustainability Insight System (THESIS)" organized by the global non-profit organization "The Sustainability Consortium (TSC)."

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Association Memberships (GRI 2-28 Membership in Associations)

Associations and Advocacy Organizations with Significant Participation

ltem	Organization Name	Strategic Significance	Role/Job Position
1	Taiwan Food Industry Foundation	Integrates the strengths of the food industry supply chain, including manufacturing, raw material supply, distribution, and catering, to jointly promote the sound development of food safety, hygiene, and operational management in Taiwan.	Managing Director
2	Food Industry Research and Development Institute	Researches and develops science and technology related to food and biological industries, driving industrial development.	Supervisor Director
3	Taiwan Regional Association of Dairy Processors	Promotes the enhancement of Taiwan's dairy industry, aligning with government efforts to develop dairy farming and strengthen the rural economy.	Director
4	Taiwan Quality Food Association (TQF)	Unites food manufacturers, raw material suppliers, retailers, consumer groups, and academics to elevate food safety and quality, ensuring consumer rights and fostering a healthy food industry.	Director
5	Dairy Association of Taiwan	Composed of dairy farmers/dairy processing plants/experts, the association cooperates with government policies and industry needs to promote the development of Taiwan's dairy industry.	Executive Director
6	National Animal Industry Dairy Price Evaluation Association	Holds regular meetings to review milk prices. Manufacturers and farmers review basic milk price fluctuations through this platform and decide whether adjustments are needed.	Committee Member
7	Zhongli Industrial Zone Manufacturers Association	The association promotes common affairs and welfare measures within the district, encourages exchanges and unity in the area, striving for the development of the district.	Director
8	ILSI Taiwan	Combining resources from industry, government, and academia to conduct research on nutrition, food safety, toxicology, risk assessment, and environmental issues; Promotion of accurate scientific information and coordination of international efforts to enhance public nutrition and health, as well as to ensure food and environmental safety.	Supervisor
9	Health Food Society of Taiwan	Works with experts and scholars from various fields to conduct basic and applied research on the safety toxicology and health effects of health foods, promoting the development of high-quality health foods and their functional research.	Member
10	Taiwan Functional Food Industry Association	Plans the promotion of the health food and nutrition industry. Coordinates industry relations, enhances common welfare, and promotes economic development.	Director
11	Taiwan Association for Food Science and Technology	Facilitate exchanges of academic research on food, technological development, and operational management experiences with internal and external food professionals and members.	Member
12	Taiwan Association for Food Protection	Staying abreast of the latest information on food safety, advanced food safety-related scientific technologies, and enhances the standards for food manufacturing and supply methods applicable to international food safety and effective food safety prevention measures, safeguarding food safety for the public and assisting in understanding international food industry regulations.	Member

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ltem	Organization Name	Strategic Significance	Role/Job Position
13	Importers and Exporters Association of Taipei	Maintain a solid grasp on the market industry trends, obtains business information, builds industry consensus, serves as a bridge between the government and trade operators, offers policy recommendations, fights for members' rights, and actively assists operators in exploring global market opportunities.	Member
14	Taiwan Vegetable Oil Manufacturers Association	Coordinates industry relations, enhances common interests, plans industrial improvement and promotion, and facilitates economic development.	Director
15	Taiwan Health Care Association (Central Office)	Promotes the healthy upgrade and development of Taiwan's health industry; bringing together the strength of Taiwanese businesses to jointly promote the healthy development of the health industry across the strait while also fostering international cooperation.	Member
16	Taiwan Occupational Safety and Health Management System (TOSHMS) Association, Northern Taiwan Branch	Enhances the safety/health technology and management experience of personnel relevant to the enterprise so as to to implement safety and health management work within enterprises.	Member
17	Taoyuan City Industrial Association	Coordinates relations among various industries in Taoyuan City, enhances common industrial interests, plans industrial improvement and promotion, as well as facilitates economic development.	Member
18	Taiwan Association for Traditional and Complementary Medicine	Promotes academic research and development and continuing education for talent cultivation in traditional and alternative medicine, balancing the academic and industrial development of traditional Chinese medicine in Taiwan.	Member
19	Taiwan Society of Regulatory Affairs for Medical Products	Engages in pharmaceutical policy and regulatory research, builds a platform for exchange on regulatory management of pharmaceutical and health-related products, achieving international alignment and enhancing innovation value.	Member
20	Agricultural Chemical Society of Taiwan	Enhances the contribution of agricultural chemistry in Taiwan and promotes academic research.	Member
21	Confectionery, Biscuit, and Floury Food Industry Association	Strengthens cooperation, exchange, and contact among peers to create business opportunities.	Member
22	Taiwan Canners Association	Coordinates industry relations, enhances common interests, plans the improvement and promotion of the canned food industry, facilitates economic development, and provides relevant regulations.	Tier-1 Member
23	Taiwan Beverage Industries Association	Coordinates industry relations, enhances common interests, plans the improvement and promotion of the beverage industry, facilitates economic development, and provides relevant regulations.	Class-A Member
24	Taiwan Food Industry Development Association	Enhances understanding of food regulations; the association also serves as a channel for one to ask questions, voice opinions/suggestions, or to attain clarification on any issues.	Level-A Member
25	National Food Standards Technical Committee	Participates in the formulation and revision of national food standards.	Technical Committee Member
26	Institute of Food Research and Entrepreneur for Safety and Health in Taiwan (iFRESH Taiwan)	Strengthens cooperative relationships, exchange, and contact among peers to foster the future growth of the food industry.	Technical Committee Member

Stakeholder Engagement and Materiality Assessment (GRI 3-1 Process for Determining Material Topics a.)

Standard Foods primarily refers to the sustainability issues listed in the GRI Standards and SASB Standards, and in accordance with the AA1000 AccountAbility Principle (2018), identifies material topics through four principles: inclusivity, materiality, responsiveness, and impact. These topics are then prioritized according to the requirements of the GRI Universal Standards 2021, and the impacts, management strategies, and practical conditions of each material topic are disclosed. The results also serve to calibrate Standard Foods' sustainable development goals and strategies, enhancing the effectiveness of external communication.

Sustainable Issue Collection

Collect sustainable issues highly relevant to Standard Foods' operations based on national policy trends and various international standards, evaluations, and initiatives.

Stakeholder Engagement

- Identified a total of 6 key stakeholders.
- Collected issues of concern to stakeholders and focused on 18 key issues.

Assessment of Operational Impact

Invited stakeholders to conduct a materiality assessment, and conducting an impact assessment with members of the sustainability report working group. Analyzed and ranked the results of both questionnaires.

Identification of Material Topics

- Conducted cross-analysis of the results obtained from the stakeholder concern and impact assessment questionnaires.
- Evaluated and discussed during the Sustainable Development Committee meeting.
- A total of 7 material topics were identified in 2024.

Verification of Material Topics

- Standard Foods and external consultants jointly reviewed and verified the appropriateness of relevant procedures and standards.
- Confirmed the completeness, inclusivity. and macro perspective of the material topics.

Establishment of Material Topics

• All 7 material topics were established after being reported to and approved by the Board of Directors via the Sustainable Development Department.

Stakeholder Engagement (GRI 2-29) (GRI 3-1)

Based on the characteristics of our operational activities and industry attributes, and by referencing the five principles of the AA1000 Stakeholder Engagement Standard (SES) 2015 Edition, we evaluated stakeholders' dependency, responsibility, concern, influence, and diverse perspectives in relation to the company. This identified six key stakeholders: (1) Employees, (2) Shareholders/Investors, (3) Consumers, (4) Customers, (5) Suppliers, and (6) Charitable Organizations.

To fully understand the issues of concern to stakeholders and their actual or potential impacts, and to determine the degree of these impacts, our company actively communicates with various stakeholders through diverse, two-way, and continuous channels in daily practice. We simultaneously collect and respond to their concerns.

Additionally, referencing issues from national policy trends and various international standards (SASB Industry Standards, TCFD) and initiatives (SDGs), we focused on 18 sustainability issues highly relevant to our company, covering economic, environmental, and social aspects. We designed and conducted surveys using the "Stakeholder Questionnaire" and "Sustainability Issue Impact Questionnaire." The analysis results were reported to the Sustainable Development Committee, which then discussed them based on the company's development strategy, industry status, value chain practices, and expert recommendations. The impact level of these concerns on the economy, environment, people, and human rights was individually confirmed, and the annual material topics were identified and prioritized. Subsequently, these were submitted to the Board of Directors for review and approval, serving as the main axis of information disclosure for this report, enabling stakeholders to conduct effective evaluations and decision-making.

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Standard Foods' Stakeholder Engagement Overview

Employee

Significance to Standard Foods (Importance)

Employees are the foundation of Standard Foods' operations and development.

Communication Methods and Frequency

- Annual Performance Reviews & Communication [Annually]
- Labor-Management Meetings [Quarterly]
- Union Negotiation Meetings [Quarterly]
- Plant Manager's Mailbox at plants [Real-time]
- Employee Grievance (Whistleblower) Hotline & Mailbox [Real-time] (including sexual harassment prevention, integrity management and conduct, workplace misconduct, workplace safety, labor conditions, etc.)
- General Manager's Office Mailbox [Real-time]

Introduction

- Corporate Sustainability Report [Annually]
- Internal Communication Meetings [Irregular]
- Course Feedback Surveys [Real-time]
- Meeting with General Manager [Annually]
- Meeting with Plant Manager [Annually]

1 Sustainable Management

Issue of Concern

- Food Safety & Nutritional Health
- Employee Rights & Equal Opportunity

- Talent Development & Recruitment
- Occupational Health & Safety
- Social Welfare

2024 Communication Performance

- A total of 18 negotiation events were completed in 2024, including 2 related to workplace health and safety measures, 11 related to management, and 5 related to labor-management communication mechanisms.
- Feedback surveys were distributed after each course to collect opinions for future training direction or improvements.
- In 2024, 1 "Meeting with General Manager" and 2 "Meetings with Plant Manager" were held, providing employees direct communication opportunities with the General Manager or plant managers.

Shareholders/Investors

Significance to Standard Foods (Importance)

Investor capital injection supports Standard Foods' operations and sustainable development.

Communication Methods and Frequency

- Shareholder Meetings [Annually]
- Investor Conferences [Annually]
- Institutional Investor Interviews [Irregular]
- Operational Performance Announcements [Regular]
- Annual Reports / Sustainability Reports [Regular]
- Investor Relations Contact (Phone & Email) [Permanent]

- Spokesperson & Acting Spokesperson Mailbox [Permanent]
- Company Official Website Information Disclosure & Updates [Permanent]
- Public Information Disclosure & Reporting System (MOPS) Information Disclosure & Reporting [Permanent]

Issue of Concern

Operational Performance

Innovation & R&D

Food Safety & Nutritional Health

- Integrity Management
- Sustainable Supply Chain
- Climate Change Response

Investor Rights

2024 Communication Performance

- Annual General Shareholders' Meetina.
- One investor conference.
- Operational performance regularly disclosed as required, available for investors.
- Ongoing institutional investor interviews.
- Irregular responses to investor inquiries.
- Company official website updated continuously with transparent and diverse information.

Consumers

Significance to Standard Foods (Importance)

Consumers are the primary users of Standard Foods' products.

Communication Methods and Frequency

- 0800 Customer Service Hotline/Customer Service Email [Real-time]
- Consumer Focus Group Meetings [Irregular]
- Company Website/Social Media Platforms/Brand Marketing Websites [Irregular]
- Sustainability Report [Annually]



Issue of Concern

- Food Safety & Nutritional Health
- Green Packaging Materials
- Product Labeling & Marketing
- Product Lifecycle Management
- Social Welfare

2024 Communication Performance

Completed 57,029 consumer services via 0800 customer calls, LINE for members, and Health GO messages, with a 100% response rate.

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Customers

Significance to Standard Foods (Importance)

Channel customers are the medium for Standard Foods to connect with consumers.

Communication Methods and Frequency

- Customer On-site Audits/Evaluations [Annually]
- Dealer Business Conferences [Irregular]
- Commercial Procurement Meetings [Quarterly]

Issue of Concern

- Product Labeling & Marketing
- Food Safety & Nutritional Health
- Innovation & R&D
- Water Resource Management
- Packaging Material
- Management
- Climate Change Response

2024 Communication Performance

- Annual dealer business conference held, promoting new product nutrition education and innovation technology sharing, and achieving sales consensus.
- Major customer new product commercial procurement conducted quarterly, 4 times/year.

Suppliers

Significance to Standard Foods (Importance)

Standard Foods and suppliers form a tight-knit sustainable supply chain.

Communication Methods and Frequency

- Phone/Email [Irregular]
- Order Communication [As needed]
- Annual Supplier Audits [Annually]
- Annual Supplier Evaluations [Annually]
- Industry Exchange Meetings [Frequent]
- Meetings/Visits/Daily Communication [Irregular]

Issue of Concern

- Sustainable Supply Chain
- Product Labeling & Marketing

- Packaging Material Management
- Occupational Health & Safety
- Social Welfare
- Food Safety & Nutritional Health

2024 Communication Performance

- 99 suppliers completed audits.
- 316 suppliers completed evaluations: 263 excellent suppliers (85 points or above, approx. 83%); 40 good suppliers (75-84.99 points, approx. 13%); 10 acceptable suppliers (65-74.99 points, approx. 3%); 3 suppliers needing observation (below 64.99 points).

Charitable Organizations

Significance to Standard Foods (Importance)

Standard Foods maintains long-standing partnerships with charitable organizations to care for the nutritional health of the beneficiaries.

Communication Methods and Frequency

- Phone/Email [Irregular]
- In-person visits [Irregular]
- Communication via msessaging apps [Irregular]

Issue of Concern

- Social Welfare
- Integrity Management
- Food Safety & Nutritional Health
- Product Labeling & Marketing
- Employee Rights & Equal Opportunity

2024 Communication Performance

- Responded to the needs of 56 charitable organizations.
- Partnering with charitable organizations to donate goods with a total market value of NT\$40,472,412, totaling 34,000 cases, throughout the year (excluding special project donations).

Materiality Assessment and Prioritization

(GRI 3-1 Process for Determining Material Topics a.)

After completing stakeholder engagement, the process moves into stages of assessing operational impact, and identifying, verifying, and establishing material topics. Standard Foods uses the analysis results from the "Stakeholder Questionnaire" and "Sustainability Issue Impact Questionnaire," along with the Sustainable Development Committee's assessment, to further evaluate the actual/potential positive and negative impacts of each sustainability issue. This identifies and prioritizes seven material topics for disclosure in this report, including two economic, two environmental, and three social topics. These topics are then discussed and reviewed by the Sustainable Development Department and external consultants to ensure the appropriateness of relevant processes and standards, confirming no omissions or deficiencies in the material topics. Finally, they are submitted to the Board of Directors for approval before proceeding with the report preparation.

To ensure effective communication with a wide range of stakeholders through the sustainability report, we have also established a "Stakeholder Section" on our official website, providing a dedicated contact channel for all stakeholders concerned with corporate sustainability: ESG@sfworldwide.com. This allows for smooth and effective interaction for any questions, suggestions, or complaints regarding material topics or other report content.

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Assessment of Operational Impact	Our company invited stakeholders to evaluate their concerns through the "Stakeholder Questionnaire"; through the "Sustainability Issue Impact Questionnaire," we asked members of the sustainability report working group to conduct more detailed and standardized assessments of each issue's severity (scale, scope), likelihood of occurrence, and human rights violation risks.
Identification of Material Topics	After internal evaluation of the results collected from the "Stakeholder Questionnaire" (244 responses) and the "Sustainability Issue Impact Questionnaire" (45 responses), the issues were ranked by their quantitative values, and a materiality threshold was set. This filtered out 2 significant issues. Subsequently, after discussion by the Sustainable Development Committee, 5 new issues were added, resulting in a total of 7 material topics identified in 2024.
Verification of Material Topics	External consultants were engaged to jointly review and verify the appropriateness of the identified material topics and their thresholds, confirming that there were no omissions or deficiencies in the priority reporting topics, thereby ensuring their completeness, inclusivity, and broad perspective, as well as their consistency with the company's sustainable development strategy.
Establishment of Material Topics	The 7 material topics identified by Standard Foods in 2024, after being reported to and approved by the Board of Directors by the Sustainable Development Committee, are fully disclosed in this report, including the impact of each material topic, as well as the company's corresponding policies, commitments, management actions, indicators, and goals.

List of Material Topics (GRI 3-2 List of Material Topics a.)

	Matarial Tania		Val	ue Chain Im	pact		
Category	Material Topic (Aspect)	Significance and Importance to Standard Foods		Standard Foods	Downstream	Corresponding Chapter	
G	Food Safety and Nutritional Health	Ensures products meet quality, regulatory, and sanitation standards through food traceability management, food safety monitoring, and food regulatory response, providing consumers with peace of mind.		*		Chapter 3 Food Safety	
	Sustainable Supply Chain	Raw material procurement and use, customer relations and distributor management, supply chain evaluation and audit, risk assessment.	*	*	*	Chapter 4 Sustainable Supply Chain	
E	Packaging Material Management	Adopts environmentally friendly packaging materials, gradually increasing the use of recyclable and reusable materials, and collaborates with suppliers to develop innovative green packaging materials, committed to reducing the environmental impact throughout the product lifecycle.	*	*	*	Chapter 5 Environmental Sustainability	
	Climate Change Responses	The impact of climate change on company operations includes: climate risks and opportunities, management strategies, and corresponding action plans.	*	*	*	Chapter 5 Environmental Sustainability	
	Occupational Health and Safety	Occupational safety and health training, risk control, employee injury rates, health promotion, etc.		*		Chapter 6 Healthy Workplace	
S	Equal Rights and Equal Opportunity	Protects employee grievance rights, formulates Employee Grievance and Whistleblowing Procedures, establishes trust and workplace fairness, and strengthens organizational culture.		*		Chapter 6 Healthy Workplace	
	Social Welfare	Engagement in social welfare initiatives to demonstrate the company's commitment to fairness, justice, caring for vulnerable groups, as well as education and culture. It also builds a positive image and trust among stakeholders, enhancing social recognition and corporate reputation.		*	*	Chapter 7 Social Co- prosperity	

2024 Material Topic

(GRI 3-2 List of Material Topics b.)

The 2024 material topic survey items continued to reference sustainability issues from GRI and SASB standards. Compared to 2023, "Supply Chain Management" and "Procurement Practices and Management" were consolidated into "Sustainable Supply Chain" this year. Additionally, there were some theme changes, including 3 new additions and 4 deletions. The changes in material topics are detailed below:

2024 Standard Foods Material Topic Changes

2023 Material Topics (Previous Year)	2024 Material Topics (Reporting Year)	Explanation of Change
G Food Safety & Nutritional Health	G Food Safety & Nutritional Health	No change
G Operational Performance	-	Did not meet materiality threshold
G Integrity Management		Did not meet materiality threshold
G Information Security	-	Did not meet materiality threshold
G Supply Chain Management	G Sustainable Supply Chain	G Supply Chain Management and G Procurement Practices & Management were consolidated into Sustainable Supply Chain
	E Packaging Material Management	New addition
E Climate Change Response	E Climate Change Response	No change
S Talent Development & recruitment		Did not meet materiality threshold
S Occupational Health & Safety	S Occupational Health & Safety	No change
	S Employee Rights & Equal Opportunity	New addition
	S Social Welfare	New addition

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2024 Material Topic Management

(GRI 3-3 Management of Material Topics)

Introduction

Order	Material Topic (Corresponding GRI Indicator)	Policy and Commitment	Potential Impacts	Response Actions	Corresponding SDGs
G	Food Safety and Nutritional Health GRI 416-1 GRI 416-2	Building comprehensive, systematic quality control to ensure food quality and safety, pursuing high-quality production standards. Continuously maintaining food safety monitoring systems, food traceability management, and responding to food safety risks and regulations.	Positive Impact: (Actual) Quality control enhances consumer trust and improves control over costs. Negative Impact: (Actual) Responding to food safety risks enhances corporate reputation, but staying up-to-date requires significant human resources.	Became the first company in Taiwan to pass whole grain certification and continues to obtain other certifications, gaining recognition from third-party organizations. Continuously monitors food safety information and regulations to ensure 100% compliance of company products with regulations.	3 GOOD HEALTH AND WELL-BEING AND PRODUCTION AND PRODUCTION
G	Sustainable Supply Chain GRI 308-1 GRI 414-1	Based on the four core principles of the UN Global Compact (human rights, labor, environment, anticorruption), we implement responsible supply chain management. We are committed to requiring raw material suppliers to comply with "Supplier Management Procedures" and contractors to comply with "Contractor Management Regulations" to standardize supply chain management and strengthen corporate sustainable governance. Furthermore, we actively promote sustainable procurement policies, covering environmentally friendly raw materials, food safety, low carbon emissions, and plastic reduction in packaging, ensuring minimal product impact on society and the environment.	 Positive Impacts: (Actual) Strengthens partnerships with suppliers, enhancing supply chain stability and transparency. (Actual) Ensures suppliers and procurement activities comply with environmental and social responsibility standards. (Potential) Enhances corporate brand image, improving ESG performance and investment attractiveness. Negative Impacts: (Actual) Increased raw material and compliance costs. In situations where sustainable raw materials are not widely available, short-term procurement costs may be affected. (Actual) Limited number of suppliers meeting sustainable standards and willing to cooperate, affecting procurement flexibility. 	 Supplier Screening & Evaluation: Introduced an ESG scoring mechanism, incorporating sustainability indicators into supplier selection criteria. Green Procurement Strategy: Prioritizes purchasing environmentally friendly, low-carbon footprint raw materials and products. Diversified Procurement Strategy: Collaborates with local small farmers, organic farms, and social enterprises to promote fair trade and social responsibility. Development of Alternative Suppliers: Actively seeks new suppliers that meet environmental and food safety standards to reduce supply risks and ensure supply stability and sustainable development. 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION COO The state of the goals for the goals f
E	Packaging Material Managemen	Adopts environmentally friendly packaging material, gradually increasing the use of recyclable and reusable materials, and collaborates with suppliers to develop innovative green packaging material, committed to reducing the environmental impact throughout the product lifecycle.	Positive Impacts: 1. (Actual) Reduces environmental pollution and carbon footprint, and increases resource recycling rates through the use of eco-friendly packaging materials (e.g., FSC certified materials). 2. (Actual) Reduces waste and marine pollution. Negative Impact: (Potential) Sustainable packaging material is not yet widespread, and changing packaging materials may have potential impacts on product preservation and food safety.	 Implemented sustainable procurement, prioritizing FSC and other eco-certified packaging materials. Continuously collaborates with R&D and suppliers to explore environmentally friendly materials, and encourages suppliers to innovate in sustainable packaging materials. Continuously advances sustainable packaging material related projects. 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
E	Climate Change Response GRI 201-2	Effectively responds to the impact of climate change on Standard Foods' operations through the Climate-related Financial Disclosures (TCFD) framework, strengthening climate adaptation capabilities to enhance organizational operational resilience.	Positive Impact: (Actual) Group plants implemented energy-saving equipment. New plant planning includes green building and solar power generation facilities. Negative Impact: (Actual)Climate change response regulations impact physical climate change risks, decreased energy efficiency, water resources, and raw material shortages.	 Implemented Group-wide greenhouse gas emission inventory and verification. Maintains appropriate safety stock levels for raw materials (2-3 months for bulk raw materials, 1 month or more for general raw materials). Purchased property damage insurance to mitigate disaster risks. Gradually phased out inefficient air conditioning equipment and implemented water-saving projects for nourishing beverage production lines and water recycling projects at the Hukou plant. 	13 CLIMATE ACTION

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2 Corporate Governance 3 Food Safety 4 Sustainable Supply Chain 5 Environmental Sustainability 6 Healthy Workplace 7 Social Co-Prosperity

Appendix

Orde	Material Topic (Corresponding GRI Indicator)	Policy and Commitment	Potential Impacts	Response Actions	Corresponding SDGs
S	Occupational Health & Safety GRI 403	In accordance with the Occupational Safety and Health Act and related regulations, established an Occupational Safety and Health Management Committee, formulated the "Environmental and Safety & Health Management Manual" and "Occupational Safety and Health Management Measures." This involves planning and implementing a safety and health system across all aspects of the working environment and employee personal safety.	Positive Impact: (Actual) Executing committee norms based on occupational safety and health policies ensures regulatory compliance, strengthens consultation and communication, controls risks, prevents pollution, and promotes continuous improvement. Negative Impact: (Actual) Occupational injuries and diseases cause health hazards and productivity loss to employees.	Continuously conducts occupational hazard risk assessment and improvement using the PDCA (Plan-Do-Check-Act) quality management cycle. Plants have implemented the ISO/CNS 45001 Occupational Safety and Health Management System to effectively implement environmental and safety management, improve environmental and safety & health performance, and establish a dedicated occupational safety and health unit, management personnel, and first aid medical staff in accordance with the occupational safety and health management system, executing this system with a complete framework and plan to comprehensively prevent occupational hazards.	3 GOOD HEALTH SECONOMIC GROWTH
S	Employee Rights & Equal Opportunity 405-1 405-2 406-1	Formulated "Employee Grievance and Whistleblowing Procedures" to ensure employees have clear channels to report unfair treatment, committing to confidential, fair, and non-retaliatory grievance mechanisms.	Positive Impact: (Actual) Enhances employee trust and psychological safety, promotes workplace fairness, diversity, inclusion, and talent retention. Negative Impact: (Potential) Requires continuous optimization of processes and transparency to reduce risks of misunderstanding and trust gaps.	Regularly reviews the operation of the grievance system, provides employees with relevant training; establishes independent grievance channels, and strengthens processing transparency and grievance response mechanisms.	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES INSTITUTIONS INSTITUTIONS
S	Social Welfare 203-1	With nutrition and health as its core, deepens social care actions, enhances internal and external connections with society, and builds Standard Foods Group's sustainable social influence.	Positive Impact: (Actual) Enhances Standard Foods' favorability in social welfare and its image as a nutrition expert. Negative Impact: (Potential) Without a tracking mechanism, it will be difficult to verify investment effectiveness and social return.	Established simple questionnaire surveys to evaluate activity outcomes. Introduced the SROI (Social Return on Investment) model as a long-term charitable activity performance evaluation tool.	2 ZERO HUNGER SSS 4 QUALITY EDUCATION INEQUALITIES TO REDUCED INEQUALITIES

Sustainable Impact and Value Creation

The six capitals invested by Standard Foods, amplified through brand assets and the value chain, generate sustainable social and environmental impact:

1 Sustainable Management

Financial Capital

Effectively manages financial resources to create economic value returns.

Capital Input

Introduction



Utilizes financing channels and internal capital to enhance productivity, innovation R&D, brand and market expansion, ensuring financial stability to support Standard Foods' operations and sustainable development.

2 Corporate Governance

3 Food Safety

Manufacturing Capital

Carefully maintains manufacturing resources of equipment and buildings, providing services that meet customer needs.



2024 Group's three plants' equipment, plant maintenance and repair, new production equipment, etc., CEA expenditure allocation: NT\$180,952 thousand.

Intellectual Capital

Continuously invests in innovative R&D and patents, strengthening the power of knowledge capital.



2024 R&D expenditure: NT\$87 million.

Human Capital

Seeks like-minded talented individuals, refines talent development, and grows together with the company.



Annual talent development total expenditure: NT\$9,507,130.

Social Capital

Engages in social participation, giving back to society and gaining trust.



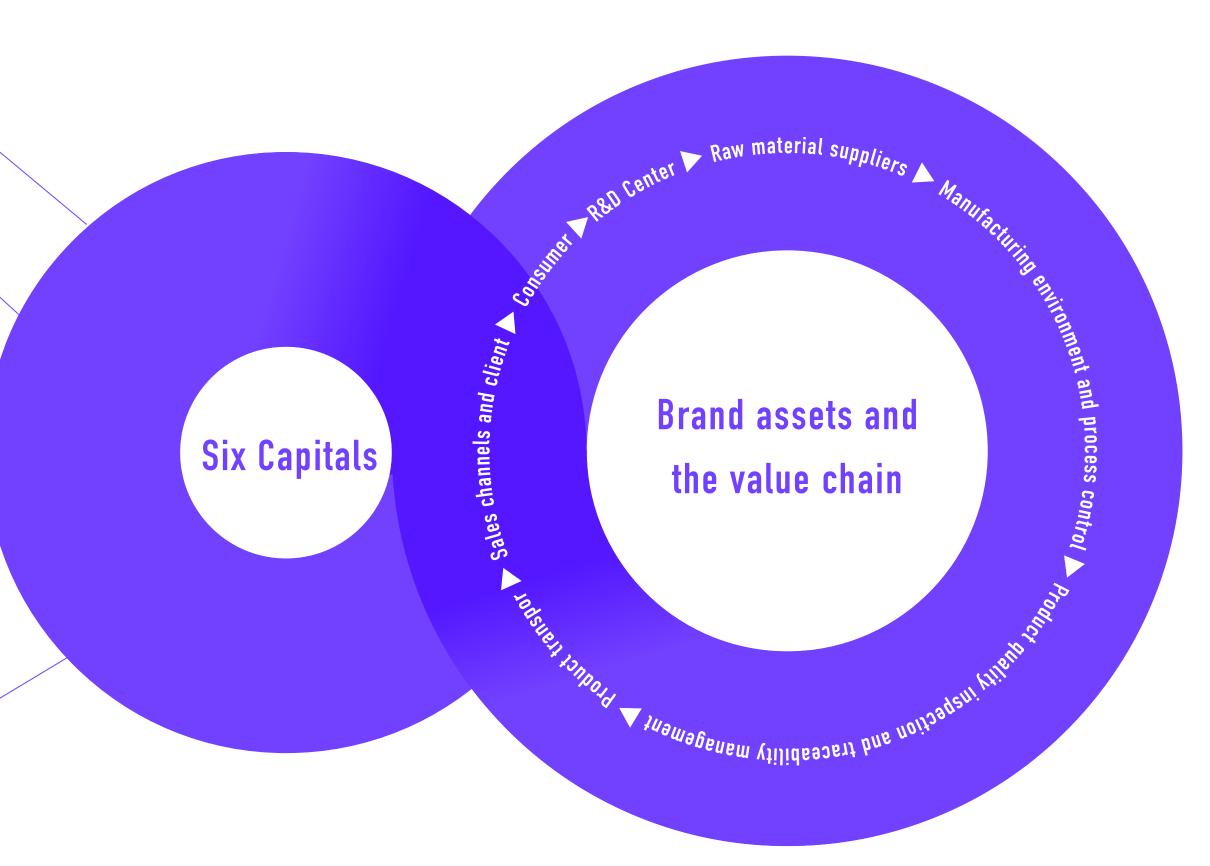
- (1) Aligning with the core commitment to health and nutrition, partnerships with social welfare organizations jointly promoted Standard Foods' two major charitable initiatives: "GROW WITH LOVE" and "LIVE FOR GOOD," with an investment of NT\$28 million.
- (2) Donations were facilitated to 56 social welfare organizations during the year, with a total market value exceeding NT\$40 million (excluding project-specific donations).

Natural Capital

Controls at the source to reduce natural resource consumption and maintain optimal utilization efficiency.



- (1) In 2024, the group's engineering projects incorporated 315 green procurement items, totaling an investment of NT\$68,312 thousand.
- (2) Standard Foods Group's three plants completed 9 energy-saving and carbon reduction projects in 2024 and executed a Total Productive Maintenance (TPM) equipment upkeep plan, with a combined investment of NT\$15,579.1 thousand.



2024 STANDARD FOODS GROUP | Sustainability Report

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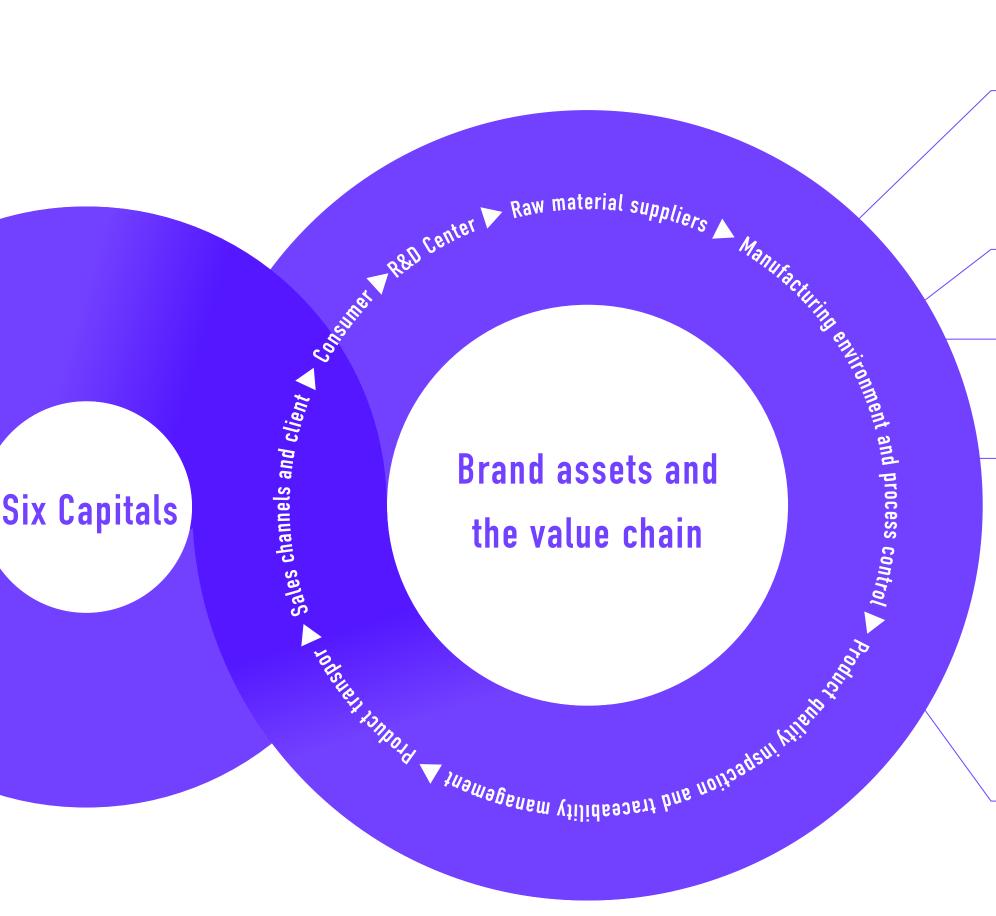
4 Sustainable Supply Chain

5 Environmental Sustainability

6 Healthy Workplace

7 Social Co-Prosperity

Appendix



2024 Performance

Revenue: NT\$13.366 billion Earnings Before Tax: 2.128 billion



Through effective capital management, expands markets, enhances corporate value, and creates long-term competitiveness, while safeguarding shareholder interests and sustainable development.

Manufacturing Capital

Financial Capital

The aforementioned 2024 budget has been executed or is in progress, totaling NT\$125,403 thousand, reaching 70% in phase statistics. Various projects will continue into 2025 until completion. Through manufactured capital investment for production equipment replacement and improvement, ensures optimal product quality and production capacity optimization for main production lines.



Through equipment maintenance, improvement, and replacement, ensures the provision of optimal product quality to consumers, and the plant's best comprehensive production model, precisely controlling costs and quality, creating a win-win for producers and consumers, enhancing competitiveness and consumer trust.



Includes over 60 new products with new forms and flavors/packaging extensions.



With precise nutrition as the core, expands the breadth and depth of new product development to meet diverse consumer needs and the development of domestic and international businesses.



Total employees: 1,451 people

Training person-times: 23,332 person-times

Annual turnover rate: 14.55%



Continuous talent development is the cornerstone of a company's sustainable operation. Through training, organizational effectiveness can be enhanced, stimulating employee innovation and competitiveness, thereby driving the company's continuous progress.

(1) " GROW WITH LOVE" project donated 5,179 boxes of nutritional supplements to disadvantaged children in rural areas. In promoting nutrition education, we organized a 2-day, 1-night nutrition education camp; produced 17,653 nutritional teaching aids; trained 56 nutrition teacher seeds; and generated 44 nutrition lesson plans. The activities reached a total of 18,139 person-times in child nutrition care and education

to marginalized elderly individuals. In promoting nutrition education, it

Placemats, 2,000 cyclic menus, and "Build My Plate" teaching aids. The

activities reached a total of 22,590 person-times in elderly nutrition care and education. Volunteer service hours accumulated on the NGO volunteer

(2) " LIVE FOR GOOD " project donated 7,511 boxes of nutritional supplements held 20 nutrition workshops, produced 20,000 Nutritional Health Education

- (1) "GROW WITH LOVE" provides nutritional material support and promotes nutrition education, helping disadvantaged rural children avoid hunger and gain correct knowledge and concepts about healthy eating.
- (2) " LIVE FOR GOOD " nutrition material supplements can reduce daily expenses for marginalized elderly individuals; it also assists community nutrition promotion centers in obtaining correct nutrition and cooking knowledge, increasing social participation and sense of happiness, helping the elderly age in place at home and in their communities.

Natural Capital

Social Capital

- (1) Starting from engineering and packaging material, purchased energy-saving equipment such as inverters, high-efficiency IE3 motors, LED lighting, air conditioning main units, UPS uninterrupted power supply systems, as well as eco-label, energy-saving label, and water-saving label products.
- (2) Compared to 2023:
 - Saved 532.81 thousand kWh of electricity.

recruitment platform reached 5,779.5 hours.

- Saved 7.642 metric tons of water.
- Reduced carbon emissions by 263.21 tons.



(2) Through the implementation of energy-saving and carbon reduction projects, compared to 2023, the Group's plants can reduce carbon emissions by 263.21 tons and recycle 7,642 metric tons of water annually, protecting the environment and being eco-friendly.

(1) Will continue to evaluate the feasibility of expanding the

promote green initiatives in the future.

proportion of green procurement and set specific goals to



- 17 Economic Impact and Value Creation
- 18 Sustainable Governance Framework
- 20 Integrity Governance and Regulatory Compliance
- 24 Integrated Risk Management
- 30 Information Security Management

Vision and Commitment Suggestion

Our company is dedicated to sustainable development and continuously strives for excellence in economic governance, human rights, social responsibility, and environmental protection, aligning with ESG principles. We formulate policies and guidelines that embody our vision of co-prosperity. We publicly commit to upholding responsible business practices in all our operations, ensuring that our corporate conduct meets ethical and regulatory requirements.

To effectively integrate our sustainability commitments into internal governance, the company has incorporated relevant regulations into its internal control system. These are implemented through supplier guidelines and internal audit management procedures. The Sustainability Task Force, serving as the highest supervisory body, is responsible for promoting and executing related policies. The Audit Department regularly reviews these efforts to ensure their effective implementation.

Our company adheres to the principle of integrity in management, balancing environmental, social, and governance (ESG) development. Under the supervision of the Board of Directors, we continuously optimize governance policies and management processes, ensuring their effective integration into operational management and internal control systems. We firmly believe that sound corporate governance, protection of shareholder rights, and effective communication with stakeholders are fundamental cornerstones for creating long-term value and fostering the company's sustainable operation.

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Corporate Governance

5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 16 STRONGINSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS







Management Mechanisms

- Monthly senior executive meetings
- Quarterly Sustainable Development Committee meetings
- Regular disclosure and reporting of company information
- Convening of Board of Directors and functional committee meetings
- Performance evaluation of the Board of Directors and functional committees
- Regular internal and external audit operations
- Regular supplier audit operations
- Regular information security meetings
- Regular training and education
- Stakeholder communication channels

2024 Performance Highlights

Standard Foods deeply recognizes that a sound corporate governance structure is a crucial indicator for guiding a company towards sustainable operations. We continuously strive for excellence in various aspects of corporate governance.

- In 2024, we obtained ISO 27001 Information Security Management International Standard certification. (Applicable scope: Neihu Head Office, Dayuan Computer Room - Taoyuan, IDC Computer Room - Chunghwa Telecom; system coverage: SAP system)
- Established the "Executive Remuneration-ESG Performance Linkage Policy."
- Formulated the "Board Members and Management Succession Plan," strengthening the company's sustainable development capabilities.
- Ranked in the 6%~20% percentile among listed companies in the 11th Corporate Governance Evaluation.

Short-Term Goals (2025-2027)

- Establish a Nomination Committee to complete the framework of functional committees and enhance the quality of corporate governance.
- Cultivate diversity and professionalism among Board members; ensure at least two female directors on the Board.
- Establish a policy linking executive remuneration with ESG performance indicators to ensure the company's sustainable development.
- Continue to comply with and disclose all indicators of the Financial Supervisory Commission's Corporate Governance 3.0 Sustainable Development Roadmap.
- Comply with regulatory requirements and continuously improve sustainable internal control items.
- Establish information security risk management processes and evaluation methods.
- Obtain ISO 27001 Information Security Management International Standard certification for the SAP system and Dayuan/IDC computer rooms.
- Complete the inventory and list of personal data assets, conduct risk assessments, and plan improvements.
- Deepen relationships with stakeholders and establish effective communication mechanisms.



Mid-Term Goals (2028-2030)

- Improve the operation and communication of the Board of Directors and various functional committees to enhance supervision and decision-making efficiency.
- Strengthen value chain supervision and management mechanisms to reduce operational risks and enhance competitiveness.
- Obtain ISO 27001 Information Security Management certification for IT operations development
- Introduce the NIST CSF security framework to strengthen identification, protection, and detection.
- Obtain ISO 27701 Personal Data Protection certification.
- Cultivate awareness and participation in ESG issues among all employees of the group.



Long-Term Goals (Beyond 2030)

- Continuously optimize the corporate governance structure and processes to adapt to internal and external environmental changes and ensure the execution of the company's long-term development strategy.
- Pursue international standards of corporate governance to enhance the company's international competitiveness and visibility.
- Strengthen the close integration of corporate governance with environmental and social aspects to promote sustainable corporate development.
- Obtain ISO 27001 Information Security Management certification for the entire group.
- Strengthen response and recovery in line with NIST CSF.
- Evaluate and implement PIA (Privacy Impact Assessment) and compliance tools.

Standard Foods actively enhances its governance effectiveness. We value consumer and shareholder rights, establish stringent internal controls, rigorously comply with regulations, strengthen the operation of the Board of Directors and functional committees, and prioritize corporate operational risk and information security. This commitment aims to gain the recognition and trust of a wide range of stakeholders.

Integrity Management

Integrity is a vital corporate value. Standard Foods implements and strengthens integrity management through the following principles: (1) Commitment and execution, (2) Integrity in business activities, (3) Due diligence by the Board of Directors and dedicated units, (4) Conflict of interest avoidance, (5) Strengthening of accounting systems and internal controls, and (6) Establishing sound whistleblowing channels and disciplinary systems. Standard Foods adheres to the philosophy of integrity, anti-corruption, and anti-bribery. In terms of corporate governance, we have "Guidelines for Corporate Governance Practices," "Guidelines for Business Integrity," and "Guidelines for Ethical Conduct" approved by the Board of Directors. We have dedicated hotlines and mailboxes for reporting unethical conduct and workplace violence. The part-time integrity management unit regularly reports to the Board of Directors on the status of integrity management annually. To date, no cases of illegal conduct have been reported to the Board. Additionally, through the implementation of the "Risk Management Policies and Procedures," the "Risk Management Task Force" supervises and reviews, strengthening risk control mechanisms and enhancing corporate governance effectiveness.

Board of Directors Performance Evaluation

To implement corporate governance and enhance the functionality of our company's Board of Directors, performance objectives are established to improve the efficiency of Board operations. The performance evaluation of the Board of Directors is conducted in accordance with the "Board of Directors Performance Evaluation Methods" approved by the Board. The scope of the Board of Directors' performance evaluation may include the overall Board, individual directors, and functional committees. The evaluation methods include internal self-assessment by the Board, self-assessment by individual directors, peer assessment, engagement of external professional institutions, experts, or other appropriate methods for performance evaluation.

Standard Foods conducts an annual self-evaluation of the performance of the Board of Directors and functional committees. In the 2024 evaluation, individual directors scored 4.95 points, the Board of Directors 4.89 points, the Audit Committee 4.99 points, and the Remuneration Committee 5.00 points. The evaluation scores for each aspect are shown in the table below. The results indicate that the overall operations of our company's Board of Directors and various functional committees are well-established. The relevant evaluation results will also serve as a reference for the remuneration and nomination for re-election of our company's Board of Directors.

Board and Individual Director Performance Self-Evaluation

Individual Director Performance Self-Evaluation Questionnaire

✓ Self-evaluated by all members of the board

✓ All 8 directors, including independent directors, participated in the self-evaluation using the "Individual Director Performance Self-Evaluation Questionnaire." This assessment covers eight key aspects with a total of 23 indicators. The average scores for each aspect ranged from 4.80 to 5.00 (out of a maximum of 5 points), indicating overall excellent functioning.

Evaluation Aspect	Number of Questions	Average Score
A. Understanding of Company Goals and Mission	3	5.00
B. Awareness of Director Responsibilities	3	5.00
C. Degree of Participation in Company Operations	8	4.80
D. Internal Relationships and Communication	3	4.88
E. Director Professionalism and Continuous Learning	3	5.00
F. Internal Control	3	5.00
Total/Average Score	23	4.95

Evaluation Aspect	Number of Questions	Average Score
A. Degree of Participation in Company Operations	12	4.75
B. Enhancing Board Decision Quality	12	5.00
C. Board Composition and Structure	7	4.71
D. Selection and Continuous Learning of Directors	7	5.00
E. Internal Control	7	4.96
Total / Average Score	45	4.89

Board of Directors Overall Performance Self-Evaluation Questionnaire

✓ Self-evaluated by all members of the board

All 8 directors, including independent directors, participated in the self-evaluation using the "Board of Directors Overall Performance Self-Evaluation Questionnaire." This assessment covers five key aspects with a total of 45 indicators. The average scores for each aspect ranged from 4.71 to 5.00 (out of a maximum of 5 points), indicating overall excellent functioning.

Functional Committee Performance Self-Evaluation

Audit Committee Performance Self-Evaluation Questionnaire

Introduction

- ✓ Self-evaluated by all members of the audit committee
- This assessment covers five key aspects with a total of 22 indicators. After self-evaluation by each committee member, the average scores for all aspects ranged from 4.94 to 5.00 (out of a maximum of 5 points), indicating overall excellent functioning.

Evaluation Aspect	Number of Questions	Average Score
A. Degree of Participation in Company Operations	4	4.94
B. Awareness of Audit Committee Responsibilities	5	5.00
C. Enhancing Audit Committee Decision Quality	7	5.00
D. Audit Committee Composition and Member Selection	3	5.00
E. Internal Control	3	5.00
Total/Average Score	22	4.99

Evaluation Aspect	Number of Questions	Average Score
A. Degree of Participation in Company Operations	4	5.00
B. Awareness of Remuneration Committee Responsibilities	5	5.00
C. Enhancing Remuneration Committee Decision Quality	7	5.00
D. Remuneration Committee Composition and Member Selection	3	5.00
Total / Average Score	19	5.00

Remuneration Committee Performance Self-**Evaluation Questionnaire**

- ✓ Self-evaluated by all members of the remuneration committee
- This assessment covers four key aspects with a total of 19 indicators. After self-evaluation by each committee member, the average score for all aspects was 5.00 (out of a maximum of 5 points), indicating overall excellent functioning.indicating overall excellent functioning.

In addition, according to regulations, Standard Foods shall undergo an evaluation by an external professional independent institution or a team of external experts and scholars at least once every three years, with the performance evaluation for the current year executed at the end of the year. The most recent external performance evaluation of our company's Board of Directors was conducted in 2023 by the external professional independent institution "Taiwan Institute of Ethical Business." The comprehensive evaluation was completed by obtaining questionnaire responses and conducting individual interviews with all directors, and all executive committee members signed an independence declaration and issued an evaluation report that included overall observations and recommendations for optimization.

Corporate Governance Evaluation

Standard Foods complies with all corporate governance measures stipulated by law and actively improves upon various corporate governance measures beyond the legal framework. We utilize the corporate governance evaluation mechanism, which serves as an indicator for strengthening corporate management, optimizing the Board's structure, enhancing information security and risk management, internal controls, transparent disclosure of financial and institutional regulations, and protecting shareholder rights, through the review of four major dimensions: 1) safeguarding shareholder rights and treating shareholders equally, 2) strengthening the Board's structure and operation, 3) enhancing information transparency, and 4) promoting sustainable development.

Key Procedural Revisions

To enhance corporate governance effectiveness, Standard Foods not only keeps pace with regulatory updates but also proactively plans and implements them, which is beneficial for optimizing the overall operation of corporate governance. The significant revisions and additions to key procedures in 2024 are as follows:

- 1.Sustainable Development Committee Organizational Charter Added
- 2. Organizational Regulations of the Audit Committee Revised
- 3. Board Meeting Rules of Procedure Revised
- 4. Executive Remuneration-ESG Performance Linkage Policy Added
- 5. Board Members and Management Succession Plan Added
- 6. Employee Grievance and Whistleblowing Procedures Added

- 7. Internal Control System: Sustainable Information Management - Added
- 8. Internal Control System: Information Security Control -Revised

2024 Promotional & Educational Initiatives

- 1. Promotion of Insider Trading Prevention
- 2.Integrity Management Behavioral Guidelines Education and Training
- 3.Information Security Awareness Training





For many years, the Legal Department of Standard Foods Group, in addition to focusing on operational risk control, compliance, and corporate governance, has increasingly seen sustainability issues, encompassing environmental, social, and corporate governance, become a critical responsibility. This is because these issues are inherently supported by legal requirements. Over the years, government agencies in various developed economies have, from a regulatory perspective, strengthened requirements for companies operating within their borders or having connections with them to provide more disclosures and reports in areas such as anti-bribery and corruption, anti-money laundering, health and safety, and employment matters, in order to further enhance the transparency of environmental, social, and corporate governance factors.

Introduction

This will lead to an increased risk of activism and litigation as the scrutiny of corporate behavior becomes more stringent. The Standard Foods Legal Department plays a crucial role in assisting the Group in navigating this evolving landscape and meeting market expectations. In this context, the Standard Foods Legal Department will not only continue to assist the Group in managing legal risks related to the environmental, social, and corporate governance agenda but will also consistently and proactively address potential reputational risks associated with the company's environmental, social, and corporate governance commitments and performance with professionalism and pragmatism.

The Standard Foods Legal Department will assist the Group in establishing and implementing concrete steps for environmental, social, and corporate governance initiatives. These steps include substantive evaluations of sustainability issues based on domestic and international legal practices, assistance in formulating relevant plans and strategies, and providing legal professional support for their sustainability endeavors, thereby promoting sustainability work, strengthening the Group's relationship with various sectors of society, and always being well-prepared to assist in managing and continuously developing sustainability issues.

Economic Impact and Value Creation

Based on sustainable and steady development, Standard Foods Group adheres to its corporate mission of "Becoming Every Family's Nutritional and Health Partner," continuously striving for corporate profit growth with a dedicated attitude.

5 Environmental Sustainability

Direct Economic Value Generated and Distributed by the Organization (GRI 201-1)

Item (Unit: NT\$ Thousand)

ltem		2022	2023	2024
Direct Foonamie Value Congreted	Operating Revenue	13,197,224	13,135,879	13,365,875
Direct Economic Value Generated	Non-Operating Income	34,154	87,538	148,679
	Operating Costs	9,425,876	9,963,722	10,121,268
Economic Value Distributed	Employee Wages and Welfare	1,287,469	1,462,793	1,535,726
	Payments to Capital Providers	8,237	8,113	11,553
	Payments to Government	348,281	326,968	420,412
	Community Investments	11,850	23,282	18,946
Retained Economic Value		2,149,665	1,438,539	1,406,649

Note 1: Retained Economic Value = Direct Economic Value Generated - Economic Value Distributed

Note 2: This table covers Standard Foods Corporation ("Standard Foods") and Standard Dairy Products Taiwan Ltd. ("Standard Dairy") under the Standard Foods Group.

Standard Foods Consolidated Statement of Comprehensive Income for the Past 3 Years Note

Currency: NT\$ Thousand

Year	Unit	2022	2023	2024
Operating Revenue	NT\$ 1,000	13,197,224	13,135,879	13,365,875
Operating Cost	NT\$ 1,000	8,490,286	8,896,785	9,123,847
Gross Operating Profit	NT\$ 1,000	4,706,938	4,239,094	4,242,028
Operatng Expenses	NT\$ 1,000	2,246,744	2,589,814	2,590,300
Operating Net Profit	NT\$ 1,000	2,460,194	1,649,280	1,651,728
Non-operating Income & Expenses	NT\$ 1,000	(901,413)	(125,229)	475,995
Earnings Before Tax	NT\$ 1,000	1,558,781	1,524,051	2,127,723
Income Tax Expense	NT\$ 1,000	344,683	298,279	393,759
Net Profit for the Period	NT\$ 1,000	1,214,098	1,225,772	1,733,964
Other Comprehensive Income (Net of Tax)	NT\$ 1,000	(14,193)	(186,294)	435,101
Total Comprehensive Income	NT\$ 1,000	1,199,905	1,039,478	2,169,065
Net Profit Attributable to Owners of Parent	NT\$ 1,000	1,214,098	1,225,773	1,733,964
Total Comprehensive Income Attributable to Owners of Parent	NT\$ 1,000	1,199,905	1,039,479	2,169,065
Earnings Per Share	NT\$	1.34	1.35	1.91
Cash Dividends Note 2	NT\$	1,180,465,572	1,143,861,989	1,281,125,427

Note 1: The entities included in the consolidated financial statements comprise Standard Foods Corporation ("Standard Foods") and Standard Dairy Products Taiwan Ltd. ("Standard Dairy") under the Standard Foods Group. (GRI 2-2 Entities included in the organization's sustainability reporting)

Note 2: Based on the earnings year.

Tax Policy, Governance, and Risk Management

(GRI 207-1 Tax Policy)

(GRI 207-2 Tax Governance, Control, and Risk Management)

(GRI 207-3 Stakeholder Engagement and Management on Tax-Related Issues)

(GRI 207-4 Country-by-Country Reporting)

Our company upholds the spirit of adhering to tax compliance and fulfilling corporate social responsibility, aiming to create corporate value and improve tax risk management. We have formulated tax governance policies and transfer pricing policies, established a robust tax management system and tax governance culture, and developed prompt and efficient processing procedures. Our company has set the following tax governance policies to further enhance corporate value, fulfill our corporate social responsibility, perform our duties as a corporate citizen, and achieve sustainable corporate development.

Tax Governance Organization and Responsibilities

The tax governance organization and responsibilities are as follows:

1. Chief Financial Officer (CFO)

The CFO serves as the highest decision-maker for establishing effective tax risk management mechanisms within the company. The CFO approves the overall tax governance policy based on the company's operational strategy and business environment to ensure the effective operation of tax management mechanisms.

2.Tax Management Unit

The Tax Management Unit is the Accounting Department, which regularly reports tax-related management status to the CFO.

Tax Governance Policy, Control, and Risk Management

Our company's tax governance is based on transparency and legal compliance. The tax policy and code of conduct adhered to are as follows:

1. Legal Compliance

- We are committed to complying with local tax laws and the spirit of legislation in each operating location, as well as international tax standards. We accurately calculate taxes and file and pay them within statutory deadlines, fulfilling our tax obligations.
- The company's tax certifications are entrusted to large-scale local accounting firms. Annual financial data is provided by the company to Deloitte & Touche for tax certification and filing.

2. Information Transparency

- We ensure transparent tax reporting information, such as submitting Country-by-Country Reports, Master File Reports, and Transfer Pricing Reports to tax authorities as required.
- We ensure that tax assessments related to decision-making involve both qualified and experienced internal tax teams and external experts.
- We regularly disclose tax information to stakeholders through public channels (e.g., official website and annual reports) to ensure information transparency.
- We utilize legitimate and transparent tax incentive policies and do not use methods that violate the spirit of the law to obtain tax reductions.

3. Commercial Substance

- Our corporate structure and transactions adhere to commercial substance. We do not use tax structures intended to evade taxes or shift profits to low-tax regions for tax avoidance.
- Related party transactions comply with the arm's length principle. We are committed to following transfer pricing regulations in the tax laws of each operating region and fulfilling tax obligations in the value creation regions.
- ▶ Based on mutual trust, information transparency, and regulatory compliance, we interact with tax authorities in an honest, upright, respectful, and fair manner. We proactively raise significant tax issues to help improve the tax environment and system.

4. Integrity Communication

- Transactions between related enterprises adhere to the transfer pricing principles published by the Organisation for Economic Co-operation and Development (OECD) and relevant regulations of the Base Erosion and Profit Shifting (BEPS) Action Plan.
- We establish relationships of mutual trust and honest communication with tax authorities in each operating region, providing industry insights and professional opinions to help improve the tax environment and system.

5. Risk Management

We establish a robust tax risk control framework and organizational culture. We carefully evaluate tax risks and countermeasures, considering the optimization of the company's overall tax burden, risk control, and the impact on sustainable value.

Stakeholder Communication Policy for Tax-Related Issues

Our company's primary stakeholders for tax-related issues are government tax authorities. Tax filing and payment operations are conducted in accordance with relevant laws and regulations in each country. In daily operations, if there are unclear aspects of applicable laws, we directly contact or liaise through Deloitte & Touche with government agency contacts to inquire about appropriate handling methods. In the event of a tax audit, upon receiving notification, we immediately prepare relevant information and cooperate with tax authorities for inspection.

To demonstrate the transparency of our company's tax governance policy, we also respond to tax-related information of concern to other stakeholders, such as shareholders and investors, through the investor relations section of our official website, the annual report for the relevant year, and during shareholder meetings.

2024 Tax Payments at a Glance

Standard Foods Group adheres strictly to tax regulations, adopting honesty in tax declaration and payment, assessment and response to tax risks, and maintaining open and honest communication and information transparency as its tax governance policies. The income tax expenses paid over the past three years are as follows:

Unit: NT\$ Million

	2022	2023	2024
Standard Foods	555.05	372.98	222.85
Standard Dairy	123.13	85.12	62.92

Sustainable Governance Framework

Board of Directors Composition

(GRI 2-9 Governance structure and composition)

Standard Foods' Board of Directors serves as the company's highest governance body, having established "Guidelines for Corporate Governance Practices" that include relevant regulations concerning shareholder rights, Board functions, stakeholder interests, and information transparency. Additionally, a dedicated Corporate Governance Project Team has been established to promote corporate governance affairs, safeguarding shareholder rights and strengthening the Board's functions. The company annually insures "Directors, Supervisors, and Key Personnel Liability Insurance" to mitigate and disperse the risk of significant damage to the company and shareholders due to errors or omissions by directors and key personnel. The current Board of Directors of Standard Foods comprises 8 directors, including 4 independent directors, accounting for 50% of the seats. This Board was re-elected in June 2022, with a term from June 2022 to June 2025. Before the expiration of their terms, no independent director has served more than 3 terms.

Our company emphasizes the diverse industry experience, professional background, and capabilities of Board members, and continuously embraces voices from different genders, ages, and vulnerable groups. The current Board of Directors includes 1 female director and 1 director aged 41-50. We will continue to promote the optimization of the Board's structure towards youthfulness and gender diversity to foster diversified thinking within the Board, thereby enhancing its effectiveness and improving the company's overall operational performance.

All operations of the Board of Directors are conducted in accordance with the "Company Act," "Securities Exchange Act," Standard Foods' "Articles of Incorporation," "Board Meeting Rules of Procedure," and resolutions from shareholders' meetings. The Standard Foods Board of Directors meets at least once per quarter, with a total of 8 Board meetings held

in 2024, averaging at least one meeting every 1.5 months. The average in-person attendance rate for all directors in 2024 was 89%. Board meetings primarily focus on reviewing corporate operational plans, business performance, ESG development strategies, major matters mandated by regulations or competent authorities, and other key significant events (such as major grievance complaints, negative impacts, public opinion, etc.). At the same time, they appoint and confirm the responsible units for relevant matters and continuously track and supervise actual progress and handling in subsequent meetings. In 2024, key material matters communicated with the Board and announced as significant information were all routine items requiring Board resolution by law, such as financial reports, loans to or endorsements for subsidiaries, convening of shareholders' meetings and dividend distribution, and important investment matters. A total of 43 proposals were discussed by the Board throughout the year. (GRI2-16)

Standard Foods Board of Directors Members

(GRI 2-9 Governance structure and composition) (GRI 405-1 Diversity of governance bodies and employees) (GRI 2-16 Communication of critical concerns)

Title	Name	Gender	Age	Board Meeting Attendance (including proxy)	Serves on other Boards (Yes/No)	Is a Special Group Member? (e.g., socially disadvantaged, ethnic minority, disabled)
Chairman	Te-Feng Tsao	Male	71 and above	8	Yes	No
Director	Chien-Sheng Hsuan	Male	71 and above	8	Yes	No
Director	Te-Hua Tsao	Female	71 and above	8	Yes	No
Director	Arthur Tsao	Male	41~50	8	Yes	No
Independent Director	Chung-Pen Chang	Male	71 and above	8	Yes	No
Independent Director	Chung-Chie Chou	Male	71 and above	8	Yes	No
Independent Director	Fong-Nien Chiang	Male	61~70	8	Yes	No
Independent Director	Yu-Chung Wang	Male	71 and above	8	Yes	No

Board of Directors Nomination and Selection

(GRI 2-10 Nomination and selection of the highest governance body: Description of the nomination and selection process and criteria for the highest governance body and its committees, including whether and how the following considerations are included: i. Stakeholder perspectives (including shareholders); ii. Diversity; iii. Independence; iv. Competencies related to the organization's impacts.)

Standard Foods' method for electing directors (including independent directors) adopts a candidate nomination system, whereby shareholders elect from a list of candidates. To strengthen corporate governance and promote the sound development of the Board's composition and structure, Standard Foods' "Guidelines for Corporate Governance Practices" were discussed and approved by the Board in 2016. Article 20, Paragraph 3 of these principles states that the composition of the Board of Directors should consider diversity and formulate appropriate diversity policies based on its own operations, business model, and development needs, which should include, but not be limited to, the following two major aspects of standards:

- ► Background and Values: Gender, age, nationality, culture, etc.
- Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, industry experience, etc.

Conflict of Interest Avoidance

(GRI 2-11 Chair of the highest governance body)

The Chairman of Standard Foods' highest governance body is Mr. Tsao, Te-Feng, who does not concurrently hold any other senior management positions. All members of our company's Board of Directors are appointed/elected through a nomination/selection system. The Board of Directors has established the "Board Meeting Rules of Procedure" in accordance with the "Rules Governing the Procedures for Board of Directors Meetings of Public Companies," which also stipulate the principles for directors' conflict of interest avoidance. Currently, the company identifies potential conflicts of interest for directors

serving on other boards (please refer to the "2024 Annual Report"). To prevent and mitigate such conflicts, the company employs comprehensive conflict of interest avoidance principles and requires Board members to fulfill their ethical duties and faithfully execute their duties and powers with a high degree of self-discipline and prudence. It also stipulates that directors with a conflict of interest in meeting matters, whether for themselves or the legal entity they represent, must disclose the significant details of their conflict of interest at that Board meeting. If there is a potential detriment to the company's interests, they shall not participate in discussions or voting, must recuse themselves during discussions and voting, and may not exercise the voting rights of other directors by proxy. (GRI 2-15 Conflicts of interest)

On-Job Training for Board Members

(GRI 2-17 Collective knowledge of the highest governance body)

To promptly grasp global business management trends and enhance corporate governance and risk response capabilities, the members of Standard Foods' Board of Directors are committed to continuously improving their industry expertise and enriching their corporate governance experience. This effort aims to enhance and consolidate the collective knowledge of the company's highest governance body in sustainable development. Standard Foods regularly arranges training courses for the Board of Directors, comprehensively covering economic, environmental, social, and corporate governance aspects to enhance the governance knowledge and trend insights required by Board members. Furthermore, to ensure directors are always informed about company-related information, we regularly send announcements from the stock exchange, relevant industry news, or ESG-related information. We also continuously strengthen information delivery and training plans based on the needs and feedback of each Board member to ensure they possess sufficient expertise to fulfill their leadership and supervisory functions. In 2024, the Board of Directors completed a total of 51 hours of training, with an average of 6.4 hours per person.

2024 Board of Directors Training Courses

Category	Course Name	Course Hour
	ESG Project Management for Sustainable Development	3
	Impact of Carbon Pricing on Corporate Operations	3
Sustainability Issues	Net-Zero Strategy and Low-Carbon Governance in a Climate Emergency	6
	How the Board Ensures Corporate Sustainability – From Talent Discovery and Cultivation	3
Faanamiaa and	Trends and Common Issues in Taiwanese Businesses' Supply Chain Restructuring in Mainland China	3
Economics and Finance	Global Economic Outlook for H2 2024	3
	Key Global Economic Observations for 2024	3
	Digital Marketing	9
Technology & Innovation	Business Strategies in the Digital Age	3
	From Digital Transformation to AI Empowerment	3
	Building a Resilient Corporate Supply Chain	3
Enterprise & Risk Management	Strategy Beyond the Comfort Zone – Enhancing Corporate Competitiveness	3
	How to Utilize the Experience of International Leaders for Rapid Growth	3
	Summit on Strengthening Taiwan's Capital Market	3

Board of Directors Performance Evaluation

(GRI 2-18 Performance evaluation of the highest governance body)

To implement corporate governance and enhance the functionality of our company's Board of Directors, and to establish performance objectives for improving Board operational efficiency, Standard Foods has formulated the "Board of Directors Performance Evaluation Methods." The evaluation indicators encompass five major dimensions: "Degree of participation in company operations," "Enhancing the quality of Board decisions," "Board composition and structure," "Selection and continuous training of directors," and "Internal control."

Our company regularly conducts annual self-evaluations of the performance of the Board of Directors and functional committees (including the Audit Committee and Remuneration Committee) in accordance with the aforementioned methods, which also include individual director self-performance evaluations (using questionnaires). The 2024 evaluation results indicate overall sound operations. Furthermore, the regulations require an evaluation to be conducted at least once every three years by an external professional independent institution or a team of external experts and scholars, with the performance evaluation for the current year executed at the end of the year. Our company's most recent external performance evaluation of the Board of Directors was conducted in 2023 by the external professional independent institution "Taiwan Institute of Ethical Business." The comprehensive evaluation was completed by obtaining questionnaire responses and conducting individual interviews with all directors. All executive committee members signed an independence declaration and issued an evaluation report that included overall observations and recommendations for optimization, which was submitted to the Board of Directors in March 2024.

The 2024 Board of Directors' performance evaluation results were first reviewed by the Audit Committee. The Audit Committee then discussed and recommended the relevant remuneration standards and specific amounts based on these evaluation results, submitting them to the Board of Directors in March 2025.

Remuneration Policy for Directors and Managers

(GRI 2-19 Remuneration policies) (GRI 2-20 Process for determining remuneration)

The remuneration policies, systems, standards, and structures for our

company's directors and managers are established and reviewed by the Remuneration Committee through its "Organizational Regulations of the Remuneration Committee." This committee includes independent directors who provide external diverse perspectives and opinions, and it holds at least two meetings annually to review and ensure the competitiveness and reasonableness of remuneration.

Furthermore, to enhance sustainability, our company established the "Executive Remuneration-ESG Performance Linkage Policy" in 2024, approved by the Board of Directors. This policy explicitly links at least 10% of senior executive variable remuneration to ESG sustainable development performance. The linkage percentage will be adjusted upward annually based on circumstances and cascaded down to the supervised senior executives for implementation. This includes targets such as greenhouse gas reduction, optimized energy management, improved corporate governance, and employee and vulnerable group care. The company will continue to strengthen ESG-related policies and, through continuous adjustment of the remuneration linkage mechanism, promote deep participation in sustainable development across all levels of the company and reduce ESG-related risks.

The annual remuneration for Standard Foods' directors includes: director's remuneration, salaries, and bonuses (the latter two only apply to those who are also employees). The remuneration for senior managers includes salaries, bonuses, and retirement welfare. These are regularly disclosed in the company's annual report (please refer to the "2024 Annual Report"). Apart from the aforementioned provisions, our company's senior managers do not have other significant special welfare; retirement welfare systems are also the same as for general employees, all managed in accordance with legal regulations.

Clawback Policy for Improper Benefits

(GRI 2-19 Remuneration policies) (Primarily for the highest governance body and senior management)

To enhance the conduct, professional ethics, and professional capabilities of our company and all employees, Standard Foods has established a "Guidelines for Ethical Conduct." Those who violate this code, in addition to having any improperly obtained benefits recovered and returned to the claimant or the company, will be subject to disciplinary actions based on the severity of the offense. These actions may include withholding of performance bonuses, year-

end bonuses, dividends, dismissal, demotion, or even legal action. We expect all employees, including managers, to diligently fulfill their management and supervision responsibilities and strictly adhere to professional ethical norms to ensure the company's sustainable growth and development.

Functional Committees

(GRI 2-19 Remuneration policies) (Primarily for the highest governance body and senior management)

To effectively manage operational risk impacts and to identify the company's impacts on the economy, environment, and people, as well as to oversee these processes, Standard Foods has established several functional committees under the Board of Directors, including the Audit Committee, Remuneration Committee, and Sustainable Development Committee. Each functional committee conducts due diligence through regular business communication channels, internal meetings, various questionnaires/surveys, document signing, and existing grievance mechanisms. After collecting feedback on significant events or suggestions regarding positive and negative risk impacts derived from the company's operations from stakeholders (GRI 2-12 b.i.), they are responsible for developing, approving, and updating strategies and policies related to various impacts. The Board of Directors is responsible for overseeing the functional committees' impact management processes and their results, and it reviews the effectiveness of these processes at least once a year during results reporting meetings

Audit Committee

The purpose of Standard Foods' "Audit Committee" is to assist the Board of Directors in fulfilling and supervising the company's quality and integrity in accounting, auditing, financial reporting processes, and financial controls. Its review matters include: financial statements, audit and accounting policies and procedures, internal control systems, significant asset or derivative transactions, significant loans to others or endorsements/guarantees, fundraising or issuance of securities, regulatory compliance, related party transactions and potential conflicts of interest for managers and directors, employee grievance reports, fraud investigation reports, company risk management, appointment, dismissal, or remuneration of certifying accountants, and the appointment or dismissal of financial, accounting, or internal audit supervisors, among others.

The committee is composed of all 4 independent directors. The Audit Committee aims to assist the Board of Directors in fulfilling its oversight of the company's quality and integrity in accounting, auditing, financial reporting processes, and financial controls. It holds at least one regular meeting quarterly, with 7 meetings held in 2024. (For details on the committee's meeting schedule and attendance rate, please refer to the company's annual reports.)

Standard Foods Audit Committee Members

Name	Title	Gender	Term
Chung-Pen Chang	Independent Director	Male	2022/6/16-2025/6/15
Chung-Chie Chou	Independent Director	Male	2022/6/16-2025/6/15
Fong-Nien Chiang	ng-Nien Chiang Independent Director		2022/6/16-2025/6/15
Yun-Chung Wang	Independent Director	Male	2022/6/16-2025/6/15

Key Responsibilities of Standard Foods Audit Committee

- Establishing or amending internal control systems in accordance with Article 14-1.
- Assessing the effectiveness of internal control systems.
- Establishing or amending procedures for significant financial and business acts, such as acquisition or disposal of assets, engaging in derivative product transactions, lending funds to others, or providing endorsements or guarantees for others, in accordance with Article 36-1.
- Matters involving directors' own conflicts of interest.
- Significant asset or derivative transactions.
- Significant loans, endorsements, or quarantees.
- Raising, issuing, or privately placing equity-related securities.
- Appointment, dismissal, or remuneration of certifying accountants.
- Appointment or dismissal of financial, accounting, or internal audit supervisors.

- Annual financial reports and quarterly financial reports (for Q2) signed or sealed by the Chairman, Manager, and Chief Accountant, and required to be audited and certified by a certified public accountant.
- Reviewing various risk management policies.
- Reviewing the appropriateness of the risk management framework.
- Reviewing warnings and response measures for major risk management issues and supervising improvement mechanisms.
- Regularly reporting on the implementation of risk management to the Board of Directors
- Other significant matters required by the company or competent authorities.

Remuneration Committee

To ensure sound corporate governance and strengthen the Board's remuneration management function, assisting the Board in executing and evaluating the company's overall remuneration and welfare policies, as well as the remuneration of directors and senior managers, thereby ensuring that the company's remuneration arrangements comply with relevant laws and regulations and are sufficient to attract excellent talent, Standard Foods has established a Remuneration Committee and enacted the "Organizational Regulations of the Remuneration Committee."

The Remuneration Committee is composed of 3 independent directors and is responsible for evaluating and reviewing the remuneration of the senior management team and the allocation ratio of employee remuneration. The committee has also approved the "Table of Total Remuneration of Directors, General Managers, and Vice General Managers as a Percentage of Net Profit After Tax in Individual or Separate Financial Reports"; please refer to our company's "2024 Annual Report." The committee evaluates and reviews the reasonableness of salaries and remuneration for individual management team members based on their abilities, contributions to the company, and performance, effectively managing the risk of talent loss. In 2024, the Remuneration Committee convened 2 meetings. (For details on the committee's meeting schedule and attendance rate, please refer to our company's annual reports.)

Standard Foods Remuneration Committee Members

Name	Title	Gender	Term
Chung-Pen Chang	Independent Director	Male	2022/6/16-2025/6/15
Chung-Chie Chou	Independent Director	Male	2022/6/16-2025/6/15
Yun-Chung Wang	Independent Director	Male	2022/6/16-2025/6/15

Key Responsibilities of Standard Foods Remuneration Committee

- Regularly reviewing this regulation and proposing amendments.
- Establishing and regularly reviewing performance evaluation standards for directors and managers, annual and long-term performance targets, and remuneration policies, systems, standards, and structures, and disclosing the content of performance evaluation standards in the annual report.
- Regularly evaluating and determining the achievement of performance targets for directors and managers, and, based on the evaluation results obtained from the performance evaluation standards, determining the content and amount of their individual remuneration. The annual report should disclose the individual performance evaluation results of directors and managers, and the relevance and reasonableness of the content and amount of individual remuneration in relation to the performance evaluation results.

Sustainable Development Committee

To embody the company's core values of sustainability and actively promote and strengthen corporate governance functions related to sustainable operations, sustainable development direction, and corporate social responsibility, the "Sustainable Development Committee" has been established. The organizational regulations of the Sustainable Development Committee are formulated in accordance with the company's "Guidelines for Corporate Governance Practices" and "Sustainability Practice Guidelines." This committee serves as the decision-making and supervisory body for the company's sustainable development related work, encompassing the three major dimensions of environment (E), social (S), and governance (G), fulfilling the sustainable responsibilities of safeguarding the rights and interests of the company, employees, shareholders, and stakeholders.

Standard Foods Sustainable Development Committee Members

Name	Title	Gender	Term
Chung-Chie Chou	Independent Director	Male	2023/5/11-2025/6/15
Yun-Chung Wang	Independent Director	Male	2023/5/11-2025/6/15
Arthur Tsao	Chairperson	Male	2023/5/11-2025/6/15

Key Responsibilities of Standard Foods Sustainable Development Committee

- Formulating the company's sustainable development policies.
- Establishing objectives, strategies, and execution plans for the company's sustainable development, including sustainable governance, integrity management, and environmental and social aspects.
- Reviewing, tracking, and revising the implementation status and effectiveness of the company's sustainable development, and regularly reporting to the Board of Directors.
- Paying attention to issues of concern to various stakeholders, such as shareholders, customers, suppliers, employees, government, non-profit organizations, communities, and media, and supervising communication plans.
- Implementing and ensuring the quality of disclosure for sustainability-related information management policies.

Integrity Governance and Regulatory Compliance

Anti-Corruption and Anti-Bribery Policy

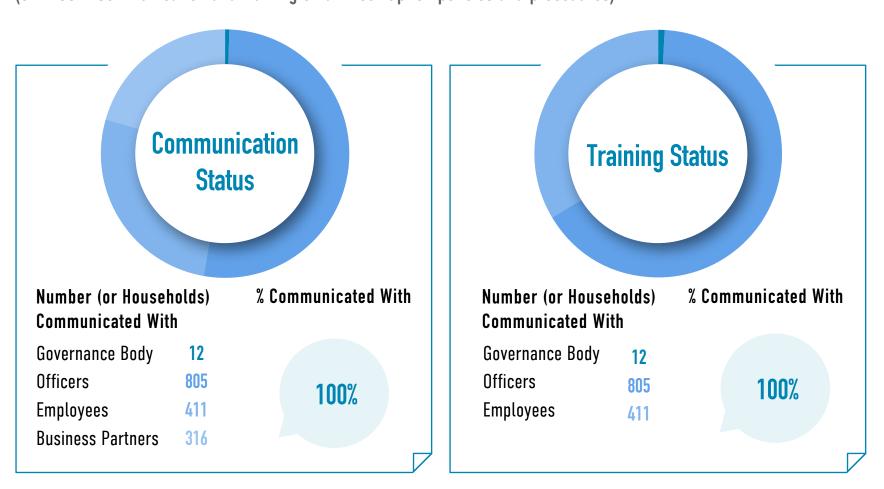
(GRI 205-1 Operations assessed for risks related to corruption)

"Integrity" is the most crucial foundation for a company's sustainable operation. In 2020, Standard Foods' Board of Directors amended and adopted the "Guidelines for Ethical Conduct," clearly stipulating that directors, managers, and all employees must adhere to ethical conduct norms when performing their duties. In 2020, the "Guidelines for Business Integrity" were also revised and approved by the Board, explicitly requiring directors, managers, and all employees, in the course of performing their duties, not to directly or indirectly offer, promise, demand, or accept any improper benefits, or engage in dishonest acts such as violating integrity, illegality, breach of fiduciary duty, or corruption.

To promote ethical conduct norms and integrity management principles, the "Employee Work Rules" manual explicitly states that employees are not allowed to accept bribes, unreasonable hospitality, or improper benefits when performing their duties, and are not allowed to engage in self-serving behavior. Furthermore, emphasis is placed on promoting these principles to new hires; upon their onboarding, Human Resources personnel reinforce these concepts by explaining the "Employee Work Rules." The "Guidelines for Ethical Conduct" is also disclosed on the Standard Foods Group's official website, ensuring that all employees are mindful of the company's ethical conduct norms and integrity management principles. The recognition rate of the company's anti-corruption policy among all employees is 100%.

Communication and Training on Anti-Corruption Policies and Procedures

(GRI 205-2 Communication and training on anti-corruption policies and procedures)



Regulatory Compliance

(GRI 2-27 Compliance with Laws and Regulations)

Complying with regulatory requirements and operating legally and compliantly is a fundamental corporate responsibility and a key to sustainable operation. To ensure that its operational activities comply with local government regulations, Standard Foods has dedicated personnel who closely monitor the enactment and latest amendments of regulations that may affect the company. Standard Foods has established an internal "Food Regulation Compliance Management Procedure" to regularly track changes in food safety regulations and the progress of each department's responses, ensuring that all food-related businesses comply with regulations.

If a significant event ("significant" is defined as an event that, in the company's assessment, could cause considerable damage to sales, operational performance, and reputation in the current year) seriously affects the company's operations, it should be publicly disclosed in the Sustainability Report to adhere to the company's principle of transparency and the GRI Standards' requirement for balanced reporting.

In 2024, Standard Foods had no instances of being penalized or punished due to significant violations of laws, regulations, or major pollution incidents. Only the Zhongli Plant was fined for violating relevant environmental administrative regulations due to a clerical error in water pollution declaration, and the Dayuan Plant was fined for violating the Labor Union Act due to a performance evaluation error. Both incidents have led to reinforced management responsibilities and improved operational procedures. Regarding product labeling and marketing, in 2024, there were 5 cases of violations of Article 28, Paragraph 1 of the "Food Safety and Health Management Act" and 1 case of violation of Article 22, with a total fine of NT\$240,000 paid after timely rectification.

7 Social Co-Prosperity

Appendix

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Compliance Training

In addition to providing timely legal and regulatory assistance and consultation services to various departments, we also offer project-based legal services and compliance guidance to colleagues in various departments based on practical needs. We closely align with colleagues on relevant legal information and issues, providing practical solutions and compliance plans with detailed guidance. Furthermore, we regularly organize various regulatory training sessions, compile legal issue handouts, and disseminate relevant information. On one hand, this ensures that relevant colleagues are aware of and understand the latest regulations to review and update their practical operations, preventing errors or violations due to unfamiliarity with regulations. On the other hand, it also strengthens colleagues' compliance and ethical awareness, fulfilling the most basic corporate social responsibility.

Year	Training Course	Course Objectives & Benefits	Training Audience
	Internal Control and Risk Management	As technology advances, the social environment changes, and economic conditions shift, businesses face increasingly diverse risks. However, risk often presents a critical opportunity for innovation. Actively addressing risks through internal control systems and promoting sustainable corporate value is an indispensable part of corporate governance.	All Employees
	Internal Control and Risk Management (Cross-Border Distribution & Confidentiality Agreement Risk Management)	To provide project guidance to relevant departmental colleagues to understand and implement cross-border distribution and confidentiality agreement risk concepts, and to guide on contract structure to perfect contract hedging mechanisms.	Marketing and Procurement Colleagues
2022	Layout Review Process and Regulatory Awareness (Two Sessions)	To explain the internal layout review process, introduce labeling regulations, and address violations in food advertising.	Marketing, R&D, and Procurement Colleagues
2022	Employee Health and Safety Education Training	Basic health and safety training for food industry personnel, good working habits, and compliance with regulations and audit requirements.	All colleagues at the three plants
	Food Safety Control System HACCP Critical Control Points	To understand the principles and operation of the HACCP food safety control system.	All colleagues at the three plants
	Types and Control of Allergens	To correctly understand and effectively control allergens.	All colleagues at the three plants
	Layout Review Process and Regulatory Awareness (Four Sessions)	To explain the internal layout review process, introduce labeling regulations, and address violations in food advertising.	Marketing, R&D, and Procurement Colleagues
	Employee Health and Safety Education Training	Basic health and safety training for food industry personnel, good working habits, and compliance with regulations and audit requirements.	All colleagues at the three plants
2023	HACCP and Quality Management	To understand the principles and operation of the HACCP food safety control system.	All colleagues at the three plants
	Allergen and Organic Integrity Management	To accurately understand and effectively control allergens.	All colleagues at the three plants
	Food Defense and Food Adulteration	To understand food safety protection and its main contents, simulate food protection plans, and discuss various measures.	All colleagues at the three plants

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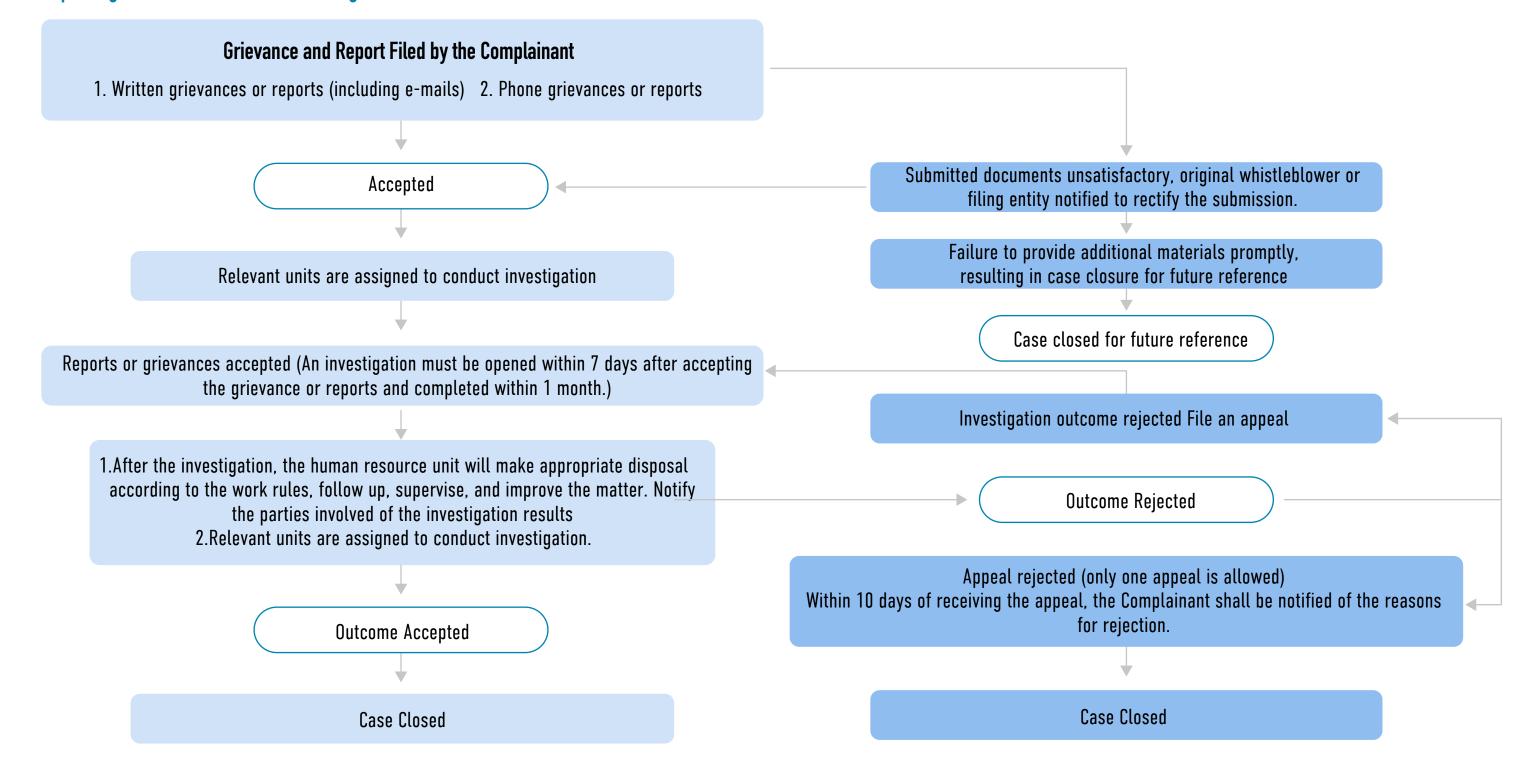
Year	Training Course	Course Objectives & Benefits	Training Audience
	Introduction to Traceability System Management	To explain the basic concepts, principles, and practical application of the traceability system.	Quality Assurance Colleagues
	Updates on Taiwanese Regulations for Food Contact Materials and Plastic Packaging Requirements	To explain domestic food contact material regulations and discuss their legality.	Quality Assurance Colleagues
	Mastering Food Regulations	To understand food regulatory principles and relevant reference books, enabling more effective use of related regulatory resources.	Marketing, R&D, and Quality Assurance Colleagues
	ISO 17025 Quality System Education Training	To establish basic concepts, audit standards, and applications of ISO 17025.	Quality Assurance Colleagues
2023	Information Security Social Engineering Training	To continuously enhance colleagues' awareness of information security and reduce the potential harm from social engineering attacks.	Specific Colleagues
	Group Engineering Standard Contract Template Content Structure Guidance Lecture	To analyze contract structure and responses to transaction risks.	Colleagues involved in plant engineering procurement
	Group Outsourcing Contract Template Usage Guidance Training Lecture	To analyze contract structure and responses to transaction risks.	All colleagues in the Procurement Department
	Trademark Conception and Application Review Training Lecture	To understand practical review standards for trademark applications and related legal explanations.	Colleagues in the Marketing Department's General Food Group and Health Food Group
	Information Security Social Engineering Training	To continuously enhance colleagues' awareness of information security and reduce the potential harm from social engineering attacks.	Specific Colleagues
	Risk Management and Internal Control	To strengthen risk awareness and internal control knowledge, implement corporate governance, and enhance operational and decision-making stability.	All Employees
	Employee Health and Safety Education Training	Basic health and safety training for food industry personnel, good working habits, and compliance with regulations and audit requirements.	All colleagues at the three plants
2024	Practical Explanation of Personal Data Protection Act	1. Application of trademark search for pre-application search; 2. Application for accelerated trademark examination and provision of evidence of use; 3. Analysis of trademark dispute cases.	International Business, Digital Business Colleagues
	Practical Explanation of Personal Data Protection Act	To understand patent search, Intellectual Property Office patent platform resources, and practical exercises in patent searching.	R&D Colleagues
	Practical Explanation of Personal Data Protection Act	To address the following topics within the Personal Data Protection Act: subject/object, specific purposes and categories of personal data, relativity of personal data judgment, supervisory responsibility of entrusted agencies, collection/processing/utilization of personal data and related notification obligations, agency information security obligations, specific compliance directions, practical judgments, and management planning for information security violations.	Digital Business, IT Department Colleagues

Grievance and Suggestion Channels (GRI 2-25) (GRI 2-26)

Integrity and responsible business conduct form the cornerstone of our company's sustainable operations. To uphold this, we've established various channels for grievances, whistleblowing, and suggestions. We encourage all stakeholders to report any dishonest or unethical behavior, or any operational activities that negatively impact the environmental, economic, social, or human rights aspects. We also welcome suggestions for improvement through these channels.

To fully implement our integrity management principles, we actively encourage the reporting of any illegal activities. Employees can proactively report such matters in writing, via phone, email, or in person to independent directors, managers, the audit supervisor, or other appropriate supervisors. All reported matters will be kept strictly confidential and investigated through independent channels to protect the reporting employee. In 2024, there were zero cases of grievances or whistleblowing related to integrity management.

Reporting and Grievance Case Handling Process



Integrated Risk Management

In 2023, Standard Foods Group established its "Risk Management Policies and Procedures," which were approved by the Audit Committee and the Board of Directors on August 2, 2023. These serve as the highest guiding principles and management procedures for Standard Foods Group's risk management, clearly defining the policy, objectives, scope, organizational structure, departmental responsibilities, risk management mechanisms, and execution processes.

Risk Management Organizational Structure

Standard Foods Group's risk management organizational structure includes the Board of Directors, Audit Committee, Risk Management Task Force, and various operational units, all responsible for the effective implementation of risk management.



Risk Management Scope and Mechanisms

2024 STANDARD FOODS GROUP | Sustainability Report

Standard Foods Group's risk management encompasses "strategic," "operational," "financial," "environmental," and "regulatory" aspects. Through the participation of the Board of Directors and senior management, supported by a dedicated risk management unit, a comprehensive risk management framework is established. This framework identifies, assesses, and manages various risks that could affect the achievement of corporate objectives. By integrating risk management into operational activities and daily management processes, we foster an all-encompassing enterprise risk management culture to achieve corporate goals, enhance management effectiveness, and provide and effectively allocate resources.

- Strategic and Operational Risks, Food Safety Risks, Market Risks, Climate Change Risks, Regulatory Risks, Supply Chain Management Risks, Occupational Safety Risks: Each business unit formulates strategies and implements risk identification, assessment, and management processes based on its responsibilities. Simultaneously, analyses and evaluations are conducted based on changes in laws, policies, and markets to implement various response measures and control and handle potential crises.
- Financial Risks (Interest Rate, Exchange Rate, Credit, Liquidity, etc.): The Finance and Accounting Department formulates and executes various strategies. It analyzes and assesses these risks based on legal and market changes to implement effective countermeasures.
- Information Security Risks: To strengthen information security risk management, the company has established an information security risk management framework, formulated information security policies and specific management plans (disclosed on the company's official website), and established an Information Security Promotion Committee. The CEO serves as the convener of this committee, with the IT Department responsible for execution and providing annual reports to the Board of Directors.
- Risk Management Task Force: This task force consolidates risk information provided by various units, submits a risk management report to the Audit Committee and the Board of Directors annually, and establishes a dynamic management and reporting mechanism to effectively supervise the implementation of risk management.

Crisis Management System

(GRI 2-13 Responsibility for impact management)

Standard Foods Group strengthens its risk control by establishing five crisis management systems based on crisis types: food safety, information security, plant safety, employee management, and regulatory response. When a crisis occurs, members of each crisis management team follow crisis indicators and their responsibilities to handle the crisis and coordinate crisis response efforts.

Crisis Management System	Actions Performed in 2024
Food Safety	 Institutionalized Food Crisis Response Management Mechanism. Established a cross-departmental crisis response mechanism spanning Quality Assurance, Marketing, R&D, and Sales units. This mechanism uses "food safety crisis level" and "media dissemination level" as dual assessment axes for risk classification and action guidelines in food safety incidents. It employs a nine-grid risk light system (green/yellow/orange/red) to determine response strategies. The construction of this crisis management mechanism covers pre-monitoring, immediate notification, risk assessment, departmental collaboration, media sentiment control, and full-process tracking and statistical review after the incident concludes, forming a comprehensive crisis management system. Regular Monitoring and Immediate Response, Strengthening Front-End Risk Identification Capability: The Quality Assurance unit daily collects food safety information related to our company's products and supply chain, monitoring competent authorities, media news, market sampling results, and relevant announcements to ensure immediate awareness of potential risk signals. The Marketing unit closely monitors online sentiment and consumer feedback, including social media platforms, customer complaint systems, and channel feedback, to assess public opinion trends and dissemination potential. Through this dual-track monitoring mechanism, our company can complete risk identification and preventive deployment before a risk escalates into a crisis. Full Crisis Incident Control and Regular Statistical Review: When a risk event meets specific conditions, the crisis handling process is initiated. Its comprehensive level is assessed based on factors such as health risk, affected population, product sensitivity, and regulatory compliance, and Marketing is linked to assess its external dissemination intensity. Confirmed crisis incidents will be led by the crisis team and continuously tracked unt

Crisis Management System	Actions Performed in 2024		
Information Security	Established IT Crisis Management System F-IT-001 to assist in determining crisis level and severe impact when a crisis occurs. According to IT Crisis Management System SOP P-IT-001, team members are confirmed, and the latest event development data is compiled within the specified time limit. Crisis handling team meetings are convened as needed. Standard Foods' IT Crisis Handling Operating Manual P-IT-002 further stipulates that after a crisis is judged, confirmed, and declared, the crisis judgment person must notify via phone, Teams, or email within 1 hour. The Chief Commander/Chief Contact person confirms the internal members of the crisis handling team based on the indicator light; if a member cannot be reached, the alternate is notified.		
Plant Safety	To ensure transparency and continuous improvement in crisis handling, in accordance with the 2024 OGSM plan, the Dayuan, Zhongli, and Hukou plants initiated related cadre and supervisor lead-ins and agreed-upon drill plans in April. All three plants completed safety crisis drills in July-August and submitted summary reports, which were approved by management. After a major abnormal incident occurs, a preliminary investigation report must be completed within 72 hours and reported to the highest management unit.		
Employee Management	Established the "Employee Grievance and Whistleblowing Procedures" as the basis for handling workplace conflicts, sexual harassment, and physical and mental safety incidents. These procedures are prominently displayed on the intranet homepage bulletin board to enhance accessibility and information availability. The system is regularly reviewed and revised in accordance with regulations (such as the "Sexual Harassment Prevention Act") to ensure timely and compliant grievance channels and response processes, and it is continuously optimized within the employee management and risk control system. Grievance cases are originally expected to be closed within one month, with a possible extension of one month if necessary.		
Regulatory Response	In addition to maintaining flexible and practical customization of various contract terms and assisting with appropriate cross-departmental guidance and coordination to continuously optimize related responses, we continue to effectively judge and respond to regulatory risk events (if any) in accordance with Regulatory Crisis Handling Operating Manual P-LA-003 and the established Legal Crisis Management System F-LA-001-01. If a relevant event occurs, the general situation and crisis level will be reported to the corresponding supervisor according to the nature of the relevant regulations and the crisis level, and the corresponding crisis handling team will be activated. Response actions for each stage, such as preparation, monitoring, and response, will be executed sequentially according to the operating specifications corresponding to different crisis levels throughout the event handling process.		

Description of Responsibility



- The highest decision-maker
- Designates spokespersons for "various stakeholders"
- Collaborates with the Chief Contact to confirm the member list
- Designating internal unit data provisions and cross-department points of contact



- Assists the Chief Commander in decision-making
- Collects and compiles reports from various units for judgment
- Contacts external teams for assistance

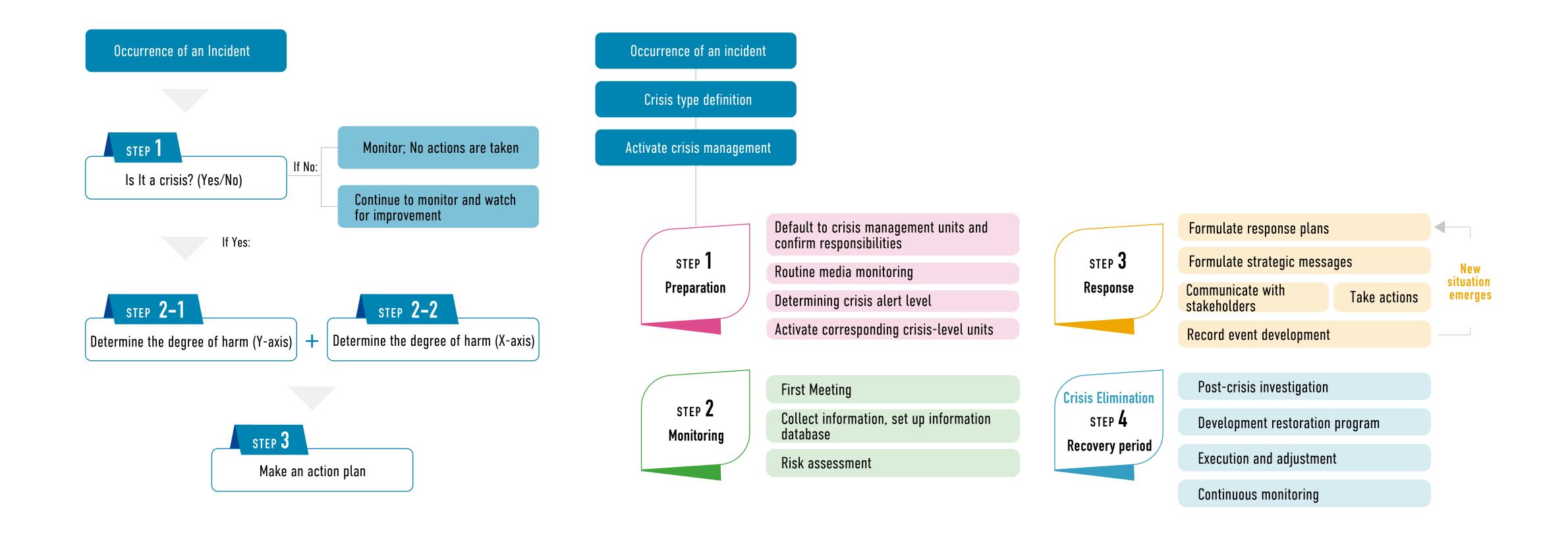


- Provides the most complete and continuously updated information to the Chief Contact.
- Is ready to be called upon to assist in decision-making during meetings.
- Mobilizes the assigned unit for emergency response according to meeting decisions and reports the results.



Crisis/Risk Event Determination Process

A crisis (risk) refers to a sudden or potential incident or disaster that may jeopardize an organization's image, interests, or survival. Such events typically receive widespread media coverage and public attention, leading to escalating public opinion, disrupting organizational operations, damaging brand image, and putting the organization in a difficult situation. In 2019, Standard Foods established a crisis level assessment mechanism to optimize the team's response speed and accuracy. When an event occurs, each crisis team will determine the crisis level using an X-Y axis based on the internal crisis management system, and then further decide on the appropriate action plan.



Standard Foods' Risk Impact and Response Strategies & Actions

Risk Type	Risk Cause Description	Corresponding Strategies and Actions
	1.Manpower shortages due to declining birthrates and aging populations, leading to operational risks.	1.Proactively build a talent pool of younger generations, utilize diverse recruitment channels for high-quality talent, prioritize the cultivation of high-potential individuals, and establish more systematic development and promotion pathways.
Strategicand Operational	2.Geopolitical factors and conflicts causing raw material shortages or cost increases, leading to operational risks.	2.Utilizing Standard Foods' raw material procurement advantages and strategies, coordinate sales of strategic product items with channels, and develop diversified supply sources. Continuously optimize production costs and ensure production capacity to enhance cost-effectiveness.
Risks	3.Weakened consumer purchasing power due to inflation or economic downturns, requiring strategic re-evaluation.	3.Regularly visit key customers to strengthen strategic cooperation, collectively monitor market dynamics, and react promptly. Additionally, improve new product success rates and enhance CRM (Customer Relationship Management) for upgraded consumer experience and conversion rates.
	4.Increased competition from channel integration, price matching by channels, and the development of private labels, leading to product operational risks.	4.Continuously strengthen brand power through joint promotions, cross-category sales, and diversified collaborations with key customers to achieve optimal product exposure. Deepen R&D capabilities and strategic partnerships with professional manufacturers, leveraging patented functional ingredients to enhance product competitiveness. Continuously cultivate e-commerce (EC) and commercial markets, strengthening EC traffic generation and conversion rate improvement.
	1.New product launches by competitors leading to poor product sales.	1.Continuously monitor unmet functional needs of consumers, accelerate R&D of new products with market potential, and enhance consumer experience.
Market Risk	2.Risk of customer loss due to poor product design.	2.Strengthen multi-faceted testing during the product development phase to reduce the likelihood of quality issues.
	Z.Misk of customer toss due to poor product design.	3.Enhance consumer health management awareness, assisting them in selecting health products that best suit their and their family's needs.
	1.Interest rate risk due to changes in interest rate policies. 2.Exchange rate risk for the company as a multinational enterprise or due to frequent international transactions.	1.Monitor global interest rate trends, dynamically adjust financial planning, and optimize capital structure and strengthen cash flow management to enhance financial flexibility, ensuring financial stability and competitive advantage in different interest rate environments.
		2.Proactively plan for various foreign currency funding needs and appropriately utilize financial instruments for hedging. Diversify currency risk through operational strategy adjustments and optimized financial management.
FinancialRisk	3.Default and price risk arising from financial transactions.	3.Engage with financially sound financial institutions and confirm transaction details and relevant information to ensure the security of financial transactions. Optimize investment portfolios and asset allocation, and regularly review and evaluate relevant response plans.
	4.Customer credit risk. 5.Liquidity risk of funds.	4.Conduct credit risk management analysis on customers, evaluate customer credit quality, and actively monitor accounts receivable and establish collection mechanisms to ensure fund security.
		5.Reduce risk through precise cash flow management, flexible investment and financing strategies, and risk monitoring mechanisms.
B. J. B. J.	1.Government formulation or amendment of regulations related to food import, production operations, labeling claims, and industry management.	1.The Quality Assurance department regularly tracks, inventories, and responds to announcements and revisions of food-related regulations, and conducts food regulation compliance audits twice a year.
Regulatory Risk	2.Compliance and leakage risks concerning trade secrets. 3.Trademark infringement and opposition application risks.	2.The Legal department formulates legal strategies based on core issues and relevant evidence, and collaborates with external law firms. Strategies are reviewed and adjusted dynamically based on actual implementation to ensure that disposal directions and risk management are precisely updated in sync.
	1.Regulatory and reputational risks potentially caused by government carbon emission	1.Replace energy-saving and water-saving equipment in office areas and promote guidelines for reducing carbon emissions.
	restrictions and international initiatives. 2 Pick of restricted or interrupted cumplior sources (for angineering procurement) due to	2.Develop alternative suppliers or urge existing suppliers to improve compliance with legal requirements, thereby diversifying procurement risks.
Climate Change Risk	2.Risk of restricted or interrupted supplier sources (for engineering procurement) due to carbon reduction and waste reduction regulations.	3.Import compliant raw materials from multiple regions to reduce costs.
ommute ondrige mon	3.Increased raw material prices due to climate change.	4.Consolidate products on the same shipping routes to achieve cost savings and reduce carbon emissions through combined quantities and centralized shipping.
	4.Increased shipping costs for international sea and air freight due to international	5.Reference methodologies from science-based targets initiatives to continuously promote greenhouse gas reduction plans.
	regulatory requirements.	6.Expand Standard Foods' scope of carbon inventory operations to include consolidated companies.

2024 STANDARD FOODS GROUP | Sustainability Report

Information Security Management



Strengthening Employee Information Security Awareness

We prioritize fostering information security awareness among our employees. We provide online courses through the "Standard Foods e-Academy" and conduct annual social engineering drills that simulate phishing emails to test employee awareness of information security risks. This is complemented by regular information security awareness campaigns and training. We also consistently publish information security announcements on the Standard Foods Group corporate intranet, including updates on the latest information security trends and significant domestic and international information security incidents, to enhance employees' awareness and vigilance.

Disaster Recovery Drills

To ensure the continuous operation of our business and critical functions and to prevent the risk of service disruption to essential core information systems due to major disaster events, we conduct annual recovery drills. These drills involve restoring backup data from backup data or devices to confirm the readability of the backup data, the usability of the storage data, and the feasibility of critical system data restoration steps. This ensures that our backup operations can be effectively completed within the allocated time for restoration procedures.

Information Security and Personal Data Risks

To enhance information security management, Standard Foods obtained ISO 27001:2022 certification in 2024. Information security management measures are implemented in accordance with the standard's requirements and framework. The Information Security Initiative Team is responsible for reviewing information security governance policies across all units and overseeing the operation of information security management. Through the management, planning, supervision, and implementation by this professional information security unit, we aim to build a comprehensive information security defense mechanism, enhance employees' information security awareness, regularly assess information security risks, and report to the CEO. In 2024, there were no complaints regarding customer data breaches or loss. (GRI 418-1)

Information Security Policy

The Information Security Initiative Committee is responsible for coordinating, managing, and supervising information security operations, primarily focusing on information services provided by the IT department and relevant company departments. We regularly conduct information security checks such as vulnerability scans and effectiveness checks of protection systems. We also offer relevant information security awareness and education training courses. Through the operations of the IT department and the execution of information security policies, we provide a secure information security environment, safeguarding the information security of all company services. We regularly review our information security policy to reflect the latest developments in government regulations, technology, and business, ensuring the effectiveness of information security practices. In 2024, one hacker intrusion incident occurred; it was successfully resolved through appropriate response measures, and various defense measures and improvement plans were immediately initiated to enhance overall information security defense capabilities. (GRI 418-1)

In accordance with the information security incident management regulations, we ensure that the company's information security incident reporting, classification, grading, handling, statistics, and tracking processes are institutionalized and systematized. When an information security incident occurs, we promptly report and respond to it, aiming for recovery in the shortest possible time to ensure the normal operation of all business activities. Collaborating with external information security experts, our information security operations and incident response team quickly grasps information security alerts and intelligence events, strengthening and accelerating detection and response mechanisms.

Information Security Management Measures

In recent years, enterprises have frequently experienced hacker attacks and threats to network communication and product security. Information security has become a significant concern for both private companies and public sectors. Controlling and reducing these risks and minimizing disaster losses have become a key focus of enterprise management. During the pandemic, Standard Foods implemented endpoint protection, extending the information security defense boundary from within the company to any location with internet access, as many employees adopted remote/work-from-home models. This ensures that these mobile devices are also protected, further enhancing the security of employees' internet service usage and preventing access to high-risk domains that may contain malicious software, ransomware, phishing, or data breaches. Consistent security management principles are enforced to prevent the outflow of internal confidential information.

On the management front, the Information Security Initiative Committee was established to continuously strengthen and improve information security management mechanisms and enhance response and emergency capabilities for information security incidents. On the technical front, we are progressively building a comprehensive information security infrastructure. After the introduction of technologies such as privileged account management (One Identity) and data loss prevention (DLP), we are implementing corresponding new technical information security architecture protection. On the awareness training front, we aim to enhance the information security awareness of all employees through social engineering drills and security education training, helping Standard Foods employees improve their information security capabilities and establish an overall enterprise information security defense network.

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Information Security Training

The Information Security Department regularly conducts information security education training, specifically focusing on recent social engineering security incidents for Standard Foods employees. The content includes a review of social engineering incidents, types of social engineering, an analysis of social engineering tactics, common phishing email threats, and guidance on how to prevent social engineering attacks. To gradually enhance the information security awareness of all employees, in addition to basic information security training for new hires, various information security education training courses are provided to ensure that information security concepts are integrated into daily operations. Through post-training quizzes, Standard Foods employees' awareness of information security prevention in social engineering is deepened, thereby improving the overall information security level within the enterprise.

1 Sustainable Management

Information Security Drills

To instill information security awareness in every Standard Foods employee, internal email social engineering drills are conducted. These drills simulate hacker phishing emails to test employee information security risk awareness, supplemented by information security awareness campaigns and education training to enhance employees' vigilance. The purpose is to raise the awareness of email users, prevent users from browsing spam and malicious emails that could impact computer and network security or lead to personal information leakage, thereby reducing information security risks and the impact on company operations. Standard Foods conducts social engineering drills annually, aiming for an employee click-through rate of less than 15% for social engineering emails. In 2024, the overall click-through rate was 16.5%, which was higher than in 2023. We will utilize education training and post-drill quizzes to enhance employees' understanding and response capabilities regarding information security risks.

To protect company and personal information and prevent losses to internal and external communication systems due to human factors such as leakage, theft, or damage, or natural disasters, and to strengthen the depth and breadth of all Standard Foods' systems and information security, a thorough review by an impartial third-party organization is still necessary. Therefore, Standard Foods engages an information security consulting firm to conduct vulnerability scanning, comprehensively assessing information system vulnerabilities and the overall information security risk level. The third-party reports provide Standard Foods with clearer recommendations for vulnerability remediation, and secondary scans are performed to ensure that all major vulnerabilities have been completely resolved. In 2024, two vulnerability scans were completed.

In addition to internal vulnerability scans, we regularly engage third-party professional organizations to conduct network and system penetration tests annually. This helps mitigate the impact of human or natural factors on company operations. The purpose is to understand and evaluate the organization's network environment and system security status, verify the current security level and effectiveness of information security defenses, and provide insights for vulnerability patching, improvement methods, and strengthening system security. In 2024, one penetration test was completed.





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Vision and Commitment

Standard Foods Group aims to be a benchmark in the food industry, known for our exceptional quality, unwavering brand trustworthiness, and superior quality management system.

We are committed to rigorously controlling quality, ensuring that every step "from farm to table" meets the most stringent quality standards. We continuously refine our quality management system to safeguard the rights and health of consumers and the general public.

Food Safety

Material Topics | Food Safety and Nutritional Health

Management Mechanisms

Our company has established comprehensive quality management "from farm to table," strictly adhering to regulations and international standards such as HACCP, ISO 22000, and SQF. The specific implementation points are as follows:

- Supplier Management: All collaborating partners must pass stringent qualification evaluations and undergo regular inspections and assessments to ensure source quality compliance.
- Incoming Material Control: Upon arrival, raw materials must pass rigorous inspection and meet safety and quality standards before being approved for production, thereby eliminating risks at the source.
- Process Monitoring: We implement standardized control throughout the entire process, ensuring consistency and compliance in processing environments, operating procedures, and product quality.
- Finished Product Control: Final products must pass multiple layers of analysis and inspection, and only after confirmation of qualification are they released from the plant. Through strict self-management, we provide consumers with solid assurance.
- Product Traceability and Customer Complaint Handling Mechanism: Every batch of products is traceable, and open channels for customer complaints are established, with active analysis and improvement.

2024 Performance Highlights

- 100% compliance with ISO 22000, HACCP, and SQF management system requirements.
- In 2024, our company had no regulatory violations that caused harm to consumer health.
- In 2024, our company achieved a 100% pass rate in audits by various government agencies and distribution. channels, with no major deficiencies.
- In 2024, our company completed 100% of supplier audits on schedule, with all suppliers found to be compliant.
- We guided dairy farmers in obtaining the "EAST Certified Animal Welfare Certification Mark," demonstrating our commitment to animal well-being
- Obtained accreditation for "Calcium Content Testing in Food," ensuring product quality and accuracy of nutritional labeling, demonstrating standardized testing and strict quality control capabilities.

Short-Term Goals (2025-2026)

Continuous alignment with international quality systems and successful completion of various audits:

- Existing certifications: 100% pass rate for existing certifications' annual audits.
- Newly required certifications/labels: 100% timely and complete acquisition of new certifications/labels as required.
- Government statutory audits: 100% pass rate for government statutory audits, with no major omissions affecting human health.

Continuous increase in the resources and capacity for testing and analysis:

- Obtain at least one new laboratory accreditation.
- Integrate chemical analysis resources from R&D and Quality Assurance, consolidating relevant instruments and equipment for centralized management to maximize resource efficiency and

Stay current and continuously enhance the effectiveness of "Comprehensive Quality" Management from Farm to Table":

- 100% of raw materials used in production are inspected, quality-evaluated, and approved for release.
- 100% completion of supplier audits as planned.
- Quality management from farm to table fully complies with government safety and sanitation regulations, with 100% adaptation to regulatory changes.
- 100% of released finished products are inspected and quality-evaluated, with no severe human health hazard recall incidents.



Mid-Term Goals (2026-2027)

Continuous alignment with international quality systems and successful completion of various audits:

- 100% adaptation (responses) to quality system upgrades and revisions, and successful completion of all annual audits.
- 100% acquisition of newly required certifications based on company development needs.
- Government statutory audits: 100% pass rate for government statutory audits, with no major omissions affecting human health.

Continuous increase in the resources and capacity for testing and analysis:

- Expand the scope of ISO 17025 laboratory quality management system accreditation by increasing certified items.
- Pass ISO 17025 annual audits and maintain the effectiveness of accreditation.
- 100% pass rate for relevant proficiency tests for our inspection personnel (e.g., FAPAS).

Stay current and continuously enhance the effectiveness of "Comprehensive Quality Management from Farm to Table":

- Collaborate with R&D and Procurement to develop new suppliers/second-source suppliers as planned, with all admission evaluations completed.
- Continuously enhance the auditing professionalism of our colleagues, and complete 100% of supplier audits as planned.
- No recall incidents due to non-compliance with government regulations.
- No severe human health hazard recall incidents involving finished products.
- Provide guidance to contract manufacturers and assist them in passing Standard Foods' annual quality audits (Grade B and above).



Long-Term Goals (Beyond 2027)

Continuous alignment with international quality systems and successful completion of various audits:

Evaluate expanding the scope of accreditation or adding new certified product items based on company development needs, and achieve a 100% pass rate for all annual audits.

Continuous increase in the resources and capacity for testing and analysis:

- Continuously expand the scope of ISO 17025 as needed.
- Pass all proficiency tests (e.g., FAPAS).
- Procure necessary instruments and equipment, and train professional analytical personnel based on phased development needs.

Stay current and continuously enhance the effectiveness of "Comprehensive" Quality Management from Farm to Table":

- 100% completion of development and admission for new contract manufacturers and raw material suppliers as needed.
- 100% completion of supplier audits as planned, and continuous optimization of audit procedures.
- No recall incidents due to non-compliance with government regulations.
- No severe human health hazard recall incidents involving finished products.
- Provide guidance to contract manufacturers and assist them in passing Standard Foods' annual quality audits (Grade B and above).





With the global population aging at an accelerating pace, maintaining adequate nutritional intake is crucial for slowing physiological decline, reducing the risk of chronic diseases, and enhancing quality of life. Addressing this critical need, Standard Foods Group's R&D department consistently launches innovative products tailored for the elderly. Here are the product highlights related to healthy aging diets in 2024:

Quaker Complete Meal Series

The Quaker Complete Meal series is specially formulated with Amino L-40, a patented essential amino acid from Japan. Essential amino acids are vital for maintaining the body's metabolic balance and are particularly important for seniors. Adequate essential amino acid supplementation can promote muscle synthesis, optimize energy metabolism, and reduce age-related muscle loss and fatigue. This provides stable nutritional support for the elderly, improving their overall health and vitality.

Protein Nutritional Supplements

Elderly individuals commonly face issues of sarcopenia and insufficient protein intake. To address this, we have introduced a range of protein nutritional supplements (e.g., Complete Optimal Protein series, High-Protein Dual-Fiber High-Calcium Oat Milk, Protein Cocoa Crispy Cereal, Fresh Delight Super Protein Nutritional Milk, Fresh Delight Premium Cheese). These products not only provide complete and high-quality protein but also help maintain and increase muscle mass. For seniors, muscle mass is crucial not only for mobility but also for immunity, metabolic rate, and overall health.

NurturEssence Glucosamine Concentrate Drink (Upgraded Formula)

2 Corporate Governance

As Taiwanese people increasingly prioritize health and exercise, the demand for joint care products has grown. The upgraded formula of NurturEssence Glucosamine Concentrate Drink not only provides joint lubrication but also enhances antiinflammatory and pain-relieving effects. It offers comprehensive health support before and after exercise, further improving joint health for the elderly.

Fresh Delight Dairy Series Senior-Friendly Products

Fresh Delight Dairy and Fermented Milk have launched five senior-friendly products (Fresh Delight Extra Fresh Whole-Fat Milk, Fresh Delight Fresh Shelf-Stable True Milk, Fresh Delight Whole-Fat Shelf-Stable True Milk, Fresh Delight Premium Yogurt, and Fresh Delight Premium Greek-Style Yogurt - Unsweetened). These products are rich in essential nutrients like protein and calcium, while also focusing on convenience and portability, offering better dietary choices for the elderly.

In summary, as the population ages, healthy eating and nutritional supplementation become increasingly important for seniors. Standard Foods Group's R&D efforts in product development not only address the nutritional needs of the elderly but also significantly improve convenience and design, further supporting seniors in maintaining a good quality of life and vitality throughout their healthy aging process.



Quality Assurance Highlights

Guiding Dairy Farmers to Achieve the "EAST Certified — Animal Welfare Certification Mark"

We firmly believe that producing quality food leads to better consumer health. That's why we constantly strive to elevate the quality of Taiwan's domestic fresh milk. We carefully select milk sources from local dairy farms and guide farmers in improving their cattle's living environments. We know that only high-quality milk sources can yield rich, flavorful dairy products, and only healthy, happy cows can produce the rich, high-quality milk essential for sustainable operations. In 2024, Standard Foods Group actively guided dairy farmers to obtain the "EAST Certified - Animal Welfare Certification Mark." We'll continue these efforts, assisting even more farmers in the future to earn this label, ensuring we create delicious, nutritious food while also enhancing animal welfare for mutual prosperity.

Achieving "Calcium Content Testing in Food" Laboratory Accreditation

Our company operates on the principle of "Quality First, Safety Foremost." Years ago, we established a highly precise analytical testing laboratory to ensure food safety through comprehensive and rigorous analysis, guaranteeing our products meet the highest standards. We recognize the crucial link between food quality and consumer health, which drives our investment in advanced equipment, professional expertise, and strict testing procedures to continuously expand our analytical capabilities. Building on our solid testing foundation, in 2024, we challenged ourselves to achieve laboratory accreditation for "Calcium Content Testing in Food." This further ensures the accuracy of our product quality and nutritional labeling, safeguarding consumer health. This accreditation is not just a recognition; it signifies that Standard Foods Group's laboratory management and analytical capabilities meet the excellent standards of nationally accredited laboratories. This means consumers can enjoy our delicious, healthy, and safe products with greater peace of mind. In 2025, Standard Foods Group will continue to strengthen its laboratory capabilities and expand testing capacity, becoming the ultimate guardian of food safety.

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Appendix

Deepening Partnerships and Enhancing Supply Chain Resilience

Standard Foods Group prioritizes food safety and quality above all else. To ensure the quality and safety of our products, we not only strengthen our internal testing and analytical capabilities and implement robust food safety management mechanisms, but we also strive for comprehensive oversight. We actively assist our upstream suppliers and contract manufacturers in meeting Standard Foods Group's stringent quality standards, collaborating to deliver the highest quality products to the public. In 2024, Standard Foods Group diligently guided suppliers to achieve Level 2 quality management certifications, pass channel audits, and obtain organic and Clean Label certifications, among others. All these initiatives were completed 100% on schedule, demonstrating the strong partnership between Standard Foods Group and its suppliers. Our efforts have significantly elevated the quality standards of our suppliers. In 2025, Standard Foods Group will continue to deepen its industry linkages and strengthen supply chain resilience, partnering with excellent manufacturers to create a safer, more nutritious, and more delicious experience every day.

Food Safety Management

1 Sustainable Management

Introduction

(GRI 416-1: Assessment of the health and safety impacts of product and service categories)

2 Corporate Governance

3 Food Safety

Standard Foods Group has a long-standing commitment to fostering a food safety and quality culture among our employees. Through regular communication of food safety information, company-wide training, continuous improvement projects, various quality discussions, food safety drills, and an incentive program for reporting anomalies, we ensure that our dedication to food safety and quality is deeply ingrained in every employee's awareness and daily work. This concept of "food safety and quality is everyone's responsibility" exemplifies our company's united "one team" spirit. To effectively implement food safety and quality management and uphold our corporate responsibility for food control while continuously improving performance, our food safety and quality policy is guided by the following principles:

> STEP 4 **STEP Proactive Preventive Quality First** Measures **Establishes Early Warning** Comprehensive Quality Mechanisms to Prevent Control, Continuous **Abnormal Occurrences** Improvement STEP 3 STEP 2 **Safety Assurance Customer Satisfaction** Compliance with Regulatory Meet Customer Needs Requirements, Ensuring and Eliminate Complaints Food Safety and Concerns

Standard Foods Group's vision is to be the most trusted food enterprise in Taiwan. To achieve this, we're dedicated to refining our quality control, implementing comprehensive quality assurance from source management onwards. Beyond meeting national legal standards, we've earned various consumer-trusted certifications and utilize third-party verification to ensure robust corporate governance and adherence to food safety standards.

We operate in strict accordance with the "Act Governing Food Safety and Sanitation," executing meticulous food hygiene, safety, and quality management across all aspects: our personnel, operational premises, facility sanitation management and quality assurance systems. Following ISO 22000 management standards, we've established a comprehensive food safety manual and HACCP activity procedures. Every single product (100%) undergoes evaluation and improvement concerning personnel, work environment, facility hygiene management, and its quality control system.

Both Standard Foods and Standard Dairy have obtained ISO 22000 Food Safety Management System certification. Furthermore, our Dayuan plant's oil production line, along with the entire Zhongli and Hukou plants, have achieved the highest level of SQF certification. These certifications demonstrate that our products meet internationally recognized food safety management system standards, reassuring consumers of our excellent food hygiene/safety, and quality

Beyond regulatory compliance and external certifications, Standard Foods Group also has an "Internal Audit Procedure." This mandates at least two self-inspections annually, conducted by an internal audit team established under our "Internal Audit Organizational Charter." This team is responsible for approving and executing the annual audit plan and confirming the audit results. The audit scope covers all units across our three plants, including food quality and sanitation management, process control, quality testing, and other activities, ensuring production and procedures comply with regulations and continuously improve all

Standards for Good Manufacturing Practices Standards for Good Sanitation Practices

IS022000

HACCP

Food Safety Incident Response Mechanism

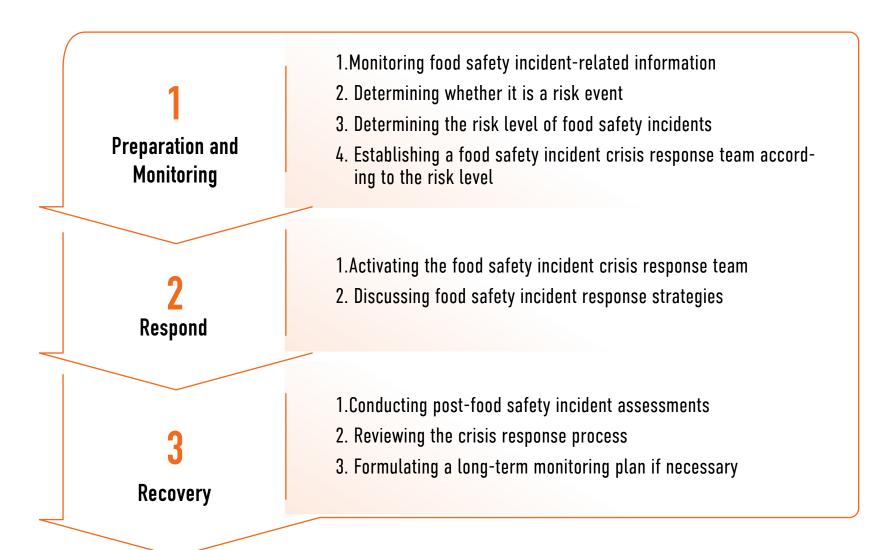
Standard Foods Group has dedicated personnel who monitor media for food safety-related information and public sentiment. We've established a "Food Safety Crisis Management Operating Manual" to assess the severity of potential incidents based on numerous factors. These include the issue's relevance to the company, legal implications, hazard level, affected product categories, product sensitivity, product type, scope of impact, information source, media status, government actions, and customer service messages. Incidents are categorized into different severity levels, and a corresponding crisis response team is formed based on that classification.

Introduction

1 Sustainable Management

Our crisis management includes a structured response process that covers preparation, monitoring, response, and recovery phases. By proactively monitoring news and events, we can swiftly activate appropriate task forces and establish necessary communication channels when a crisis arises.

Food Safety Monitoring Flowchart



Dedicated Food Safety Unit

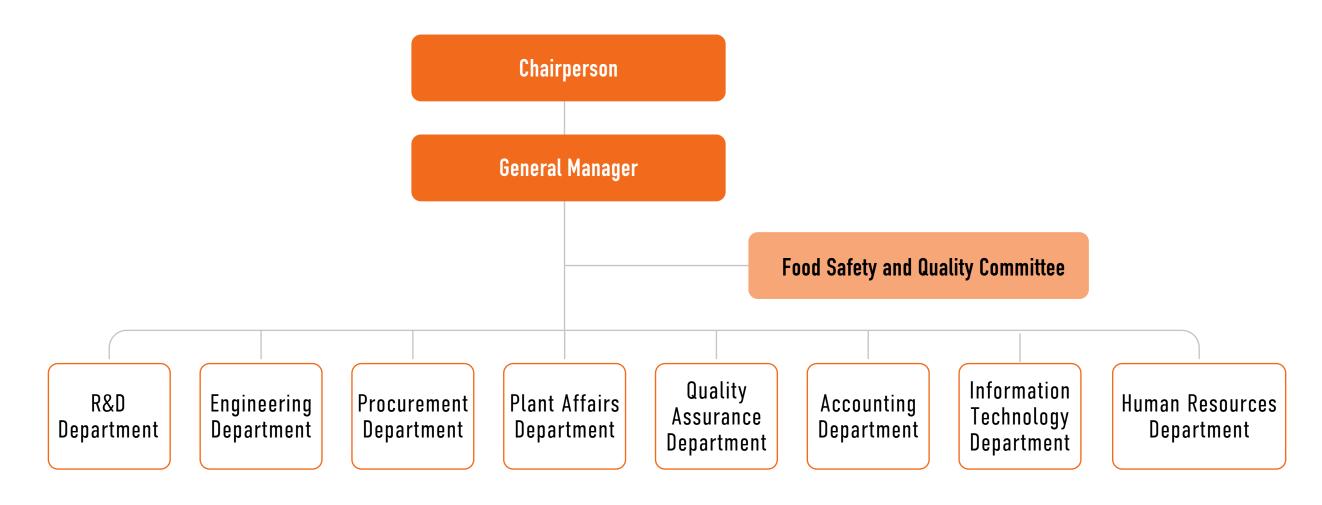
To maintain a robust food safety and quality system, demonstrating our company's unwavering commitment, Standard Foods Group has established a Food Safety Quality Management Committee under the General Manager. This committee, operating in accordance with our "Food Safety Committee and Operations Management Procedure," ensures that all plant premises and the food produced undergo comprehensive food hygiene and safety evaluation and management, safeguarding consumer food safety rights.

5 Environmental Sustainability

The Executive Director of the Food Safety Quality Management Committee, who is the highest-ranking executive of the Quality Assurance unit, is responsible for promulgating food quality and safety policies and approving annual food quality and safety objectives. The committee holds annual management review meetings to discuss progress on quality objectives and responses to food regulations, reporting execution results to top management. This process ensures consistent tracking of food safety management's target achievement and identifies opportunities for continuous optimization.

To effectively implement the food safety control system, each plant has its own Food Safety Team. These teams analyze potential hazards during the production process, define critical control points, and ensure that all manufactured products meet stringent food safety and quality requirements. Beyond their primary professional duties, all Food Safety Team members receive specialized training in food hygiene management, covering areas such as food regulation compliance identification, hygiene management, HACCP plan development and review, and food testing. Through efficient collaboration among team members, Standard Foods Group's food safety quality consistently maintains its high standards.

Food Safety Team Organizational Structure



1 Sustainable Management

Introduction

4 Sustainable Supply Chain

Worry-Free Production Processes

At Standard Foods Group, we apply rigorous control and meticulous recordkeeping to every step and parameter in our manufacturing process for each product. This ensures every raw material performs at its best in optimal conditions. We don't just enforce strict incoming material inspection before entry; at each semi-finished product stage, within our process design framework, we conduct hazard analyses. These analyses consider chemical, physical, and biological factors to verify that the overall product meets our control standards. In the final product stage, we perform comprehensive quality inspections based on product characteristics, utilizing methods like X-ray, surface, and metal detection. This allows us to screen out and quarantine any non-conforming products for disposal, preventing them from being shipped.

We also place significant emphasis on the training of our plant production personnel. Annually, we invest a substantial portion of our training budget to ensure employees regularly attend various courses. This commitment helps them continuously enhance their skills and professionalism and obtain relevant process-specific certifications. By consistently strengthening the expertise of our people, we guarantee consumers can eat with peace of mind.

Operation Site Inspections

Beyond implementing high-standard quality control measures for raw materials and finished products, our production line environment, operating personnel, and various equipment are also subject to continuous monitoring and control. This guarantees the highest level of food safety for our customers.

Machinery and Equipment

The procurement and installation of all machinery and equipment that comes into contact with food undergoes thorough discussion and evaluation by our professional Quality Assurance unit if there's any potential impact on food safety and quality. This ensures that the material, design, and intended operation of the machinery and equipment pose no risk to quality and food safety. Before production operations, and according to product attributes, appropriate cleaning and disinfection procedures are carried out. These include wiping with disinfectant alcohol, and washing with detergent and clean water. After washing, the surfaces are checked for cleanliness and confirmation of no residual detergent. Only then are machines adjusted according to production specifications and parameter settings, confirmed to be operating normally, before production commences.

On-site Operating Personnel

All employees who come into contact with food on the production lines are, as per regulations, confirmed to be free of infectious diseases. We also arrange annual health check-ups for our employees, caring for both food safety and employee well-being. Before entering the clean work areas, all on-site operating personnel must adhere to strict protocols: wearing hairnets, masks, work uniforms, and shoe covers, and performing thorough hand cleaning and disinfection. For areas with particularly high hygiene requirements, employees wear specific gloves after hand cleaning and disinfection, in accordance with our glove management policy. Our Quality Assurance unit regularly collects and cultures microbial samples from personnel's hands to ensure their hygiene status after cleaning and disinfection meets control standards.

Movement Flow Design

To effectively maintain the cleanliness of hygienic areas within our food plants and prevent external contamination, our plant layouts are meticulously designed. This design prevents lower-cleanliness general areas from contaminating high-cleanliness production areas. As such, the flow of personnel and mobile equipment, air currents, drainage, and raw material transport routes are all arranged in a unidirectional flow from high-cleanliness zones to low-cleanliness zones. Additionally, entrances are equipped with shielded or buffer areas, combined with cleaning procedures, to maintain the hygienic conditions of each zone.

Production Line Environment

We strive for a clean and tidy production line environment, where all equipment has designated storage areas. Before production operations begin, we perform pre-production cleaning and inspection to ensure the line meets standard requirements before commencing production. Furthermore, for production lines and equipment, different control standards are established based on varying hygiene requirements. We regularly monitor pathogens and microorganisms in the environment. If any exceed control standards, we review the design for potential improvements to continuously optimize the cleanliness of the production environment.

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Investment in Food Safety Equipment

Standard Foods Group spares no effort in upholding food safety, investing in high-specification, precision instruments rarely seen in domestic food plants. These include High-Performance Liquid Chromatography (HPLC), Inductively Coupled Plasma Mass Spectrometry (ICP-MS), Gas Chromatography-Mass Spectrometry (GC-MSMS), and Liquid Chromatography-Mass Spectrometry (LC-MSMS), among others. These precision instruments undergo regular maintenance and calibration at least annually. Our laboratories are also equipped with automatic temperature and humidity control and monitoring devices to ensure the accuracy and stability of the instruments. Furthermore, our testing technicians regularly receive professional training and perform all analytical work in accordance with Article 7 of the "Act Governing Food Safety and Sanitation" and the guidelines for food businesses establishing laboratories, ensuring the quality of our testing. Standard Foods Group also periodically verifies that our test results meet recognized standards, regularly comparing detection results with other industry laboratories. In 2024, we participated in 58 proficiency tests, achieving a 100% satisfactory result in all of them.

Overview of Standard Foods' High-Specification Instrumentation

Name	Location	Description	
Microwave Digestion Equipment	Dayuan Plant	Our microwave digestion equipment is used for extracting minerals and potential heavy metals from food. This equipment primarily extracts metal ions from food. The extraction method involves placing an appropriate sample in a microwave-permeable, sealed reaction vessel, then adding a strong acid solution. As the microwave continuously irradiates the sample, the solution rapidly heats up and pressure builds in a short time. The sample is then completely digested and dissolved, with its metal ions simultaneously dissolving into the acidic solution.	
High-Pressure Autoclave	Dayuan Plant	Our high-pressure autoclave is primarily used for the sterilization of various items, including culture media, consumables, equipment, and waste materials essential for food microbiology testing. Its operational principle involves using high temperatures and high pressures to transform water into saturated steam. This steam then releases a large amount of thermal energy, penetrating pathogens and effectively leading to microbial death.	
Gas Chromatography-Flame Ionization Detector (GC-FID)	Dayuan Plant	Our Gas Chromatography-Flame Ionization Detector (GC-FID) is an essential instrument for analyzing volatile compounds in food samples. This instrument operates in three main parts: First, at the Injection Port, the sample is heated to a high temperature, vaporizing it into a gaseous compound. Next, at the Column (Stationary Phase), the gaseous compounds are then carried by a mobile phase (helium gas) into a column. As they move through, the compounds are adsorbed by the column's packing material, slowing their passage. Different types of compounds interact differently with the stationary and mobile phases, causing them to travel at varying speeds and thus separate as they reach the end of the column at different times. Finally, once the separated compounds exit the column, they enter the Flame Ionization Detector (FID). During combustion, the sample ionizes, and the resulting charged ions generate detectable electrical signals due to their conductivity. This GC-FID system is specifically applied to analyze trans fats, saturated fats, and the overall fatty acid composition in food products.	
Fluorescence Spectrophotometer	Dayuan Plant	The Fluorescence Spectrophotometer is an instrument that works by detecting the longer-wavelength light (fluorescence) emitted by a target substance after it absorbs light of a specific wavelength, typically in the ultraviolet (UV) range. The intensity of the fluorescence emitted by a substance is linearly proportional to its concentration. This makes the equipment a valuable tool, primarily used for analyzing Vitamin B2 in food products.	
High-Performance Liquid Chromatography (HPLC)	Dayuan Plant	Our High-Performance Liquid Chromatography (HPLC) system is a powerful analytical tool that uses a liquid mobile phase for separating and quantifying components in a mixture. The chromatography system consists of two key parts: a stationary phase (solid material) and a mobile phase (liquid solvent). These two phases have differing polarities and non-polar strengths. The principle behind HPLC separation lies in the varying affinities of sample molecules for these two phases. Molecules with a greater affinity for the stationary phase tend to be retained longer, while those with a stronger affinity for the mobile phase move more readily with the flow, thus achieving separation. HPLC is incredibly versatile and can be used to analyze a wide range of target substances in food, including: Ginsenosides, Vitamins A & E, Glucose, Fructose, Sucrose, Maltose, Lactose, Lutein, Glucosamine, Preservatives, and Aflatoxins.	

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Name	Location	Description
Liquid Chromatography- Tandem Mass Spectrometry	Dayuan Plant	The Liquid Chromatography-Tandem Mass Spectrometry (LC-MSMS) system is a sophisticated analytical instrument comprising six main components: a high-pressure solvent delivery system, an injection system, a liquid chromatography system, an ion source, a mass analyzer, and a detector. Its principle of operation involves using a high-pressure pump to drive the liquid mobile phase. As the mobile phase flows, it carries the analytes through the stationary phase within the liquid chromatography system. Due to varying interactions between different analytes and the stationary phase, each substance will have a different retention time, thereby achieving separation.
(LC-MSMS)	,	Once separated, these substances are then converted into charged ions by the ion source. These charged ions are further separated by the action of an electric field in the mass analyzer. Finally, the detector senses these ions, generating a spectrum (called a mass spectrum) that displays their mass-to-charge ratio and relative intensity. This instrument is primarily used for the precise analysis of trace harmful substances and nutritional components in food. Examples include plasticizers, multiple mycotoxins, melamine, acrylamide, pesticide residues, and Vitamin D3. The LC-MSMS is
		capable of accurately measuring concentrations down to the parts per billion (ppb) level, demonstrating its exceptional sensitivity.
Gas Chromatography- Tandem Mass Spectrometry (GC-MSMS)	Dayuan Plant	The Gas Chromatography-Tandem Mass Spectrometry (GC-MSMS) system operates on principles similar to Liquid Chromatography-Mass Spectrometry (LC-MSMS). The key difference is that GC-MSMS is specifically designed for analyzing volatile samples. This powerful instrument is primarily used to analyze a range of substances in food, including: Polycyclic Aromatic Hydrocarbons (PAHs), residual solvents in packaging materials, Monochloropropanediol esters (MCPD-esters), Glycidyl esters (GEs), and various pesticide residues. The GC-MSMS offers an incredibly precise detection limit, capable of accurately measuring concentrations down to the parts per billion (ppb) level.
Inductively Coupled Plasma Mass Spectrometry (ICP-MS)	Dayuan Plant	The Inductively Coupled Plasma Mass Spectrometer (ICP-MS) is a highly precise instrument used for elemental analysis. It works by first nebulizing a sample solution into a fine aerosol. This aerosol, containing the metal elements to be analyzed, is then carried by a gas into a high-temperature plasma. Within this superheated plasma, the aerosol undergoes several rapid transformations: the solvent evaporates, the sample decomposes, and the elements are atomized and then ionized, forming singly charged positive ions. These ions are then directed into a mass analyzer, which separates them based on their unique mass-to-charge ratio (m/z). Finally, a detection system counts these separated ions to determine their concentration.
		This ICP-MS equipment is primarily used to analyze heavy metal content in food, such as arsenic, lead, mercury, and cadmium. It can accurately measure concentrations down to the parts per billion (ppb) level, providing exceptional sensitivity. Furthermore, when this powerful instrument is paired with a chromatography system (HPLC), it can be used for more specific analyses, such as determining the presence of inorganic arsenic in food.
Inductively Coupled Plasma Optical Emission	Dayuan Plant	The Inductively Coupled Plasma Optical Emission Spectrometer (ICP-OES) is a versatile instrument capable of simultaneously analyzing multiple elements. This makes it particularly useful for quantifying minerals like calcium, magnesium, sodium, and potassium often found on food nutrition labels. The working principle of ICP-OES involves nebulizing a sample solution into an aerosol. A carrier gas then transports this aerosol, which contains the elements to be analyzed, into a high-temperature plasma. Within this energetic plasma, the aerosol
Spectrometer (ICP-0ES)	Day dan'i tant	sample undergoes ionization. These excited ions then emit light at different characteristic wavelengths. A detection system then measures these specific wavelengths, allowing for the identification and quantification of the elements present. This instrument boasts a high level of precision, with a detection limit that can accurately measure concentrations down to parts per million (ppm) levels.
Rapid Analyzer of Total Bacterial Count of Raw Milk	Zhongli Plant	Our rapid analyzer for raw milk uses a continuous Epifluorescence Microscopy and Flow Cytometry direct microscopic method to determine the bacterial count in raw milk. This allows for immediate qualitative and quantitative assessment of the bacterial content upon milk collection, with the entire test completed within 10 minutes.
Automatic Raw Milk Cell Analyzer	Zhongli Plant	This system utilizes flow cytometry analysis to rapidly conduct hygiene testing of raw milk. It directly measures both individual bacterial counts (IBC) and somatic cell counts (SCC). You can get IBC results within 9.5 minutes and SCC results in just 1.5 minutes.
Multi-Function Fast Dairy Composition Analyzer (MilkoScan FT1)	Zhongli Plant	Our MilkoScan FT1 utilizes Fourier Transform Infrared (FTIR) Spectroscopy for detection, featuring a specialized flow path design that ensures easy and convenient operation. This versatile analyzer is applicable for quality control testing across various stages: raw materials, in-process samples, semi-finished products, and final products. It can analyze a wide range of dairy sample types, including: raw milk, fresh milk, flavored milk, yogurt, nutritional formula milk, plant-based milk, and others. Remarkably, the entire testing process can be completed within 30 seconds.

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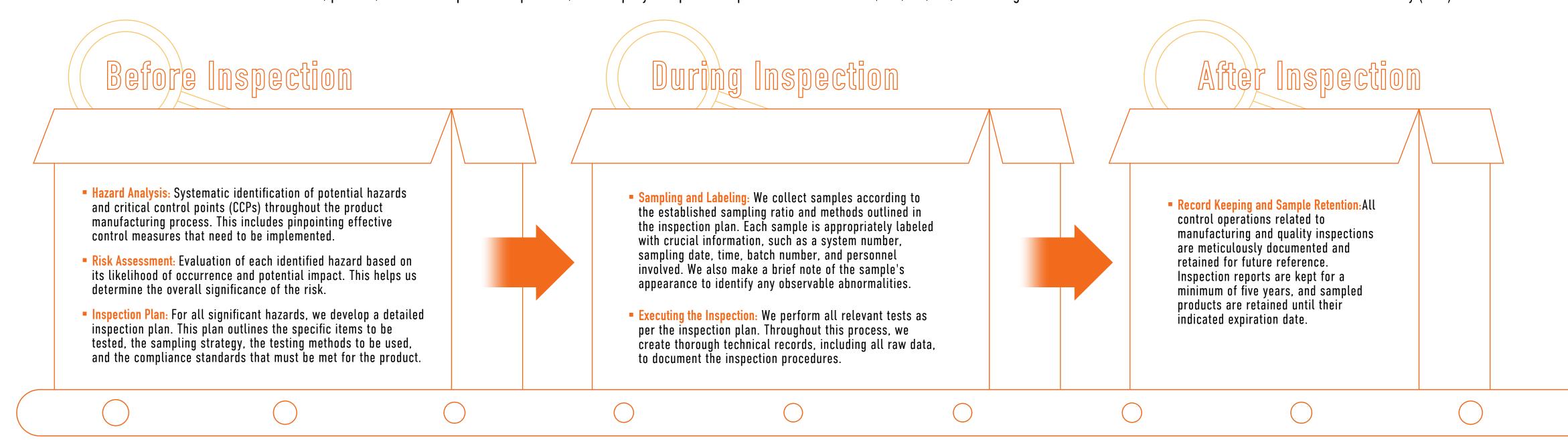
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Inspection Process

Adhering to food regulations and international food management system requirements, Standard Foods Group establishes a standardarized inspection process to maintain the accuracy and comparability of its results, thereby effectively controlling the quality of the company's products. The company has a quality control inspection data management system. For every batch of raw materials entering the plant, personnel log it into the system to create an inspection work order. The system generates the required inspection items and specifications based on the inspection plan set for each individual raw material. Inspection personnel perform inspection work according to the inspection items indicated by the system, ensuring that inspection operations are carried out according to the established items and frequencies. After the inspection is completed, the results are registered, and the system automatically compares them with the specifications. If there is any non-conformance with the specifications, an alert will automatically pop up. allowing personnel to confirm and handle the results at the first instance. After all inspections are completed, if there is any non-conformance, an exception handling procedure will be initiated, and an exception notification will be directly issued on the system to facilitate subsequent research and tracking of the exception, ensuring that all raw materials undergo appropriate acceptance procedures and that all exceptions are properly confirmed and handled.

Standard Foods Group also continuously strengthens its inspection capabilities and develops inspection methods to enhance its control over product quality and its ability to respond to various emerging risks. The development of inspection methods refers to the validation guidelines of the Codex Alimentarius Commission and the U.S. Food and Drug Administration, and also must comply with the Taiwan FDA's validation specifications for food chemical inspection methods (for example, for analytes with concentrations above 1 ppm, the coefficient of variation (CV, %) for inspection repeatability must be below 10%). This high standard is used to ensure the establishment of inspection methods, ensuring the reliability of inspection values. To continuously maintain an unreserved attitude towards raw material, process, and finished product inspections, the company's inspection expenses in 2024 were NT\$198,913,000, accounting for 1.23% of the total revenue of Standard Foods and Standard Dairy (note).



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Inspected Items

Our Quality Assurance team employs the most advanced testing equipment and adheres strictly to analytical methods promulgated by the Taiwan Food and Drug Administration (TFDA) or recognized internationally. Our food safety laboratories perform a comprehensive range of tests, and the precision of our testing items and instruments consistently meets or exceeds regulatory requirements.

Internal Inspection Items at Standard Foods Group

Location	Self-Governed Inspection Items	Number of Items
	Physical Methods: Density, residual oxygen, vacuum degree, etc.	42 Items
Dayuan Plant	Chemical Methods: Moisture, protein, fat, saponins, vitamins, minerals, plasticizers, heavy metals, pesticide residues, glyphosate in grains, benzene in edible oils, acrylamide in grains, etc.	130 Items
	Microbiological Methods: Total plate count, Enterobacteriaceae, Salmonella, Listeria, etc.	22 Items
	Physical Methods: Temperature, specific gravity, total solids, freezing point, foreign matter, flavor.	6 Items
Zhongli Plant	Chemical Methods: Veterinary drug residues, sugar content, acidity, fat, pH, ATP swab test, solids-not-fat, protein swab test, milk protein, hardness, residual chlorine, raw milk somatic cells, aflatoxins, alcohol test, hydrogen peroxide test.	15 Items
	Microbiological Methods: Listeria, Salmonella, Staphylococcus aureus, Enterobacteriaceae, molds/yeasts, total plate count, lactic acid bacteria, thermophilic spores, coliforms, microscopic examination of microorganisms, strain activity.	11 Items
	Physical Methods: Sugar content, temperature, viscosity, specific gravity, total solids, flavor.	6 Items
Hukou Plant	Chemical Methods: pH, WPNI (Whey Protein Nitrogen Index), acidity, gel strength, ATP swab test, protein swab test, hardness, residual chlorine.	8 Items
	Microbiological Methods: Total plate count, Enterobacteriaceae, coliforms, E. coli, molds/yeasts, Listeria, Salmonella, Staphylococcus aureus, lactic acid bacteria, heat-resistant spores, strain activity.	11 Items

Inspection Pass Rates

Inspection Category	Dayuan Plant	Zhongli Plant	Hukou Plant
Raw Materials	99.38%	99.92%	99.89%
Packaging Materials	99.41%	100.00%	100.00%
Finished Products	99.95%	99.96%	100.00%

Note: Pass Rate = (Total Number of Inspection Batches - Total Number of Non-Conforming Inspection Batches) / Total Number of Inspection Batches

Standard Foods Group voluntarily established laboratories even before regulatory requirements mandated them. With the continuous launch of new products and evolving government regulations, we consistently optimize our laboratory's testing content and capabilities in accordance with the law. Taking sunflower crude oil as an example, we independently verify over 20 oil inspection standards and have passed 619 pesticide residue tests. We strive to exceed regulatory requirements, working diligently for consumer food safety and health. To ensure the accuracy and quality of our inspection data, we regularly participate in proficiency testing programs organized by third-party accredited laboratories and FAPAS:

	Location	Proficiency Testing Items	
	Dayuan Plant	Super Lab (6): Salmonella, Listeria, Bacillus cereus, Staphylococcus aureus, molds and yeasts.	
		Food Industry Research and Development Institute (4): Total plate count, coliforms, E. coli, Enterobacteriaceae.	33 Items
		Fapas (23): 3 plasticizers, 6 heavy metals (Cd, Pb, Hg, Ni, As, inorganic As), 9 nutritional elements (Ca, Cu, Mg, Mn, Mo, P, K, Na, Zn), 4 oil-related tests (AV, POV, K232, K237).	itoms
	Zhongli Plant	Super Lab (7): Salmonella, Enterobacteriaceae, total lactic acid bacteria count, Staphylococcus aureus, molds and yeasts, Listeria monocytogenes in dairy products.	1/
		Food Industry Research and Development Institute (3): Total plate count, coliforms, E. coli.	16 Items
		Taiwan Livestock Research Institute (6): Total solids, solids-not-fat, protein, somatic cells, milk fat, lactose.	

Location	Proficiency Testing Items	Number of Items
Hukou Plant	Super Lab (7): Dairy products - Salmonella, Enterobacteriaceae, molds and yeasts, Listeria monocytogenes in dairy products, total lactic acid bacteria, Staphylococcus aureus. Food Industry Research and Development Institute (3): Total plate count, coliforms, E. coli.	10 Items

xternal Inspection Items at Standard Foods Group

Location	Inspection Items	
Dayuan Plant	Multi-pesticide residues, polar pesticide residues, livestock and poultry pesticide residues, veterinary drug residues, water quality testing, packaging material composition and dissolution tests, plasticizers, heavy metals, Bisphenol A, melamine, 3-MCPD, glycidyl esters, mycotoxins, Aflatoxin M1, artificial colors, preservatives, sweeteners, antioxidants, sulfur dioxide, nutrients, non-nutrients, minerals, benzo(a)pyrene, PAH4, total polar compounds, copper chlorophyllin, dioxins, PCBs, hygiene indicator bacteria, pathogenic bacteria, etc.	
Zhongli Plant	Multi-pesticide residues, veterinary drug residues, dioxins, benzo(a)pyrene, plasticizers, heavy metals, etc.	
Hukou Plant	Multi-pesticide residues, veterinary drug residues, dioxins, benzo(a)pyrene, plasticizers, heavy metals, packaging material composition and dissolution tests, Bisphenol A, melamine, water quality testing, mycotoxins, Aflatoxin M1, artificial colors, preservatives, etc.	

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Food Safety Training

In recent years, numerous food safety incidents both domestically and internationally have not only negatively impacted consumers but also damaged the reputation of the food industry, directly leading to a deepening mistrust among the public regarding food safety. Facing these internal and external challenges, and upholding the principle of food safety in our operations, we recognize the critical importance of food hygiene and safety in our management system.

Therefore, our company provides extensive and diverse internal and external training courses for both management and employees. These training programs cover a wide range of topics, including: food hygiene and safety, hazard analysis, food traceability, food defense, and food regulations, aiming to enhance the effectiveness of our food safety management and minimize hazardous factors within the product manufacturing process.

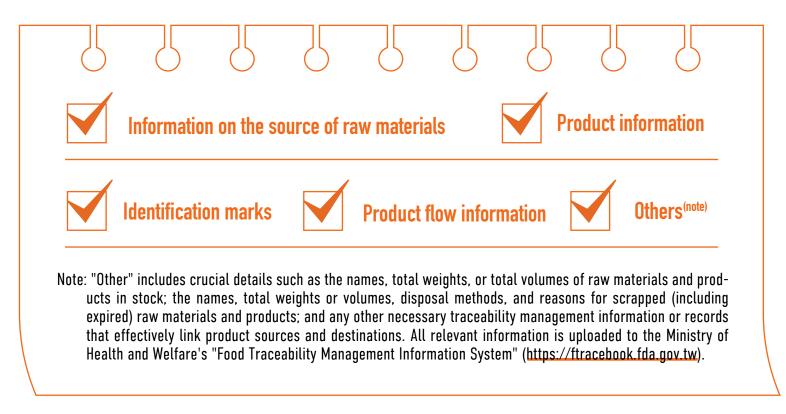
Standard Foods Group adheres to the "Good Hygiene Practice (GHP) Regulations" by providing food safety education and training to all employees. In 2024, our company conducted internal food safety training for a total of 3,076 participants, accumulating 3,249 course hours. Moving forward, Standard Foods will continue to offer more external training courses on food safety to our internal personnel. This initiative ensures timely access to the latest food safety knowledge, encompassing regulatory updates, international trends, and insights from major food safety incidents, thereby strengthening our team's food safety awareness and preparedness.

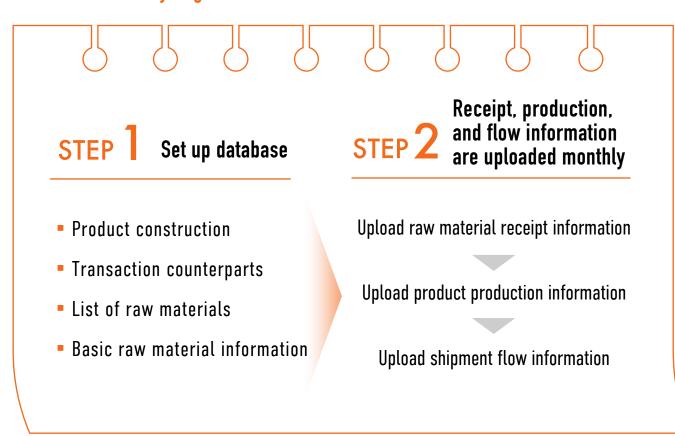
As of 2024, Standard Foods Group boasts a team of professionals equipped with various food safety and hygiene-related certifications, demonstrating our commitment to expertise in this critical area. The specific professional certifications held by our personnel are summarized below:

No.	Professional Certificates	Dayuan Plant	Zhongli Plant	Hukou Plant
1	Food Technician	Ø	⊘	(
2	Intermediate Food Quality Assurance Engineer	Ø		
3	Junior Food Quality Assurance Engineer	Ø	Ø	
4	Certified Quality Technician (CQT)	Ø	V	
5	Junior Health Food Engineer	Ø	Ø	
6	FSSC 22000 Food Safety Control System Lead Auditor	Ø		
7	SQF Practitioner	Ø	Ø	(
8	Preventive Controls Qualified Individual (PCQI)	Ø	Ø	
9	Dietitian	Ø	Ø	
10	Class B Inspection and Analysis Technician	Ø	Ø	
11	Class C Inspection and Analysis Technician	Ø	Ø	
12	Class B Chemical Technician	Ø		
13	Class C Chemical Technician	Ø		
14	Class C Chemical Engineering Technician	Ø		
15	Double Seam Tin Can Quality Control Personnel			Ø
16	Sealed Product Quality Control Personnel	Ø		Ø
17	Class B Wastewater Treatment Technician	Ø	Ø	(V)
18	Junior Microbiology Laboratory Quality Manager	Ø		
19	Specific Chemistry Operation Supervisor	Ø		Ø
20	Class C Chinese Cuisine Technician	Ø		
21	Class C Baking Technician	Ø	Ø	Ø
22	Class C Chinese Rice Processing Technician	Ø		
23	Class C Chinese Noodle Processing Technician		Ø	
24	Pest Control Operations Applicators	Ø	Ø	(

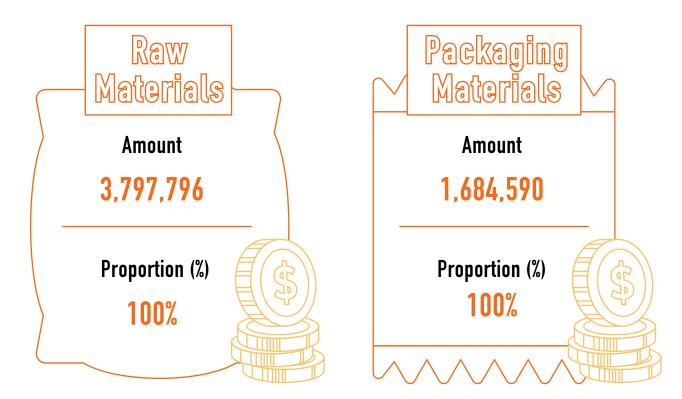
Food Traceability Management

At Standard Foods Group, we're deeply committed to managing our products from source to distribution. We believe in complete upstream and downstream traceability and tracking, allowing us to quickly identify product movement and manage risks if a food safety incident occurs. In fact, we established our product tracking and tracing system even before the Ministry of Health and Welfare mandated such systems for food businesses. Beyond uploading all relevant production information to the "Food Traceability Management Information System" (FTM) every month as required by law, we also conduct at least two finished product recalls and drills annually, following our internal "Finished Product Recall and Disposal Procedure." These drills ensure we can complete all necessary tracking and tracing system investigations and records within a limited timeframe. This rigorous approach allows us to confidently promise consumers that 100% of Standard Foods products are traceable. We're constantly refining our self-management capabilities, enabling us to quickly and thoroughly trace product flow during food safety incidents. We can assure our consumers that all Standard Foods product items can be tracked and traced. From every step of the raw material supply process, through marking methods to trace the origin of product supply and track the sales flow of finished products, the entire process is managed and perfected through system establishment and management measures. This allows us to refine product management and improve production, supply, and sales records, fully documenting the production history. Key information items for our tracking and tracing records include:





2024 Standard Foods and Standard Dairy's Traceable Raw Material Procurement Amounts and Proportions



Units: NT\$ Thousand: %

Note: The proportion is calculated as: traceable procurement amount for that category of raw materials / total procurement amount for that category of raw materials.

Source Management

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At Standard Foods, we firmly believe that excellent quality begins with stringent source control. Only with high-quality raw materials can we produce high-quality products. Therefore, when selecting raw material suppliers, we only choose legal, reputable, and professional vendors. We meticulously ensure that both their raw materials and quality management systems comply with the "Act Governing Food Safety and Sanitation," food safety control system guidelines, and our internal "Supplier Management Procedures" before they can become qualified suppliers. Annually, we continuously evaluate suppliers' qualifications and performance. Our evaluation and grading system consider factors such as audits, delivery performance, service, and pricing to determine each supplier's tier.

For key ingredients like oats, Quaker selects those from Australia, recognizing the region's mature agriculture and robust regulatory framework. From the very source of cultivation, including the growing environment, planting operations, and pest control, there are sound management practices in place to ensure they become excellent food ingredients. These oat raw materials undergo multiple tests for pesticide residues, heavy metals, and even sensory evaluations for flavor, strictly guarding oat quality before they are used in products like Quaker Oatmeal and Quaker Oat Drinks, offering consumers safe and healthy choices.

Furthermore, for products like Fresh Delight's Extra Fresh Milk, we meticulously select local Taiwanese dairy farmers. We work with these farmers to create suitable farm environments, carefully prepare customized daily rations based on the different needs of each cow, and diligently care for every animal. To maintain the health of the cows and ensure the freshness and quality of the raw milk, Fresh Delight and the dairy farmers jointly conduct regular inspections of milking machines and ensure that over-milking does not occur, thereby maintaining the physiological balance of the cows. Before raw milk enters our plant, it must pass multiple stringent inspections to ensure its quality meets CNS3055 National Standards as well as our strict internal inspection standards. This includes over 15 inspection items such as acidity, alcohol test, milk protein, raw milk somatic cells, hydrogen peroxide, veterinary drug residues, and total plate count. Only when the raw milk quality meets these high standards is it allowed into the storage tanks to enter the production process and be transformed into high-quality products.

Food Safety Monitoring Plan

Based on the principles of risk assessment and hazard analysis, Standard Foods manages and controls risks across all operational procedures, from product sourcing, incoming materials, manufacturing, and storage. This comprehensive approach safeguards that the products provided to consumers consistently meet quality and safety standards. This is not only a commitment to consumer health and safety but also reflects Standard Foods' high level of attention and responsibility towards quality and food safety. Since 2015, the Ministry of Health and Welfare has promoted a food safety management system, requiring food businesses to establish various product safety management measures to ensure that relevant quality control and monitoring are implemented for all products.

Standard Foods has always been dedicated to providing food products of excellent quality and safe ingredients. Even before government announcements, we had already fully implemented a proactive product safety monitoring plan, systematically planning the testing principles for various product types to ensure product safety. Since 2018, we have further promoted a two-tier food quality control mechanism, expanding the scope of our product safety monitoring plan. Simultaneously, we ensure product safety through continuous verification and auditing by third-party certification bodies. Furthermore, through inspections by central and local government agencies, we enhanced our quality control audits to three tiers. By taking a forwardlooking and comprehensive approach, through layers of stringent control and auditing, Standard Foods guarantees that our products are safe and secure for consumption.

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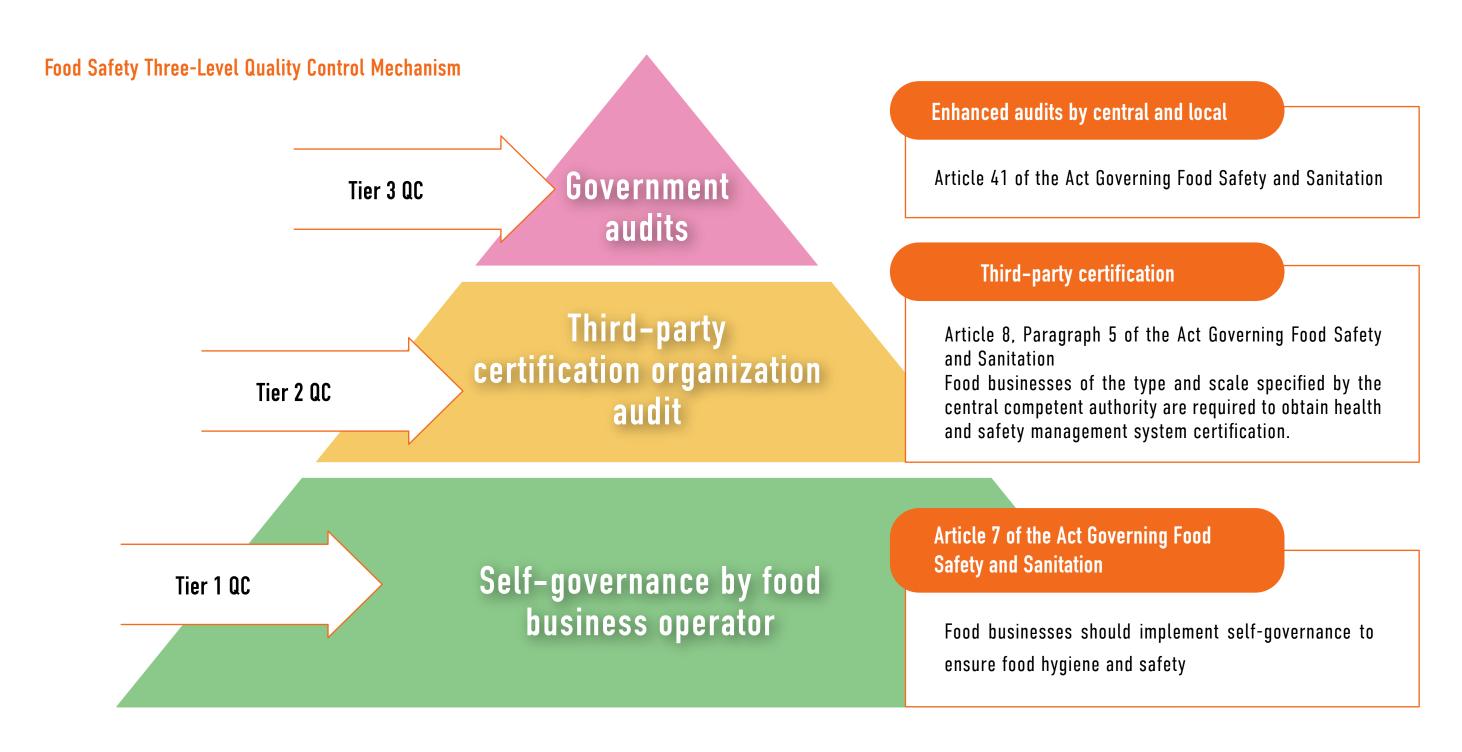
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Food Regulation Compliance Management

Food safety regulations are frequently updated and critically important. To address this, Standard Foods adheres to its internally established "Food Regulatory Compliance Management Procedure." This procedure ensures the company's full compliance once new regulations become effective.

The Quality Assurance Department's Labeling and Regulatory Affairs team collaborates closely with other relevant departments to determine the impact of new regulations and implement necessary responses. This joint effort guarantees that the company consistently meets regulatory requirements concerning food safety and hygiene standards, inspection standards, and raw material legality. This proactive approach allows us to prevent and defend against food safety risks early, enhancing consumer trust in the company.

Quality Assurance
Department — Labeling
and Regulatory Affairs
Team

Responsible for identifying, collecting, notifying, and tracking food safety regulations.

Responsible for confirming regulatory compliance and implementing responses according to their respective responsibilities.

All Departments The Quality Assurance Department regularly publishes updates on the "Act Governing Food Safety and Sanitation" and related regulations weekly and monthly. When necessary, a "Food Regulation Response Meeting" is convened. In 2024, multiple regulatory meetings were held to address high-impact regulations, which include:

	ltem	Regulation	Regulation Compliance Progress
	1	Announcing Amendments of "Standard for Foods Treated with lonising Radiation"	Complied
	2	Noticing in Advance the Amendment of "The Regulations on Good Hygiene Practice for Food"	Complied
	3	Announcing Amendments of "Sanitation Standard for Contaminants and Toxins in Food"	Complied
	4	Announcing Amendments of "Regulations for Application of Health Food Permit"	Complied
	5	Announcing Amendments of "Regulations Governing Determination of the Label, Promotion and Advertisement of Foods and Food Products Identified as False, Exaggerated, Misleading or Having Medical Efficacy"	Complied and Labeled
	6	Announcing Amendments of the "Corporate Guidelines for Food Business Operators on the Establishment of Laboratories"	Complied
	7	Noticing in Advance the Amendment to the "Regulations on the Naming and Labeling of Fresh Milk, Shelf-Stable True Milk, Flavored Milk, Milk Beverages, and Milk Powder"	Complied and Labeled
	8	Establishment of "Restrictions on the Use of Food Ingredients: Pearls and Pearl Calcium" and 32 Other Provisions	Complied
	9	Announcing Amendments of "Drinking Water Quality Standards"	Complied
	10	Announcing Amendments of "Fee-charging Standards for Examination and Certificate of Health Food Registration"	Complied
	11	Noticing in Advance the Amendment of "Standards for Specification, Scope, Application and Limitation of Food Additives"	Complied
	12	Announcing Amendments of "Fee-Charging Standards for the Registration of Food and Food Additives"	Complied
_	13	Announcing the "Operational Guidelines for Workflow Planning at Food Manufacturers' Facilities"	Complied

Product Labeling

(GRI 417-1 Requirements for Product and Service Information and Labeling) (GRI 417-2 Incidents of Non-Compliance Concerning Product and Service Information and Labeling) (GRI 417-3 Incidents of Non-Compliance Concerning Marketing Communications)

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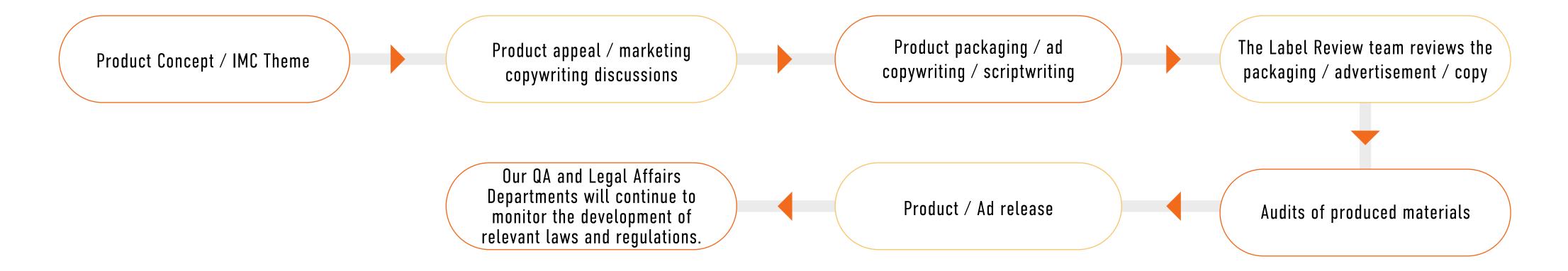
Introduction

Standard Foods Group values consumer needs, utilizing our core capabilities to create product value and communicating with consumers with integrity. We operate on the foundation of responsible marketing, with stringent regulations from product labeling to after-sales service, striving to protect consumer rights. Product labeling and marketing creativity are the first-hand product information consumers can obtain. Regarding packaging labeling, we adhere to the principles of information transparency and non-sensationalism, with national regulations as the guiding principle for labeling. During the reporting period, there was 1 product delisting due to false packaging, with a total delisted product weight of 0.01 metric tons; a total of 5 cases violated Paragraph 1, Article 28 of the "Act Governing Food Safety and Sanitation" and 1 case violated Article 22 of the same act. Improvements were completed and fines totaling NT\$240,000 were paid within the stipulated period.

Standard Foods' Quality Assurance Department has established the Group Food Safety Management Department's Labeling and Regulatory Affairs team, specializing in packaging labeling and advertising review. In addition to complying with Article 22 of the Act Governing Food Safety and Sanitation and the "Packaging Label Review Process," it also reviews information such as trademarks, brands, environmental recycling, and production origins to ensure compliance. In 2024, a total of 718 packaging material layouts were added, revised, or amended, and multi-stage reviews including initial and secondary drafts were conducted to reduce labeling review blind spots and maintain labeling quality control.

In addition to conducting packaging label reviews, the Labeling and Regulatory Affairs team also examines marketing communication-related advertising and promotional copy to ensure consumers have a correct understanding of the products. They also regularly conduct education and training on changes in labeling and advertising regulations to enhance relevant personnel's awareness and understanding of regulations, thereby improving the efficiency and accuracy of both review and promotional work, further protecting consumer rights, and enhancing brand image and value.

Standard Foods Product/Advertisement Labeling Review Process



Consumer Product Consultation and Services

Introduction

Standard Foods Group actively listens to consumers through diverse service channels, including our toll-free 800 customer service email, Standard Foods Health GO customer service chat, Line instant online customer service, and our Facebook fan page. We've also established a rigorous service process to provide customers with professional nutrition consultation and product-related services.

Our dedicated customer service team regularly undergoes company training, ensuring every customer-facing team member possesses professionalism, sincerity, patience, and strong communication skills. This enables them to effectively resolve consumer inquiries regarding products, nutrition, sales channels, and promotional activities.

At Standard Foods, "Your satisfaction is our commitment" represents our unwavering belief. We deeply believe that consumer support and trust in our products are the true testament to our company's and brand's value. To better understand consumer needs and sentiments, we periodically organize focus group discussions and in-depth interviews, and monthly collect consumer purchasing behavior research reports to gain insights into their true thoughts and requirements. Our toll-free 800 customer service hotline answers nearly a hundred consumer calls daily, aiming to resolve their doubts promptly, making them feel the sincerity and dedication of our service, and genuinely understanding their expectations.

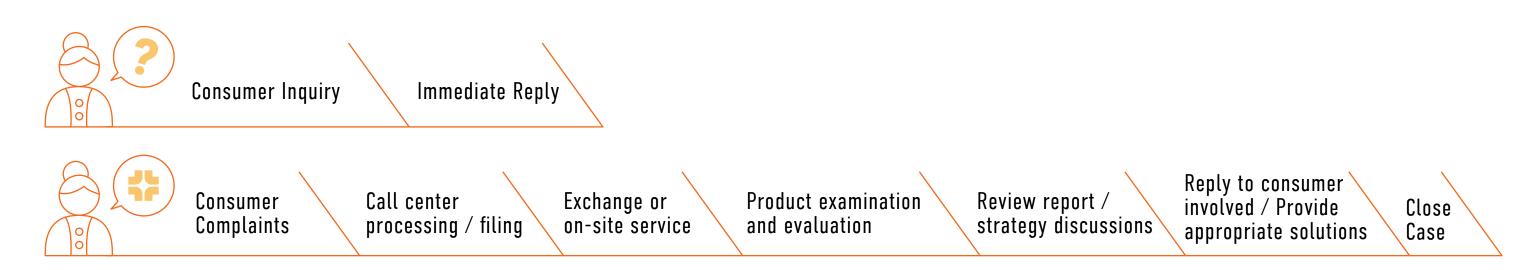
Consumer Satisfaction

Upholding our corporate mission of becoming "Every Family's Nutritional and Health Partner," Standard Foods is dedicated to pursuing excellent nutrition. We hope to enhance the nutrition and health of Taiwanese consumers through our food products. We continuously strive for excellence in the food industry, driven by science and innovation, enabling more Taiwanese consumers to achieve "A Lifetime of Well-Being." Each year, we conduct brand preference surveys to understand consumer preferences, listen to their feedback and suggestions, and continuously improve our services.

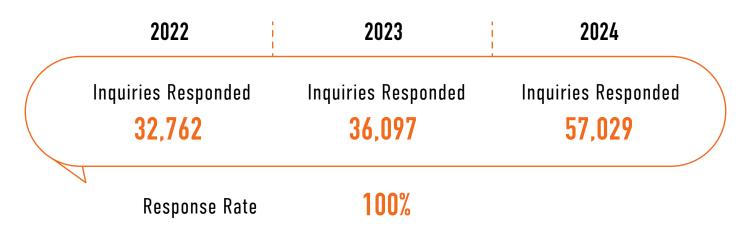
1 Sustainable Management

Standard Foods regards consumer feedback as a crucial foundation for advancing customer relationship development. We understand customer needs through multiple channels and foster internal departmental collaboration for improvements. Consumer feedback and important customer responses are promptly reported to relevant departments for follow-up. At the beginning of each month, we provide reminders and track important responses from the previous month. Quarterly, we track product feedback and improvements. Annually, we analyze important product issues and propose appropriate improvement plans, thereby building a complete customer feedback response and handling procedure.

Consumer Service Process



Standard Foods Customer Service Performance: 2022-2024

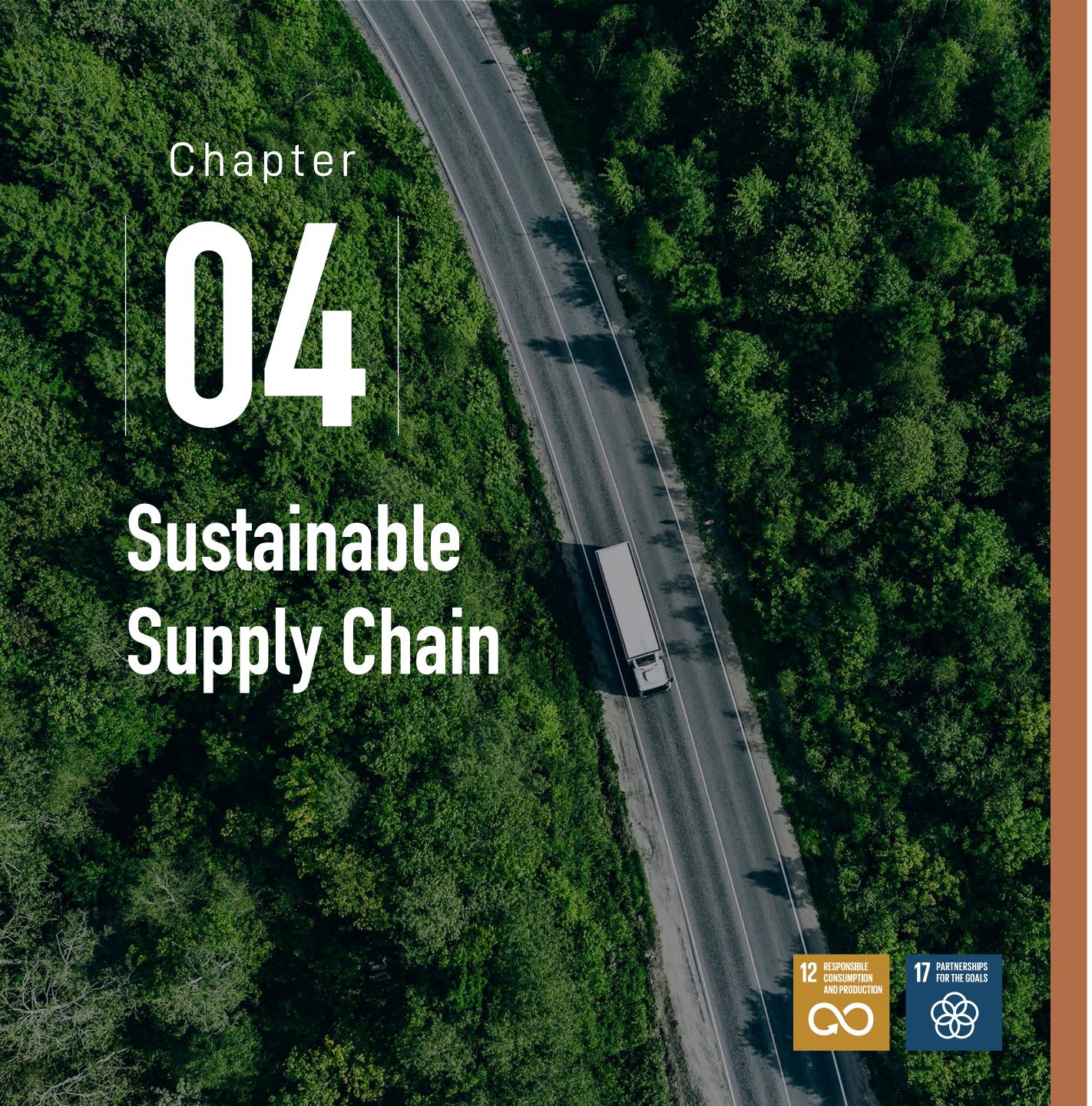


Note: The 2024 data includes customer service metrics from our official hotline, Facebook, and LINE platforms.

Consumer Personal Data Protection and Rights Safeguarding

At Standard Foods, we are deeply committed to protecting our customers' personal data and related rights. We strictly adhere to all relevant regulations under the Personal Data Protection Act, allocating significant resources to establish and implement a comprehensive Personal Data File Security Maintenance Plan.

To ensure ongoing compliance, we regularly conduct education and awareness training on personal data protection laws. We also have clearly defined privacy policies and legal terms published on both the Standard Foods official website and our e-commerce platforms. Standard Foods will continue to diligently execute all aspects of our Personal Data File Security Maintenance Plan, ensuring the robust protection of our customers' personal information.



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- 77 Sustainable Procurement

Vision and Commitment Suggestion

Standard Foods Group is committed to sustainable enterprise development. By fostering strong relationships with our suppliers, implementing diverse procurement strategies, and ensuring responsible production as well as reliable supply throughout our operations, we shall build a sustainable supply chain.

Sustainable Supply Chain

Material Topics | Sustainable Supply Chain



Management Mechanisms

- Supply Chain Employee Grievance Channels
- Raw Material Supplier Risk Assessment
- Annual Raw Material Supplier Site Visits and Audits (including subcontractors)

2024 Performance Highlights

- 100% of suppliers underwent an "Annual Supplier Evaluation."
- In 2024, social and human rights risks as well as environmental risks were assessed for all active raw material suppliers.
- The Procurement, Legal, and Sustainability departments collaboratively completed the Supplier Code of Conduct and distributed it to suppliers for adherence and signature; achieving an 85% or higher return rate.
- Six packaging material improvement projects were initiated and implemented.
- In 2024, due to geopolitical factors causing supply issues in global energy and raw material supply chains, our supply chain responded by pre-stocking, increasing inventory levels, and finding alternative suppliers to ensure stable raw material supply.
- Actively implemented sustainable procurement: Conducted risk analysis, implemented supplier sustainable due diligence, and increased the adoption of sustainable materials.

Short-Term Goals (2025-2027)

- 1.Enhanced Supply Chain Resilience: Adapt to global political and climate changes by adjusting safety stock levels and developing alternative suppliers in different regions.
- 2. Supplier Management and Auditing: Achieve a 100% annual target completion rate.
- 3. Sustainable Procurement Promotion: Complete the supplier sustainability survey in 2024 and continue promoting sustainable risk assessments. Achieve ISO 20400 management system certification for raw materials by 2025.
- 4. Support for Local Sourcing: Continue to promote and expand the use of local ingredients, such as tea leaves, sweet potatoes (purple yams), Chihshang rice, lemon juice, and Taitung organic rice, to reduce our carbon footprint.

5. Supply Chain Decarbonization Optimization:

- Increase direct shipments of items, sending raw materials directly to production plants to reduce logistics vehicle trips.
- Request carbon emission data from key raw material suppliers and confirm their ISO 14064 or ISO 14067 certification.
- Within inventory allowances and controllable cost impacts, continuously promote reducing transport frequency or opting for low-carbon transportation methods.
- 6. Promotion of Supplier Code of Conduct: Increase the signing rate, aiming for 90% of suppliers to sign by 2026, strengthening standards for business integrity, anti-corruption, labor practices, health and safety, and environmental management.
- 7.Eco-friendly Packaging Materials and Plastic Reduction: Continuously develop eco-friendly packaging materials and reduce plastic in products, collaborating with R&D teams to find new suppliers and increase the proportion of sustainable raw materials used.



Mid-Term Goals (2028-2030)

- 1.Implement Packaging Material Management and Promote Sustainable Development: Increase the proportion of eco-friendly materials, optimize packaging material and design, reduce weight and lighten materials, decrease resource consumption, enhance recycling and circular reuse, and keep pace with new domestic and international trends.
- 2. Supply Chain ESG Management: Cover procurement, logistics, inventory, waste disposal, carbon emissions, etc.; progressively require ESG (Environmental, Social, Governance) standards in the supplier selection process to enhance supply chain sustainable competitiveness.
- 3. Continuous Integration of Sustainability Standards into **New Product Development:** Ensure that carbon footprint and environmental impact factors are incorporated into new product design and development.
- 4.Low-Carbon Transportation Strategy: Prioritize low-carbon shipping routes for raw materials and track the carbon emission performance of shipping operators.



Long-Term Goals (Beyond 2030)

- 1. Develop Strategic Supplier Partnerships: Ensure raw material supply stability and price competitiveness.
- 2. Strengthen Risk Management Mechanism:
- Regularly monitor global supply chain market changes and formulate raw material procurement strategies.
- Conduct risk assessments for major raw materials and suppliers, promoting supply chain integration and the development of second supplier programs.
- 3. Deepen Sustainable Procurement Actions: Implement ISO 20400 sustainable procurement action plans, including annual consolidation and review.





[Procurement Department Highlights]

Introduction

Standard Foods has always adhered to the philosophy of food safety and environmental sustainability, starting from a product lifecycle perspective to ensure every stage meets safety, health, and environmentally friendly standards. Facing global supply chain challenges, we actively strengthen management to ensure transparent and traceable raw material sources, and work hand-in-hand with suppliers to implement corporate social responsibility, enhancing supply chain resilience.

From procurement, production to transportation, we continuously promote green procurement and sustainable supply chain management, optimizing transportation models to reduce our carbon footprint, ensuring products comply with environmental sustainability principles throughout their entire lifecycle. We embed this responsibility into every detail, committed to providing consumers with safer, healthier, and more environmentally friendly products.

Standard Foods insists on layered quality control, from raw material inspection to process monitoring, and finally to the finished product inspection before leaving the plant, ensuring that every batch of products meets food safety and hygiene standards, allowing consumers to enjoy with peace of mind. Through a comprehensive supplier management system, we evaluate and guide our partners, ensuring all suppliers meet Standard Foods' high-quality requirements. In 2024, our supplier audit pass rate and evaluation achievement rate both reached 100%, demonstrating our high demands for quality management.

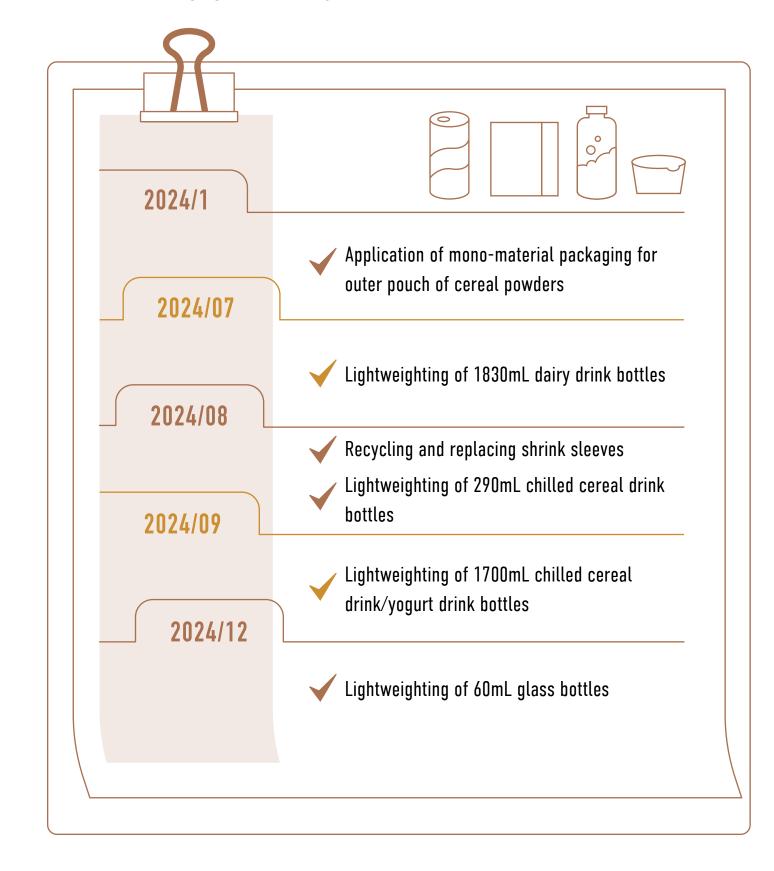
Regarding supply chain sustainability, Standard Foods actively promotes working with suppliers to implement corporate social responsibility. In 2024, we continued to require suppliers to jointly commit to adhering to the "Supplier Code of Conduct," ensuring operations comply with ethical standards, and jointly committing to human rights protection, labor

conditions, environmental protection, anti-corruption, fair competition, and other norms. Additionally, in 2024, Standard Foods updated its sustainability questionnaire content and continued to ask new and existing suppliers to complete it, comprehensively analyzing supply chain sustainability risks, and formulating short-, medium-, and long-term response measures to cope with global climate change and geopolitical challenges.

3 Food Safety

Partnering with suppliers, Sandard Foods promotes packaging material/plastic reduction, weight reduction, and the application of environmentally friendly packaging materials. In 2024, in addition to continuing 2023 projects, 6 environmental initiative plans were introduced to reduce environmental burden. At the same time, we actively seek low-carbon transportation solutions, such as reducing transportation frequency and prioritizing low-carbon emission transportation modes, to implement green supply chain management. In the future, Standard Foods will continue to deepen supply chain management, strengthen food safety, quality control, and sustainable development, and work together with suppliers for consumer health and environmental sustainability, moving towards a more responsible and environmentally friendly future.

Sustainable Packaging Material Project



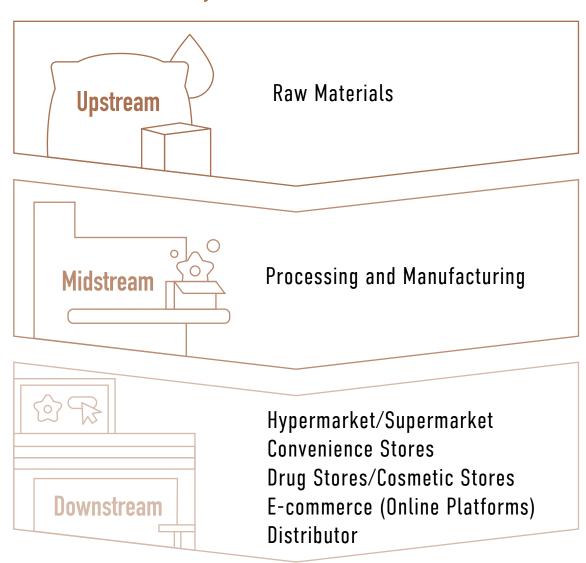
Introduction

Sustainable Value Chain

(GRI 2-6 Activities, Value Chain, and Other Business Relationships)

Quality is the soul of a product and the lifeblood of an enterprise. Standard Foods has long been dedicated to supply chain management, continuously enhancing the transparency and traceability of its food supply chain. By utilizing advanced and comprehensive quality inspection technologies, we collect and analyze relevant data throughout the supply chain, implementing holistic quality management. Our transparent and interconnected information systems drive continuous improvements in overall supply chain quality and efficiency. During the reporting period, there were no significant changes to Standard Foods' organizational size, structure, or ownership.

Standard Foods' Industry Value Chain



Supply Chain Management Policy

Food safety and environmental sustainability are unwavering beliefs at Standard Foods. This conviction is embedded in our supply chain management, starting with the identification of raw materials that are beneficial to human health and environmentally friendly. Through stringent process control, we minimize waste during production and maximize resource utilization. Pre-shipment quality inspections ensure that every food product reaching consumers meets rigorous food safety and hygiene standards, safeguarding public health. We also collaborate with all qualified suppliers, acting responsibly to collectively contribute to environmental sustainability.

For crucial raw materials, Standard Foods' Quality Assurance and Procurement teams begin by observing the external environment of the supplier's farmland to understand the surrounding conditions and ensure water purity. We then assess the quality of the farmland and whether planting methods comply with standards. Finally, we audit the processing conditions and environmental compliance within the plant. Only when all aspects, from external environment to internal processing, meet our strict qualifications, can a supplier become a Standard Foods partner. Managing from the source is an essential means of ensuring food safety and quality, a standard that Standard Foods has never taken a backseat to.

To strengthen supply chain sustainability management, Standard Foods has developed a "Supplier Management Procedure" for raw material suppliers and a "Contractor Management Regulations" for contractors. According to these regulations, we conduct annual evaluations and unscheduled audits of suppliers and contractors, carried out by an evaluation team through documented or onsite assessments. The company selects manufacturers for on-site audits based on the previous year's quality evaluation results. Following the supplier audit management procedures, a task force comprising quality control and procurement units conducts the on-site audits. If during an audit, significant deficiencies such as severe contamination risks in the manufacturer's production operations or incomplete traceability information are found, suppliers are required to respond with corrective and improvement measures within 14 days of the audit, as per our company's regulations.



Starting in 2023, Standard Foods has actively participated in The Sustainability Insight System (THESIS), organized by The Sustainability Consortium (TSC), a global non-profit organization focused on sustainable development. Through this participation, we comprehensively assess the sustainable impact of our supply chain across procurement, production, transportation, and consumption.

We utilize a data-driven approach to identify key areas for optimization, including carbon emissions, water usage, labor conditions, and product lifecycle impact, thereby formulating more forward-looking sustainability strategies. Furthermore, TSC THESIS helps us establish more transparent and trusting collaborative relationships with our suppliers, retail partners, and consumers. This enhances our brand's market competitiveness and strengthens our corporate influence in ESG (Environmental, Social, Governance) aspects.

Through TSC THESIS's analysis, we collaborate with relevant departments and suppliers to promote responsible sustainable actions, such as reducing carbon emissions, improving resource utilization efficiency, enhancing labor conditions, and responding to consumer demand for eco-friendly and healthy foods. In terms of production and transportation, we continuously monitor plant energy and water resource management with the aim of reducing carbon emissions and ensuring proper waste treatment. Simultaneously, we evaluate logistics route optimization, eco-friendly transportation models, and explore ways to reduce packaging materials, further minimizing the overall carbon footprint of our supply chain.

By utilizing the data insights from TSC THESIS, we gain a deep understanding of consumer concerns regarding product sustainability. We integrate this feedback into our procurement and product development strategies, ensuring that our products not only meet health and safety standards but also satisfy market expectations for sustainable and responsible offerings. These initiatives not only enhance supply chain transparency and resilience but also create long-term value for the environment and society.

Raw Material Management

Before any batch of raw materials enters our plant, it must undergo strict scrutiny by professional personnel in the Quality Assurance Department. Acceptance is only granted if the materials meet all specifications and standards. The scope of this control includes physical indicators (appearance, odor, density, etc.) as well as chemical indicators (pesticide testing, heavy metal testing, testing of important functional substances, and more).

Only after all these indicators are deemed compliant are the raw materials permitted to enter Standard Foods' raw material warehouse. All raw materials must not only pass the company's internal professional inspections but, when necessary, also undergo testing by external third-party impartial organizations to ensure that every incoming batch of raw material is approved and safe by Standard Foods.

To maintain the quality and freshness of raw materials, all materials must be stored at specific temperatures, and their shelf lives are strictly controlled. To this end, Standard Foods' raw material warehouses are specially designed and divided into: Ambient temperature warehouse (room temperature), Air-conditioned warehouse (below 30°C), Refrigerated warehouse (0-7°C), and Frozen warehouses (-18°C and -45°C) These important raw materials are carefully preserved in the most suitable storage environments to prevent spoilage.

Standard Foods Raw Material Management Items and Measures Description

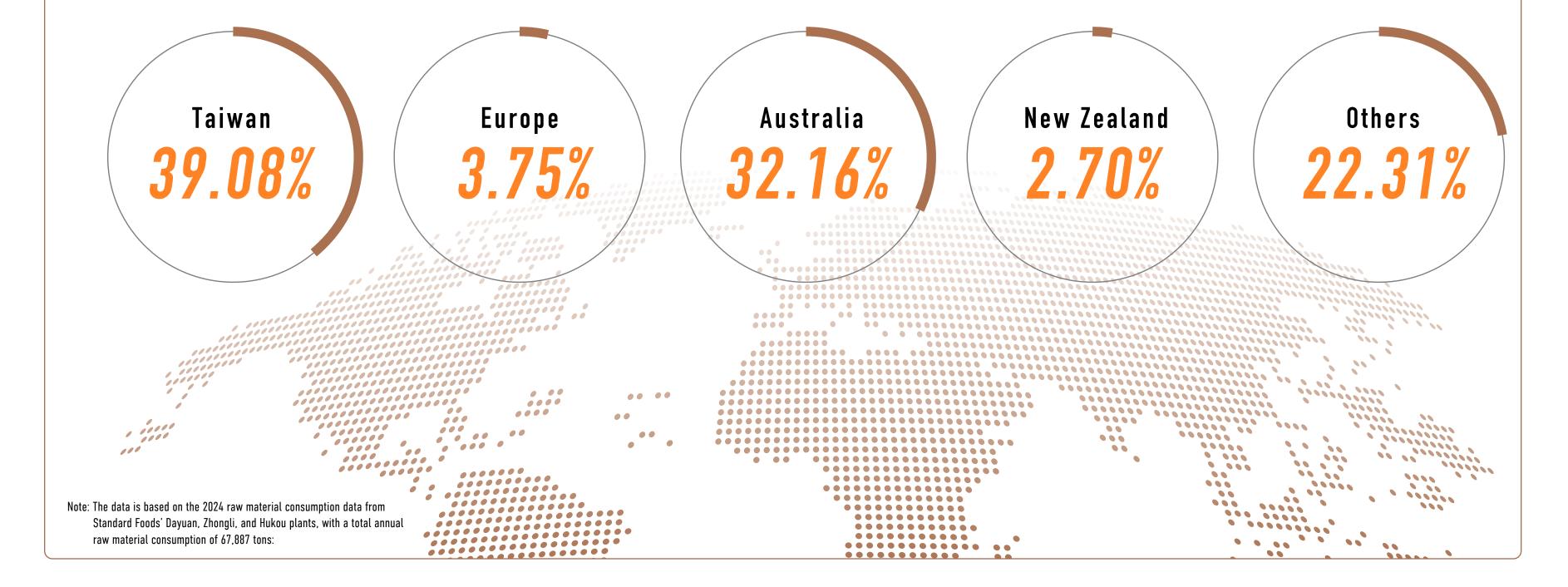
1 Sustainable Management

Raw Materials

Introduction

Standard Foods' main products include oatmeal, edible oils, nutritional supplements, and dairy products. While raw milk is sourced locally from Taiwan, the majority of our other bulk raw materials originate from Oceania (Australia/New Zealand), the Americas, and European countries.

We ensure that the quality of all raw materials complies with regulations and all TFDA standards. Price is never the sole criterion for selecting suppliers; even if a supplier offers a low price, they will be excluded if their raw material quality is unstable. We only establish long-term partnerships with manufacturers who can help us consistently provide consumers with excellent and stable product quality.



Packaging Materials

The primary packaging materials used by Standard Foods are categorized by material type, including glass, tin/aluminum cans, plastics, and paper cartons. Our selection of packaging materials adheres to the following four key indicators:

1 Sustainable Management

Quality and Safety

Introduction

All packaging materials that come into contact with food must comply with the "Sanitation Standards for Food Utensils, Containers, and Packages." This ensures that any packaging material directly contacting food is safe and free from hazards.

Environmental Recycling

All product packaging displays the national recycling mark — the Environmental Protection Administration (EPA) logo — to remind consumers to recycle after use. For paper-based materials, in line with environmental sustainability, Standard Foods opts for cartons made from recycled pulp. We carefully select suppliers whose products pass inspection and are committed to reducing the consumption of packaging materials to mitigate the rapid decline of trees due to excessive human development.

Waste Reduction

2 Corporate Governance

For gift box packaging designs, we conduct reviews prior to market launch in accordance with the EPA's "Restrictions on Excessive Product Packaging" regulations to prevent the generation of excessive waste.

Green Ecosystem

With the rising awareness of green consumption, the procurement volume of FSC (Forest Stewardship Council) certified paper packaging materials represent 76.02% of total paper packaging material used for Standard Foods and Standard Dairy products. Our shelf-stable true milk and chilled series paper cartons are 100% FSC certified.

Supplier Risk Assessment

At Standard Foods, we are unwavering in our "management from the source" food safety commitment, ensuring that every product consumers enjoy meets the highest standards. For critical raw materials, our Quality Assurance and Procurement teams adhere to an "outside-in" review principle. We begin by observing the external environment of the supplier's farmland, assessing the surrounding ecosystem and water purity to ensure a safe growing environment and that production practices align with environmental and social responsibilities. Finally, we conduct rigorous audits of the processing plant's production procedures and environmental management to ensure compliance with food safety and quality regulations. Only by passing all audit checkpoints can a supplier become a long-term partner with Standard Foods, collaboratively providing safe, healthy, and sustainable food to the market.

Standard Foods requires all suppliers to possess the willingness and capability for continuous improvement. We encourage our supply partners to obtain international food safety and quality certifications such as ISO 22000, SQF (Safe Quality Food), BRC (British Retail Consortium Global Standard for Food Safety), FSSC 22000, and IFS (International Featured Standards), ensuring compliance with global supply chain management standards. Furthermore, through our systematic supplier evaluation mechanism, we regularly review suppliers' operational capabilities, quality management, and sustainable development performance. This process allows us to filter out partners with ethical operations and excellent quality, thereby ensuring the safe and stable supply of raw materials. In 2024, Standard Foods' supply chain system remained robust, with stable cooperation and no significant changes in our relationships with supply partners, continuously providing consumers with the highest quality, safest, and most trustworthy products.

Supplier Prerequisites:

- Possession of a legally registered food plant license and company business license.
 (For international suppliers, they must be food manufacturing companies established in compliance with local laws and regulations of their respective countries.)
- The supplier's quality system or products must comply with GMP, HACCP, ISO22000, SQF, or other quality certifications.

In 2024, a total of 131 manufacturing sites within Standard Foods' supply chain, including 124 raw material suppliers and 7 packaging material suppliers, either implemented a HACCP management system or obtained higher-level international certifications such as ISO22000 or other GFSI-recognized food safety management system certifications.

Introduction



(GRI 308-1 New suppliers screened using environmental criteria)

26.66% of main raw material suppliers are ISO 14001 certified

To mitigate environmental risk impacts, Standard Foods continuously requires its "main raw material suppliers" to obtain ISO 14001 Environmental Management System certification. In 2024, an environmental risk impact assessment was conducted for 15 active main raw material suppliers. Among them, 4 suppliers (approximately 26.66%) have already obtained ISO 14001 certification. For the remaining 11 uncertified suppliers, a risk identification process was performed, and after evaluation, it was confirmed that all main raw material suppliers posed no significant actual or potential negative environmental impact.

(GRI 414-1 New suppliers screened using social criteria)

To prevent human rights-related social risks in the supply chain, Standard Foods conducted social risk and human rights impact assessments for all 316 raw material suppliers with whom we conducted business in 2024, achieving 100% coverage. Based on their annual supplier evaluation ratings, media reports, brand value, and audit performance, we ensure their compliance with our baseline requirements regarding labor rights, safety, and health, and that effective measures are in place to prevent negative incidents.

100% of Standard Foods' suppliers must undergo an initial qualification review, pass sample testing, and pass on-site supplier audits and annual evaluations. Every qualified supplier must pass multiple layers of inspection. For instance, suppliers must possess legal registration documents such as company registration, business registration, and plant registration. Samples must pass tests by R&D and other relevant departments before purchase. Prior to incoming shipments, complete raw material specifications and data must be provided for analysis and comparison. Imported raw materials must have valid permits, and packaging must not be altered or labels changed. After passing on-site audits and being approved by relevant department heads, suppliers are considered qualified.

Supply Chain Evaluation and Audits

Supplier Evaluation

Standard Foods engages in visits and communication with suppliers to understand their compliance with regulations, ensuring or reminding them of legal implementation. Additionally, the company periodically evaluates suppliers. After evaluation, suppliers are categorized into four tiers: Excellent, Good, Acceptable, and On Probation.

Standard Foods conducts annual evaluations of raw material suppliers, comprehensively assessing them across four key dimensions: Quality (Q), Cost (C), Delivery (D), and Service (S). This comprehensive evaluation and grading serve as the basis for risk management. We adjust the weighting of supplier evaluation criteria based on the degree of materiality of their impact on our operations. In 2024, our supplier evaluation criteria and their weightings were: Quality Assurance 60%, Reasonable Price 15%, Stable Delivery 15%, and Service & Technical Improvement 10%.

he results of Standard Foods' supplier evaluations for the past three years are presented below:

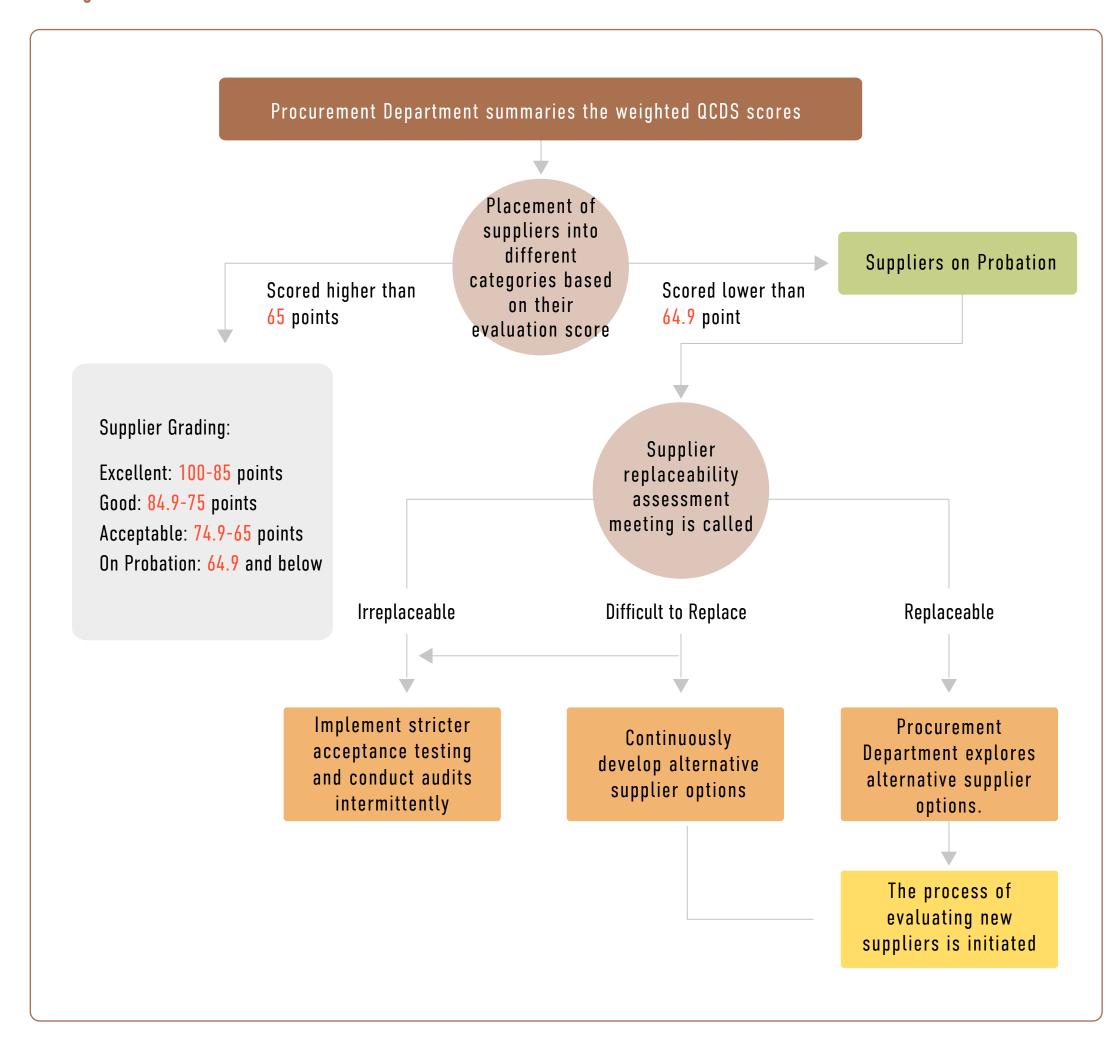
Standard Foods/Standard Dairy Supplier Evaluation Results: 2022-2024

Category	Grade	2022	2023	2024
	Excellent	254	255	264
	Good	19	31	39
Suppliers	Acceptable	0	6	10
	On Probation	0	1	3
	Total	273	293	316

3 Food Safety

1 Sustainable Management

Introduction



Service Provider Evaluation

At Standard Foods, we extend our rigorous quality standards to engineering procurement service providers and contractors, adhering to our "Service Provider Management Operating Standards." The goal is to ensure that external service providers' offerings, goods, and processes meet Standard Foods' requirements. This system helps us reinforce and implement external supply management through evaluation, selection, and monitoring, aligning with our quality and safety benchmarks.

Based on the aforementioned operating standards, we use risk factors (brand value, supply dependency, media reports, food safety relevance) to score vendors. Our "Service Provider Risk Assessment" classifies results into A (No Risk), B (Low Risk), C (Medium Risk), and D (High Risk) levels. Vendors classified as "On Probation" (from general supplier evaluation) or "D" level are considered non-compliant. Depending on the situation, we will provide guidance or implement stricter management, while also seeking alternative suppliers. Here are the results of our 2024 Service Provider and Contractor Risk Assessment:

Standard Foods 2024 "Service Provider Risk Assessment" Results

Risk Assessment Results	2023	2024
A(No Risk)	0	0
B (Low Risk)	10	9
C (Medium Risk)	3	2
D (High Risk)	0	0
Subtotal	13	11

Furthermore, for service providers, we've developed a "Service Provider Evaluation" system, referencing our general supplier evaluation methods. This evaluation scores providers based on Quality (Q) at 60%, Cost (C) at 15%, and Service (S) at 25%. The "Service Provider Evaluation Grading" categorizes results into A (Excellent: 100-85 points), B (Good: 84.9-70 points), and C (On Probation: below 70 points). If a service provider is categorized as "On Probation," a thorough assessment of their improvement capability and substitutability is conducted, and a corresponding action plan is formulated within one month of the evaluation. Here are the results of our 2024 Service Provider Evaluation:

Standard Foods 2024 "Service Provider Evaluation Grading" Results

Vendor Type	Grade	2023	2024
	Excellent	3	8
Service	Good	10	3
Providers	On Probation	0	0
	Total	13	11

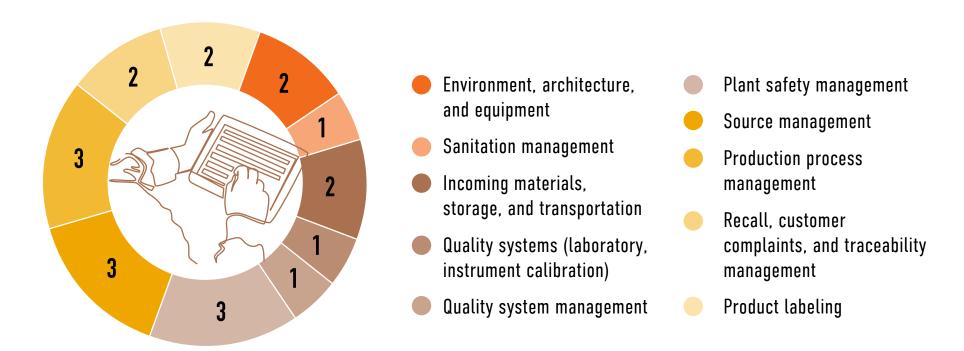
2024 STANDARD FOODS GROUP | Sustainability Report

Introduction 1 Sustainable Management

Supplier Audits

To ensure all our partnering suppliers meet Standard Foods' food safety and quality requirements, we annually determine the next year's supplier audit plan based on their quality evaluation results. In 2024, we scheduled audits for 99 suppliers. Suppliers scoring below 70 points will undergo a replacement evaluation or re-audit and guidance. Additionally, new suppliers or those with significant anomalies are subjected to unscheduled audits to ensure smooth communication. This fosters a shared commitment to food safety and quality, creating mutually trusting and beneficial partnerships.

Supplier audit items (the weighted grades diverge depending on the categorization of a trading company or a manufacturing company. The chart below shows that for a manufacturing company.)



Standard Foods/Standard Dairy 2022-2024 Supplier Audit Performance

	Audit Method	2022	2023	2024
	Annual No. of Transacting Suppliers	273	293	316
	Actual No. of Audited Suppliers (Regular)	47	89	99
On-site audit	Audit Percentage (Note)	17.22%	30.38%	31.33%
	No. of Audited Suppliers Passed	47	84	99
	Audit Pass Percentage	100.00%	94.38%	100.00%

Note: The audit percentage is calculated as the percentage of suppliers that conducted procurement activities in the current year that have been audited.

Spotlight Case

Supplier Sustainability Questionnaire Survey

To align with sustainable development goals and ensure our supply chain adheres to Standard Foods' Supplier Code of Conduct, the company has implemented an online, paperless questionnaire for suppliers. This survey aims to understand stakeholders' concerns and implementation progress across the three major dimensions of ESG: Environmental, Social, and Governance.

This questionnaire evaluates suppliers' current status in promoting sustainable development across these three dimensions, including:

- Whether they have prepared sustainability reports and disclosed relevant information.
- Whether they have established a dedicated sustainability management team or mechanism to ensure internal promotion of sustainable development, source management, or have executed sustainable innovation initiatives.
- Environmental management-related certifications, such as ISO 14001 (Environmental Management System), ISO 14064-1 (Greenhouse Gas Inventory), ISO 14067 (Product Carbon Footprint), ISO 14046 (Water Footprint), etc.
- Labor rights and human rights protection measures, including written labor management policies, ensuring compliance with relevant regulations and Standard Foods' Supplier Code of Conduct.

To further strengthen supply chain sustainability management, the company introduced a new version of the sustainable procurement questionnaire by the end of 2024. Different versions will be developed based on supplier categories to more precisely evaluate the sustainable practices of various supplier types. This current questionnaire was sent to 316 qualified and active suppliers, resulting in 196 valid responses, achieving a 62% response rate.

Looking ahead, the company will continue to collaborate with suppliers to promote supply chain management aligned with ESG principles, ensuring suppliers fulfill their social responsibilities and collectively achieve sustainable development goals. We plan to adjust the questionnaire content annually and continue distributing it to various supplier types to more effectively track the current status and progress of sustainability initiatives, serving as a crucial starting point for our company's promotion of sustainable procurement systems and supplier management.

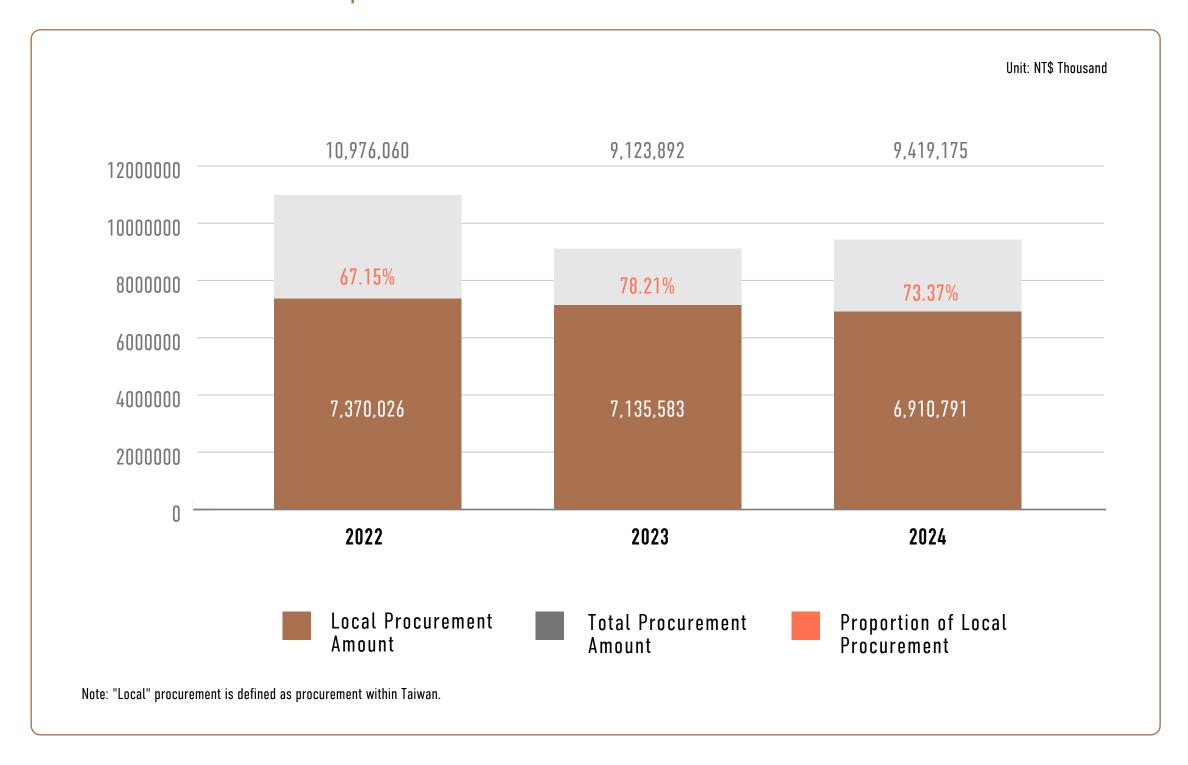
Sustainable Procurement (GRI 204-1 Proportion of Procurement Spending on Local Suppliers)

Introduction

At our key operational sites (including the operational boundaries mentioned in this report), we prioritize local procurement to reduce carbon footprints from long-distance transportation and support local business development. In 2024, local procurement accounted for approximately 73.37% of our total expenditure. Standard Foods aims to maintain this level in the future and will further evaluate the feasibility of expanding local procurement, setting specific targets for increased percentages.

1 Sustainable Management

Standard Foods' Local Procurement Proportion Over the Past 3 Years



In recent years, Standard Foods has consistently promoted environmental policies, including various energy-saving and waste-reduction projects. We also encourage all departments to use environmentally friendly green products. Therefore, we actively promote a green procurement policy, purchasing items such as energy-efficient equipment (e.g., inverters, high-efficiency IE3 motors, LED lighting, air conditioning units, UPS uninterruptible power systems) and products with environmental labels, energy-saving labels, and water-saving labels.

Standard Foods' Green Procurement Proportion in 2024

Unit: NT\$ Thousand

	Year	2023	2024
	Engineering	17,348	68,312
Green Procurement	Packaging Materials	202,264	203,829
	Miscellaneous procurement (including IT)	6,168	19
	Total Green Procurement Amount	225,781	272,160
	Engineering	693,230	180,952
T. 15	Packaging Materials	540,370	517,039
Total Procurement Amount	Miscellaneous procurement (including IT)	10,105	4,807
	Total Procurement Amount	1,243,713	702,798
Green Procurement Proportion		18.15%	38.73%

Note 1: Green procurement is defined as products with domestic or international environmental labels, energy-saving, water-saving, or green building material labels, carbon footprint or carbon reduction labels, or FSC, PEFC sustainable forestry, Taiwan wood labels, and similar products.

Note 2: Data for engineering and IT procurement were not disclosed in 2021-2022, hence green procurement proportion is only disclosed starting from 2023.

Note 3: The 2023 green procurement and total procurement amounts were misreported initially; after restatement, the 2023 green procurement amount decreased by 1.46%.

Chapter

Environmental Sustainability







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Vision and Commitment

Standard Foods aims to achieve international environmental standards, actively promoting daily environmental protection activities and energy-saving, carbon-reduction policies. We adhere to domestic regulations and enhance our ability to identify, assess, and respond to climate change risks and impacts. For potential harms caused by these risks, we propose corrective solutions and measures to adapt, mitigate climate financial risks, and identify corresponding climate financial opportunities, thereby supporting the company's sustainable development.

Environmental Sustainability

Material Topics | Climate change response, packaging material management







Management Mechanisms

Climate Change Response

- Annual re-certification for ISO 14001 Environmental Management System
- Completion of greenhouse gas emission inventories
- Total Productive Maintenance (TPM) team activities (annual review and setting of downtime probability targets and work plans).
- Downtime hours recording
- Monthly control of equipment repairs and energy budget vs. actual expenses

Packaging Material Management

- Host new packaging consensus meetings.
- Outsource testing and small-scale production of lightweight bottles, addressing issues, making improvements and conducting acceptance.
- Continuous improvement team activities for eco-friendly packaging (three main policies: use of eco-friendly packaging materials, packaging materials reduction, reuse).

2024 Performance Highlights

- All three plants successfully passed ISO 14001 environmental management system certification.
- In 2024, group plants collectively saved 582.81 thousand kWh of electricity, conserved 7,642 tons of water, and reduced 263.21 tons of carbon emissions.
- Continued to complete the "greenhouse gas emission inventory and verification work for the group's four major sites and six sales offices across Taiwan, as well as five new sites in China."
- Initiated "carbon footprint verification for 2 major oatmeal products."
- Completed 7 major projects, including 290mL PE bottles, 1700mL PE, 1L PET oil bottles, chilled dairy PE bottles, shelf-stable true milk paper straws, removal of oil bottle neck labels, and removal of Costco plastic handles, resulting in 102 tons of plastic reduction.
- Achieved 117 tons of recyclable outer pouch material for grain powders.

Short-Term Goals (2025–2027)

Standard Foods is setting specific project timelines for these goals. By 2025, we'll continue to complete greenhouse gas emission inventories and verifications for all four major Standard Foods sites and six sales offices across Taiwan, as well as five new sites in China. We'll participate in the CDP (Carbon Disclosure Project) and actively promote energy and water conservation, strengthening autonomous energy and water management. Our action strategies and goals include:

- By 2025, continue to complete greenhouse gas emission inventories and verifications for the group's four major sites and six sales offices across Taiwan, and an additional five sites in China.
- Establish a product carbon footprint inventory team, aiming to complete verification (ISO 14067) for 2 products by 2025.

Introduction

- By 2026, continue to complete the entire group's (including subsidiaries) ISO 14064-1 greenhouse gas inventory and set long-term carbon reduction targets for the group.
- By 2026, reduce carbon emission intensity by 3% (baseline 2023, unit: tons/million NT\$ revenue).
- By 2026, reduce water intensity by 5% (baseline 2023, unit: tons/million NT\$ revenue).
- Form a TCFD project and team, complete internal carbon pricing formulation, and participate in the CDP carbon disclosure project.
- Continue packaging/plastic reduction projects, aiming to reduce plastic use by over 150 tons annually (compared to 2024 packaging material usage).
- Continue eco-friendly packaging material projects, aiming to use over 7 tons annually of recycled plastic (r-PET 10%) labels (compared to 2024 packaging material usage).
- Continue eco-friendly packaging material projects, aiming to use over 100 tons annually of recyclable outer pouches for grain powders (compared to 2024



Mid-Term Goals (2028-2030)

Standard Foods is setting specific project timelines for these goals. By 2028, we will perfect our energy management team mechanism, initiate green building planning for new plants, greening of plant surroundings, and plan for high-efficiency public utilities. Our action strategies and goals include:

- By 2028, complete IFRS S1 and S2 reports
- By 2028, complete the entire group's (including subsidiaries) ISO 14064-1 greenhouse gas verification.
- All group plants to achieve ISO 50001 certification.
- By 2028, reduce carbon emission intensity by 5% (baseline 2023, unit: tons/million NT\$ revenue).
- By 2030, reduce carbon emission intensity by 10% (baseline 2023, unit: tons/million NT\$ revenue).



Long-Term Goals (Beyond 2030)

Our long-term goal is to achieve carbon neutrality. Action strategies and goals include:

- Referencing the SBTi (Science Based Targets initiative) to scientifically advance carbon reduction intensity.
- Beyond 2030, reduce carbon emission intensity by 12% (baseline 2023, unit: tons/million NT\$ revenue).



1 Sustainable Management

Environmental Highlights

Among the many ESG indicators implemented by enterprises, water resource sustainability has unequivocally become a crucial element. Especially with the increasing global demand for water and its complete lack of substitutes, the stable supply of water resources is vital for overall national economic and social development; thus, the value of water extends far beyond its price. Compared to other natural resources, water is even more indispensable, having ascended to the status of a national strategic commodity.

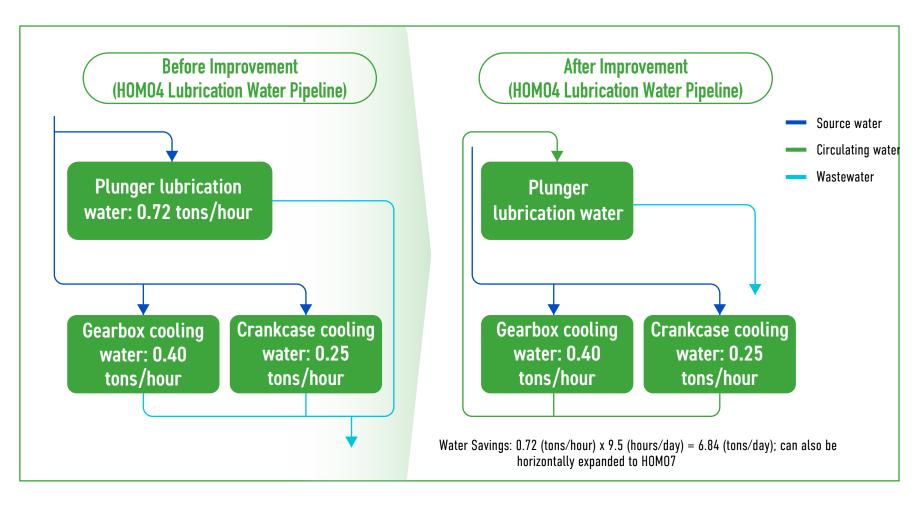
Introduction

The processed food industry requires a large water supply for mixing, processing, and cleaning products and equipment. Furthermore, the food industry must manage wastewater discharge generated during its processing. As Taiwan's water supply conditions become more stringent and water scarcity issues worsen, the processed food industry will face increasing operational risks. Due to production needs or regulatory restrictions, rising operational costs and water shortages are problems that businesses must confront in the future. Therefore, businesses can leverage financial analysis to evaluate the risks and costs of promoting water conservation projects, improve operational efficiency, and effectively manage water-related risks and issues.

In view of this, Standard Foods Group's plants are actively addressing how to improve water resource utilization efficiency throughout the entire supply chain, from manufacturing to distribution. We are implementing water recycling and reuse facilities and adopting multiple measures to increase the water recovery rate, thereby achieving water balance and reducing water scarcity risks to ensure sustainable development.

Following these efforts, Standard Foods Group continues to promote water conservation projects. In 2024, the Hukou plant implemented optimization solutions, including the reuse of homogenized machine lubricating water (HOMO4) for process equipment, frequency reduction for hot water sterilization in oat discharge tanks and filling barrels, and the recycling and reuse of can washing water from can washing machines, resulting in annual water savings of 7,200 tons. The Dayuan plant's refined oil production line optimized the operating parameters of its air pollution control equipment, ensuring compliance with environmental emission standards. This reduced daily cleaning water consumption from 3.7 tons to 2 tons, saving 45.95% of daily water, with an actual annual water saving of 442 tons in 2024.

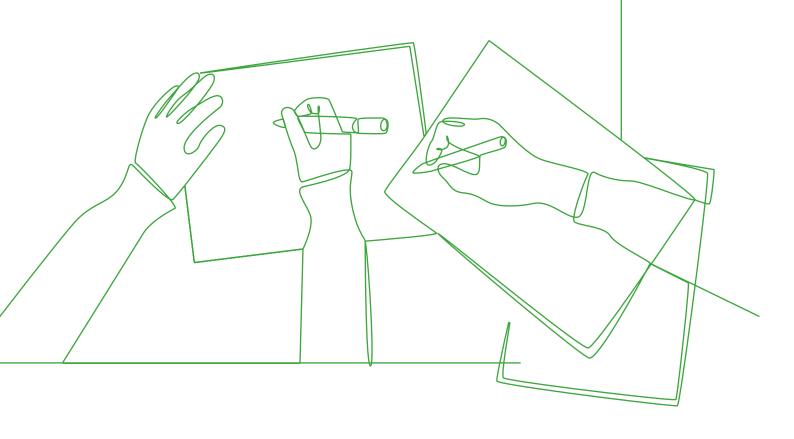
Hukou Plant's Equipment Optimization Project: Process Equipment Water Recycling and Reuse, Annual Water Savings of 7,200 Tons





Dayuan Plant's CIT Project: **Optimization of Air Pollution Control Equipment Operating** Parameters on Refined Oil Production Line, Annual Water Savings of 442 Tons





Climate-Related Financial Disclosures (TCFD)

In recent years, climate change has led to frequent disasters. To proactively address these climate hazards and prevent related financial losses, Standard Foods has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) that were established by the Financial Stability Board (FSB) in 2015. We voluntarily disclose our response policies and preventative actions in the event of climate-related risks, as well as the financial impacts they cause. After proper climate adaptation and disaster recovery, we aim to identify opportunities to ensure profitability, thereby enhancing our company's climate resilience to cope with impending climate disasters.



TCFD's Four Core Elements

Climate-Related Financial Disclosure Core Elements



Introduction

- At Standard Foods, our Sustainable Development Committee and Environmental Sustainability Team periodically convene relevant departments to discuss potential impacts of various issues on the organization, both internally and externally. This specifically includes identifying and assessing climate change risks and responding to climate impacts. Once climate-related impacts are identified, we hold meetings with senior management to discuss climate-related risks and opportunities. We propose improvement suggestions and measures to address the potential harms caused by these risks, aiming to adapt and mitigate climate financial risks while simultaneously identifying corresponding climate financial opportunities.
- The Sustainable Development Committee and Environmental Sustainability Team report annually to the Board of Directors on the year's overall ESG performance. The Board then reviews and confirms short-term, mid-term, and long-term goals, including those related to climate change.



Standard Foods integrates the potential impacts of climate change into our overall operational considerations. We estimate the probability and extent of risk occurrence and formulate risk response and mitigation plans. Based on our business types, risk strategies, and financial planning, we identify physical and transition risks and opportunities. Through scenario analysis (physical risks: RCP 2.6, RCP 8.5; transition risks: NDCs, domestic regulations), we project future potential climate financial impacts. This allows us to outline proactive and forward-looking climate actions, and to establish risk response and mitigation plans, as well as crisis management mechanisms. Our efforts include actively promoting green energy and environmental policies, driving our supply chain towards a low-carbon manufacturing transition, expanding the use of renewable energy, and developing innovative carbon reduction technologies. All these initiatives aim to comprehensively reduce the carbon footprint of our corporate operations and product production and sales. To address the impact of global climate change and the greenhouse effect on the environment, beyond setting energy-saving and carbon-reduction measures, we promote energy management in offices and public areas, waste reduction, and implement green procurement by purchasing products with energy-saving and environmental labels, diligently achieving energy and carbon reduction in accordance with government regulations.

For a detailed look at short-term, mid-term, and long-term risks and opportunities, please refer to the section on "Climate-Related Risks and Opportunities and Their Financial Impact."



To identify and assess significant impacts and risks related to our operations, the Sustainable Development Committee regularly evaluates climate change risks to understand specific potential financial impacts. This information serves as the foundation for policy formulation and goal setting, as well as for establishing comprehensive climate management procedures. These procedures include steps such as identification, assessment, management, recovery, and adaptation, all under continuous monitoring. For related processes, please refer to the "Climate-Related Risk Identification, Assessment, and Management Flowchart."



To reduce the risks posed by climate change and achieve our carbon reduction and energy-saving goals, we manage climate change-related risks and opportunities using TCFD metrics:

- Energy-Saving and Carbon Reduction Policy
- Short-term Plan: By 2025, we will continue to complete greenhouse gas emission inventories and verifications for the group's four major sites and six sales offices across Taiwan, as well as five new sites in China.
- Mid-term Plan: By 2026, we aim to reduce carbon emission intensity by 3% (using 2023 as the baseline, unit: tons/million NT\$ revenue). From 2025-2026, we will transfer knowledge and assist subsidiaries in completing their ISO 14064-1 greenhouse gas inventories, and establish the group's long-term carbon reduction targets.
- Long-term Plan: By 2028, we aim to reduce carbon emission intensity by 5% (using 2023 as the baseline, unit: tons/million NT\$ revenue).

Identifying and Assessing Climate Risks

Introduction

Physical Scenarios

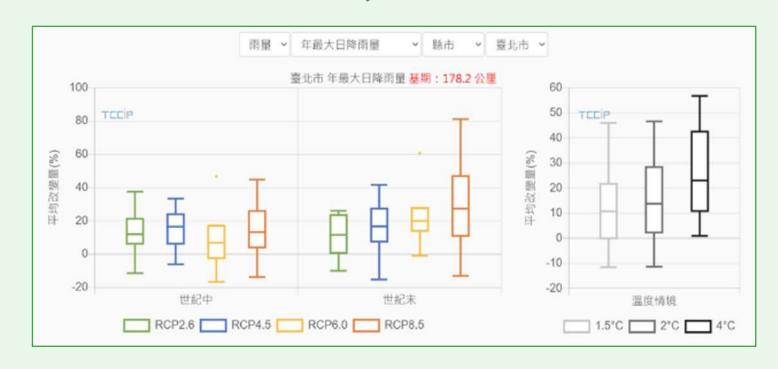
The Sustainable Development Committee's Environmental Sustainability Team assesses the potential impacts of climate disasters based on the chosen RCP climate scenarios. Considering that Standard Foods' Taipei Head Office, Dayuan plant, Zhongli plant, and Hukou plant are all located in Northern Taiwan, we evaluate the potential impacts of climate disasters that might occur with a temperature increase of 2.4° C to 4.4° C.

Utilizing public climate model/chart websites such as the Taiwan Climate Change Projection Information and Adaptation Knowledge Platformand the 3D Disaster Potential Map, we simulate climate scenarios under RCP2.6 to RCP8.5. The results show no significant differences. The projected increases in average rainfall and maximum daily rainfall by the end of the century do not exceed the "3D Disaster Potential Map" disaster threshold of 650 millimeters of rainfall in 24 hours. Therefore, our company faces no immediate risk of floods or inundation. However, we still acknowledge the potential for natural disasters like typhoons to cause production line shutdowns, transportation difficulties, supply chain disruptions, and personnel absenteeism.

IPCC RCP Climate Scenarios and Related Indicators Adopted by Standard Foods

RCP 2.6	RCP 8.5
~2.0 ° C	~4.3 ° C
Maximum daily rainfall: 204.3mm Annual average	Maximum daily rainfall: 259.5mm Annual average
	~2.0 ° C Maximum daily rainfall: 204.3mm

Standard Foods' Estimated Maximum Daily Rainfall



(Data Source: Taiwan Climate Change Projection Information and Adaptation Knowledge Platform)

In terms of annual average temperature, even though the

cities where our offices are located may not experience

a 2°C temperature increase by 2060 under various climate

scenarios, rising annual average temperatures could

still lead to several challenges, such as: increased

air conditioning electricity costs, reduced lifespan

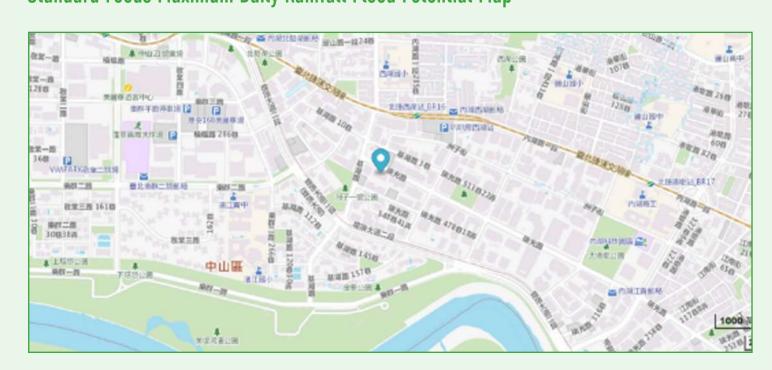
for instruments and equipment, write-offs and early

obsolescence of existing assets, higher infrastructure costs,

as well as the potential for reduced production of certain

goods.

Standard Foods Maximum Daily Rainfall Flood Potential Map



(Data Source: 3D Disaster Potential Map)

Standard Foods' Estimated Annual Average Temperature Changes



(Data Source: Taiwan Climate Change Projection Information and Adaptation Knowledge Platform)

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Transition Scenarios

Standard Foods analyzes transition scenarios based on the Paris Agreement's Nationally Determined Contributions (NDCs) and relevant domestic regulations, such as the Climate Change Response Act and the Renewable Energy Development Act, enabling us to estimate the future financial impact on electricity costs.

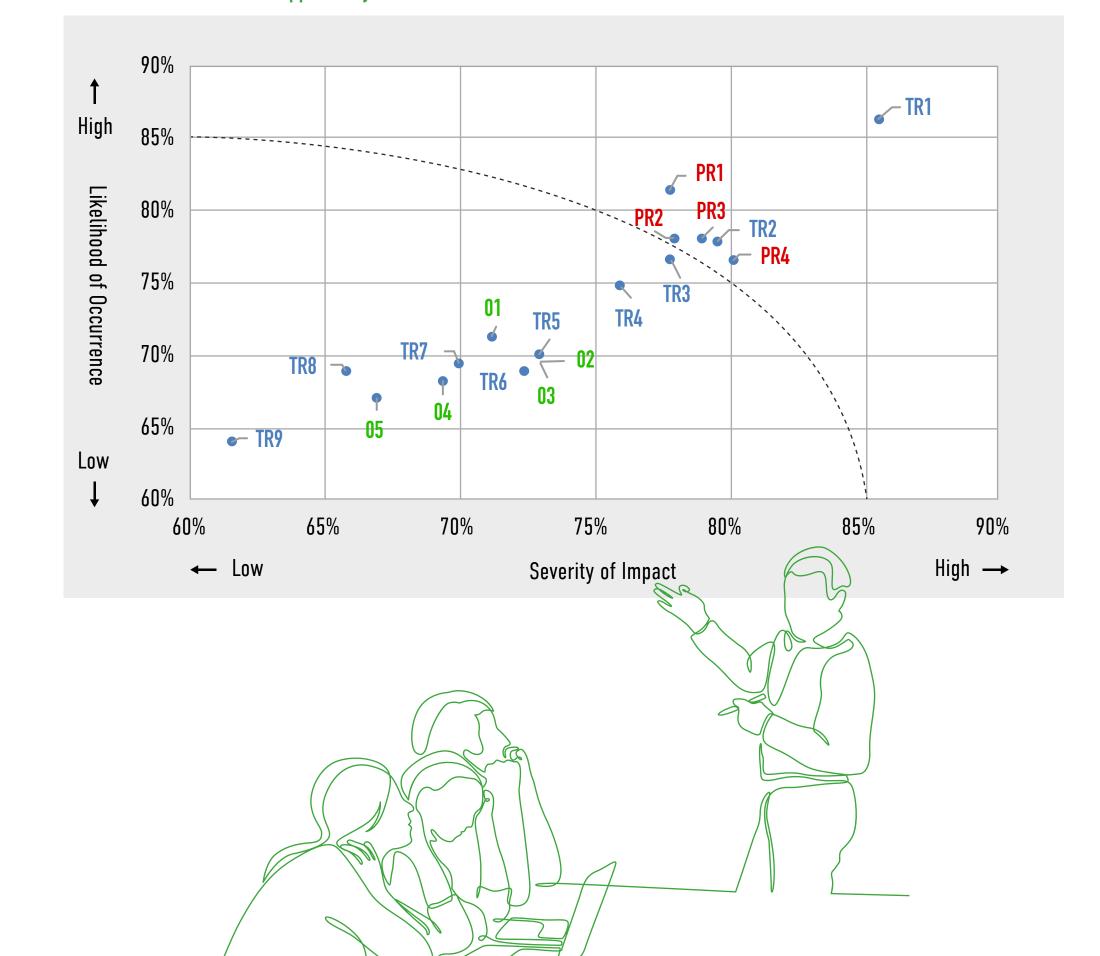
Taiwan aims to reduce greenhouse gas emissions by 50% from Business As Usual (BAU) by 2030. To achieve this, the national energy policy plans to increase the share of renewable energy from 5.6% in 2019 to 40% by 2030. However, renewable energy in Taiwan comes at a higher cost. The Ministry of Economic Affairs' Electricity Price Rate Review Committee, meeting on March 22, 2024, decided to increase the average electricity price by approximately 11%, bringing the overall average to NT\$3.4518 per kWh, effective April 1. This decision reflects principles of cost recovery, public welfare, price stability, energy saving, carbon reduction, and user-pays. The pricing will be reviewed annually.

For Standard Foods Group, based on 2024's total purchased electricity of 32,122 thousand kWh across all major plants and head office, this translates to an estimated NT\$10,806 thousand increase in electricity expenses compared to 2023. This scenario analysis suggests that Taiwan's long-term electricity prices will continue to rise at a similar rate, potentially increasing the group's annual electricity costs by around 10-11%. To mitigate the potential impact of these rising costs for purchased electricity, we will continue to implement various energy-saving measures to reduce our overall electricity consumption.

Financial Impact of Climate-Related Risks and Opportunities

To address climate-related risks and opportunities, we conduct internal surveys based on the "likelihood and severity of potential impacts." This process allows us to re-identify and prioritize medium to high-risk items, which then informs the development of appropriate response strategies and management objectives. This approach enhances Standard Foods' resilience in responding to both climate risks and opportunities.

Climate-Related Risk and Opportunity Matrix



Climate-Related Risks and Opportunities List

	Climate Rsk Item			
	PR1. Increased severity and frequency of extreme weather events like typhoons and floods			
Physical	PR2. Scarcity of water resources			
Risk	PR3. Changes in rainfall (water) patterns and extreme climate shifts			
	PR4. Rising average temperatures			
	TR1. Increased raw material costs			
	TR2. Increased greenhouse gas emission costs			
	TR3. Costs of transitioning to low-carbon/plastic-reduction technologies			
	TR4. Increased/changed requirements and regulatory standards for existing products and services			
Transition	TR5. Renewable energy regulations			
Risk	TR6. Emergence of low-carbon/plastic-reduction products replacing existing products and services			
	TR7. Government strengthening emissions reporting obligations			
	TR8. Growing stakeholder concern and negative feedback			
	TR9. Shifts in consumer demand and preferences			
Climate Opportunity Item				
01. Using	more efficient production and distribution processes			
02. Adopti	ng incentive policies			
03. Enterir	ng new markets			

- 04. Improving resource efficiency through recycling and reuse
- 05. Developing low-carbon products and services

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After reviewing climate-related risks and opportunities, our group analyzes the financial impact of climate change on Standard Foods based on individual issues. We then formulate corresponding response strategies and management objectives. The climate-related physical and transition risks and opportunities are disclosed below:

Financial Impact, Response Strategies, and Management Objectives for Climate-Related Risks - Physical Risks

Туре	Climate-Related Risk	Potential Impact to the Group	Potential Financial Impact	Response Strategy	Management Objective
Immediate	PR1. Increased severity and frequency of extreme weather events like typhoons and floods	Typhoons cause transportation obstruction/disruption, damage to plant/warehouse equipment, or water/power outages.	 Increased raw material and finished product transportation costs, increased operating costs. Power outages damage plant equipment, impair asset value, increasing maintenance costs. Power outages damage plant equipment, disrupt production, leading to reduced revenue. 	 Complete supply chain planning 2-3 days before typhoon or heavy rainfall warnings. Establish a diverse transportation and distribution fleet. Initiate power system inventory to confirm equipment age and performance. Coordinate postponement of channel activities or communicate alternative items. 	 Adjust supply chain plans one week before typhoon or heavy rainfall warnings. Annually complete power system inventory to improve power efficiency and integrity. Annually review company disaster insurance items to reduce financial loss impact.
Immediate	PR2. Scarcity of Water Resources	Taiwan often experiences long droughts in summer, leading to low groundwater levels, impacting dairy and beverage plant production plans due to water shortages.	 Water scarcity prevent production lines from operating normally, leading to reduced revenue and increased penalties for stockouts and operating costs. 	 Increase well depth. Increase water storage capacity, establish emergency response management mechanisms. 	 Daily monitoring of groundwater quality and quantity to meet standards. Annually complete water resource utilization review, reducing water consumption per million revenue.
Long-Term	PR3. Changes in rainfall (water) patterns and extreme climate shifts	 Droughts affect the production volume of Australian oats, Italian olive oil, and West African cocoa powder. Droughts affect pasture and milk supply, indirectly impacting milk powder production volume. Prolonged rainfall affects the production volume of sugarcane. 	 Reduced raw material production volume leads to price increases, increasing operating costs. Increased adaptation costs due to R&D and selection of alternative raw materials. 	 Increase bulk raw material inventory. Initiate alternative raw material projects. 	 Manage bulk raw material inventory days and quality. Manage prices and supply stability of key or alternative raw materials.
Long-Term	PR4. Rising average temperatures	Impacts agricultural crop growth cycles and milk source yields, leading to unstable raw material supply.	Raw material shortages will affect supply and prices; continuous price increases will impact product profitability and increase operating costs.	 Monthly confirmation of supplier raw material (M+6) inventory status to ensure supply chain stability. Develop and increase raw material supply sources to reduce single-source outage risk and increase supply flexibility. 	 Complete raw material supply plans for the next year. Establish an alternative raw material mechanism.
Long-Term	PR4. Rising average temperatures	Increased energy demand for air conditioning, cooling systems, or water resources, leading to higher energy costs.	Increased energy consumption will also increase carbon emissions, leading to higher related costs.	Inventory energy-consuming equipment and pipelines, evaluate replacement with energy-efficient equipment.	 Improve energy equipment efficiency to reduce electricity, water consumption, and carbon emissions. By 2028, all three plants to achieve ISO-50001 energy management certification.

Financial Impact, Response Strategies, and Management Objectives for Climate-Related Risks - Transition Risks

Туре	Climate-Related Risk	Impact Period	Potential Impact to the Group	Potential Financial Impact	Response Strategy	Management Objective
Policy and Regulation	TR2. Increased greenhouse gas emission costs	Chaut Taum	To reduce carbon emissions, increased carbon inventory operations and replacement of high-energy-consuming equipment are required.	 Carbon inventory and verification increase operating costs. Investment in energy-saving and carbon-reducing equipment leads to increased capital expenditure. 	 Evaluate carbon inventory tools to shorten inventory time. Participate in ESCO energy-saving projects to ensure maximum synergistic investment. 	 Phased completion of Scope 3 inventory. Completion of various organizational projects as per quality and schedule, meeting acceptance indicators. Completion of internal carbon pricing procedures.

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Туре	Climate-Related Risk	Impact Period	Potential Impact to the Group	Potential Financial Impact	Response Strategy	Management Objective
Policy and Regulation	TR4. Increased/changed requirements and regulatory standards for existing products and services	Short-Term	For chilled products, due to customer product acceptance temperature requirements, the temperature is reduced from 7° C to below 4° C, increasing energy consumption in warehousing and transportation systems.	Failure to meet customer specifications leads to returns and stockout penalties; to improve service standards, energy consumption increases, thereby increasing operating costs.	Require transportation companies to replace old vehicles and design multi-temperature zone vehicles to meet customer acceptance standards.	No rejections of deliveries.
Policy and Regulation	TR4. Increased/changed requirements and regulatory standards for existing products and services	Mid-Term	In response to environmental sustainability management objectives, energy management in Scope 1 and 2 of greenhouse gas inventory needs to be more efficient.	Must meet carbon reduction targets. Failure to meet carbon reduction targets will necessitate purchasing green electricity, leading to increased operating costs.	 Implement energy-saving and carbon-reduction projects to improve energy efficiency. Implement TPM and introduce ISO-50001 energy management system. 	Each plant continues to complete the implementation of the ISO-50001 energy management system, improving energy efficiency through systematic energy consumption inventory and analysis.
Policy and Regulation	TR5. Renewable energy regulations	Mid-Term	New plant buildings need to comply with the Renewable Energy Development Act to obtain building permits and occupancy permits.	Renewable energy installations will increase capital expenditure and subsequent operating costs for maintenance.	New plant planning includes green building projects to meet regulatory requirements.	The proportion of renewable energy in new building designs needs to reach 10%-20%.
Policy and Regulation	TR7. Government strengthening emissions reporting obligations	Mid-Term	Greenhouse gas inventory Scope 3 is a key focus for future regulatory requirements. Need to research inventory tools and methods in advance to avoid future non-compliance.	If government future regulatory requirements are not met, significant capital expenditure may be required in the short term or carbon fees paid, leading to increased operating costs.	 Closely monitor government policies and draft regulations, quickly adjusting action plans. Collaborate with upstream and downstream supply chains to collect relevant carbon emission data, providing carbon emission optimization guidance if necessary. 	 Monthly monitoring of government regulatory information for timely response and compliance. Strengthening cooperation with upstream and downstream supply chains to ensure accuracy of carbon emission calculations.
Technology	TR3. Cost of transitioning to low-carbon / plastic-reduction technologies	Short-Term	Plastic reduction in oil, grain beverage, and dairy packaging materials, and paper box weight reduction projects, affect transportation and adjustments to existing production equipment and processes.	 Increased costs related to R&D/development of new technologies. Increased capital expenditure related to equipment investment/purchase. 	Continuously optimize packaging material, weight reduction and volume reduction plans.	Annually propose and execute projects for the development of lightweight packaging materials so as to achieve product optimization.
Technology	TR6. Emergence of low- carbon/plastic- reduction products replacing existing products and services	Short-Term	Mono-material packaging applied to Shelf-stable true milk paper straws and grain powder outer pouches can improve waste recycling, affecting supplier process capabilities and adjustments to production equipment.	 Increased costs related to R&D/development of new technologies. Increased capital expenditure related to equipment investment/purchase. 	Continuously optimize alternative packaging material plans (monomaterial packaging or paper packaging material).	Annually propose and execute projects for alternative green packaging material development.
Market	TR1. Increased raw material costs	Short-Term	Climate change leads to fluctuating raw material prices and unstable supply, increasing raw material procurement difficulties. Need to continuously search for and test alternative raw materials to reduce reliance on high-cost raw materials.	Search for and test alternative raw materials requires investment in research and development testing of formulations, potentially increasing R&D costs and production costs in the short term.	 Find similar and lower-cost alternative raw materials. Conduct supplier evaluations to select partners with stable supply capabilities. 	 Complete alternative formulation designs. Complete development of second suppliers for important raw materials.
Market	TR9. Shifts in consumer demand and preferences	Mid-Term	As climate change increases consumer demand for environmental friendliness and convenience for different consumption scenarios, the company needs to strengthen product innovation and launch products and eco-friendly packaging that better align with market trends.	 Adopting eco-friendly packaging materials or functional ingredients may increase production costs, thereby affecting product gross margin. Successfully launching innovative products that meet market demand will gain competitive advantage, attract more consumers, and increase revenue. 	 Develop nutritious and healthy products based on consumer needs to satisfy demand for healthy eating. Design simple and safe packaging to reduce packaging material usage and enhance consumer convenience. Conduct consumer testing during product development to understand consumer needs and preferences, guiding product development direction. 	Expand into new product categories, create sub-brands to expand leadership; and strategically deploy across all channels to expand penetration and create sustainable profits.

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Туре	Climate-Related Risk	Impact Period	Potential Impact to the Group	Potential Financial Impact	Response Strategy	Management Objective
Reputati	TR8. Growing stakeholder concern and negative feedback	Long-Term	Increasing stakeholder concern for the group. Failure to participate in and act on environmental sustainability will lead to damaged corporate reputation and affect consumer loyalty.	 Damaged corporate reputation leads to loss of consumers, affecting overall revenue. Reduced investment willingness from stakeholders. 	 Actively disseminate information through multiple channels and respond to environmental sustainability activities. Internally promote continuous sustainability-related training and activities to build and strengthen employee sustainability concepts and innovate product development. 	 Strengthen communication channels with stakeholders, responding to sustainability-related issues in a timely manner. Referencing sustainability practices of related industries, continuously enhance the group's sustainability actions.

Financial Impact, Response Strategies, and Management Objectives for Climate-Related Opportunities

Туре	Climate-Related Opportunity	Impact Period	Potential Impact on the Group	Potential Financial Impact	Response Strategy	Management Objective
Resource Efficiency	01. Using more efficient production and distribution processes	Short-Term	Speeding up production equipment or increasing EOQ (Economic Order Quantity) can shorten machine operating hours.	Shortened machine hours can reduce energy consumption costs.	Continuously implement projects to improve process yield, efficiency, and quality.	Establish flexibility for different production batch sizes.
Resource Efficiency	O1. Using more efficient production and distribution processes	Mid-Term	Optimization of primary and secondary logistics distribution improves supply chain efficiency.	Distribution optimization can reduce overall transportation costs.	Annual logistics strategy and contract review.	Establish a supply system with diverse transportation modes.
Resource Efficiency	04. Improving resource efficiency through recycling and reuse	Short-Term	Through recycling and reuse (e.g., using recycled boxes for some online orders), demand for consumables and waste can be reduced, thereby improving resource efficiency.	 Reduced packaging material waste and lower consumable costs. Reduced disposal costs can lead to lower operating costs. 	 Increase the proportion of in-plant packaging and online order products delivered in recycled boxes. Recycle pallets from imported containers. 	Establish an annual plan and complete monthly execution tracking.
Energy Source	02. Adopting incentive policies	Short-Term	Cooperating with government low-carbon incentive programs (e.g., energy-related subsidies) to reduce group carbon emissions and improve energy efficiency.	 Cooperating with ESCO projects will increase capital expenditure in the short term; but in the long term, it can reduce energy consumption and operating costs. After project verification, in addition to obtaining incentives and subsidies, and reducing energy consumption and carbon emissions, carbon revenue can also increase based on internal carbon pricing. 	 Evaluate capital expenditure for energy-saving equipment or development of new technologies. Collect government low-carbon incentive information and propose related plans. 	Annually plan and execute, and publicly disclose execution results to gain stakeholder attention and foster industry learning and mutual benefit.
Products and Services	05. Developing low- carbon products and services	Mid-Term	In response to market consumer trends, developing low-carbon and plastic-reducing products helps enhance brand image and increase market and stakeholder attention.	 Increased costs related to R&D/development of new technologies. Increased capital expenditure related to equipment investment/purchase. Development of low-carbon or byproduct reuse products can create market revenue. 	 Continuously monitor domestic and international industry trends, observing the impact of sustainability issues on the market. Incorporate low-carbon concepts into new product R&D, such as circular economy and biodiversity project development. 	Annually plan and execute, and publicly disclose execution results to gain stakeholder attention and foster industry learning and mutual benefit.
Market	03. Entering new markets	Short-Term	In response to raw material surplus due to climate change, develop new product specifications to enter new market channels.	Rapid development of new specifications and entry into new markets can increase revenue.	Monitor new market dynamics or trends, quickly form project teams, integrate evaluations, and make rapid decisions to enter the market.	Confirm short-term and long-term benefits of new markets, set stop-loss points.

1 Sustainable Management

Introduction

Standard Foods' Green Value Chain

Standard Foods acknowledges the potential risks that climate change poses to society and the environment. We address these challenges from the inside out, starting with our value chain. By inventorying our operational activities, we have developed various measures to implement three key low-carbon strategies: "Green Manufacturing," "Green Products," and "Green Operations." These strategies aim to mitigate Standard Foods' negative environmental impact across the entire value chain while leveraging innovative thinking and abundant resources to actively enhance our positive environmental contributions.

To achieve sustainable operations, Standard Foods' plants implement energysaving and carbon-reduction initiatives and water conservation projects at various stages of our operations. In manufacturing, we continuously refine and improve energy consumption processes. In daily operations, we actively practice energy saving and carbon reduction and enhance employee awareness of carbon reduction to improve energy efficiency. We also strictly enforce business waste classification; notably, the Dayuan plant implements stringent waste classification, demonstrating a full value chain commitment to the circular economy by comprehensively executing industrial chain recycling and reuse, reaching 1,328 metric tons annually.

Packaging Material Management

(GRI 301-1 Weight or Volume of Materials Used) (GRI 301-2 Use of Recycled Input Materials) (GRI 301-3 Reclaimed Products and Their Packaging)

Standard Foods also offers a variety of low-carbon vegetarian products. In terms of packaging materials, we executed the following initiatives in 2023-2024 to achieve "99.6 tons of plastic reduction," "154.3 tons of paper usage reduction," and "104.4 tons of eco-friendly packaging material adoption," steadily expanding Standard Foods' green product line. In the future, Standard Foods will continue to refine its low-carbon practices and actively communicate with external partners, including suppliers, customers, and consumers, to jointly safeguard environmental sustainability.

	2023 Per	formance	2024 Performance				
Initiative Name	Packaging Lightweighting		Packaging Lightweighting		Eco-Friendly Packaging Materia		
IIIIIIdiive Ndiile	Plastic Reduction (tons)	Paper Usage Reduction (tons)	Plastic Reduction (tons)	Paper Usage Reduction (tons)	Recyclable Packaging Materials	Recycled Materials Usage	
Replacement of plastic straws with paper straws	10.9		11.7				
Optimization of oil product carton paper specification		75.5		78.9			
Full removal of oil product bottle neck sleeves	4.1		5.3				
Removal of Costco cereal box plastic handle	1.8		5.5				
Lightweighting of 1L oil bottles	2.5		26.6				
Application of mono-material packaging for outer pouch of cereal powders					117.2		
Lightweighting of 1,830mL chilled dairy drink bottles			6.1				
Lightweighting of 290mL chilled cereal drink bottles			40.2				
Lightweighting of 1,700mL chilled cereal drink/yogurt drink bottles			6.5				
Usage of 10% rPET material for sleeve label					/	2.1	
Total	19.3	75.5	101.9	78.8	117.2	2.1	

Standard Foods' Low-Carbon Strategy



Green **Manufacturing**

- Energy-Saving Equipment Low-Carbon Processes
- Waste Reduction
- 1.In 2024, our three plants completed 9 energy-saving and carbon-reduction projects and executed a TPM (Total Productive Maintenance) equipment maintenance plan, with a total investment of NT\$15,579.1 thousand.
- 2.Compared to 2023, these improvements resulted in:







- 3.In 2024, our three plants also implemented projects to reduce soapstock and sludge.
- 4. Compared to 2023, these efforts led to a total reduction of 432.87 metric tons of these waste materials.



Green **Products**

- Plant-Based Foods
 Packaging Material Reduction
- Eco-Friendly Packaging Materials
- 1. Plant-Based Foods
- 2. New Eco-Friendly Packaging Materials
- Reduction: Completed 3 reduction projects, invested NT\$10.22 million in mold costs; implementing a packaging reduction policy, with some e-commerce platform products shipped in recycled boxes.
- Eco-Friendly Packaging Materials:
 - Introduced mono-material packaging for the outer pouches of cereal powders, enabling outer packaging to be recyclable.
- All series of sleeve labels now incorporate 10% rPET material. reducing reliance on virgin plastics.
- Cumulatively, from 2023-2024, we achieved "121.2 tons of plastic reduction," "154.3 tons of paper usage reduction," and "119.3 tons of eco-friendly packaging material introduction.



Green **Operations**

- Paperless Initiatives
- Environmental Participation
- 1. Phasing out small, individual printers and promoting the use of centralized office multi-function devices to reduce toner cartridge consumption and overall paper use.
- 2. Greening office spaces and encouraging energy conservation by setting air conditioning temperatures to 25/26 degrees Celsius.

Energy Management

(GRI 302-1 Energy Consumption within the Organization) (GRI 302-2 Energy Consumption Outside of the Organization) (GRI 302-3 Energy Intensity)

Standard Foods' energy consumption primarily consists of purchased electricity (34.3% of total energy used) and natural gas (59.7% of total energy used). In 2024, our total energy consumption was 336,817 GJ, which is an increase of 237 GJ compared to 336,580 GJ in 2023. However, our energy intensity decreased by 0.17 (GJ/million NTD revenue) compared to the previous year.

Standard Foods' Internal Energy Consumption

(Unit: Gigajoules, GJ)

Energy Type	2022 (GJ)	2023 (GJ)	2024 (GJ)
Purchased Electricity	114,697	113,616	115,667
Diesel	4,781	3,174	4,304
Natural Gas	219,236	204,808	201,183
Gasoline	1,134	14,937	15,644
LPG (liquid petroleum gas)	34	45	19
Total Energy Consumption (GJ)	339,882	336,580	336,817
Group Revenue (million NTD)	15,867	16,007	16,151
Energy Intensity	21.42 GJ/million NTD revenue	21.03GJ/million NTD revenue	20.85GJ/million NTD revenue

Note 1: Conversion factors reference: Energy Administration, Ministry of Economic Affairs, - Energy Product Unit Calorific Value Table (Updated 2024/10/04). Electricity: 860,000 kcal/thousand kWh; Liquefied Petroleum Gas (LPG): 12,062 kcal/kg; Natural Gas (NG): 9,000 kcal/m3; Gasoline: 7,800 kcal/L; Diesel: 8,400 kcal/L; 1 kcal = 4,187 joules.

- Note 2: Energy Intensity Calculation Formula: Total Energy Consumption / Annual Total Revenue (Unit: million NTD)
- Note 3: Group revenue is pre-offset revenue.
- Note 4: Statistical scope includes Standard Foods Group Taipei Head Office, 6 sales offices (calculated starting from 2023), Standard Foods Corporation Dayuan Plant (including dormitory), Standard Foods Corporation Zhongli Plant, and Standard Dairy Products Taiwan Ltd. Hukou Plant operations.
- Note 5: Renewable energy usage rate is 0%.

Spotlight Case Study

Application of Mono-Material Packaging for Outer Pouches of Cereal Powders

In response to growing ESG (Environmental, Social, and Governance) concerns, Standard Foods initiated research and application of a "mono-material packaging" solution for our cereal powder outer pouch. Previously, the outer pouches were made of multi-layered materials, meaning consumers could only discard them as general waste after purchase. Following extensive research and testing in 2023, 2024 marks a significant milestone as Standard Foods became the first company to introduce transparent, mono-material packaging for its cereal powder. This innovative change allows the packaging to be recycled and reused, effectively contributing to waste reduction. This initiative makes Standard Foods' product packaging more environmentally friendly and demonstrates our commitment to a greener planet.

Greenhouse Gas Emissions

Standard Foods has adopted the methodology of the Greenhouse Gas (GHG) Protocol to establish its group-wide GHG inventory procedure, approved and issued by the General Manager. Following this procedure, the company conducted its first verification of GHG emissions for four key operational sites in 2022. In 2023, the scope was expanded to include six sales offices across Taiwan, which, based on operational control and management principles, were attributed to the Taipei Head Office. Due to this adjustment in organizational boundaries, the first GHG inventory after the boundary change (2023) was set as the baseline year. This baseline year was revised in accordance with government policy changes and approved by the General Manager. The inventory scope encompasses Standard Foods Group's Taipei Head Office and its six sales offices, Standard Foods Corporation's Dayuan Plant (including dormitory), Standard Foods Corporation's Zhongli Plant, and Standard Dairy Products Taiwan Ltd.'s Hukou Plant. For the 2024 GHG inventory, Deloitte & Touche (a qualified third-party verification body) was commissioned to conduct the verification of Scope 1, Scope 2, and Scope 3 GHG emissions. This verification was completed in May 2025, resulting in the issuance of a GHG Verification Statement. In 2024, Standard Foods' GHG emissions were: Scope 1 emissions at 12,397 metric tons; Scope 2 emissions at 15,228 metric tons; and Scope 3 emissions at 192,327 metric tons, totaling 219,952 metric tons. While there was no significant difference in Scope 1 and Scope 2 emission intensity compared to 2023, the emission intensity increased due to the inclusion of downstream transportation and distribution of goods in Scope 3 for the first time. This expanded scope demonstrates the Group's strong determination to refine its efforts and comprehensively inventory emission sources to formulate and promote effective emission reduction strategies. Furthermore, Standard Foods is continuing to conduct GHG inventory and planning for verification at its China plant, with relevant data to be disclosed in future reporting years.

Introduction

Standard Foods Baseline Year (2023) Greenhouse Gas Emissions and Emission Intensity

(Unit: metric tons CO₂e)

		2023		
Scope 1	Diesel, natu waste	ıral gas, gasoline, LPG, refrigerants, septic	12,435.2359	
Scope 2	Purchased	electricity, purchased steam, etc.	15,588.6567	
		Employee commuting	461.4315	
	Upstream	Emissions from purchased goods, raw materials	94,660.8557	
Scope 3		Waste generated from operational activities (disposal)	331.4331	
		Waste generated from operational activities (transport)	68.7402	
		Waste generated from operational activities (wastewater)	0.9766	
Total GHG	Emissions (n	netric tons)	123,547.3297	
Group Rev	enue (millior	n NTD)	16,007	
GHG Emis	sion Intensity	1.7507 metric tons CO ₂ e/ million NTD revenue		
GHG Emis	sion Intensity	7.7183 metric tons CO ₂ e/ million NTD revenue		

Standard Foods 2024 Greenhouse Gas Emissions and Emission Intensity

(Unit: metric tons CO_2e)

	1	2024	
Scope 1	Diesel, natura waste	l gas, gasoline, LPG, refrigerants, septic	12,397.7508
Scope 2	Purchased ele	ctricity, purchased steam, etc.	15,228.0121
		Employee commuting	528.7452
	Upstream	Emissions from purchased goods, raw materials	178,240.8464
Scope 3		Waste generated from operational activities (including solid and liquid waste disposal)	384.8654
	Downstream	Emissions from downstream transportation and distribution of goods	13,172.7086
Total GHG E	missions (metri	c tons)	219,952.9285
Group Reve	nue (million NT[0)	16,151
GHG Emissi	on Intensity (exc	1.7104 metric tons CO ₂ e/ million NTD revenue	
GHG Emissi	on Intensity (inc	13.6185 metric tons CO₂e/ million NTD revenue	

Note 1: Conversion factors are sourced from the Environmental Protection Administration's announced GHG Emission Factor Management Table Version 6.0.4.

Note 2: The method for consolidating GHG quantities is the operational control approach.

Note 3: The Global Warming Potential (GWP) values for each GHG are based on estimates from the IPCC Sixth Assessment Report.

Note 4: The Energy Administration's announced electricity emission factor for 2024 is 0.474 kg CO2e/kWh for calculations.

Note 5: Carbon Emission Intensity calculation formula: Total GHG Emissions (metric tons CO₂e) / Revenue (Unit: million NTD revenue).

Note 6: The GHG emission baseline year is 2023. The reason for choosing this year as the baseline is that in 2023, the inventory scope expanded to include six sales offices across Taiwan, and according to the procedure, this was the first year of GHG inventory verification after a change in the inventory scope.

Note 7: Group revenue is pre-offset revenue.

Energy-Saving & Carbon Reduction

(GRI 302-4 Reduction of Energy Consumption) (GRI 305-5 Reduction of GHG Emissions)

In 2023 and 2024, Standard Foods Group's three main plants completed multiple energy-saving and carbon reduction equipment improvement projects. These initiatives collectively resulted in an annual reduction of 263.21 metric tons of CO2e and a saving of 532.81 thousand kWh of electricity.

Introduction

1 Sustainable Management

Looking ahead, we are further implementing a comprehensive TPM (Total Productive Maintenance) system across our plants. This system will guide responsible units to undertake comprehensive autonomous maintenance, operational monitoring, and continuous improvement programs for all production and utility equipment. The goal is to maximize the overall efficiency of this equipment, with an estimated further reduction of 1-2% in energy consumption and a 3% carbon reduction benefit.

Additionally, for lighting equipment, we are selecting energy-efficient environmental label products. In meeting rooms where no one is present, air conditioning and lighting are turned off. During lunch breaks, only essential lighting remains on in offices and public areas. These measures are expected to lead to an annual 1% saving in per capita electricity consumption (per million NTD revenue) in offices in the coming years.

Standard Foods GHG Emission Inventory Short, Medium, and Long-Term Target Planning

5 Environmental Sustainability

2025-2027 Targets (Short-Term)

- 2025: Complete the greenhouse gas emission inventory and verification for the Group's four major operational sites, all six sales offices across Taiwan, and subsidiaries in mainland China.
- 2026-2027: Continue to complete the full ISO 14064-1 greenhouse gas inventory for the Group (including subsidiaries) and establish the Group's long-term carbon reduction targets.

2028-2030 Targets (Mid-to Long-Term)

- 2028-2030: Complete the full ISO 14064-1 greenhouse gas verification for the entire Group, including all subsidiaries.
- 2028: Achieve a 5% reduction in carbon emission intensity (based on 2023 levels, in tons of CO2e per million NTD revenue).
- 2030: Achieve a 10% reduction in carbon emission intensity (based on 2023 levels, in tons of CO2e per million NTD revenue).

Standard Foods' 2024 Energy-Saving and Carbon Reduction Measures Across Facilities

Carbon Reduction Calculation Formula: Energy Savings (thousand kWh) x Annual Electricity Carbon Emission Factor (0.47400) / 1000

Plant	Project Name	Improvement Details	Electricity Saved (thousand kWh)		Reduced Carbon Emissions (metric tons/year)	Comparison Year	Engineering Costs (thousand NTD)
	Replacement of Chilled Water Chillers for 4F Health Product Production Line	1. Replaced with refrigerant type compliant with current environmental regulations and suitable for long-term use. 2. Adopted energy-efficient compressor types to achieve energy-saving goals.	223.48		110.40	2023	7,888.5
Dayuan Plant	Replacement of R&D Building Chilled Water Chillers	 Replaced with R134a refrigerant type compliant with current environmental regulations and suitable for long-term use. Adopted energy-efficient compressor types to achieve energy-saving goals. 	60.20		29.74	2023	3,349.45
rlaill	Air Conditioning Replacement in 3F Public Area of Quality Assurance Building	Chilled water chillers replaced with high-COP units.	89.60		44.26	2023	2,530
	Optimization of Operating Parameters for Air Pollution Control Equipment in Refined Oil Production Line	Complied with environmental emission standards, ultimately reducing daily washing water consumption from 3.7 tons to 2 tons.		442.00		2023	0
Zhongli Plant	100HP Fixed-Speed Air Compressor Replacement Project	In November, replaced two fixed-speed air compressors that had been in use for over 20 years with variable-frequency air compressors, improving efficiency and achieving energy-saving goals, saving 960 kWh per day.	38.40		18.97	2023	1,500
	Variable Frequency Drive Installation for Pre-Process Cooling Tower Fans (7.5HP*2)	Cooling tower fans operate with variable frequency control based on water pan temperature.	26.83		13.26	2023	112.85
Hukou	Chilled Water Pump Variable Frequency Drive Installation	Chilled water pump operates with variable frequency control based on set pipe pressure.	58.81		29.05	2023	148.3
Plant	Rationalization of Compressed Air Usage for Product Inkjet Pre-Dewatering	Implemented planned shutdowns, downtime, stopping conveyor belts during meal times, and stopping compressed air nozzles.	35.49		17.53	2023	50
	Recycling and Reuse of Homogenizer Lubrication Water in Production Process	Optimized solutions such as frequency reduction for hot water heat sterilization in oat feeding tanks and filling tanks, and hot water recycling in canning machines.		7,200.00		2023	0
Total:			532.81	7,642.00	263.21		15,579.1

Standard Foods' Energy-Saving Measures at Mainland China Plants

Introduction

Plant	Project Name
	 1.Office Air Conditioning Power Saving Project: Installed timers and variable frequency drives on office fresh air conditioning units to provide fresh air on demand, reducing electricity consumption for fresh air conditioning. Compared to 2023, non-production electricity consumption decreased by approximately 46,700 kWh, saving about RMB¥37,827 in electricity costs. 2.Low-Pressure Air Compressor Heat Dissipation System Optimization: Optimized the heat dissipation system through equipment modification, allowing one heat dissipation fan to be shut down. Annual electricity savings are approximately 10,800 kWh. 3.Gradual Replacement of Plant Lighting with Energy-Saving Lamps: While ensuring the same illuminance requirements, gradually replaced the original 19W ordinary fluorescent tubes with 8W LED energy-saving tubes, achieving a 58% electricity saving in lighting. 4.Refining Workshop Power Saving Modification: Through the following optimized modifications, the total unit electricity consumption for refined oil products decreased by 19% compared to 2023, resulting in annual electricity savings of 223,935 kWh (at a 52% operating rate) and electricity cost savings of RMB¥194,824 per year:
Xiamen Plant	 Installation of Variable Frequency Drives and Permanent Magnet Synchronous Motors for Refining Fatty Acid Pumps: After modification, electricity savings are 6.74 kWh per hour, with an electricity saving efficiency of 62%. Approximately 30,702 kWh can be saved annually, saving about RMB¥24,869 in electricity costs.
	 Increased Final Crystallization Temperature of Refined Corn Oil Dewaxing by 1°C Reducing Chiller Power Consumption: Through process adjustment and long-term quality tracking and verification, the crystallization temperature was increased while ensuring the product's freezing test quality remained above 72 hours, achieving the goal of chiller electricity saving.
	Shared Water Ring Vacuum Pump for Refining Alkali Refining Section and Decolorization Section: Since the vacuum requirements for alkali refining and decolorization are the same, the two process sections' vacuum systems were combined through modification, allowing one water ring vacuum pump to be shut down to save electricity. For an 11kW decolorization vacuum pump, calculated based on 190 operating days in 2024, annual electricity savings are: 11kW * 24h * 190 = 50,160 kWh.
	Process Modification of Refining Decolorization Section Filter Blowing Steam Cooling Circulating Water System: The HE641 cooling water system was fitted with a pneumatic valve, linked to the filter steam valve. This ensures that when the filter is not blowing bottles, the deodorization primary oil cooling does not require chilled water, reducing chiller power consumption.

Plant	Project Name
	 Chemical Treatment of Refining Cooling Circulating Water System: During daily operation of the workshop, the refining cooling circulating water system was treated with bio-enzymes to provide corrosion and scale inhibition for the cooling system equipment, improving heat exchange efficiency and reducing electricity consumption of the chilled water system.
Xiamen Plant	 Adjustment of Wastewater Workshop Bioreactor Blower Operation Mode: When there is no water inflow, and while ensuring effluent water quality, the oxygen supply blowers operate intermittently to achieve electricity savings.
	 Replacement of Wastewater Workshop Exhaust Gas Treatment System with Permanent Magnet Variable Frequency Motors for Frequency Reduction: After installing a variable frequency drive, the original fan operation was reduced from 60Hz to 26Hz, saving electricity.
	 Optimization of Crude Oil Tank Area Stirring Time: Based on actual verification, the crude oil tank stirring time was adjusted from 30 minutes every 2 hours to 15 minutes every 2 hours, achieving electricity savings.
	 Optimization of Packaging Air Compression System: 1.Utilized blowers to replace air compressors for cooling the bottom of bottles produced by bottle blowing machines. 2.Replaced industrial frequency air compressors with high-efficiency permanent magnet variable frequency air compressors. 3.Packaging air compressor electricity consumption decreased by 13% during peak season and 20-30% during off-peak season.
Inner Mongolia Plant	 Improved Clay Addition: 1.Before improvement, the decolorization tower vacuum pipeline and collector needed cleaning once a month; after improvement, it needs cleaning about every 3-4 months. 2.Before improvement, the decolorization tower vacuum fluctuated by about 150 mbar; after improvement, it fluctuates by about 100 mbar. 3.After improvements to the cooling towers (low-temperature and normal-temperature), approximately RMB¥26,000 in electricity costs were saved in October and November combined.
	 Refining Workshop Cooling Tower Electricity Savings: 1.Before improvement, the normal temperature cooling tower operated at full frequency. In 2024, a variable frequency drive was installed on the normal temperature cooling tower fan, using PID control to reduce energy consumption. Operating at 40Hz in March, April, and November, and 30Hz in December, January, and February, annual electricity savings are approximately RMB¥8,000.

Plant	Project Name
Inner Mongolia Plant	 Air Compressor Replacement: Replaced industrial frequency air compressors with permanent magnet variable frequency air compressors (55KW for 75KW in the packaging workshop, and 37KW for 52KW air compressor units in the refining workshop). Electricity consumption decreased by 12-15%. Blowing Machine Cooling Facility Energy-Saving Modification: 1. Utilized cold outdoor air in winter to cool the blowing machine's cooling water, thereby reducing chiller load and start-up time, saving electricity. 2. Based on outdoor temperature, freely select between cold air cooling or chilled water cooling systems for normal blowing machine use. 3. Through this improvement, chiller electricity savings in winter are approximately 43%. 253KW Photovoltaic Power Generation Project: Installed solar panels on the rooftops of the pre-pressing workshop, frying workshop, old machinery repair workshop, and other areas, reducing the plant's grid electricity consumption. High-Energy-Consuming Motor Replacement: Replaced existing Grade 3 energy efficiency motors with IE5 or permanent magnet variable frequency motors, reducing the power consumption of individual equipment. After improvement, annual single equipment electricity savings are 20%. Reduced Maintenance Costs: 1. Prioritized repair of some high-value spare parts by finding high-quality machining manufacturers. 2. Saved RMB¥23,000 by repairing PLCs, inverters, and HMIs, and RMB¥147,000 by repairing the horizontal shaft of the Westfalia centrifuge. Optimization of Packaging Workshop Conveyor Belt Control: Moved the control position of the packaging workshop's downstream conveyor belt, reducing electricity waste due to conveyor belts not being shut down promptly during crashes or shutdowns.
Taicang Plant	 In 2024, solar power generated a total of 1.308 million kWh, reducing electricity costs by approximately RMB¥1.21 million. Two refining cooling towers were merged into one, and the PU781 (22KW) chilled water pump on the first floor was decommissioned. This can reduce electricity consumption by 790 kWh per day when operating, saving approximately 260 thousand kWh annually.

Plant	Project Name
	3. The air conditioners containing refrigerant in the refining control room and boiler room were replaced with workshop circulating water air conditioners, saving approximately 200 kWh in electricity costs daily and reducing annual electricity consumption by approximately 46 thousand kWh.
	4. The control method for crude oil agitators was improved to save agitator running time while ensuring quality. Annual electricity consumption can be reduced by approximately 350 thousand kWh.
Taicang	5. Variable frequency control was added to the refining fatty acid circulation pumps, reducing annual electricity consumption by approximately 36 thousand kWh.
Plant	6. Ordinary fluorescent tubes in the oil packaging area were replaced with ultra-energy-saving LED tubes, saving approximately 50% in electricity.
	7. The 7.5KW air conditioner fan motors on oil packaging lines L5/L6, which were Grade 3 energy efficiency, were replaced with Grade 1 energy efficiency motors, saving approximately 3.2% in electricity.
	8. Variable frequency drives were added to the 0.75KW motors on the 4 conveyor lines after the labeling machine on oil packaging line L1, saving approximately 10% in electricity.
	9. Variable frequency drives were added to the 15KW air conditioner fans on oil packaging lines L1/L2, saving approximately 10% in electricity.

Air Pollution Control

(GRI 305-7) (GRI 305-6)

Standard Foods' plants adhere to the strictest standards, utilizing approved air pollution control equipment for gas emission and monitoring. In accordance with the Air Pollution Control Act, quarterly reports on air pollutant emissions are submitted.

Introduction

In 2024, there were no incidents of illegal emissions or exceeding limits at the Group's plants.

The air pollutant emission quality of the Group's three major plants fully complies with legal standards, and the emission levels have been consistently controlled within a stable range over the past three years. Due to the complete cessation of heavy oil boilers and the switch to high-efficiency natural gas boilers, sulfur emissions have been reduced to zero for the past three years.

Standard Foods' Air Pollutant Emissions Over the Last Three Years

Unit: Metric tons

Plant	Year	SSOx (Sulfur) Emissions (tons)	NOx (Nitrogen) Emissions (tons)	VOCs Emissions (tons)
	2022	0.00	3.88	0.38
Dayuan Plant	2023	0.00	3.36	0.26
	2024	0.00	3.76	0.52
	2022	0.00	2.37	0.00
Zhongli Plant	2023	0.00	2.76	0.00
	2024	0.00	2.71	0.00
	2022	0.00	2.74	3.03
Hukou Plant	2023	0.00	2.50	2.38
	2024	0.00	2.30	3.99
	2022	0.00	8.99	3.40
Total Group	2023	0.00	8.62	2.64
	2024	0.00	8.77	4.51

Note: Emissions from all plants listed above comply with the emission standards of 100 ppm for nitrogen oxides (NOx), 50 ppm for sulfur oxides (SOx), and the approved emission limits for VOCs in their permits.

Air Pollution Control Measures at Standard Foods' China Plants

Inner Mongolia	 Replacement of 15T coal- fired steam boiler 	Achieved zero SO2 emissions after replacement. It's the first plant in Dengkou County, Inner Mongolia, to use an energy-saving
Plant	 Addition of deodorization system to wastewater treatment workshop 	 gas boiler. Although the steam unit price increased (from RMB¥162.6/ton to RMB¥210/ton), it achieved green environmental protection while also reducing 3 operating personnel. 3. Odorous gases from sealed areas are collected and treated by a spray tower for wet deodorization. After improvement, there is no odor near the wastewater treatment workshop, and no resident complaints.
icang Plant	 Centralized collection and treatment of exhaust gas and high-temperature gases from the refining workshop Added 3 rainwater discharge outlets to the plant area Added cover and exhaust gas collection/treatment to the wastewater station 	Effectively reduced the emission of odors and high-temperature hot gases from the workshop wastewater, significantly improving the working environment for employees. During heavy rainfall during typhoon season in 2024, significant water accumulation on plant roads occurred. The addition of 3 external discharge outlets ensures timely drainage of rainwater from the roads of the plant. To meet strict environmental regulations, a exhaust gas collection hood was added to the wastewater station, and the collected gases are centrally treated to meet emission standards.
amen Plant	 Detection and repair of wastewater pipeline network of the plant Adjustment of exhaust gas treatment fan air volume 	Due to ground subsidence, several wastewater pipes were damaged, and the plant's wastewater collection wells were leaking. Therefore, a comprehensive detection and repair of the entire plant's wastewater pipeline network was carried out to eliminate environmental penalty risks and soil erosion. By adjusting the fan air volume, the reaction time for exhaust gas treatment was optimized, improving the effectiveness of exhaust gas treatment.

Water Resource Management

(GRI 303-1: Interactions with Water as a Shared Resource; GRI 303-2: Management of Water Discharge-related Impacts)

Introduction

The food processing industry is highly water-intensive. From raw materials to finished products, whether it's dairy processings such as the CIP (Clean-in-Place) process, warming and sterilization of nourishing beverages, slurry preparation and gelatinization drying for milk-cereal powder, or various production line cleaning operations, they all require significant water resources.

Standard Foods' major plants are located in Taiwan's Taoyuan, Hsinchu, and Miaoli (Taoyuan-Hsinchu-Miaoli) region. According to the World Resources Institute's "Aqueduct Water Risk Atlas," Taiwan is classified as Low to Medium (1-2) in terms of water risk. The water used by Standard Foods' major plants primarily comes from groundwater bodies and the production of wastewater recycling and reuse, posing no conflict with domestic water consumption.

The Dayuan Plant has two approved deep water wells. The plant is situated in an area surrounded by its local irrigation association's ponds No. 7-13 (Lundingpi), No. 7-14 (Lunhoupi), and No. 7-15 (Lizixi Kanpi), ensuring abundant groundwater. Having been established for over 30 years, the plant has not experienced any water shortages during multiple droughts in Taoyuan. During past droughts, the plant even supplied water to nearby residents as instructed by the competent authorities.

The Hukou Plant also has approved deep water wells and is located in an area with abundant groundwater. Since its establishment, it has not experienced any water shortages during multiple droughts in Hsinchu. In 2024, the overall groundwater utilization rate for the Group's three plants (Dayuan, Zhongli, Hukou) was 50%, maintaining a reasonable reserve. During drought periods, the Dayuan and Hukou plants can provide water support to the Zhongli Plant via water tankers.

To ensure proper water management and adherence to current regulations and water quality requirements, our company has established and strictly implements a comprehensive water resource management plan. This plan clearly defines control procedures for water treatment processes and water treatment equipment maintenance. Additionally, it sets different control and monitoring standards for plant water quality inspection items, specifications, and sampling frequencies.

All production water used by our company undergoes disinfection and filtration at the water purification plant. Water quality and specifications are managed according to the Quality Assurance Water Quality Management Procedures. To ensure the normal operation of water purification equipment and a smooth supply of purified water to the water treatment plant and various plant areas, our company has formulated relevant management procedures. The content of these procedures primarily covers the following points:

5 Environmental Sustainability



Pre-operation inspection methods for water purification equipment



Operating methods for water purification equipment



Daily inspection tasks when water purification equipment is operating normally

Standard Foods' water quality monitoring goes beyond the fixed monitoring stations set up by relevant government authorities. Annually, the plants also monitor groundwater in accordance with drinking water quality regulations and environmental protection regulations. Third-party impartial organizations conduct sampling and testing, and all data consistently meet inspection standards.

To detect changes in water quality, the plants daily sample and test water quality from various workstations (groundwater outlets, pre-manganese sand treatment, post-activated carbon). This includes 6 physical and chemical tests: hardness, residual chlorine, pH, turbidity, chromaticity, and conductivity. Additionally, microbiological cultures are performed weekly to ensure the water quality is suitable for normal use. In 2024, Standard Foods Group's total water withdrawal was 652.32 thousand cubic meters, of which total groundwater withdrawal was 453.25 thousand cubic meters, and total tap water withdrawal was 199.07 thousand cubic meters. The total water discharge was 438.32 thousand cubic meters, resulting in a total water consumption of 214.00 thousand cubic meters.

Standard Foods' Total Groundwater Withdrawal (2022-2024) (GRI 303-3 Water Withdrawal a.)

(Unit: thousand cubic meters)

Standard Foods Group Groundwater Usage Statistics	Approved Groundwater	2022		2023		2024	
	Withdrawal	Actual Groundwater Consumption	Approved Withdrawal Utilization Rate	Actual Groundwater Consumption	Approved Withdrawal Utilization Rate	Actual Groundwater Consumption	Approved Withdrawal Utilization Rate
Dayuan Plant	282.51	147.00	52%	126.12	45%	130.02	46%
Zhongli Plant	202.36	148.55	73%	154.83	77%	76.11	30%
Hukou Plant	388.80	248.55	64%	278.71	72%	247.12	64%
Group Total	873.67	544.10	62%	559.66	64%	453.25	50%

4 Sustainable Supply Chain

Standard Foods' Total Tap Water Withdrawal (2022-2024) (Unit: thousand cubic meters)

Introduction

Facility	2022	2023	2024
Taipei Head Office & 6 Sales Offices	1.52	2.64	5.12
Dayuan Plant	0.00	0.00	0.00
Zhongli Plant	116.87	108.97	193.89
Hukou Plant	0.05	3.00	0.06
Total	118.44	114.61	199.07

Standard Foods' Total Water Discharge (2022-2024)

(Unit: thousand cubic meters)

1 Sustainable Management

		,	<u> </u>
Facility	2022	2023	2024
Taipei Head Office & 6 Sales Offices	1.52	2.64	5.12
Dayuan Plant	86.06	62.88	60.68
Zhongli Plant	153.41	144.43	189.90
Hukou Plant	208.75	187.83	182.62
Total	449.74	397.78	438.32

- Note 1: Water discharge volume for plants is based on water meter records. For the Taipei Head Office, located within a commercial building, individual water discharge data for Standard Foods is not available, so water withdrawal volume is used as the discharge volume.
- Note 2: Standard Foods Group's total water consumption for 2024 was 214.00 thousand cubic meters (Total Water Withdrawal - Total Water Discharge)
- Note 3: The 6 sales offices began reporting calculations in 2023.
- Note 4: Water usage for the five sales offices in Taichung, Tainan, Kaohsiung, Chiayi, and Yilan is estimated based on the "2023 Tap Water Residential Water Usage Statistics (Revised Table)" published by the Water Resources Agency of the Ministry of Economic Affairs. It is calculated by combining the average daily water usage per person in each county/city with the number of employees at each sales office at the end of each month. The calculation formula is: Number of Employees at Month-End imes Average Daily Water Usage per Person (8 hours) imes Number of Working Days in the Month.

Water Conservation Measures

2 Corporate Governance

To address the drought and water scarcity issues in recent years, Standard Foods has implemented various measures to mitigate the negative environmental and financial impacts of climate change on its operations. In 2024, the overall groundwater utilization rate for the Group's three plants was 50%, maintaining a reasonable buffer. During drought periods, the Dayuan, Hukou, and Zhongli plants can mutually support each other with water tankers, minimizing the impact of drought on plant operations. Offices and plants continue to implement various water-saving measures, such as water-efficient toilets, faucets, and large-scale plant water-saving projects.

3 Food Safety

Standard Foods Group's major plants continue to promote water-saving projects, as shown in the table below:

2024 Plant Water Conservation **Performance**

Dayuan Plant

Optimized operating parameters for air pollution control equipment on the refined oil production line.

Conserved 442 tons

Hukou Plant

Implemented optimization solutions such as recycling and reusing homogenizer lubricating water (HOMO4) for process equipment, reducing the frequency of hot water sterilization in oat feeding tanks and filling tanks, and recycling can washing water from canning machines.

Conserved 7,200 tons

Wastewater Treatment

Standard Foods Group has established and strictly implements a comprehensive management plan for water pollution prevention, enabling prevention facilities to maximize their effectiveness. If a wastewater treatment facility malfunctions or becomes abnormal, posing a risk of water pollution, plant personnel will immediately address it according to emergency response and notification procedures to prevent environmental pollution and legal violations.

Despite the continuous expansion of Standard Foods Group's production capacity and product categories, all emission values are effectively controlled and currently remain well below environmental standards. In response to future production line expansions, wastewater volume is also expected to increase annually. Standard Foods Group's Dayuan Plant has formulated corresponding short- and medium-term plans:



Process Optimization: Expanding wastewater buffer tanks and improving the performance of relevant equipment.



Introduction of New Technologies (Superior Bacterial Strains): Reducing sludge volume and stabilizing wastewater treatment.

In recent years, with the growth in production capacity, the volume of wastewater treated has also increased, leading to a rise in discarded biological sludge. Recognizing this trend, an analysis revealed that biological sludge has a high water content, averaging 85-87%. Reducing this water content would directly decrease the weight and density of sludge for transportation. The Zhongli Plant and Hukou Plant completed the installation of high-efficiency drying machines in June and July 2023. Through actual operation, sludge moisture content can be reduced from 85-87% to an average of 65%, significantly reducing the output of food sludge. The Dayuan Plant, through precise control of process parameters, reduced the generation of soap stock during oil refining. Based on actual calculations, Standard Foods Group plants, through project implementation in 2024, actually reduced the output of industrial waste such as soap stock and food sludge by a total of 432.87 tons, and effectively improved the environmental hygiene and space requirements for sludge storage.

Standard Foods Group Plant	Wooto Typo	Before Improvement	After Improvement	Reduction
Soap Stock and Food Sludge Reduction Project	Waste Type	2023 2024 Output (tons) Output (tons)		(tons/year)
Standard Foods - Dayuan Plant	Soap Stock	1,024.94	963.14	61.80
Standard Foods - Zhongli Plant	Food Processing Sludge	668.83	415.36	253.47
Standard Foods - Hukou Plant	Food Processing Sludge	353.84	236.24	117.6
	Total:	2,047.61	1,614.74	432.87

Standard Foods 2024 Water Discharge Quality by Plant

2024 Water Discharge Quality by Plant	COD (Chemical Oxygen Demand) Emission Value (mg/L)	BOD (Biochemical Oxygen Demand) Emission Value (mg/L)	SS (Suspended Solids) Emission (mg/L)	Regional Emission Standard
Dayuan Plant	17.70	5.20	3.50	Water Pollution Control Act Regulatory Standards for Discharging-to-Surface Water Bodies: COD = 100 mg/L BOD = 30 mg/L SS = 30 mg/L
Zhongli Plant	54.66	-	33.10	Regulatory Standards for Discharging to Wastewater Treatment Plants in Industrial Zones: COD=480mg/L SS=320mg/L
Hukou Plant	23.36	-	7.33	Regulatory Standards for Discharging to Wastewater Treatment Plants in Industrial Zones: COD=480mg/L SS=320mg/L

Note 1: Wastewater from all plant operations, after treatment by the wastewater treatment system, is significantly lower than the regional effluent standards.

Note 2: Wastewater from Zhongli Plant and Hukou Plant, after being managed and treated by the industrial zone, meets effluent standards before being discharged into receiving water bodies.

Note 3: All water quality data in the above table are results from water samples analyzed by qualified inspection companies.

Standard Foods has also implemented various projects in the Mainland China plants, of which the processing of wastewater not only complies with local discharge standards, but also reduces wastewater discharge volumes, lowering environmental costs incurred by operations and fostering a friendly environment around the plants.

Mainland China Plant Wastewater Discharge Measures

Plant	Project Item	Improvement Results								
	Expected to save approximately 2,000 tons/year of softened water, reducing discharge by approximately 2,000 tons (wastewater rate decreased by 11%/y									
	 Recycling refined wash water for diluting soap stock. 	ltem	Processed Water Volume	Water	Electricity	Quicklime	PAC	PAM	Concentrated Sulfuric Acid	Caustic Soda
Xiamen	 Using reclaimed water for chemical dosing in 	Unit	t	t	kWh	kg	kg	kg	kg	kg
Plant	wastewater treatment, saving 2089 tons of tap water.	2023	18,629	4,062	220,946	34,075	6,600	91.2	24,993	13,516
	 Adjusting the dosage of wastewater treatment chemicals. 	2024	18,207	1,973	183,435	24,675	2,554	56.4	7,771	3,071
	chemicuts.	Volume Decreased	422	2,089	37,511	9,400	4,046	34.9	17,222	10,445
		Decrease Rate %	2%	51%	17%	28%	61%	38%	69%	77%
Inner Mongolia Plant	 primary sedimentation to the front-end process of wastewater treatment. After increasing wastewater discharge standards, using discharged water to replace tap water for chemical preparation. Improving the stability of the chemical treatment section of wastewater treatment. To address odors and high temperatures in the refining 	3. Saved 3-5 tor 4. Used a pH au stabilizing the chemical usa	ns of water of tomatic dete e pH of the a ge; reducing tion times re	daily. ection of acid ad y the w educed	device to justment orkload o from 2 ti	achieve a tank and f manual mes/hour	utomati reducin detection to 0 tir	c sulfu g waste on and	mperature is -20° C, it is red to before improveme ulfuric acid addition, wastewater treatment and adjustment frequences), precisely controlling	
Taicang	 workshop, suction and exhaust ducts were added to the workshop, specifically at the vacuum condensate discharge port, the upper part of the filter plate cleaning tank, and the vacuum pump discharge port. Reusing alkaline water in the filter plate cleaning tank to reduce wastewater discharge. 	1. Wastewater v 2. Third-party co PH<6-9	onnection di		•	ds (mg/L): otal pho	sphoru	s≤8	
Plant	 Replacing one vacuum pump to reduce wastewater discharge by approximately 2%. 	 COD≤500	Δn	nmonia	nitrogen	<35 Δ	nimal a	nd vene	table oil≤10	 10
	 CIP cleaning of the refining alkali refining section's plate heat exchanger pipeline to reduce disassembly/assembly time and wastewater discharge from cleaning. Added 2 high-pressure cleaning water guns to the 	Currently, the pl	ant's waste	water o	discharge	passes e				

1 Sustainable Management

Introduction

Material Usage

(GRI 301-1 Materials Used by Weight or Volume) (GRI 301-2 Recycled Input Materials Used) (GRI 301-3 Recycled Products and their Packaging Materials)

To reduce environmental impact and achieve the goal of waste reduction, Standard Foods designs products with a life-cycle mindset. The main packaging materials used for products are glass, plastic bottles, plastic caps, iron and aluminum cans, laminated packaging, and paper packaging. Among these, paper packaging is a renewable material. As laminated packaging is still not recyclable in Taiwan, we will further consider the possibility of replacing laminated materials with single materials in laminated packaging in the future, to expand the proportion of renewable materials used in unit products to 100%. Among them, the cardboard boxes for our main products are made from recycled and reusable eco-friendly pulp, with each cardboard box containing over 95% recycled paper, and paper boxes using FSC paper sources for 73.8%.

In terms of product sales, in addition to maintaining traditional physical channels, Standard Foods is actively expanding into online sales, establishing its own online store "Standard Foods Health GO," in response to the consumer demand for online shopping driven by e-commerce trends. However, the traditional online shopping model requires the consumption of a large amount of single-use packaging materials for product delivery, causing a huge environmental burden.

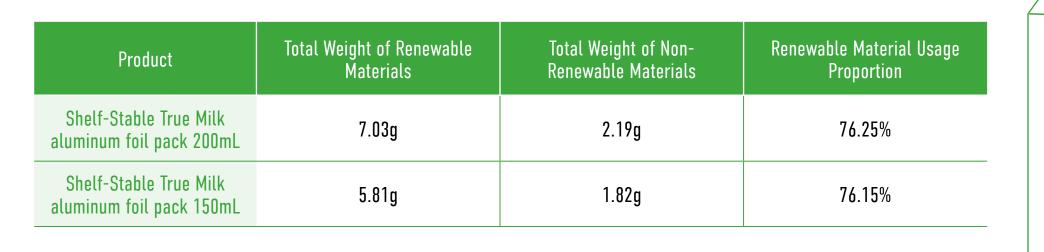
Standard Foods, in response to its "green product" low-carbon strategy, designated 2023 as the baseline year for reducing e-commerce packaging. In addition to reducing packaging materials in product manufacturing, we promote low-carbon and plastic-reduction actions for e-commerce platform services through methods such as "packaging box recycling and reuse" and "original box shipping." In 2024, Standard Foods' e-commerce sales totaled 62,316 units, of which 24,110 units were shipped in original boxes, and a total of 1,568 packaging boxes were recycled and reused. Compared to the baseline year, the packaging material weight reduction rate decreased by 27.30%.

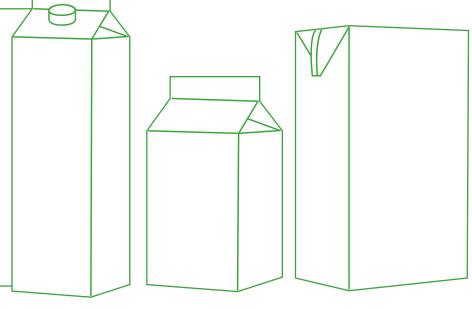
Standard Foods' Low-Carbon Packaging Implementation Overview

Existing Packaging	Low-Carbon Packaging Description	2023 Commercialized Projects	2024 Commercialized Projects	2025 Research Projects
Bottle Packaging	Lightweighting: Reduces packaging material use, logistics weight, and carbon emissions in transportation	1L cooking oil plastic bottle lightweighting	1.Chilled cereal drinks 290mL plastic bottles 2.Chilled cereal drink/yogurt 1,700mL plastic bottles 3.Chilled dairy drinks 1,830mL plastic bottles	 1. 1.58L cooking oil bottles 2. 60mL health product glass bottles
Cardboard Boxes / Cards	Lightweighting of oil product cardboard boxes: Reduces packaging material use, logistics weight, and transportation carbon emissions	Optimization of oil product cardboard box paper specifications		
PVC Plastic Replacement	Removal of oil product bottle neck sleeve labels: Reduces plastic use	Complete removal of oil product bottle neck sleeve labels		
Eco-friendly Material	Adoptation of mono-material packaging for outer pouches of cereal powders: Mono-material packaging enables recyclability, reduces waste		Mono-material packaging for outer pouches of cereal powders	
Application	rPET material for sleeve labels: Increases rPET material proportion, reduces virgin plastic use		rPET sleeve label application	

5 Environmental Sustainability

Standard Foods' Product (Including Packaging) Renewable Material Usage Proportion (GRI 301-1 Materials Used by Weight or Volume)





Waste Management

(GRI 306-1 Waste Generation and Waste-Related Significant Impacts) (GRI 306-2 Management of Waste-Related Significant Impacts)

Introduction

Industrial wastes of Standard Foods can be separated into two categories: recyclable and non-recyclable waste. Improper waste disposal not only impacts business operations but also has significant environmental consequences. Therefore, we adopt a life-cycle approach to product design, focusing on source reduction and utilizing recycled materials as part of our circular economy initiatives. We legally entrust qualified domestic vendors with waste transportation and treatment to minimize the negative environmental impact of waste generated from our operations.

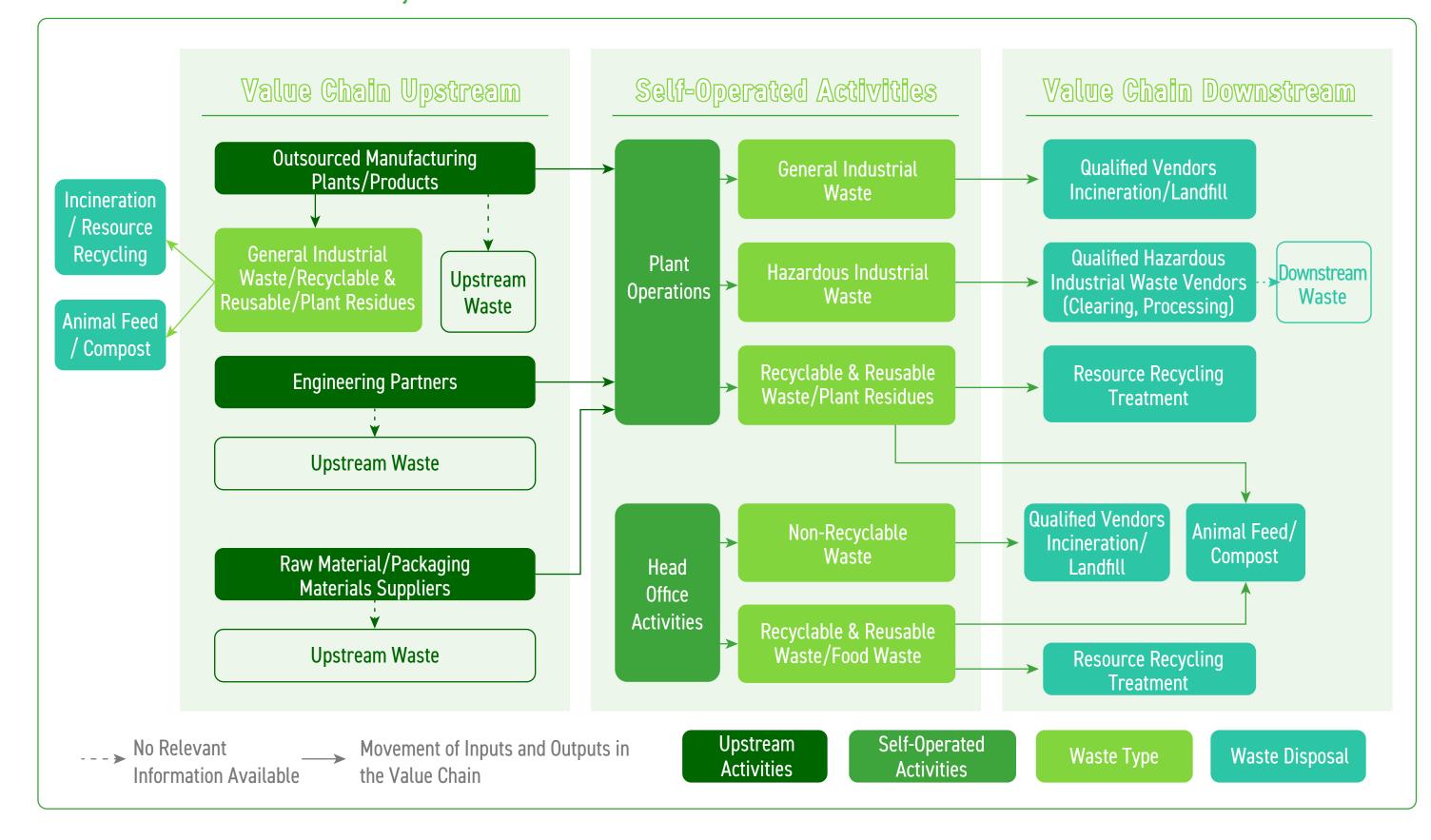
Currently, non-recyclable waste from Standard Foods' production is ultimately disposed of through incineration. Recyclable waste is managed using various methods depending on its properties. For instance, food sludge and waste soil generated during processing can be treated and used as fertilizer. Animal and plant waste residues can be processed into feed. General recyclable waste like paper and metal is directly handled by resource recycling companies. Soap stock generated during the refining oil production process can be treated and used as a raw material for chemicals such as paints.

Beyond regulatory compliance, our plant waste management operations adhere to a comprehensive management plan. This plan covers everything from thorough waste classification, designated storage, and professional waste management personnel oversight, to waste disposal, online reporting, and tracking. We collaborate with professional and legally compliant waste disposal vendors. A dedicated individual from our Safety, Health, and Administration Department at the plant confirms daily waste collection and transportation and completes system confirmations in the industrial waste reporting and management system within 84 hours.

We regularly track our waste disposal vendors monthly, monitoring the return of proper treatment documents for both hazardous and general industrial waste. Any anomalies trigger immediate follow-up, requiring vendors to provide explanations and implement improvements. We also conduct irregular audits of various related operations, demanding immediate corrective actions for any issues and incorporating these into annual vendor performance evaluations.

Standard Foods effectively promotes waste management within our own operations, and we extend this commitment to our outsourced waste transporters and processors. We require them to perform physical treatment and re-sorting for recycling, aiming to minimize waste generation across the entire value chain and lead our suppliers in promoting energy conservation, waste reduction, and the circular economy. Additionally, our offices promote a waste reduction policy. For official documents and paper usage, we encourage double-sided printing or reusing the blank side of paper. The copier paper brand we use features a "Green Pulp" label, and we anticipate an annual reduction of 1% in domestic waste (tons per million NTD revenue).

Standard Foods' Realization of Circular Economy Across the Entire Value Chain



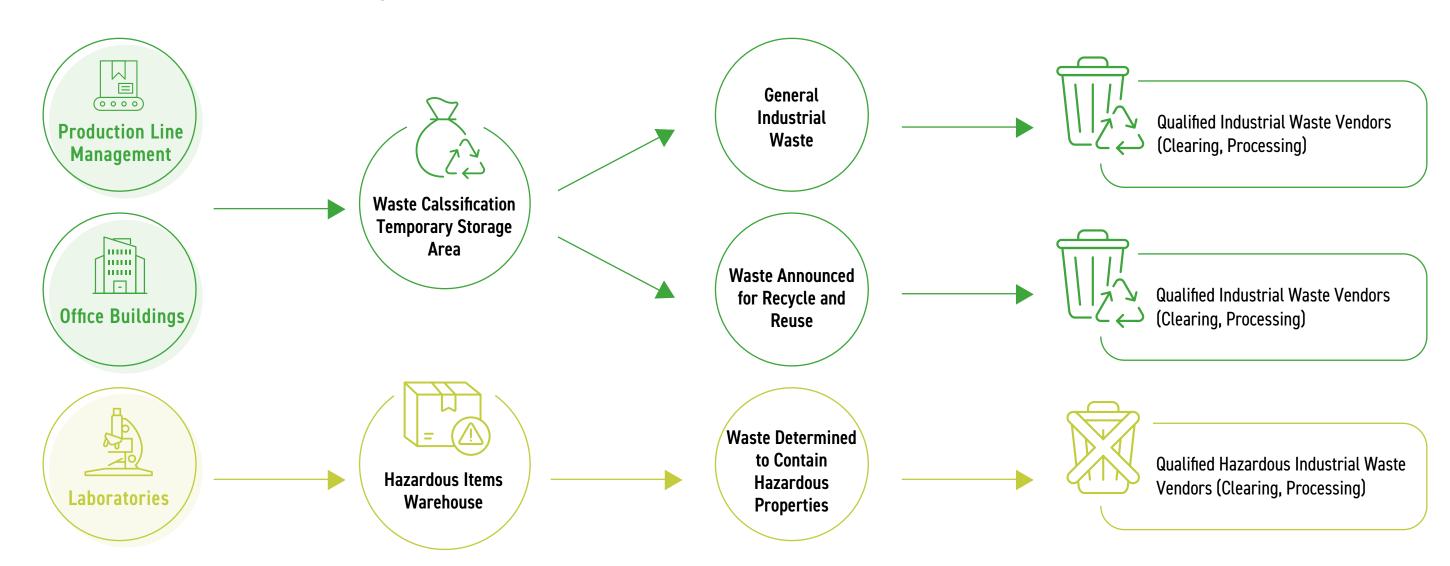
Dayuan Plant 2024 Industrial Chain Recycling and Reuse Statistics

Standard Foods Corporation Dayuan Plant: Realization of Circular Economy Through Full Value Chain - Comprehensive Industrial Chain Recycling and Reuse

Reporting Year: 2024

Item/Code	Waste Edible Oil (R-1702)	Plant Residues (R-0120)	Animal Residues (R- 0119)	Waste Paper (R-0601)	Scrap Iron (R-1301)	Waste Plastic/Oil Bottles/Caps (PET) (R-0201)	Waste Plastic/Buckets/Other Containers (PP) (R-0205)	Total
Annual Total (Metric Tons)	39	374	63	648	167	27	10.0	
EPA Approved Processor	CHANT OIL	Ching Piao Stock Farm	Ching Piao Stock Farm	Zhong Guang Long	Yuan Sheng	Yung Loong	Yung Loong	1,328 metric tons
Reuse Description	Renewable Biodiesel	Feed	Feed	Recycled	Recycled	Recycled a		

In-Plant Waste Treatment Procedures and Regulations



Waste generated from Standard Foods' plant production is categorized into recyclable waste and non-recyclable waste. Non-recyclable waste is ultimately treated by incineration. Recyclable waste is managed using different methods based on its properties. For example:

- Food sludge and waste soil produced during processing can be treated and used as fertilizer.
- Animal and plant waste residues can be processed into animal feed.
- General recyclable waste like paper and metals are directly handled by resource recycling vendors.
- Soap stock generated from the refining oil plant's production process can be treated and used as a raw material for chemicals such as paints.

Through proactive planning of waste reduction and reuse programs, and by incorporating these into the Environmental Management System ISO 14001 for control, we conduct waste re-classification and reduction. Our target for plant waste reduction (tons/thousand NTD revenue) is 1-3% annually. In 2024, the Group's three major plants generated a total of 6,011 tons of waste, with a recycling and reuse rate reaching 94%.

Standard Foods 2024 Industrial Waste Statistics Summary

(Unit: Metric Tons)

Treatment Method	Hazardous Waste (tons)	Non-Hazardous Waste (tons)	Total Waste (tons)	Percentage (%)
Recycle and Reuse	-	5,628.52	5,628.52	94%
Incineration	4.77	377.81	382.58	6 %
Landfill	-	-	-	0%
Other	-	-	-	0%
Total	4.77	6,006.33	6,011.10	100%

Note 1: The total waste volume for this year was 6,011.10 metric tons, all of which underwent off-site treatment, legally transported and processed by EPA-approved environmental companies.

Note 2: Waste transferred for treatment includes 5,628.52 metric tons for recycling and reuse.

Note 3: Direct waste disposal includes 382.58 metric tons for incineration, landfill, and other disposal methods; incineration and other disposal operations are handled by EPA-approved environmental operators for physical reprocessing.

Standard Foods' Waste Treatment Performance Over the Last 3 Years

Year			2022		2023		2024		
Industrial Waste Category	Treatment Location (Note 1)	Treatment Method ^(Note 2)	Output (metric tons)	Percentage (%)	Output (metric tons)	Percentage (%)	Output (metric tons)	Percentage (%)	
		Recycle & Reuse	-		-				
Hazardous Industrial		Incineration	4	0%	5	0%	5	0%	
Waste	Off-Site	Landfill	-		_				
		Other Means of Disposal	-		-				
		Recycle & Reuse	6,139	90%	5,204	88%	5,628	94%	
General Industrial		Incineration	348	5%	260	4%	378	6%	
Waste	Off-Site	Landfill	-		-				
		Other Means of Disposal	301	4%	412	7%			
Total Wa	aste Volume (metr	ic tons)	6,792		5,882		6,011		
	Recycle Rate (Note 3)		90%	90%			94%		

1 Sustainable Management

Introduction

Note 1: Treatment Location: In-plant (self-treated within the plant), Off-site (outsourced treatment).

Note 2: Treatment Method: Recycle & Reuse (reprocessed into new materials), Incineration (with energy recovery), Incineration (without energy recovery), Landfill, Other.

Note 3: Recycle Rate (%) = Total Recycled & Reused Volume / Total Waste Volume * 100%.

Note 4: The classification of hazardous industrial waste and general industrial waste is determined according to Taiwan's "Waste Disposal Act" and "Standards for Defining Hazardous Industrial Waste."





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Vision and Commitment

Standard Foods is committed to building a people-centric, ESG-friendly workplace. We advocate for diverse recruitment and comprehensive training, promote fair and inclusive employment opportunities, and prioritize employee needs, rights, and well-being, striving to create a happy, healthy, and safe work environment.

Healthy Workplace

Material Topics | Workplace Safety and Health, Employee Rights and Equal Opportunity, etc.



Management Mechanisms

- Training course satisfaction
- Health consultation satisfaction
- Employee grievance and whistleblowing channels
- Quarterly labor-management meetings

- Quarterly union labor-management negotiation meetings
- Annual employee communication sessions

1 Sustainable Management

Introduction

Occupational Safety and Health Management System certification

2024 Performance Highlights

Training hours reached 8,500 hours, continuously deepening talent cultivation.

5 Environmental Sustainability



Establish a New Hire Training System

- Complete the full setup of Starter Guides for all departments by mid-2025.
- Enhance rapid integration and training consistency for new hires.

Optimize Occupational Safety and Health Management System

- Establish and continuously optimize the occupational safety and health management system.
- Implement all management requirements according to ISO 45001 standards.
- Achieve ISO 45001 certification by 2027.

Improve Employee Communication and Grievance Mechanisms

- Complete the establishment of employee grievance and whistleblowing procedures by 2025.
- Conduct relevant awareness training to increase understanding and trust in the mechanisms among all employees.
- Establish transparent and open internal communication channels.



Mid-Term Goals (2028-2030)

Strengthen Training System and Professional Development

- Construct a complete learning roadmap for "Standard Foods e-Academy," covering various departmental and functional needs.
- Plan and implement appropriate professional training annually based on business development and departmental needs.

Promote a Healthy and Safe Workplace with External Recognition

- Actively participate in healthy and safe workplace awards to enhance corporate image.
- Achieve "Sports Enterprise Certification" target.

Deepen Corporate Culture and Health Promotion Practices

- Organize corporate culture promotion activities annually to enhance employee identification.
- Regularly promote health initiatives to create a physically and mentally healthy workplace environment for employees.



Long-Term Goals (Beyond 2030)

Continue to Foster a Learning Culture and Development Environment

- Create a workplace environment that supports learning and development, fostering team growth and key talent cultivation.
- Continuously implement diverse recruitment strategies to fill critical functional talent gaps and strengthen talent pool development.

Achieve Zero Occupational Accidents and a Safe Workplace Goal

- Continuously implement ISO 45001 Occupational Safety and Health Management System requirements.
- Aim for "zero occupational accidents" and promote the construction of a healthy and safe workplace.

Enhance Employer Brand Value and Employee Well-Being

- Continuously strengthen employee identification with corporate culture and employer brand.
- Focus on employee needs, enhance physical and mental well-being, and job





(HR Department Highlights)

Standard Foods Group's philosophy is for everyone to enjoy "ALifetime of Well-Being" and we uphold the belief that "balanced nutrition is the foundation of human health." We see every employee as our most valuable asset, like family, and we care for each employee and their family with this sentiment. We're committed to providing a healthy and safe work environment and actively organizing activities that promote employees' physical and mental well-being. We not only regularly identify hazards in the workplace and implement employee health management, but also hold various health promotion activities such as health lectures, stress-relief activities, and sports health education to protect employees' physical and mental health while improving overall health performance.

Standard Foods conducts employee health checks every two years, with content exceeding legal requirements. These checks are combined with the Health Promotion Administration's four major cancer screenings. A dedicated nurse analyzes and evaluates the checkup reports, manages the data, and follows up with high-risk employees, providing occupational physician and nurse health consultations and guidance. We also plan health lectures and courses based on the checkup results, including smoking cessation awareness, nutrition knowledge, and sports health education.

We are dedicated to creating a work environment that prioritizes employees' physical and mental health. This includes providing comprehensive facilities such as fitness spaces and showers, allowing employees to exercise and maintain physical health outside of work hours. We also have nursing rooms to support the needs of breastfeeding mothers, and provide a bright and comfortable office environment with an open workspace design to enhance employee comfort and efficiency.

Furthermore, we've set up a health consultation room (nursing station) so employees can receive professional health-related advice when needed. We also have equipment like weight and body fat scales and blood pressure monitors so employees can monitor their physical condition anytime. Standard Foods Group's emphasis on employee health has earned us the Healthy Workplace Certification - Health Promotion Badge from the Health Promotion Administration, Ministry of Health and Welfare. This is a recognition of our efforts and our commitment to employee health. We will continue to strive to improve employee well-being and health standards, and remain dedicated to creating a healthy and happy work environment.

Corporation Workforce Overview

We are committed to building a diverse and equitable, friendly workplace culture. We oppose discrimination, prioritize equality, and respect diverse values. Our talent selection, development, promotion, and retention are not based on factors such as race, nationality, gender, age, political, or religious beliefs. We also emphasize talent development and robust compensation and welfare, enabling employees to utilize their strengths, continuously improve, and work together with the company to create performance and value.

Workforce Distribution

(GRI 2-7 Employees) (GRI 2-8 Non-employee Workers)

As of the end of 2024, Standard Foods' total employee count was 1,451, an increase of 60 people from the previous year, primarily due to vacant positions being filled progressively throughout 2024. The regional distribution of employees, from most to least, is: Dayuan Plant at 42.31%, Taipei Head Office at 23.85%, other office locations at 12.13%, Zhongli Plant at 10.48%, and Hukou Plant at 11.23%. Gender distribution is 985 male employees (67.88%) and 466 female employees (32.12%). We are also dedicated to developing a diverse and rich talent pool, including ensuring employment opportunities for people with disabilities and increasing the proportion of local residents in high-level management positions at each operating location. These efforts promote diversity and coexistence, and enhance the company's overall competitiveness.

Standard Foods and Standard Dairy Employee Distribution by Location (2024)

Work Location	Male	Female	Total
Taipei Head Office	139	207	346
Dayuan Plant	458	156	614
Zhongli Plant	112	40	152
Hukou Plant	128	35	163
Other Operating Sites	148	28	176

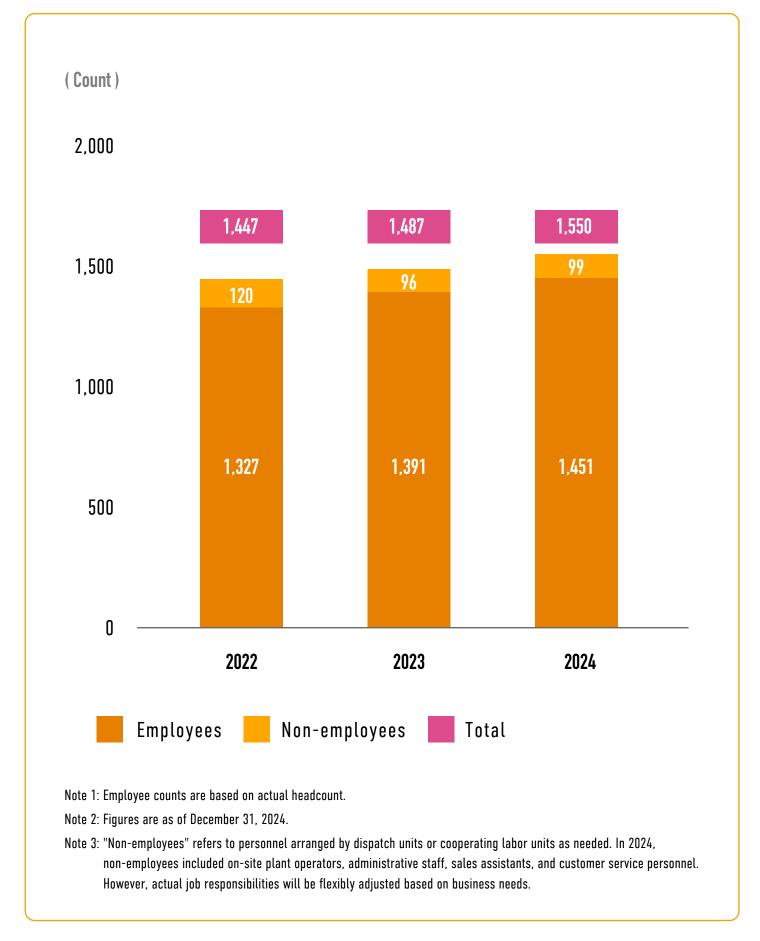
Note: Other operating sites include locations in Taoyuan, Taichung, Chiayi, Tainan, Kaohsiung, Yilan, and Mainland China.



Standard Foods and Standard Dairy Workforce Structure (2024)



Standard Foods: Workforce Changes Over the Last 3 Years



- Note 1: Permanent employees refer to employees on open-ended contracts, including foreign employees.
- Note 2: Temporary employees refer to employees on fixed-term contracts.
- Note 3: Full-time employees: Employees working 40 hours per week, as defined by Taiwan's Labor Standards Act.
- Note 4: Part-time employees: Employees working less than 40 hours per week.
- Note 5: Zero-hour contract employees: Employees without a guaranteed minimum or fixed working hours, such as temporary workers or on-call employees.

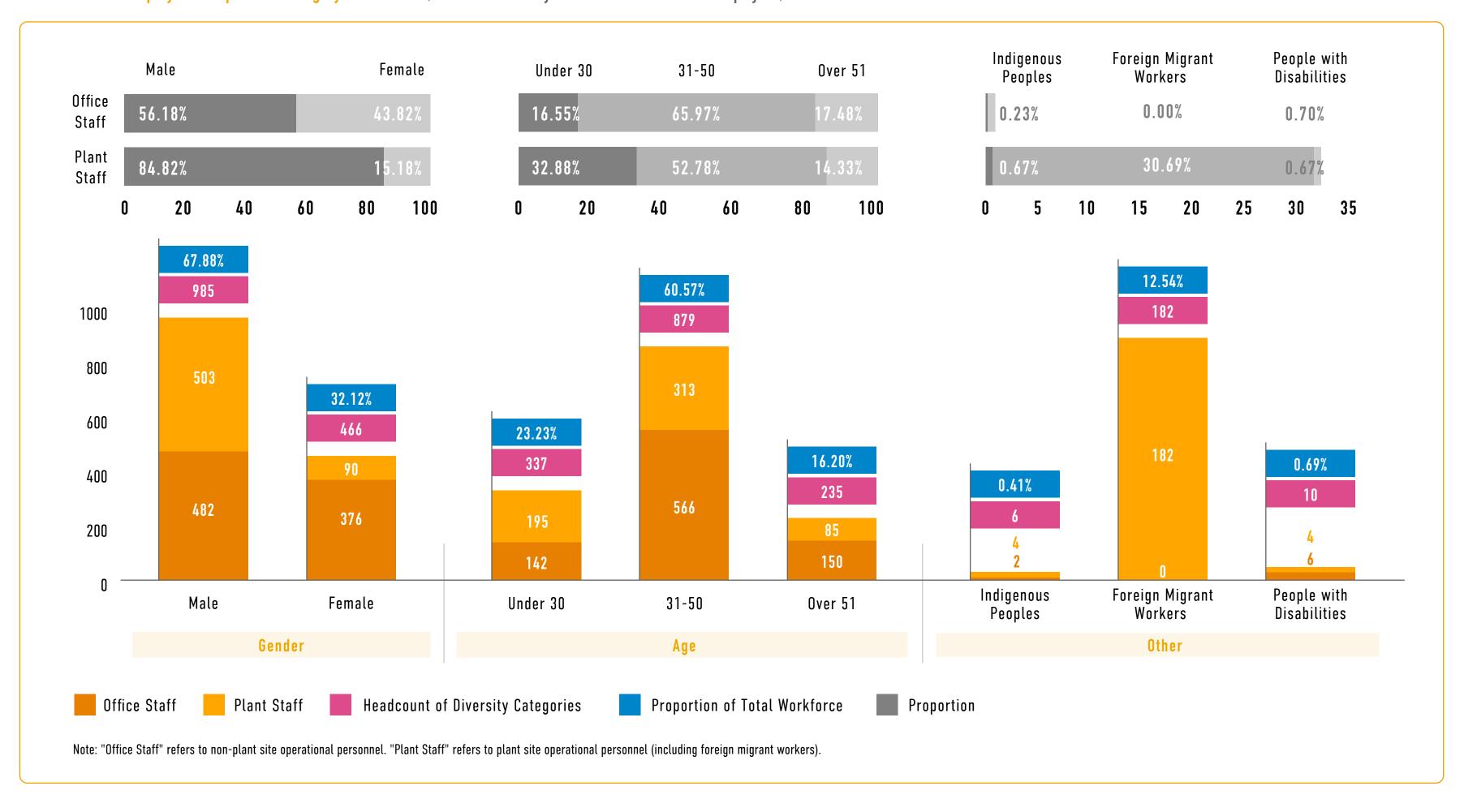
Appendix

Diverse Employment Opportunities

Aligning with SDG 8 "Decent Work and Economic Growth" and SDG 10 "Reduced Inequalities," Standard Foods offers equal employment opportunities regardless of gender or age. We also safeguard job opportunities for other minority groups in accordance with local government regulations, fostering a diverse workforce. As of our year-end employee statistics, female employees constitute 32.12% of our workforce, with women in managerial positions (Assistant Manager level and above) accounting for 42.22%. Workers aged 50 and above make up 18.40% of our workforce. In compliance with government regulations, we employ 10 individuals with disabilities, representing 0.69% of our total employees.

To promote local prosperity, we actively hire local residents for senior management positions (e.g., Assistant Director, Director) at our key operating sites, including Taipei Head Office, Dayuan Plant, Zhongli Plant, and Hukou Plant. These 17 individuals comprise 68% of all senior management.(GRI 202-2: Proportion of Senior Management Hired from the Local Community)

Standard Foods Employee Occupational Category Distribution (GRI 405-1: Diversity of Governance Bodies and Employees)

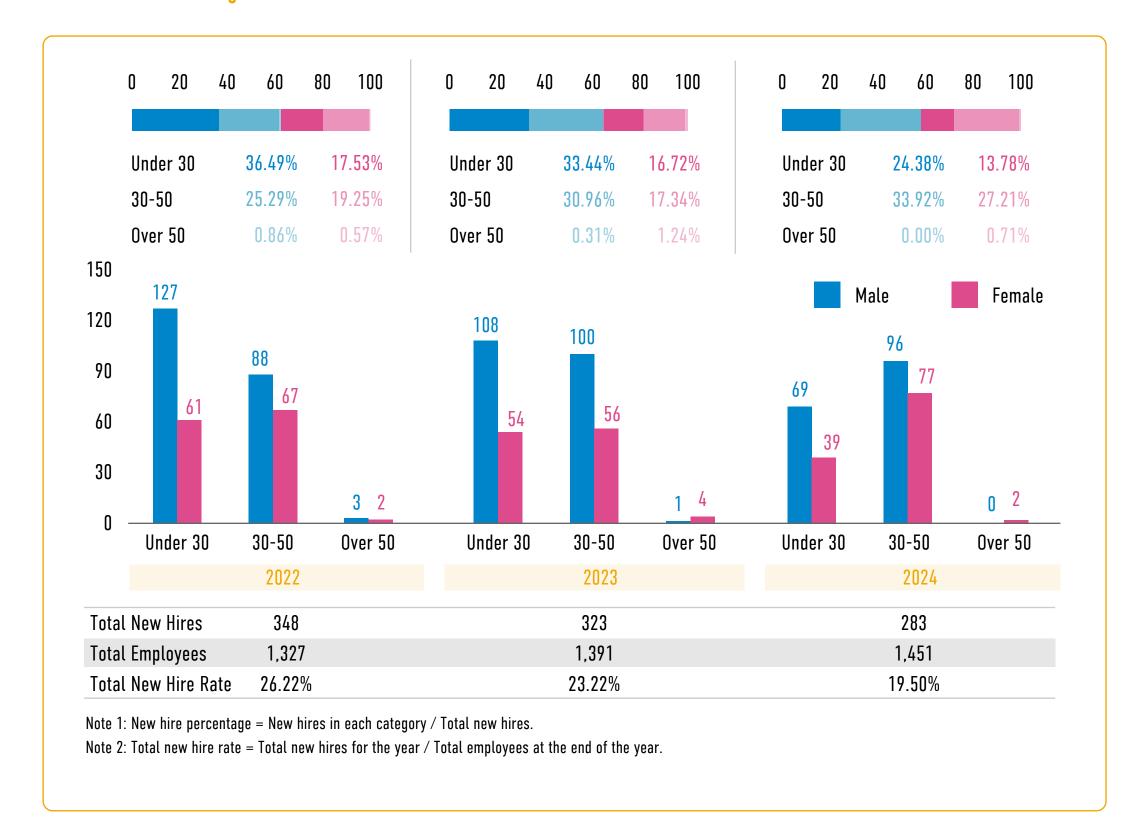


New Hires (GRI 401-1 New Hires and Employee Turnover)

In 2024, Standard Foods hired 283 new employees to meet our ongoing talent needs for continuous growth. Of these, 165 were male and 118 were female. The largest age group among new hires was 30-50 year olds, accounting for 61.13%.

Introduction

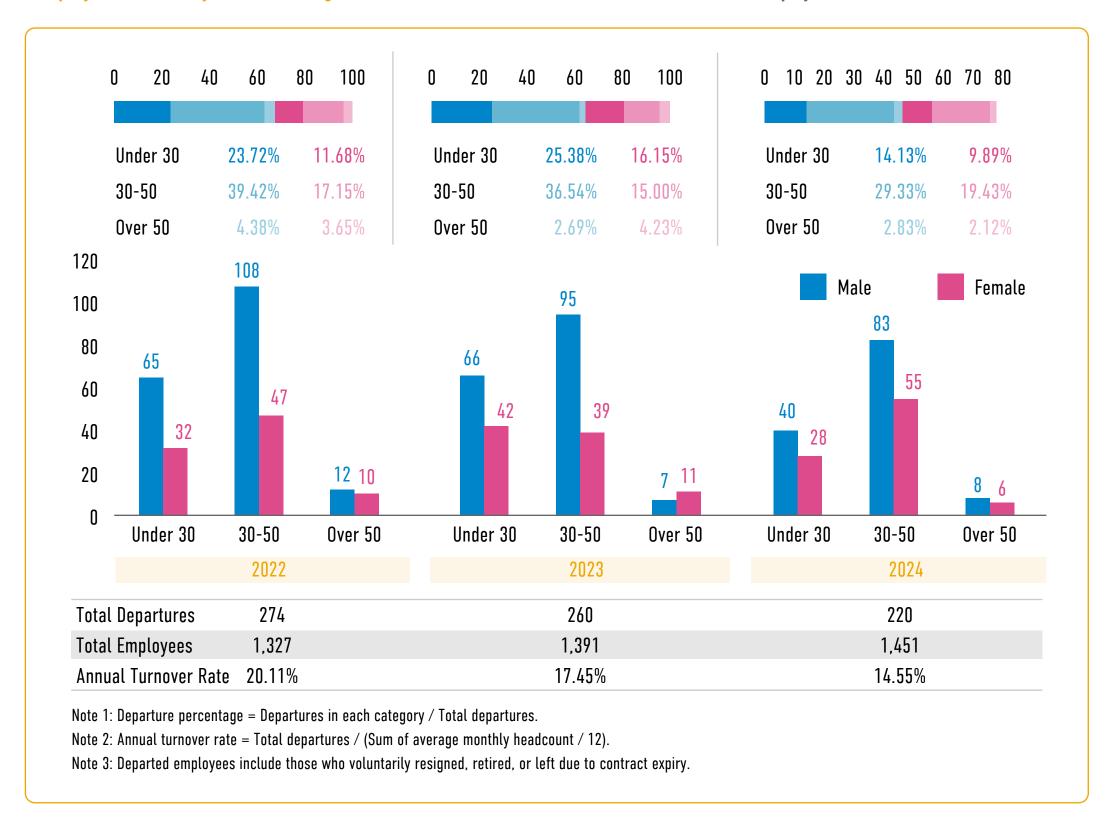
New Hire Gender and Age Distribution Statistics Over the Last Three Years



Employee Turnover and Retention (GRI 401-1 New Hires and Employee Turnover)

In terms of employee retention, Standard Foods saw 220 employee departures in 2024, consisting of 131 males and 89 females. The annual turnover rate was 14.55%, a decrease of 2.90% compared to 2023. We're committed to continuously enhancing work-life balance, employee care, improving managerial capabilities, and providing career development opportunities to boost employee retention.

Employee Turnover by Gender and Age Over the Last Three Years (GRI 401-1 New Hires and Employee Turnover)



1 Sustainable Management

Introduction

Parental Leave (GRI 401-3 Parental Leave)

Standard Foods fully complies with the Gender Equality in Employment Act and advocates for SDG 5 (Gender Equality), supporting employees' rights to raise children and guaranteeing their right to parental leave. Any employee who has been with the company for at least six months can apply for parental leave before their child turns three, for a period extending until the child's third birthday, but not exceeding two years. Employees on parental leave can continue to participate in their existing social insurance programs.

3 Food Safety

Parental Leave Statistics Over the Last Three Years

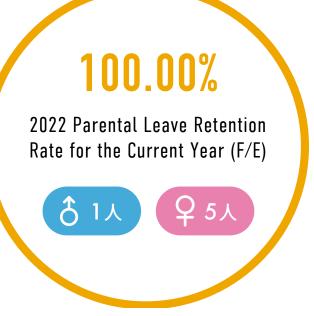
Year	2022		2023			2024			
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A. Eligible for Parental Leave Application	90	37	127	78	30	108	69	20	89
B. Actual Parental Leave Applications in Current Year	8	13	21	9	14	23	11	10	21
C. Employees Due to Return from Parental Leave in Current Year	5	9	14	7	8	15	7	8	15
D. Employees Actually Returned from Parental Leave in Current Year	4	6	10	6	5	11	6	6	12
E. Employees Actually Returned from Parental Leave in Previous Year	1	5	6	5	7	12	6	5	11
F. Employees Who Continued Employment for One Year After Returning from Parental Leave (Previous Year)	1	5	6	3	4	7	4	5	9
Parental Leave Return-to-Work Rate for the Current Year (D/C)	80.00%	66.67%	71.43%	85.71%	62.50%	73.33%	85.71%	75.00%	80.00%
Parental Leave Retention Rate for the Current Year (F/E)	100.00%	100.00%	100.00%	60.00%	57.14%	58.33%	66.67%	100.00%	81.82%

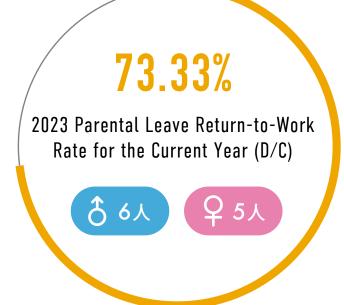
Note 1: "Employees Due to Return from Parental Leave" refers to the number of employees scheduled to return from parental leave in that particular year.

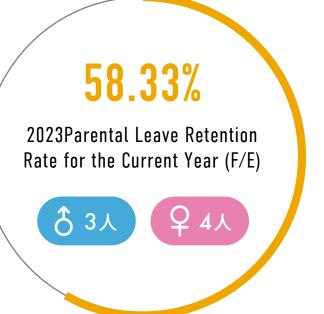
Note 2: "2024 Retention after Parental Leave" refers to the number of employees who actually returned from parental leave in 2023 and were still employed as of December 31, 2024.

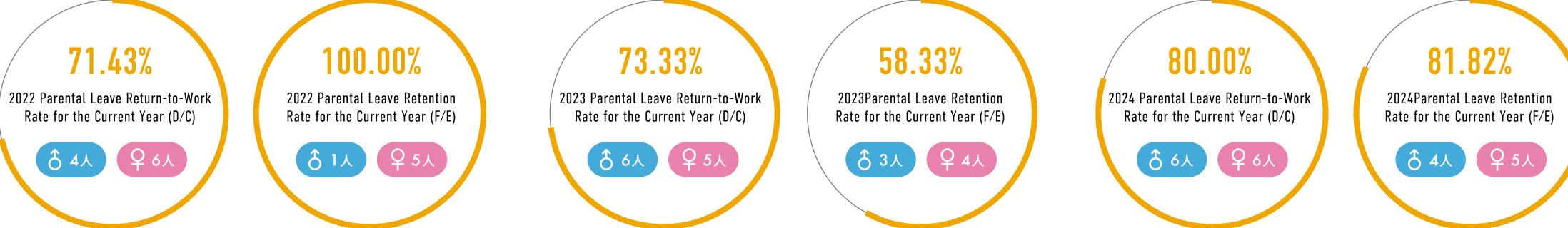
Note 3: The actual return-to-work rate for 2023 has been corrected (excluding those who directly resigned); the actual return-to-work rate was 73.33%.

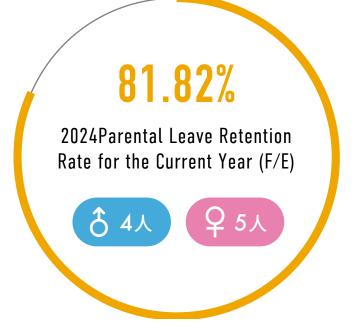












Employee Rights, Compensation, and Benefits

Introduction

Human Rights and Labor Rights Protection

Standard Foods strictly prohibits the employment of child labor under 16 years old, forced labor, and any improper employment discrimination. We require our suppliers to adhere to international standards and relevant labor employment laws in their operating locations. We safeguard various labor rights, including minimum wage, working hours (including overtime), insurance, leave, pension systems, contract termination notice periods, freedom of association, and collective bargaining rights. We also provide equal employment opportunities and treatment, without differentiation based on race, color, gender, religion, political affiliation, nationality, or social origin. In 2024, neither our company nor our suppliers had any significant risks or incidents of discrimination, child labor, forced labor, or other violations of labor human rights. However, during the preparation of the 2024 annual report, an issue arose regarding whether bonuses should be included in the calculation of overtime pay. Our company began discussions with the corporation union on this matter in 2024. This issue later gained further attention due to disputes over its classification. We'll continue to negotiate and address this with the corporation union

For more details, please refer to the Standard Foods Corporation Press Release. We'll also provide further disclosure and explanation in our 2025 Sustainability Report.

(GRI 406-1: Incidents of Discrimination and Corrective Actions Taken; GRI 408-1: Operations and Suppliers at Significant Risk for Incidents of Child Labor; GRI 409-1: Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor)

Standard Foods Labor Rights Related Measures Description



Working Hours

- Full-time employees work a normal 8 hours per day, 40 hours per week.
- If overtime is required due to special circumstances, total daily working hours must not exceed 12 hours, and monthly overtime hours are capped at 46 hours.
- In accordance with the Labor Standards Act, overtime pay is provided for work exceeding 8 hours per day, and employees cannot be forced to work overtime.



Labor-Management Negotiations

(GRI 2-30 Collective Bargaining Agreements) = Labor-management negotiation agreement

- Our company has a labor union organization and holds quarterly labor-management negotiation meetings with the union. Additionally, in accordance with Article 83 of the Labor Standards Act, labor-management meetings are held quarterly, with extraordinary meetings convened if necessary, to conduct two-way communication and negotiation on issues promoting labor-management cooperation, labor relations coordination, improvement of working conditions, and planning for employee welfare.
- This year, O collective bargaining agreements were established by the labor union (the main reason is that the company has not yet signed a collective bargaining agreement with the labor union in 2024).
- Quarterly labor-management negotiation meetings and labor-management meetings are held reqularly. A "Plant Manager's Mailbox" is set up to promptly address employee feedback.
- To strengthen corporate governance and streamline employee communication channels, ensuring that employees' voices are heard and properly addressed, an "Office of the General Manager Mailbox" has been added in addition to existing daily communication channels.



Resignation & Retirement Procedures

(GRI 404-2 b. Programs for Managing Impacts of Employee Departures)

- If circumstances arise requiring the termination of an employment relationship with an employee, the company complies with Article 16 of the Labor Standards Act, providing advance notice of termination, severance pay, and job-seeking leave.
- Severance pay and retirement welfare are calculated for employees according to the Labor Standards Act and the Labor Pension Act
- The company provides retired employees with a fixed amount of free shopping credit for products on its own e-commerce platform.



Major Operational Changes

(GRI 402-1 Minimum Notice Periods Regarding Operational Changes)

- Major operational changes affecting employee rights and corresponding response measures are implemented after discussion at labor-management meetings.
- Prior to implementing major operational changes, affected employees and their representatives are notified in advance according to the legally stipulated notice period for the specific matter.
- During the reporting period, no incidents of major operational changes occurred at

Compensation Levels

Standard Foods offers competitive compensation, with salary standards determined by job function, professional ability, academic background, experience, and years of service. We adjust salaries by referencing industry market standards and emphasize the value of equal pay for equal work, ensuring no overall salary gap due to gender.

Introduction

Standard Foods Gender Pay Ratio Over the Last 3 Years by Employee Category (GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men)

Year	2022		2023		2024	
Employee Category	Male	Female	Male	Female	Male	Female
Office Staff	1.15	1	1.10	1.00	1.11	1.00
Plant Staff	0.91	1	0.98	1.00	0.95	1.00

- Note 1: Calculation method: Average remuneration for male employees in each category / Average remuneration for female employees in each category
- Note 2: Remuneration: Refers to annual salary, including base salary, meal allowance, performance bonuses, overtime pay, and other allowances and bonuses.
- Note 3: "Plant Staff" includes statistics for foreign migrant workers.
- Note 4: For remuneration data of non-managerial personnel, the latest 2024 data can be found in the "Corporate Governance" section of the Taiwan Stock Exchange's Market Observation Post System, which discloses information related to employee welfare and compensation statistics.

Standard Foods Basic Staff Salary Levels at Key Operating Sites Over the Last 3 Years (GRI 202-1 Market Presence: Ratio of Standard Entry-Level Wage by Gender to Local Minimum Wage)

Year	_	lard Salary for Staff	Average Standard Salary for Basic Staff / Local Minimum Wage		
	Male	Female	Male	Female	
2022	41,602	44,987	1.65	1.78	
2023	42,903	46,798	1.62	1.77	
2024	46,085	50,366	1.68	1.83	

- Note 1: "Key Operating Sites" as defined by the company are the operational boundaries disclosed in this report.
- Note 2: This company references the minimum wage announced by the Ministry of Labor for that year when setting employee and other worker salaries, ensuring they are not below the minimum wage.
- Note 3: Basic staff: Refers to plant operational personnel.
- Note 4: Standard salary: Includes base salary, meal allowance, shift allowance, perfect attendance bonus, production bonus, overtime pay, and other recurring wages.
- Note 5: The local minimum wages for 2022-2024 were NT\$25,250, NT\$26,400, and NT\$27,470, respectively.

Welfare Measures

To protect employee rights and enhance company cohesion, we provide a comprehensive welfare system for our full-time employees. Beyond statutory labor and health insurance, special leave, maternity leave, and parental leave, we offer a rich and diverse range of employee welfare, such as: Group insurance for employees (including spouses and children), marriage and funeral condolences, employee product purchase discounts, birthday bonuses, annual travel activities, irregular festive events, employee health promotion activities, employee club activities, free plant employee parking spaces, priority parking for pregnant employees at plants, nursing rooms and subsidies for baby formula. At Standard Foods, we are dedicated to continuously improving employee well-being and creating a healthy workplace environment.

Standard Foods Employee Welfare Measures (GRI 401-2 Benefits Provided to Full-Time Employees)

	Insurance	 All employees participate in Labor Insurance and National Health Insurance. Employees and their dependents (including spouses and children) receive company-funded group insurance, which covers life, major illness, hospitalization, cancer, accident, and accidental medical expenses. Employees on overseas business trips also receive separate travel accident insurance.
Basic Welfare	Leave	 We provide national holidays, special leave, marriage leave, bereavement leave, sick leave, personal leave, public service leave, and parental leave in accordance with the Labor Standards Act. All relevant leave entitlements are granted as per the Labor Standards Act. Our head office implements flexible working hours.
Velfare	Pension System (GRI 201-3 Defined Benefit Plan Obligations and Other Retirement Plans)	 For those under the old Labor Standards Act system: We contribute 3.7% of the employee's monthly total salary to a retirement fund, specifically deposited in a dedicated account at Taiwan Bank under the name of the Labor Retirement Reserve Supervision Committee. As of the end of 2024, the total balance in the Standard Foods and Standard Dairy Labor Retirement Reserve Supervision Committee's dedicated account was NT\$425,128,395. For those under the new Labor Pension Act system: We contribute 6% of the employee's monthly salary to individual labor pension accounts, based on the monthly contribution wage tiers approved by the Executive Yuan. In 2024, the recognized new system pension expense for Standard Foods and Standard Dairy was NT\$53,670,154.
	Employee Product Purchase Program	Employees can purchase company products at a discounted price below market value within a monthly limit, promoting their own and their families' health.
Remuner Wel	Employee Bonuses	• In accordance with Article 29 of the Labor Standards Act, at the end of the business year, if there are profits after deducting taxes, compensating for losses, and allocating dividends and reserves, employees who have worked for the entire year without fault should be given bonuses or profit-sharing. Standard Foods and Standard Dairy's total employee bonuses amounted to NT\$32,944,989.
uneration and Welfare	Group Performance Achievement Bonus	 Despite rising costs and channel integration pressures, Taiwan Standard Foods Group's performance continues to grow steadily! To thank our colleagues for their contributions, a Group Performance Achievement Bonus is distributed based on the proportion of time served during the year, with 1,135 employees receiving this bonus.

Human Resources Development

6 Healthy Workplace

People are our most valuable asset and the key to achieving sustainable growth. Standard Foods Group is consistently dedicated to enhancing talent quality and building exceptional teams to establish a competitive advantage. To more effectively cultivate new talent, we provide comprehensive support to new colleagues during their initial onboarding. We want every new team member to feel our companionship and support as they embark on their new professional journey.

To help new colleagues quickly get up to speed, we offer group-wide general education courses to help them swiftly integrate into our company culture. Additionally, we provide professional foundational courses relevant to their roles, personally taught by supervisors, enabling them to adapt to work faster and utilize their strengths. To facilitate quicker and more systematic learning, beyond in-person new hire training, we've also established "Newcomer Start-Up Go" online courses for various departments, assisting them in rapidly adapting to the work environment.

Every employee's professional skills, communication abilities, and management and leadership capabilities are crucial to the company's success. Therefore, we continuously provide employees with systematic learning and development programs, covering training roadmaps and key training areas for each business unit. Through these programs, employees can participate in diverse courses and training sessions, constantly enhancing their abilities in professional skills, communication, management, and leadership. Furthermore, to help employees excel in their roles, we encourage participation in projects, themed meetings, and cross-departmental rotations to foster individual and team growth and development. Standard Foods hopes every employee embraces and diligently implements our "Five Core Values," which are: Accountability, Passion, Professionalism, Collaboration, and Integrity.

To offer employees more comprehensive learning opportunities, we actively organize diverse employee lectures. These lectures cover a wide range of topics, such as workplace communication skills, emotional management, and healthy living. This not only helps employees expand their knowledge and enhance professional skills but also empowers them to exert greater influence in the workplace and better adapt to a rapidly changing work environment. The organization of these lectures contributes not only to employees' personal growth but also to enhancing Standard Foods Group's competitiveness and sustainable development.

Standard Foods Group firmly believes that providing employees with a comprehensive learning environment, along with systematic general education courses and cross-departmental on-the-job training, enables employees to achieve better development opportunities and career paths through continuous learning and growth. We believe that every employee is a valuable talent asset to the company, and the company's success is built upon the continuous growth and development of its employees. Standard Foods hopes every employee embraces and implements the "Five Core Values" of our corporate culture: Accountability, Passion, Professionalism, Collaboration, and Integrity; therefore, we provide a diverse learning environment to cultivate an outstanding team.

Standard Foods 2024 Employee Lecture Overview



1 Sustainable Management

Introduction

Creating a Heart-Fluttering Organized Closet

Learn decluttering and storage techniques for clothing, establish a style classification logic, and create a well-organized and joyful personal wardrobe.



Exploring Expression Skills Through Theater

Enhance self-awareness and communication skills through theater exercises, fostering a more confident self.



Pain-Free Shoulder and Neck Core Training

Strengthen core muscles and relax shoulder/neck muscle groups to improve posture and alleviate daily aches and discomfort.



ESG DIY Course — Seed Bomb

Based on sustainability principles, hands-on creation of eco-friendly works; using recycled diaper paper fibers to make "Seed Bombs Plantings," inspiring action to protect the planet.



ChatGPT Introduction and Application

Explore the basic functions and practical applications of ChatGPT to improve efficiency in work and life.



The Art of Workplace Happiness

Understand interpersonal boundaries to make both work and life smoother.

August

Myofascial Functional Training

Gain a deeper understanding of the myofascial system and enhance body flexibility, stability, and overall athletic performance through diverse training methods.

September

Head-Down Life — A Brief Talk on Neck Diseases

Understand the impact of prolonged "head-down" posture on neck health, learn practical methods for preventing and improving cervical spine diseases, and maintain daily quality of life.

October

Digital File Organization for Modern People

Learn digital data classification and naming techniques, establish an efficient organization system, improve work efficiency, and take control of your digital life.

November

Go Away, Emotions! Solving Your Emotional Crises

Improve ways of dealing with emotions, turning them from obstacles into catalysts.

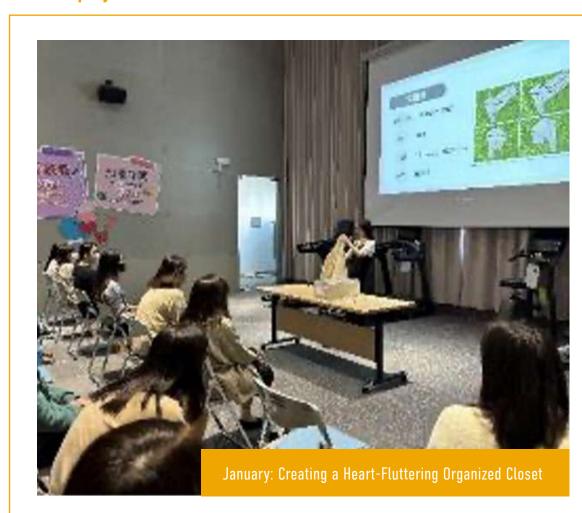
December

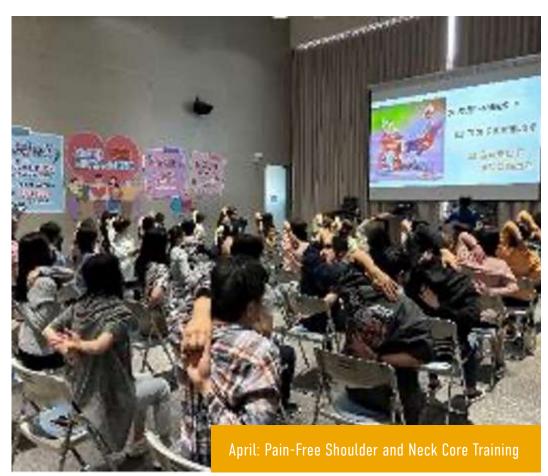
Christmas Scented Ornament x Oyster Shell Upcycling Craft

Utilize agricultural circular resource - oyster shell powder - to create scented ornaments. Experience how waste can be transformed into everyday art, understand the value of sustainability, and integrate sustainable concepts into daily life.



2024 Employee Lecture Photos









2024 Standard Foods Employee Training Status

Employee Category	Calculation Method	Male	Femal	Subtotal
	Actual number of employees during the reporting period (A1)	555	456	1,011
Office Staff	Training hours during the reporting period (B1)	12,842	9,051	21,893
	Average training hours during the reporting period (B1/A1)	23	20	22
	Actual number of employees during the reporting period (A2)	596	106	702
Plant Staff	Training hours during the reporting period (B2)	7,319	1,450	8,769
	Average training hours during the reporting period (B2/A2)	12	14	12
	Total hours during the reporting period (Q)	20,161	10,501	30,662
Total	Total number of employees at the end of the reporting period (R)		562	1,713
	Average training hours per employee (Q/R)	18	19	18

Introduction

2024 Standard Foods On-the-Job Training Courses and Participation

Course Category	Participants (Person-Times)	Learning Hours	Completion Rate
New Hire Courses	1,560	966	90.1%
General Courses	2,406	2,817	92.1%
Competency Courses	3,056	5,653	94.1%
Professional Courses	2,186	3,708	96.3%
Management Courses	113	1,499	100.0%
Product Courses	2,340	282	94.4%
IT Courses	744	134	96.4%

Course Category	Participants (Person-Times)	Learning Hours	Completion Rate
Sustainability Courses	597	1,639	95.1%
Compliance Courses	36	43	91.7%
Information Security Courses	2,142	1,419	93.7%
Occupational Safety and Health Courses	3,466	9,044	100.0%
Food Safety and Hygiene Courses	3,076	3,249	99.7%
Corporate Governance Courses	1,610	451	96.1%
Total	23,332	30,904	95.7%

Performance and Career Development

To effectively motivate employees and provide corresponding rewards, we've established a performance appraisal management system. This system helps employees set annual goals and develop their individual competencies. Different key assessment items are used based on job categories, with supervisors serving as evaluators. For plant staff, their work results and demonstrated behaviors are the primary assessment items. For managers and office staff, individual annual goals must be set, incorporating requirements for core competencies, management competencies, and professional skills to aid their development. In 2024, 100% of all employees received regular performance and career development reviews.

Introduction

Standard Foods Employee Performance Appraisal Status in 2024 (GRI 404-3 Percentage of Employees Receiving **Regular Performance and Career Development Reviews)**

Employee Category	Calculation Method	Male	Female	Subtotal
	Total number of employees at the end of the reporting period (A1)	456	360	816
Office Staff	Number of employees receiving regular performance and career development reviews (B1)	456	360	816
	Percentage (B1/A1)	100%	100%	100%
	Total number of employees at the end of the reporting period (A2)	315	86	401
Plant Staff	Number of employees receiving regular performance and career development reviews (B2)	315	86	401
	Percentage (B2/A2)	100%	100%	100%
	Total number of employees at the end of the reporting period (R)	771	446	1,217
Total	Total number of employees receiving regular performance and career development reviews (Q)	771	446	1,217
	Percentage of employees receiving regular performance and career development reviews (Q/R)	100%	100%	100%

Note 1: Standard Foods Group's annual appraisal period is from March of the current year to February of the following year. Appraisals typically occur from January to February annually. Therefore, the total number of employees at the end of the reporting period in this table is the headcount as of February 29, 2025, which is 1,447 employees

Safe Workplace Environment

Occupational Safety and Health Management System (GRI 403-1 Occupational Health and Safety Management System)

To ensure employee safety and prevent occupational accidents, all three of Standard Foods' major plants have implemented an Occupational Safety and Health Management System. Specifically, the Dayuan Plant obtained both TOSHMS (Taiwan Occupational Safety and Health Management System) and OHSAS18001 certifications in 2009, undergoing annual renewal assessments. In 2020, the Dayuan Plant further passed the ISO/CNS45001 Occupational Health and Safety Management System recertification audit, adopting ISO/ CNS45001. This enables effective environmental and safety management, enhancing performance in these areas. Annually, the Dayuan Plant achieves high scores in audits and certifications for both systems, confirming their smooth operation and adherence to requirements. This management framework also serves as a guideline for the Zhongli and Hukou Plants.

In accordance with the Occupational Safety and Health Act and related regulations, we have established an Occupational Safety and Health Management Committee. We have also formulated an "Environmental and Safety & Health Management Manual" and "Occupational Safety and Health Management Measures." These documents guide the planning and execution of our safety and health system, addressing all major aspects of the working environment and employee personal safety. We continuously conduct occupational hazard risk assessments and improvements using the PDCA (Plan-Do-Check-Act) cyclical quality management approach. Each plant, in adherence to the Occupational Safety and Health Management System, has established a dedicated occupational safety and health unit, management personnel, and first aid medical staff to comprehensively prevent occupational accidents through a complete system and planning. Furthermore, the Taipei Office, which encompasses six sales offices across Taiwan, completed the establishment of its Occupational Safety and Health Management Committee in 2024 to manage occupational safety risks. It plans to implement and execute an Occupational Safety and Health Management System in 2025 to safeguard employee safety and prevent occupational accidents.

Workers Covered by the Occupational Safety and Health Management System

(GRI 403-8 Workers Covered by an Occupational Health and Safety Management System)

	Employees Cov	ered by OS&H Manag	ement System	Tota	Covorogo			
Site	Employees	Non-Employees	Subtotal	Total Employees	Total Non- Employees	Total Workforce Subtotal	Coverage Ratio	
Taipei Office	0	0	0	346	4	350	0%	
Dayuan Plant	614	76	690	614	76	690	45%	
Zhongli Plant	152	14	166	152	14	166	11%	
Hukou Plant	163	4	167	163	4	167	11%	
Sales Offices	0	0	0	176	0	176	0%	
Total	929	94	1,023	1,451	98	1,549	66%	

Note 1: "Non-employees" include contractors and dispatched personnel working long-term at the plants.

Note 2: Coverage ratio calculation method: Total number of workers covered by the OS&H system (employees + non-employees) / Total number of company workers.

Note 2: Number of employees receiving regular reviews (via system): 1,217 people.

Note 3: Number of employees receiving regular reviews (non-system based): 194 people. This includes 14 senior executives (director level and above) who regularly report to the General Manager for performance and career development reviews, and 180 foreign laborers who

Note 4: Employees projected to resign/retire (11 people), contract employees (2 people), and new hires with less than 3 months of service (23 people) are not included in the appraisal.

Occupational Safety and Health Management System

5 Major Management Policies



Regulatory Compliance -

Adhere to all safety and health-related laws and other requirements.



Consultation & Communication —

Engage in communication and discussion with relevant personnel to understand individual job duties and responsibilities, and collectively participate in implementing the management system.



Provide appropriate protective equipment or operational controls to prevent accidents such as falls, fires, electrical shocks, entry into confined spaces, entanglement, and chemical exposure.



Pollution Prevention

Operate all pollution control equipment in accordance with legal regulations and continuously develop and use low-environmental-impact raw materials to reduce the occurrence of environmental pollution incidents.



Continuous Improvement -

Establish safety and health work objectives and continuously improve work practices to prevent and reduce injuries and illnesses

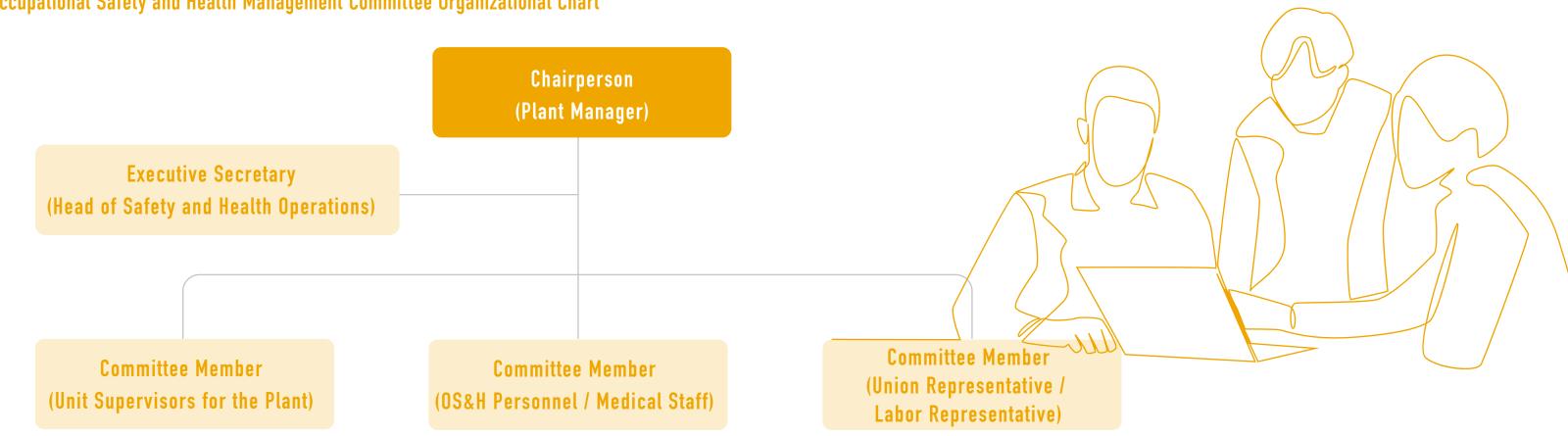
Occupational Safety and Health Management Committee (GRI 403-4 Worker participation, consultation, and communication on occupational health and safety)

Standard Foods Group maintains Occupational Safety and Health Management Committees at all its plant locations. These committees meet quarterly. The Plant Manager serves as the Chairperson, while the Head of Safety and Health Operations acts as the Executive Secretary, responsible for the committee's operations and meeting coordination. Their discussions cover occupational safety and health policies, management plans, and reviews of the implementation results of safety and health education and training programs, among other topics. Here's a summary of the safety and health management committee structure at each plant:

Standard Foods Corporation Occupational Safety and Health Management Committee Organizational Structure	Chairperson	Executive Secretary	Unit Supervisors / OS&H Personnel / Medical Staff	Union Members / Labor Representatives
Dayuan Plant Occupational Safety and Health Management Committee	Plant Manager	Head of Safety and Health Department	9 people	8 people (Union Representatives)
Zhongli Plant Occupational Safety and Health Management Committee	Plant Manager	Head of Safety and Health Department	6 people	6 people (Labor Representatives)
Hukou Plant Occupational Safety and Health Management Committee	Plant Manager	Head of Safety and Health Department	6 people	5 people (Labor Representatives)

An annual safety and health work management plan is developed, which outlines improvement solutions and timelines for identified risks, with implementation progress tracked and disclosed quarterly at committee meetings.

Occupational Safety and Health Management Committee Organizational Chart



Introduction

To enhance employee knowledge and understanding of workplace safety and improve their ability to respond to disasters and accidents, we regularly conduct occupational safety education and training and disaster drills. To prevent the recurrence of similar incidents, our company also regularly conducts accident education and training. Through accident investigation and analysis methods, we help colleagues understand the root causes of accidents, reduce the occurrence of industrial accidents, and strengthen employee health and safety.

Category	Course	Name
Safety and Health	 New Employee Safety and Health Education Training Boiler, Pressure Vessel, Stationary Crane, and other High-Risk Machinery and Equipment Training (On-the-Job) Implementation of Occupational Hazard Risk Identification, Assessment, and Control Education Training Hearing Protection Education Training On-site Machine, Equipment, and Tool Operation Safety Education Training OS&H Management System Internal Auditor Education Training First Aid Personnel (AED Education and Retraining) 	 Employee Health Promotion Education Training Other necessary training as required by the Occupational Safety and Health Act to prevent disasters Organic Solvent Retraining Training for Personnel Manufacturing, Handling, or Using Hazardous Chemicals (On-the-Job) Class I Pressure Vessel Operator Training Course On-the-Job Education Training for Forklift Operators with a Load Capacity of One Ton or More Heat Hazard Prevention Education Training
Fire Safety Training	 Fire Alarm Emergency Response Drills (firefighting, evacuation, and escape Fire Prevention Manager Lecture/Training 	procedures)
Environmental Protection Training	 Chemical and Oil Spill Emergency Response Drills Liquid Ammonia Leal 	k Emergency Response • Class B Wastewater Treatment Specialist Train

1 Sustainable Management

2024 Standard Foods Group Occupational Safety and Health Training

Standard Foods Group: 2024 Occupational Health and Safety Training & Contractor Management Training					
Worker Type	Training Category	Partcipation (Person-Times)	Training Hours		
New Employees	General Training	100	607		
New Employees -	Specific Training	100	100		
Eviating Employees	General Training	2,596	5,369		
Existing Employees	Specific Training	309	2,153		
Labor Contractors	On-site Construction Safety Training	475	318		
To	tal	3,105	8,228		

2024 Dayuan Plant Occupational Safety and Health Training

Туре	Training Category	2024 OS&H and Contractor Management Training - Dayuan Plant	Participants (Person-Times)	Course Hours	Total Participants (Per Category)	Overall Total Participants	Overall Total Hours
New Employees	General Training	New Employee Occupational Safety Education Training	69	414	69		
New Employees	Specific Training	New Employee Food Hygiene and Safety Education Training	69	69	69		
		Fire Drill	209 1,487				
		Hygiene Management	529	265		1,728	5,404
Existing Employees	General Training	Hygiene Management Lecture & Cleaning, Disinfection, and Chemical Management	232	116	1,398		
		Occupational Safety and Health Management Supervisor Retraining	1	7			
		Occupational Safety and Health Management Supervisor & Manager On-the-Job Training Course	1	14			

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7 Social Co-Prosperity

Туре	Training Category	2024 OS&H and Contractor Management Training – Dayuan Plant	Participants (Person-Times)	Course Hours	Total Participants (Per Category)	Overall Total Participants	Overall Total Hours
		Occupational Safety and Health On-the-Job Training	420	1,260			
		Class A Safety and Health Management Supervisor (Manufacturing Industry) Training Course	1	49			
	Canaval Tuainina	Plant Fire Emergency Response Education Training	1	0	1 000		
	General Training	Waste Fire Safety	1	0	1,398		
		Fire Hazard Prevention and Electrical Safety	2	1			
		Fire Prevention Manager Lecture/Training (Retraining)	1	7			5,404
		On-the-Job Training for Forklift Operators with a Load Capacity of One Ton or More	4	12			
		Forklift Operators with a Load Capacity of One Ton or More	13	254		1,728	
		High-Pressure Gas Manufacturing Safety Director & Operations Supervisor & Supply/Consumption Supervisor On-the-Job Training	1	7			
		Special Safety and Health Education Training for High-Altitude Work Vehicle Operators	1	16			
		On-the-Job Training for Crane Operators and Riggers	4	16			
Existing Employees		First Aid Personnel Training	51	1,002			
		First Aid Personnel On-the-Job Training	8	25			
		Organic Solvent Operations Supervisor	1	7			
	Specific Training	Hazardous Operations Supervisor Retraining	2	16	192		
		Hazardous Operations Supervisor (Organic, Special Chemical, Dust, Lead, Oxygen-Deficient Operations) On-the-Job Training	3	22			
		Rigging Operations Personnel On-the-Job Training	1	4			
		Fixed Crane Operators with Lifting Capacity Less Than Three Tons - Retraining	4	16			
		Hazardous Equipment (High Pressure, High Capacity, Class I, Boiler) Operators	16	48			
		Hazardous Equipment (High Pressure, High Capacity, Class I, Boiler) Operators On-the-Job Education Training	8	26			
		Indonesian Forklift Operators with a Load Capacity of One Ton or More	2	54			
		2024 Radiation Protection Education Training	7	21			
		Operation Level Toxic and Concerned Chemical Substance Response Personnel Retraining	2	12			

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7 Social Co-Prosperity

Туре	Training Category	2024 OS&H and Contractor Management Training - Dayuan Plant	Participants (Person-Times)	Course Hours	Total Participants (Per Category)	Overall Total Participants	Overall Total Hours
		Packaging Personnel Chemical Education Training	19	38			
Existing Employees	Specific Training	Chemical Leak Emergency Response Education Training	16	32	192	1,728	5,404
		ISO 45001 Internal Auditor Education Training	29	87			
Labor Contractors	On-site Construction Safety Training	Contractor Entry Application and Hazard Notification Training	584	1		584	584

2024 Zhongli Plant Occupational Safety and Health Training

Туре	Training Category	2024 OS&H and Contractor Management Training - Zhongli Plant	Participants (Person-Times)	Course Hours	Total Participants (Per Category)	Overall Total Participants	Overall Total Hours
Marri Farantaria	General Training	New Employee Occupational Safety Education Training	17	102	17		
New Employees	Specific Training	New Employee Food Hygiene and Safety Education Training	17	17	17		
		Fire Drill	97	123			
		First Aid Personnel On-the-Job Training	1	3			
		Earthquake Preparedness Training	169	241		819	
	General Training	Disaster Prevention Education Training	73	73			
		Occupational Safety and Health Management Supervisor Retraining	1	7	719		
		Employee Health and Safety Education	139	70			1 / 01
Cuinting Compleyees		Safety First Aid Training Course	23	23			1,491
Existing Employees		On-the-Job Safety and Health Education Training	150	450			
		Fire Extinguisher Training	48	40			
		Fire Prevention Manager Lecture and Training (Retraining)	1	7			
		On-the-Job Training for Waste Clearance and Treatment Professionals	1	20			
	O T	On-the-Job Training for Forklift Operators with a Load Capacity of One Ton or More	5	15	00		
	Specific Training	Forklift Operators with a Load Capacity of One Ton or More	6	115	- 83		
		Liquid Ammonia Leak Emergency Response	4	4			

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7 Social Co-Prosperity

Туре	Training Category	2024 OS&H and Contractor Management Training - Zhongli Plant	Participants (Person-Times)	Course Hours	Total Participants (Per Category)	Overall Total Participants	Overall Total Hours
		Liquid Ammonia Protective Suit Donning and Doffing Training	7	4			
	On-the-Job Training for High-Pressure Gas Manufacturing Safety Director & Operations Supervisor & Supply/Consumption Supervisor	3	21	21			
Evicting Employees	Cu a sifia Tusinin n	Confined Space Occupational Safety Education Training	53	106	00	819	1,491
Existing Employees	Specific Training	Hazardous Operations Supervisor (Organic, Special Chemical, Dust, Lead, Oxygen-Deficient Operations) On-the-Job Education Training	1	7	83		
		Hazardous Equipment (High Pressure, High Capacity, Class I, Boiler) Operators	1	3			
		Indonesian Forklift Operators with a Load Capacity of One Ton or More	2 42				
Labor Contractors	On-site Construction Safety Training	Contractor Entry Application and Hazard Notification Training	38	1		38	38

2024 Hukou Plant Occupational Safety and Health Training

Туре	Training Category	2024 OS&H and Contractor Management Training – Hsinchu Plant	Participants (Person-Times)	Course Hours	Total Participants	Total Hours
Mary Employee	General Training	New Employee Occupational Safety Education Training	14	91		
New Employee	Specific Training	New Employee Food Hygiene and Safety Education Training	14	14		
		Fire Drill	80	160		
		Self-Defense Protection Team Training	79	79		
	General Training	General Safety and Health Education Training	194	526		
		Earthquake Drill Script Education Training	8	8		
		ISO 50001 Education Training	118	354	541	1,335
Existing Employee		Major Energy Equipment Operation Education Training – Boiler System	5	5		
		Major Energy Equipment Operation Education Training – Air Compressor System	5	5		
	Ou a sifi a Tuainin u	Major Energy Equipment Operation Education Training – HVAC Chiller System	5	5		
	Specific Training	Confined Space Operations & High-Altitude Operations Rescue Equipment Practical Training	12	30		
		Indonesian Forklift Operators with a Load Capacity of One Ton or More	2	48		
		Gas System Introduction and Emergency Handling Education Training	5	10		
Labor Contractors	On-site Construction Safety Training	Contractor Entry Application and Hazard Notification Training	41	2	41	82

Occupational Safety and Health Hazard Risk Control (GRI 403-2 Hazard Identification, Risk Assessment, and Incident Investigation) (GRI 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships)

Standard Foods, in accordance with our "Risk and Opportunity Management Process," identifies corresponding risks and opportunities from relevant internal and external issues within the scope of the CNS 45001 management system, stakeholder needs and expectations, environmental aspects including potential emergency situations, and compliance obligations. Following the deployment of planned actions, we ensure the achievement of the environmental, safety, and health (ESH) management system's expected results, aiming to prevent accidents or reduce the negative impact of our company's interactions with the external environment, thereby maintaining the continuous improvement of the ESH management system.

1 Sustainable Management

We identify environmental aspects and safety and health hazards and assess risks by following our "Environmental Aspects Identification and Management Procedure" and "Hazard Identification and Risk and Opportunity Assessment Management Procedure." This scope includes routine and non-routine activities, considering related environmental impacts from a life cycle perspective, and the activities of all personnel entering company workplaces. It also covers infrastructure, equipment, raw materials, personnel behavior, competence, and other human factors used within our units, as well as hazards from external sources that could adversely affect the safety and health of our personnel. Furthermore, it addresses changes in ESH management system operations, processes, activities, or raw materials, all applicable legal requirements regarding risk assessment and the implementation of necessary control methods, and the design of work areas, processes, installations, machinery, operating procedures, and work organization. Standard Foods has established a proactive ESH factor identification and risk assessment mechanism. Based on risk determination criteria and the application of control methods, we prioritize risk management. The results of these assessments and the effectiveness of controls are integrated when setting our ESH objectives.

We maintain documented information on ESH factors and continuously update them. ESH factor identification and risk assessments are conducted regularly and at appropriate times in accordance with our "Change Management Procedure." This includes planned or newly developed activities and services, and new or modified product research and development and management.

In 2024, each plant implemented numerous hardware protection improvement measures, further refining industrial safety management and risk control to comprehensively safeguard employee safety at work.

To effectively control potential operational hazards and identify opportunities to enhance the safety environment, we conduct risk hazard identification for all operations (the risk identification process is shown below). The identification results are categorized into five risk levels: 5 (Critical), 4 (High), 3 (Medium), 2 (Low), and 1 (Minor). Any risk classified as medium or higher is deemed unacceptable, requiring immediate corrective action (for critical risks) or planning for annual improvement projects. This aims to prevent or reduce the likelihood or severity of disasters. For risks assessed as low or minor, we review opportunities for further enhancing the safe working environment and incorporate these into our improvement objectives.

Standard Foods' Occupational Safety and Health Management: Hazard Identification, Analysis, and Improvement Measures

Introduction

Hazard Category	Hazard Analysis	Risk Level	Improvement Measures			
Mechanical Hazard	 Unsafe environment or facilities Incomplete safety guarding on machinery Pinch and nip point hazards 	Medium Risk	 Implement improvements and engineering controls, adding safety protection devices. Thoroughly carry out chemical leak prevention and disaster drills, inspect emergency protective equipment, and ensure complete equipment management. 			
Chemical Hazards	 Employees are exposed to working environments with hazardous chemical/organic solvent leaks. 	Medium Risk	 Every six months, commission a qualified environmental testing company to conduct physical and chemical hazard environmental testing in the plant area. Based on the inspection report, implement relevant improvements and make announcements according to the law. 			
Physical Hazards	 Hazards arise from high-temperature operations, noise, and repetitive tasks. 	Medium Risk	 Wear earplugs, waist supports, and relevant protective gear. Ventilation improvement projects and labor-saving devices such as robotic arms. Annual regular health check-ups and monthly on-site factory doctor visits to provide health consultation services. Based on the factory doctor's fitness-for-work 			
Ergonomic Hazards	gonomic Hazards • Musculoskeletal injuries caused by repetitive work postures.		assessment, implement job rotation or temporary work changes.			

Standard Foods Occupational Safety and Health Protection Measures Overview

Pedestrian and Vehicle Segregation Lines at the Plant

To prioritize the safety of all employees and visitors navigating our facilities, we've implemented comprehensive pedestrian and vehicle segregation lines across all common areas and production lines within the plant. This initiative ensures clear, designated paths for both foot traffic and vehicles, significantly enhancing safety.

Introduction





Rail Cart Alarm Light and Interlock Stop Safety Device

An alarm light and interlock stop safety device have been added to the rail cart. This ensures that if personnel mistakenly enter the track area while the cart is still operating (due to a mistaken action), the cart will immediately cease operation and issue a warning, thereby ensuring personnel safety.



Enhanced Safety of Work Platforms

Widened the work platforms on the oil product production line, and installed guardrails and anti-slip flooring to reduce risks such as personnel stepping on objects or slipping.



Forklift Omnidirectional Warning Lights

All forklifts in our plant have now been fully equipped with omnidirectional warning lights. These lights illuminate the forklift's operational hazard zone, clearly indicating the area within which personnel must maintain a safe distance. This measure serves as a crucial visual cue to alert workers and helps prevent collision risks during forklift operations.





Uncasing Machine Light Curtain Protection Device

A light curtain protection device has been installed on the uncasing machine. This ensures that if personnel inadvertently enter the machine's active zone while it's still operating (due to a mistaken action), the machine will immediately cease operation and issue a warning, thereby ensuring personnel safety.



Fall Protection Lifeline System for Tanker Operations and Rooftop Work

Fall protection lifeline systems have been installed in the tanker operation area and on the automated warehouse rooftop. We strictly enforce operational controls based on individual work safety requirements to ensure safety during high-altitude work.



Introduction

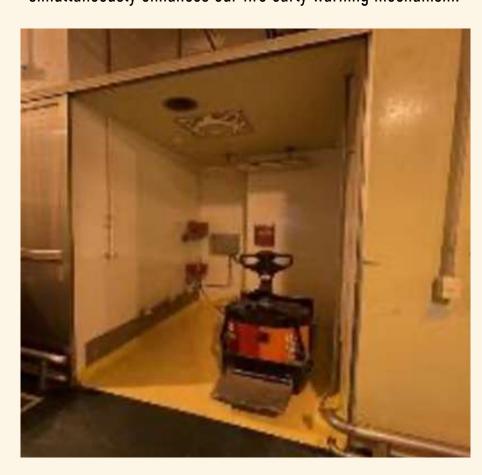
Compact Elevated Work Platform

Purchased a compact elevated work platform that complies with national standard CNS16368. It's used for high-altitude operations in confined areas, enhancing safety for on-site inspection and cleaning tasks.



Enhanced Safety for Charging Areas

Installed ventilation devices and flame-type fire detectors at the electric pallet truck charging station, thereby preventing the accumulation of charging gases and simultaneously enhances our fire early warning mechanism.



Fall Protection for Cleaning Operations

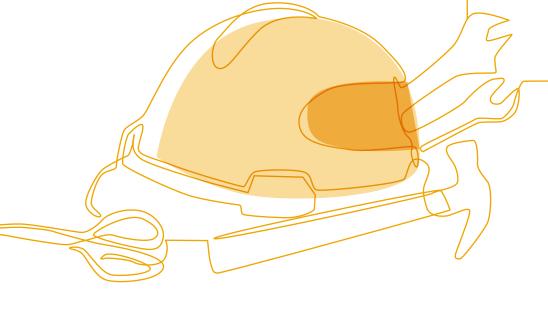
Implemented fall protection devices for locations within the cereal system that require manual cleaning. These provide protection against falls for personnel working at height, thereby improving operational safety.



Nitrogen Filling Operation Safety

Set up of an oxygen concentration monitoring and alarm device in the nitrogen-filled product operation area. This, combined with adequate ventilation design, ensures that the oxygen concentration in the work area remains within a safe range, safeguarding personnel from oxygen deficiency hazards.





Contractor Occupational Safety and Health Management Regulations

(GRI 403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked to Business Relationships)

Introduction

At Standard Foods, each of our plants has established comprehensive Contractor Management Regulations. These regulations are critical for ensuring that contractors operating or performing work within our facilities can effectively implement independent safety management. Our goal is to prevent accidents such as personnel injuries, fatalities, or equipment damage, thereby safeguarding everyone on site. These regulations apply to external companies undertaking business activities at our plants where we, as the principal enterprise, entrust all or part of our operations to them, aligning with the definition of a contracting relationship under Article 490 of the Civil Code.

Our management regulations encompass various aspects to ensure robust safety oversight, including: contractor's safety and health management capability, occupational accident notification, hazardous work control, education and training, emergency response, and safety and health performance evaluation.

We formulate a detailed Contractor Management Regulations and actively promote compliance by contractors and their workers with occupational safety and health laws and regulations, as well as the occupational safety and health management matters stipulated by Standard Foods as the principal enterprise.

All machinery, equipment, tools, workpieces, gas cylinders, solvents, and other chemical substances brought in by contractors that are classified under National Standard CNS15030 as having physical or health hazards must comply with the Occupational Safety and Health Act and relevant national standards. Furthermore, contractors must provide supporting documentation and a "Security Office Dangerous Materials Entry Application Form" for review by our safety personnel before entering the plant.

Personnel employed by contractors for construction work must comply with relevant labor laws and regulations, including the Occupational Safety and Health Act, Labor Standards Act, and Employment Service Act. Any personnel found not to be in compliance will not be permitted to work on-site.

Here are the operational and control forms associated with the Contractor Management Regulations:

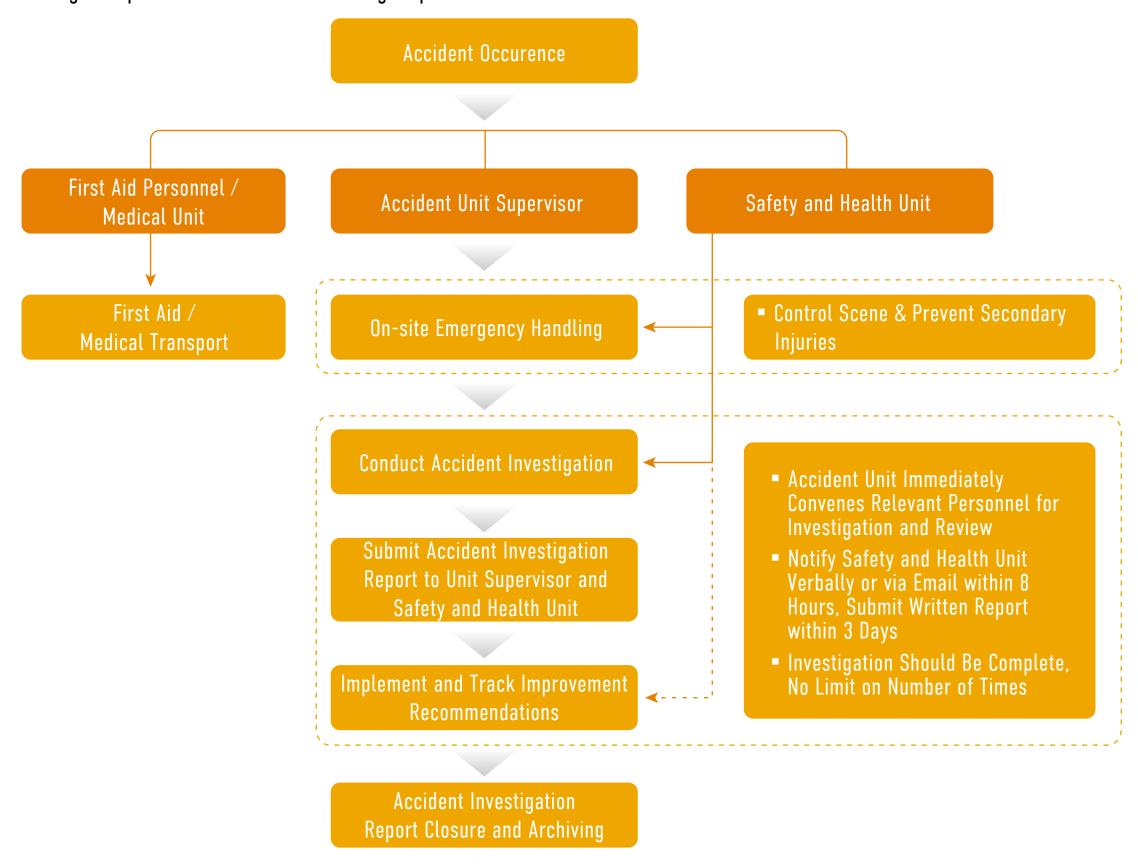
- Contractor Entry Work Application and Hazard Factor
 Notification Form
- Contractor Consultative Body Meeting Minutes
- Personal Data Collection Notification and Consent Form
- Hot Work Permit
- Confined Space Work Permit Application Form

- Fire System Temporary Shutdown Permit
- Lifting and Hoisting Operations Permit Application Form
- Work at Height Permit Application Form
- Security Office Dangerous Materials Entry Application Form
- Construction Personnel Early Entry or Delayed Exit Notification
- Standard Foods Company On-Site Contractor Violation Notice

Occupational Accident Response

When an occupational accident occurs at Standard Foods, we follow our "Work-Related Injury Accident Investigation and Handling Procedures." These procedures guide immediate first aid and rescue efforts. Afterward, we collaborate with labor representatives to investigate and confirm the facts and circumstances of the accident, identify its root causes, and determine corrective actions. This systematic approach aims to significantly reduce the likelihood of recurrence.

Our investigation process includes the following steps:



1 Sustainable Management

Accident Investigation Process (GRI 403–2 Hazard Identification, Risk Assessment, and Incident Investigation)

Introduction

Accident Occurrence

When an accident happens, particularly a major occupational disaster, you must immediately report it to the Safety and Health Office and your direct supervisor. Additionally, if you're a contractor, you need to notify the supervising unit by phone within 30 minutes. You'll also need to contact the fire department, medical units, or other relevant services for support, as required by regulations. For major occupational disasters, a report to the local labor inspection agency is mandatory within 8 hours.

We also uphold the right to refuse unsafe work, as stipulated in Article 18 of the Occupational Safety and Health Act. We emphasize this right during new employee orientation to ensure that personal health and safety are always the top priority, no matter the circumstances.

Incident Cause Investigation

Following a major occupational disaster, the Safety and Health Office must establish an "Occupational Accident Investigation and Handling Team." Unit supervisors or designated personnel will serve as conveners. They'll also join department heads to conduct on-site inspections and verifications immediately. After submitting an "Accident Prevention Report" to the General Manager, a review meeting for the major occupational disaster investigation report will be held within one week. The occupational safety and health manager will convene this meeting, inviting department heads and labor representatives. The Safety and Health Office will then explain the major occupational disaster's occurrence and handling.

Incident Review and Improvement Actions

Based on the improvement recommendations from the "Occupational Accident Investigation and Handling Team's" incident investigation and analysis report, each unit must manage and track these actions until completion. A comprehensive review and improvement effort is essential to prevent similar incidents from happening again.

For any site where a major occupational disaster has occurred, photos must be taken for evidence and included with the investigation report. These materials will be sent to the Safety and Health Office to be used as case study teaching materials for education and training, further aiding in preventing similar incidents.

Occupational Injury Statistics and Analysis (GRI 403-9 Occupational Injuries)

In 2024, across Standard Foods Group's three major plants, the total working hours amounted to 2.14 million hours. We recorded 18 reportable occupational injuries for the entire year, with zero serious occupational injuries and zero fatalities resulting from occupational injuries.

An analysis of the year's incidents shows that most occupational injuries resulted from unsafe individual actions and improper actions due to non-compliance with Standard Operating Procedures (SOPs). These incidents largely occurred during non-routine situations such as vehicle washing, troubleshooting anomalies, and general non-adherence to SOPs.

In 2024, we continued to refine our hazard assessment process to better control risks in these scenarios. Concurrently, through our CIT project, we're identifying high-frequency anomalies across various production lines that are linked to personnel hazards. We're also evaluating methods like elimination, substitution, and engineering improvements to reduce these anomaly rates. This proactive approach is expected to decrease the incidence of major disabling injuries within the plants and continuously strengthen our safety supervision system.

The overall injury index for the Group's three plants has remained within the ideal control range over the past three years, showing no significant differences.

Analysis of Total Injury Index for Standard Foods Group's Three Plants (2022-2024)

Year	Worker Type	Lost Workdays Due to Disabling Injury	Disabling Injury Frequency Rate (DIFR)	Disabling Injury Severity Rate (DISR)	Frequency-Severity Indicator (FSI)
2022	Employees	119	7.51	81	0.77
2022	Non-Employees	90	4.28	385	1.28
2022	Employees	87	4.56	56	0.5
2023	Non-Employees	61	3.97	121	0.69
2027	Employees	77.69	9.52	49	0.68
2024	Non-Employees	22	5.34	39	0.45

Occupational Injury Statistics for Standard Foods' Dayuan Plant (Past 3 Years)

	2022		2023	2023		2024	
Year	Employees	Non- Employees	Employees	Non- Employees	Employees	Non- Employees	
Total Working Hours	1,103,568	165,336	1,141,440	166,000	1,163,984	148,880	
Fatalities	0	0	0	0	0	0	
Fatality Rate	0	0	0	0	0	0	
Serious Occupational Injuries	0	0	0	0	0	0	
Serious Occupational Injury Rate	0	0	0	0	0	0	
Total Recordable Injury	9	1	7	1	14	2	
Total Recordable Injury Frequency Rate	8.15	6.04	6.13	6.02	12.02	13.43	
Injury Type	Cut, laceration, abrasion, fall, trampling, caught/entangled	Falls	Falls, improper actions, cut, laceration, abrasion, contact with hazardous substances	Falls	Falls, impact/collisions, cuts, lacerations, abrasions, contact with high/low temperatures, caught/entangled	Falls, impacted by object/person	

1 Sustainable Management

Occupational Injury Statistics for Standard Foods' Zhongli Plant (Past 3 Years)

Year	20	22	2	2023	2024	
Worker Type	Employees	Non- Employees	Employees	Non- Employees	Employees	Non- Employees
Total Working Hours	62,604	322,344	65,712	329,448	86,832	404,144
Fatalities	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Serious Occupational Injuries	0	0	0	0	0	0
Serious Occupational Injury Rate	0	0	0	0	0	0
Total Recordable Injury	0	0	0	1	0	1
Total Recordable Injury Frequency Rate	0	0	0	0.60	0	0.49
Injury Type	None	None	None	Impacted by object/person	None	Crushing Injury

Introduction

Occupational Injury Statistics for Standard Foods' Hukou Plant (Past 3 Years)

Year	202	2	20	23	2024	
Worker Type	Employees	Non- Employees	Employees	Non- Employees	Employees	Non- Employees
Total Working Hours	298,224	5,688	325,384	7,224	323,688	8,440
Fatalities	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Serious Occupational Injuries	0	0	0	0	0	0
Serious Occupational Injury Rate	0	0	0	0	0	0
Total Recordable Injury	2	0	0	0	1	0
Total Recordable Injury Frequency Rate	1.44	0	0	0	1.26	0
Injury Type	Improper action, falls	None	None	None	Lumbar strain due to improper movement	None

- Note 1: Occupational injuries refer to accidental injuries incurred by workers while performing duties or within the workplace. The statistical basis does not include "commuter accidents" (travel to/from work).
- Note 2: Total Working Hours: Calculated as the sum of all workers' annual working hours; for employees and non-employees (contract workers and dispatched workers), the annual data is estimated based on 8 hours per day \times (monthly number of personnel entering the plant \times monthly working days).
- Note 3: Serious Occupational Injuries: Refers to injuries resulting from occupational accidents that lead to disability or the inability to recover to the pre-injury health state within 6 months (excluding fatalities).
- Note 4: Fatality Rate = (Number of Fatalities from Occupational Injuries \div Total Working Hours) \times 1,000,000
- Note 5: Serious Occupational Injury Rate = (Number of Serious Occupational Injuries \div Total Working Hours) \times 1,000,000
- Note 6: Total Recordable Injury Frequency Rate (TRIFR) = (Number of Total Recordable Injuries [including serious occupational injuries, fatalities, and other recordable occupational injuries] × 1,000,000) ÷ Total Working Hours
- Note 7: A rate per 1,000,000 hours assumes the number of occupational injuries per 500 full-time workers in a year, based on the assumption that a full-time worker works 2,000 hours per year.

Standard Foods Dayuan Plant: Disabling Injury Frequency and Severity Statistics (Past 3 Years)

Year	Worker Type	Lost Workdays Due to Disabling Injury	Disabling Injury Frequency Rate (DIFR)	Disabling Injury Severity Rate (DISR)	Frequency- Severity Indicator (FSI)
2020	Employees	118	7.24	106	0.87
2022	Non-Employees	90	6.04	544	1.81
2020	Employees	87	6.13	76	0.67
2023	Non-Employees	31	6.02	186	1.05
202/	Employees	74	12.02	63	0.86
2024	Non-Employees	6	13.43	40	0.72

Standard Foods Zhongli Plant: Disabling Injury Frequency and Severity Statistics (Past 3 Years)

Ye	ear	Worker Type	Lost Workdays Due to Disabling Injury	Disabling Injury Frequency Rate (DIFR)	Disabling Injury Severity Rate (DISR)	Frequency- Severity Indicator (FSI)
20	100	Employees	0	0	0	0
20)22	Non-Employees	0	0	0	0
20	าวว	Employees	0	0	0	0
20	123	Non-Employees	30	0.60	18	0.10
20	no /	Employees	0	0	0	0
20	2024	Non-Employees	16	0.49	8	0.06

Standard Foods Hukou Plant: Disabling Injury Frequency and Severity Statistics (Past 3 Years)

Year	Worker Type	Lost Workdays Due to Disabling Injury	Disabling Injury Frequency Rate (DIFR)	Disabling Injury Severity Rate (DISR)	Frequency- Severity Indicator (FSI)
2022	Employees	1	7.24	3	0.14
2022	Non-Employees	0	0	0	0
2023	Employees	0	0	0	0
2023	Non-Employees	0	0	0	0
2027	Employees	3.69	2.71	8	0.1
2024	Non-Employees	0	0	0	0

- Note 1: Lost Workdays Due to Disabling Injury: Refers to the number of days unable to work (rest days); the calculation basis includes work-related injury leave but excludes sick leave and menstrual leave.
- Note 2: Disabling Injury Frequency Rate (DIFR) = (Number of Disabling Injuries \div Total Working Hours) \times 1,000,000.
- Note 3: Disabling Injury Severity Rate (DISR) = (Number of Lost Days Due to Disabling Injury \div Total Working Hours) \times 1,000,000.
- Note 4: Frequency-Severity Indicator (FSI) for Disabling Injuries = $\sqrt{[(DIFR \times DISR) \div 1,000]}$.
- Note 5: The rate per 1,000,000 hours refers to the number of occupational injuries per 500 full-time workers in a year, based on the assumption that a full-time worker works 2,000 hours per year.

Workplace Health Services

Standard Foods Group's core philosophy is to enable everyone enjoy "A Lifetime of Well-Being." Our guiding belief is that a "balanced nutrition is the foundation of human health." Every employee is a valuable asset to our company; they are "family." Standard Foods takes care of every employee and their family members with the same dedication we show our own families. Ensuring the physical and mental well-being of our colleagues and the safety of their work environment is our responsibility and commitment.

Therefore, Standard Foods Group is dedicated to providing a healthy and safe work environment and organizing activities that promote the physical and mental health of our employees. Annually, based on employee work styles, health check-up reports, and other factors, we continuously conduct workplace hazard identification, implement employee health management, organize various health promotion activities, and advocate for a comprehensive healthy and vibrant lifestyle. All these efforts aim to maintain our employees' physical and mental health while continually enhancing overall health performance. Our approach is outlined below:

Employee Health Examinations:

We provide on-site health examinations every two years, with examination content surpassing regulatory requirements. These on-site checks also integrate the Health Promotion Adminstration's four cancer screenings.

Z.Implementation of Employee Health Management:

Our contracted medical and nursing professionals, along with dedicated nurses, conduct analysis and evaluation of health check-up reports. We implement tiered management based on abnormal standards for each item. High-risk cases are placed under health tracking. Concurrently, we plan health seminars and smoking cessation programs based on the overall health check-up reports.

3. Execution of Employee Health **Protection Plans:**

We integrate annual health check-ups with health questionnaire surveys and analyze the results. High-risk cases related to abnormal work stress and musculoskeletal pain are tracked for health, and colleagues are arranged for health consultations and guidance. For pregnant and breastfeeding colleagues, we conduct maternal health care assessments and arrange care and interviews.



4. Organization of Health Promotion Activities:

Diet and exercise are essential health promotion activities championed annually within the company. We organize nutrition and exercise-related competitions to encourage employees to adopt healthy eating habits and regular exercise routines, thereby achieving physical and mental well-being.

5. Promotion of Health and Career Growth:

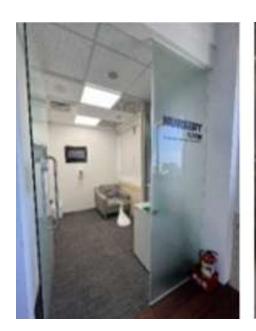
We offer various health promotion courses based on employee needs. Additionally, our extensive internal self-development training system provides access to health courses, stress-relief activities. exercise and health care, and more. We encourage employees to achieve a balance between health, work-life, and a healthy family.

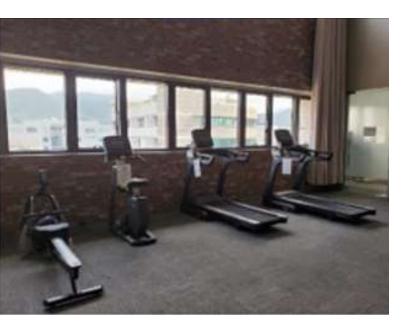




6. Creating a Friendly and Healthy Workplace Environment:

Establishment of a friendly and healthy environment that includes fitness spaces and showers, lactation rooms, a bright and comfortable office environment with an open workspace design, an employee kitchen island and dining area, a health consultation room (infirmary), and the provision of weight and body fat scales and blood pressure monitors.









1 Sustainable Management

Occupational Illness and Injury Prevention Management

(GRI 403-3 Occupational Health Services) (GRI 403-10 Occupational Diseases)

Standard Foods has long been actively committed to promoting and emphasizing a healthy workplace environment. To protect the physical and mental well-being of our workers, the company conducts annual health examinations for all employees. These include both general health examinations and special hazard health examinations for workers engaged in specific hazardous operations.

Introduction

Our special health examinations target 12 categories of workers, including those exposed to noise, ionizing radiation, n-hexane, chromic acid and its salts, benzene, formaldehyde, carbon disulfide, nickel/manganese/arsenic/cadmium and their compounds, and mercury and its inorganic compounds. These examinations are conducted according to legal requirements, and tiered health management is implemented based on the results.

Health check-up results are reviewed by our occupational nurses and occupational medicine specialists, who provide health education and follow-up health examinations. If necessary, on-site assessments are performed for suspected work-related illnesses. Personnel in health management tiers three or higher receive follow-up monitoring the following year. Those in tier four management are provided with health consultation and guidance by contracted professional physicians.

As of the end of 2024, the company had 7 individuals in health management tiers three or higher. There were 6 individuals in tier four health management due to abnormal health check-up items caused by special operations, specifically noise-related work. For these cases, hazard control measures, noise protection education, and the use of protective equipment have been implemented as safety measures. In 2024, the company recorded no occupational diseases.

Special Health Examination Health Management Tiers Over the Past 3 Years (Unit: Number of People)

Year	Total Examined	Tier 1	Tier 2	Tier 3	Tier 4
2022	231	174	56	0	1
2023	202	133	63	0	6
2024	202	149	49	0	4

Note 1: Tier 1 Management: Individuals whose overall health examination results are determined to be normal.

Note 2: Tier 2 Management: Individuals whose overall health examination results are determined to be abnormal but are unrelated to work.

Note 3: Tier 3 Management: Individuals whose overall health examination results are determined to be abnormal, where work-relatedness cannot be definitively determined, requiring further assessment by an occupational medicine specialist.

Note 4: Tier 4 Management: Individuals whose overall health examination results are determined to be abnormal and are work-related.

Note 5: 2022-2023 Information Recompilation: Due to optimization of data organization methods, the health management tier data for the past three years has been recompiled. Both the number of examined individuals and the number of individuals in Tier 1 to Tier 3 management have decreased.

Health Promotion and Care

(GRI 403-6 Explaining How the Organization Promotes Access to Non-Occupational Medical and Healthcare Services)

At Standard Foods, we strive to help our employees achieve a balance across work, health, and life. By integrating internal and external professional service resources, we offer various equipment and activities, as outlined below, to help employees address health-related issues that might affect their work performance.

5 Environmental Sustainability

Standard Foods Health Promotion Initiatives

Related

- 1. Health Maintenance: Offices are equipped with fire extinguishers, AEDs, and first-aid kits. We also provide a lactation room that surpasses legal requirements, offering relevant facilities and care for women who are breastfeeding or pregnant. In addition to the lactation room, we provide priority parking for pregnant women.
- 2. Health Promotion: To promote health awareness among colleagues, we've purchased fitness equipment and sports gear for employees' independent use. In addition to fitness equipment, we've also installed showers, available for use after employees exercise and for field staff after their duties.
- 1. Education and Training: We organize diverse employee lectures monthly, with topics including office yoga and presentation creation. These provide employees with a wide range of knowledge beyond work, not only enhancing work-related skills but also offering resources for personal learning.
- 2. Health Services: We offer health check-ups with better-than-regulated frequency and content, including four-cancer screenings. Besides a fixed subsidy for employee health checkup costs, we also provide discounted self-paid examination items, allowing employees to undergo comprehensive health assessments at a price better than market rates. In addition to health check-ups, we assist employees in applying for publicly funded vaccinations to be administered on-site. We also regularly coordinate health consultation services with medical staff, enabling employees to review their own health issues and rely on the professional medical team's analysis and recommendations for adjustments between labor and management. Furthermore, the Taipei office provides monthly thematic consultations with occupational physicians and nurses, offering advice on various health and wellness topics (e.g., vision care, gastrointestinal health, prevention of sports injuries, prevention of cardiovascular diseases, etc.). In 2024, 145 individuals participated, with an average satisfaction feedback score of 9.8. We also publish a monthly health brochure to enhance employee health awareness.
- 3. Health Activities: We hold annual large-scale health events, using incentives to encourage every employee to participate in health activities. Through these health activities, we promote health awareness, hoping that beyond work, Standard Foods becomes not just a healthy partner for every consumer, but also a healthy partner for every employee striving within Standard Foods.



Activity-Related 2 Corporate Governance

7 Social Co-Prosperity

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Featured Case Study

Standard Foods 2024 Sports Season

Introduction

1 Sustainable Management

Online Team Sports Competition

To make it easier for colleagues to participate, we ran an online step-counting competition via a sports app platform. This allowed employees to form teams across different locations without spatial restrictions.

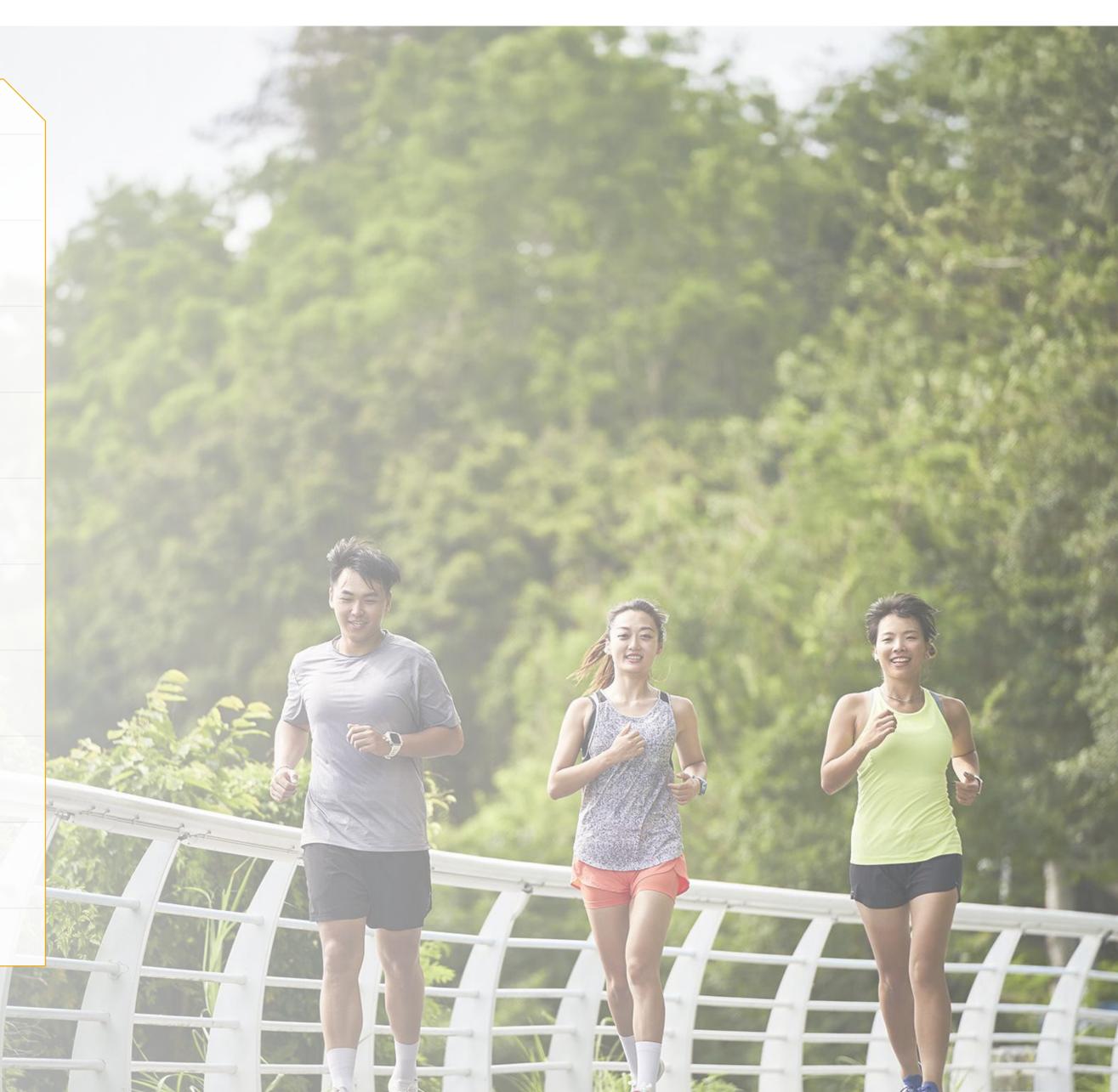
Teams consisted of 5 people, and colleagues could accumulate points through step counting during the event to collectively achieve team sports goals, fostering interaction and strengthening team cohesion. This activity showed impressive results: a total of 3,042,929 calories were burned, and 113,459,944 steps were taken, equivalent to 79,420 kilometers — a 7% increase from the previous year. To encourage enthusiastic participation, teams that met their goals during the activity period each received a completion reward of a NT\$1,500 7-11 gift card.

Encouraging Participation in External Events

To encourage colleagues to maintain regular exercise habits and actively participate in various sports events and activities, employees whose teams achieved their collective sports goals were eligible for subsidies. Colleagues could register for external sports events independently, and upon completion and submission of payment and completion certificates, the company subsidized NT\$600 per person for registration fees. The number of colleagues who received this subsidy increased by 34% compared to the previous year, with a total subsidy of NT\$24,700.

Employee Group Road Race

To boost the company's internal sports culture, we added a special annual event: the 2024 China Airlines Marathon -Starlight Night Run. Standard Foods Group employees who registered and completed the race received a full subsidy for their registration fee. We also secured a 15% discount for family and friends registering as a group, allowing colleagues to not only promote health through exercise but also share quality leisure time with their loved ones. A total of 100 participants (including family and friends) registered for this event, with a total subsidy of NT\$47,006.





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Vision and Commitment

With nutritional health as our core, we deepen our social care initiatives, enhance internal and external connections with society, and build Standard Foods Group's sustainable social impact.

Social Co-Prosperity

Material Topics | Social Welfare









Management Mechanisms

- Nutritional Education (Children/Elderly) Beneficiary Satisfaction Survey
- Social Return on Investment (SROI) Assessment

2024 Performance Highlights

In March 2025, "GROW WITH LOVE " obtained certification from Social Value International (SVI), confirming compliance with SROI principles, where every NT\$1 invested can create NT\$4.74 in social value.

Addressing the Needs of Declining Birth Rates: Children and Adolescent Nutritional Care and Education

- Children and Adolescent Nutritional Education: Reached 18,139 person-times.
- Elementary School Reach for Children and Adolescent Nutritional Education: Extended to 6.2% of elementary schools.
- Nutritional Care for Rural/Disadvantaged Children and Adolescents: Provided to 5,179 person-times.
- Nutritional Education Seed Teachers Trained: Fostered 56 seed teachers.
- Nutritional Curriculum Competition: Produced 44 curriculum plans.

Addressing Super-Aging Society: 55+ Nutritional Health Plan

- Nutritional Education Reach for Elderly and Elderly Volunteers: Reached 22,590 person-times.
- Growth Rate of Nutritional Education Reach: Achieved a 45% increase in person-times reached.
- Elderly Nutritional Education and Care: Reach over 8.6% of townships/cities/districts.
- Nutritional Care for Marginalized Elderly: Provided 7,511 person-times of nutritional care annually.
- NGO Volunteer Recruitment Platform: Accumulated 5,779.5 hours of volunteer service through recruited volunteers.

Short-Term Goals (2025-2027)

- Nutritional Education (Children/Elderly): Achieve a beneficiary satisfaction rate of 60%.
- Addressing the Needs of the Declining Birth Rates: Children and Adolescent Nutritional Care and Education
- Children and Adolescent Nutritional Education: Reach 5% of elementary schools (Note 1)
- Nutritional Care for Rural/Disadvantaged Children and Adolescents: Provide 5,000 person-times annually (Note 2).
- Addressing Super-Aging Society: 55+ Nutritional Health Plan
- Growth Rate of Nutritional Education Reach: Achieve a 45% increase in person-times reached (Note 3)
- Annual "Nutritional Health" Advocacy: Reach no less than 2 million person-times annually
- Elderly Nutritional Education and Care: Reach over 6% of townships/cities/districts (Note 4).
- Nutritional Care for Marginalized Elderly: Provide 7,500 person-times of nutritional care annually (Note 5).
- NGO Volunteer Recruitment Platform: Maintain and manage the platform.



- Nutritional Education (Children/Elderly): Achieve a beneficiary satisfaction rate of 70%.
- Addressing the Needs of the Declining Birth Rates: Children and Adolescent Nutritional Care and Education
- Children and Adolescent Nutritional Education: Reach 8% of elementary schools.
- Nutritional Care for Rural/Disadvantaged Children and Adolescents: Provide no less than 5,000 person-times annually.
- Addressing Super-Aging Society: 55+ Nutritional Health Plan
- Growth Rate of Nutritional Education Reach: Achieve an increase of no less than 45% in person-times reached.
- Annual "Nutritional Health" Advocacy: Reach no less than 3 million person-times annually.
- Elderly Nutritional Education and Care: Reach over 8% of townships/cities/districts.
- Nutritional Care for Marginalized Elderly: Provide 8,000 person-times of nutritional care annually.
- NGO Volunteer Recruitment Platform: Maintain and manage the platform.



Long-Term Goals (Beyond 2030)

- Nutritional Education (Children/Elderly): Achieve a beneficiary satisfaction rate of 80%.
- Addressing the Needs of Declining Birth Rates: Children and Adolescent Nutritional Care and Education
- Children and Adolescent Nutritional Education: Reach 13% of elementary schools.
- Nutritional Care for Rural/Disadvantaged Children and Adolescents: Provide no less than 5,000 person-times annually.
- Addressing Super-Aging Society: 55+ Nutritional Health Plan
 - Growth Rate of Nutritional Education Reach: Achieve a 50% increase in person-times
- Annual "Nutritional Health" Advocacy: Reach no less than 4 million person-times annually.
- Elderly Nutritional Education and Care: Reach over 10% of townships/cities/districts.
- Nutritional Care for Marginalized Elderly: Provide 8,500 person-times of nutritional care annually.
- NGO Volunteer Recruitment Platform: Maintain and manage the platform



- NOTE 1: UNITARIE AND ADOLESCENT NUTRITIONAL EDUCATION REACH RATE = NUMBER OF ELEMENTARY SCHOOLS REACHED BY STANDARD FOODS NUTRITIONAL EDUCATION / TOTAL NUMBER of elementary schools in 2023 according to the Ministry of Education Statistics (2,624 schools). (Source: 112_all_level.pdf)
- Note 2: Total number of elementary school students in rural areas in 2023 according to the Ministry of Education Statistics: 66,170 people. (Source: 113professional.pdf)
- Note 3: Nutritional Education Reach Growth Rate = Number of person-times reached by Standard Foods' 55+ nutritional education / Baseline year's nutritional education reach of 241 person-times (2023 is the baseline year).
- Note 4: Elderly Nutritional Education and Lare Reach Rate = Townships/districts reached by (material donations to marginalized elderly nutritional education courses) / Total number of townships/cities/districts nationwide (368). (Source: According to the National Land Surveying and Mapping Center, Ministry of Interior: https://www.nlsc.gov.tw/News Content.aspx?n=7523&s=220987)
- Note 5: Ministry of Health and Welfare Statistics: 2022 Elderly Status Survey Report, total number of elderly with living difficulties: 128,965 people. (Source: https://www.mohw.gov.tw/dl-87307-f5227573-4ceb-42b3-9325-f5a57b4981f6.html)
- Note 6: Due to the company's sustainable transformation in charitable initiatives, social welfare management indicators and goals have been redefined.



Taiwan's societal structure is undergoing profound changes, currently facing the dual challenges of an "ultra-aging population" and a "declining birthrate." These trends have far-reaching impacts on Taiwan's economy, social welfare, and labor market, posing significant challenges to the nation's sustainable development.

Introduction

Recognizing these societal shifts and its corporate responsibility, Standard Foods Group has proactively utilized its core strengths. In 2024, the company deepened its commitment to two major charitable initiatives: " GROW WITH LOVE " and " LIVE FOR GOOD." By integrating its expertise in nutritious food products and professional nutritional education, and collaborating with diverse stakeholders, Standard Foods has transformed traditional donations of materials and money into sustainable charitable actions.

"GROW WITH LOVE" Initiative

The "GROW WITH LOVE" initiative has a long-standing commitment to children's nutritional health. In March 2025, the program received certification from Social Value International (SVI), demonstrating its sustained social impact and effectiveness. For every NT\$1 invested, the program generates NT\$4.74 in social value.

In 2024, Standard Foods continued to deepen this program, which involved providing 5,179 "Nutritional Education Boxes" to disadvantaged schoolchildren as well as actively promoting nutritional education through operating the "Five Aspects of Life Empowerment Nutritional Education Camps," designing "Nutritional Workbooks" and "Food Education Placemats" specifically for schoolchildren (wih a total of 17,653 copies distributed), and organizing a "Nutritional Curriculum Competition" to encourage the design and practical application of nutrition teaching. Additionally, Standard Foods collaborated with after-school tutoring systems to conduct "After-School Teacher Workshops," which enhanced educators' grasp of child nutrition knowledge and teaching application skills.

This initiative partners with government agencies (education bureaus), academic experts, the Taiwan Dietetic Association, Boyo Social Welfare Foundation, and industry stakeholders to comprehensively support the healthy growth and selfsufficiency of disadvantaged schoolchildren, advancing nutritional care towards sustainability. This year, the children's nutritional care and education efforts reached a total of 23,318 person-times.

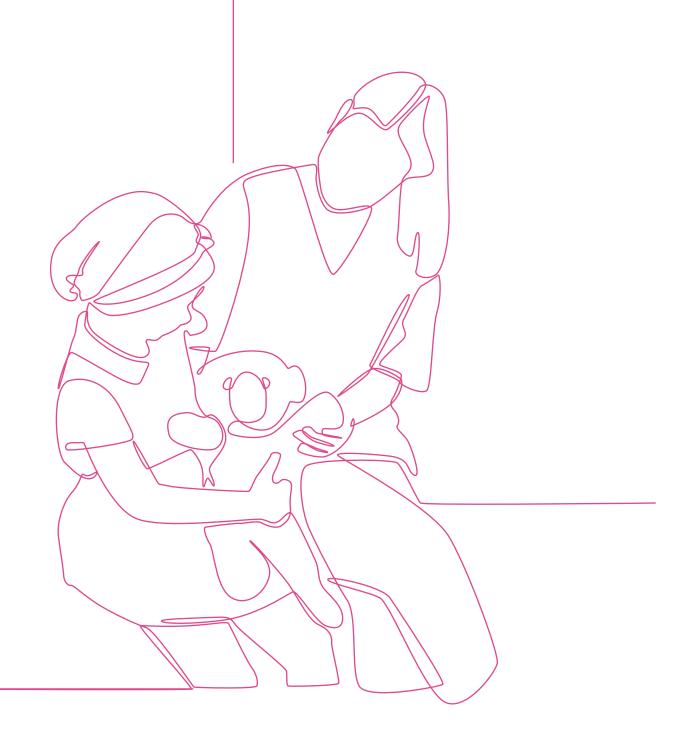
"LIVE FOR GOOD" Initiative

The "LIVE FOR GOOD" initiative is dedicated to improving the nutritional health of the elderly, collaborating with organizations such as the Hondao Senior Citizen's Welfare Foundation, Alliance of Taiwan Foodbanks, and Old Five Old Foundation. The goal is to support seniors in living dignified, healthy, and happy golden years.

Standard Foods' professional nutrition team designed "Nutritional Supply Box" for the elderly, donating a total of 7,511 boxes in 2024 to help marginalized seniors supplement their essential nutrients. To promote nutritional education, the initiative held 20 "Nutritional Workshops" to assist community elders and volunteers in improving their nutritional health literacy. Also, a total of 20,000 "Nutritional Health Education Placemats" were distributed, which made nutritional knowledge readily accessible.

Partnering with professional dietitians and renowned Taiwanese Chinese chefs, Standard Foods created a "Nutritious & Delicious Cyclic Menu" that is both tasty and easy to prepare for the elderly, challenging common misconceptions about nutritious food.

In 2024, the "LIVE FOR GOOD" program cared for a total of 30,101 elderly persontimes. In terms of social value creation, the program's Social Return on Investment (SROI) analysis, conducted according to Social Value International (SVI) standards, indicates that every NT\$1 invested generates NT\$5.55 in social value. The corresponding analysis report was submitted to SVI for review in April 2025.



Sustainable Co-Prosperity

GROW WITH LOVE — Caring for Children's Nutritional Health

Introduction

2024 Children & Adolescents: Material Support & Nutritional **Education Reached 22,232 Person-Times**

Standard Foods has consistently dedicated itself to children's nutritional health. Since 2020, we've cumulatively donated millions of bottles of milk to rural areas over three consecutive years, addressing the issue of insufficient calcium intake among children.

In 2023, to comprehensively support the nutritional well-being of disadvantaged schoolchildren in rural areas, we launched the "Standard Foods GROW WITH LOVE " program. This initiative calls on the public to address the break in nutrition for rural children during summer breaks, focusing on their nutritional health and self-reliance. In 2025, the program received certification from Social Value International (SVI), confirming its adherence to SROI principles. For every NT\$1 invested, it generates NT\$4.74 in social value. (https://socialvalueuk.org/ reports-database/)



1 Sustainable Management



Nutritional Education Boxes" -5.179 Boxes Donated

In 2024, Standard Foods further upgraded and transformed its initiative into a sustainable action, systematically approaching it from three main aspects: nutritional material

support, nutritional education promotion, and collaboration with after-school tutoring systems. Building on the existing provision of "Nutritional Education Boxes" for disadvantaged schoolchildren in rural areas, Standard Foods' nutritionists carefully selected products from the company's portfolio. These selections followed the Health Promotion Administration's guidelines for the four essential nutrients required by schoolchildren. The boxes included products like shelf-stable true milk, hearty oatmeal, colorful multigrain crisps, super multi-grain power, savory soups, all-natural five grains, and fiber-rich bean rice, ensuring children receive balanced nutrition. This year, 5,179 boxes were donated for schools to apply for and distribute to disadvantaged schoolchildren in rural areas, as well as for nutritional support for disadvantaged children through the Boyo Social Welfare Foundation. Additionally, 450 boxes were used for training after-school teachers and for activities related to the curriculum competition camp.

Counties/Cities Receiving " GROW WITH **LOVE** " Nutritional Education Boxes

County/City	No. of Boxes
Yilan County	150
Hualien County	170
Nantou County	1,497
Pingtung County	230
Miaoli County	65
Taoyuan City	208
Kaohsiung City	228
Keelung City	30
Lienchiang County	8
Yunlin County	388
New Taipei City	176
Hsinchu County	198
Chiayi County	422
Changhua County	680
Taichung City	91
Taitung County	138
Tainan City	185
Penghu County	315



Nutritional Teaching Aids — 17,653 Sets Distributed

To make learning about nutrition easier for students, Standard Foods collaborated with experts in nutrition, education, and illustration to compile "Nutritional Knowledge Placemats" and "Nutritional Education Workbooks." A total of 17,053 sets were provided for elementary school applications, after-school tutoring systems, and educational camps. Additionally, 600 sets were used in curriculum design competitions. This year, Standard Foods also partnered again with the Boyo Social Welfare Foundation's JianFront Center to create a two-day "Nutritional Education Camp." The curriculum, featuring a newly designed "Five Aspects of Life Empowerment" approach, traveled to Xinyi Township in Nantou, integrating nutritional education into activities that promote moral, intellectual, physical, social, and aesthetic development, comprehensively enhancing students' nutritional health literacy.

Standard Foods' "Nutritional Education Workbook"





1 Sustainable Management

Introduction

Standard Foods Nutritional Education Camp







Standard Foods "Nutritional Knowledge Placemat"





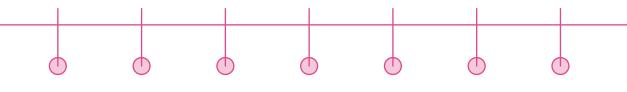




Children from Boyo JianFront Center Showcase Their Knowledge of the Six Food Groups



Children Creatively Build Their Own Healthy Nutritional Plates



Curriculum Competition Attracts 44 Entries, After-School Workshops Train 56 Seed Teachers

To enrich and diversify nutrition education content, we held our first "Creative Curriculum Competition" this year. Based on the "Five-Aspects Development" framework, the competition focused on three main themes: nutrition education, food and agriculture education, and physical activities. The goal was to develop suitable nutrition and health communication materials for elementary school students. The competition attracted a total of 44 curriculum entries. The winning lesson plans will be provided to after-school teachers in rural areas to help improve children and adolescents' dietary nutrition, healthy weight, and food and agriculture literacy.

After-school tutoring systems are crucial companions for children in rural areas. Standard Foods specifically organized "After-School Workshops" to train 56 "seed teachers" in nutrition education, supporting the nutritional and health afterschool care of economically disadvantaged students.



"LIVE FOR GOOD" — Caring for Elderly Nutritional Health

2024 Elderly Material Support & Nutritional

Education Reached 30,691 Person-Times

As Taiwan approaches a super-aged society, Standard Foods Group, responding to the Ministry of Health and Welfare's "Countermeasures for a Super-Aged Society," launched the "LIVE FOR GOOD" sustainable aging nutrition initiative in 2023. Starting from our core business of nutritional health, we partnered with the Alliance of Taiwan Foodbanks, Hondao Senior Citizen's Welfare Foundation, and Old Five Old Foundation to collectively safeguard the nutritional health of vulnerable elderly individuals. Observations indicate that elderly people experience an average of 10% of their remaining lifespan in poor health, and the country also faces a labor shortage. Additionally, there's a group of marginalized elderly households. To establish a comprehensive health protection network for seniors, Standard Foods is advancing efforts in three main areas: nutritional material support, nutritional health literacy empowerment, and volunteer recruitment. Firstly, our nutrition team designed "Nutritional Supply Box" tailored to the needs of the elderly, carefully selecting products rich in protein, calcium, and glucosamine. Through collaborations with social welfare organizations, these boxes provide nutritional supplements beyond daily meals for marginalized seniors. In 2024, a total of 7,511 boxes were donated.

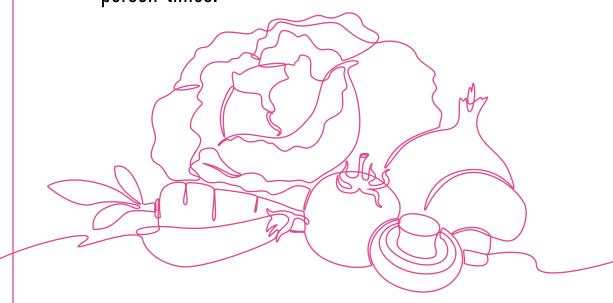
"Nutritional Supply Box" -7.511 Boxes Donated



Nutritional Workshop Attained Participation of 590 Person-Times; Nutritional Teaching Aids Reached 20,590 Person-Times

Introduction

This year, Standard Foods also expanded deeper into local community systems, launching 20 "Nutritional Workshops" to help community elders and volunteers conduct body mass measurements, build nutritional health awareness, and promote social participation, with a total of 590 person-times reached. Simultaneously, we designed a nutritional teaching aid suitable for elders to learn: "Build My Plate," which helps elders identify the six major nutrients such as dairy products, fruits, vegetables, nuts, meats and other proteins, and whole grains, along with their common myths. This reached 590 person-times. We also produced 20,000 portable "Nutritional Health Education Placemats," allowing nutritional knowledge to be carried wherever one goes. Nutritional teaching aids reached a total of 20,590 person-times.

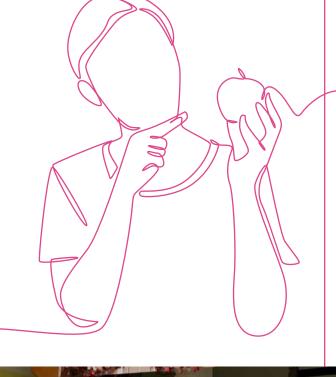














Nutritious & Delicious Cyclic Menu -2,000 Copies Compiled

Introduction

1 Sustainable Management

Delicious food leads to appetite, and appetite leads to good nutrition! To address the challenges faced by seniors and their caregivers – where dental issues often limit diet to soft, mushy foods, and the misconception that nutritious food isn't tasty - Standard Foods invited five nutrition experts and a renowned Taiwanese chef for Chinese cuisine to create the "Nutritious & Delicious Cyclic Menu" specifically for elderly individuals. The menu design incorporates the Ministry of Health and Welfare's encouragement of "whole grains and miscellaneous cereals" in the diet. It features a diverse range of dishes for seven days a week, totaling 35 days and 105 meals. This allows various care facilities to customize the menu according to the local elders' dietary habits and tastes. The physical circulation of the cyclic menu reached 2,000 copies, and online engagement reached 14,523 person-times, totaling 16,523 person-times.





Standard Foods "Nutritious & Delicious Cyclic Menu"

To address the volunteer shortage faced by social welfare organizations, Standard Foods created a volunteer matching platform. This initiative aims to solve the staffing challenges encountered by NGOs in their efforts to care for elderly individuals. In 2024, cumulative volunteer hours reached 5,779.5 hours. Through the "LIVE FOR GOOD " sustainable initiative, Standard Foods is helping Taiwan confront the challenges of a super-aging society, with the goal of fostering a vibrant and thriving elderly population in Taiwan.

Social Care (GRI 203-1)

As a leading brand in the food industry, our company is committed to utilizing our influence and fulfilling our social responsibilities. We aim to encourage more people to prioritize the nutrition and health of various community groups, fostering a society filled with love and warmth through corporate efforts.

Introduction

2024 Standard Foods' Local Community Engagement

Actively Engaging in Community and Disadvantaged Care Activities

Project

Dayuan Plant's Community Care Activities and Support for Impoverished Families and Elderly Living Alone

Output

Care visits are conducted during the three major festivals of the year (Dragon Boat, Mid-Autumn, and Lunar New Year) for **250 households** in the plant's community, including impoverished families and elderly living alone, expressing the company's commitment to community outreach and support for disadvantaged families.

Impact

Maintained positive interaction between the plant and local residents, enhancing the company's local image.

Input

Sponsored health and wellness products, with an annual budget of NT\$200,000-300,000. Factory administration staff coordinated with neighborhood and village chiefs for visits.





Sponsoring the Daguan Cup Ocean International Marathon hosted by the Taoyuan City Government

Project

Dayuan Plant Sponsors Taoyuan City Government's Daguan Cup Ocean International Marathon

Input

Sponsored health and energy products, with an execution cost of **NT\$520,000**, which supported the local government in promoting local culture and natural scenery through sports events.

Output

Standard Foods' products were provided at race hydration stations for participants. Standard Foods' employees and their families participated in the road race, integrating into the event and

contributing to its success.

Impact

Enhanced the company's image in sports promotion and professional sports nutrition. Encouraged healthy exercise among employees and their families.









Standard Foods: Collaborating with Channel Partners for Social Outreach

Nurturing Rural Areas Starting with 'I'



Standard Foods combines charitable care and green consumption by partnering with Carrefour to launch the "Nurturing Rural Areas Starting with I" campaign. This initiative features 36 of Standard Foods' best-selling sustainable products. These include 15 products with the national "Green Man" health certification, 17 products meeting "Green Procurement – FSC Label with Tree Logo" standards, and 4 products with the "Tse-Yue Clean Label." These products are prominently displayed in "I-themed areas" within Carrefour stores to collectively raise awareness and promote sustainable concepts.

For every purchase of Standard Foods' products totaling NT\$299 or more, Standard Foods donates one bottle of Fresh Delight Fresh Shelf-Stable True Milk to the Alliance of Taiwan Foodbanks. This year, nearly 80,000 bottles of Shelf-Stable True Milk Dai-Dai have been donated, demonstrating a tangible commitment to the health of more children.

Financial Love -Food Bank

Standard Foods has a long-standing partnership with A.mart, aligning with the food bank's mission to share love. Through favorable terms and channel collaboration, we make it easier to spread goodwill. Products involved in this partnership include:



Introduction

- Quaker Complete Meal Original Flavor with Fiber, Gift Box (628 boxes)
- Quaker Complete Meal Original, unsweetened (314 boxes)
- Quaker Original Oats (554 boxes)
- Quaker Probiotic 3x Children's Formula (319 boxes)

- Quaker 3-in-1 Wheat (737 boxes)
- Quaker Black Mixed Grain Drink (384 boxes)
- Quaker No-Soak Multi-Grains Rice (246 boxes)
- Fresh Delight High Calcium High Calcium Low-Fat Shelf-Stable True Milk (3251 boxes)

Foundation Donation

PX Mart invited Standard Foods to join the PxMart Qing Xiang Charity Foundation's food donation efforts for disadvantaged families. Standard Foods provided high-quality nutritional supplements to those in need, including:



- Quaker Complete Meal Dialysis Formula 237 mL (200 boxes)
- Quaker Complete Nutrition Food Sugar-Free Formula (115 boxes)
- Quaker Complete Meal Diabetic Appropriate (120 boxes)
- Quaker Complete Meal Nutrition Food Low Residue Formula (100 boxes)
- Quaker Complete Meal Vegetable Protein Formula (100 boxes)

- Quaker High Calcium Low Fat Milk Powder 1650g
 (10 boxes)
- Quaker Glucosamine Milk Powder 1500g (100 boxes)
- Great Day Bamboo Shoot and Pork Porridge (440 boxes)
- Great Day Corn and Chicken Porridge (310 boxes)
- Great Day Braised Pork with Bamboo Shoots (654 boxes)

New Healthy Aging Knowledge: Standard Foods and Pharmacies Partner to Serve Local Communities

As Taiwan officially enters a super-aged society in 2025, the government continues to strengthen its medical, long-term care services, and infrastructure. Concurrently, pharmacies, as a crucial channel for the elderly population, are actively expanding their services to cater to this demographic.

6 Healthy Workplace

In 2024, Standard Foods partnered with seven pharmacies across Taiwan to help organize health lectures, health screenings, and community fairs. These events covered topics such as muscle strength awareness, medication safety, and regular body check-ups. This also provided an opportunity to distribute product samples and coupons, promoting the high-quality product "Complete Meal Triple Protein" to help people improve their health and enjoy an active aging lifestyle.

Through these activities, Standard Foods successfully served over 10,000 individuals, enabling more people to learn about new healthy aging knowledge, medication safety, and the importance of increasing muscle mass in old age. They also experienced high-quality protein products at discounted prices, achieving a win-win situation for consumers, channels, and Standard Foods. Notably, at the Happy Pharmacy event, the coupon redemption rate reached 20%.

Moving forward, Standard Foods will continue to integrate health services deeply with pharmacy channels, expanding to more communities. This will allow the concept of sustainable health to further benefit more communities and residents through the joint efforts of Standard Foods and its partners.





Employee Care

Volunteer Service

To fulfill our corporate social responsibility and encourage employees to actively participate in charitable activities, Standard Foods announced in 2024 that employees would be granted two days (16 hours) of "volunteer leave" per year. This initiative aims to promote a culture of health and goodwill, planting the seeds of social participation in our employees' hearts. This year, we organized and participated in 6 corporate volunteer events, with a total of 104 person-times reached and 437.5 cumulative hours of service. Standard Foods employees' proactive involvement ensures that care reaches every corner of society where it's needed.

Standard Foods "Cooking with Love" (3 events)

Standard Foods integrated "nutrition education" into "child companionship" volunteer activities. Volunteer employees visited Taiwan St. Paul Quaker Church, Holy Word Children's Home, and Bali Resurrection Christian Church. They guided and accompanied children through drama viewing, nutritional health education, hands-on activities, and interactive games, enhancing children's nutrition knowledge and practical dietary experience. A total of 22 Standard Foods volunteers participated (person-times) in these three events.





UDN "Sustainable Good Days"

Standard Foods contributed corporate volunteer power to the two-day "Sustainable Good Days, Comeback Carnival" event. A total of 40 Standard Foods volunteers (person-times) served as booth volunteers for social welfare organizations during the event, assisting various charitable organizations (organizations for individuals with disabilities, ex-offenders, or children/adolescents) by promoting and introducing our visions and missions, and assisting with charity sales.



1919 Food Bank "Material Packaging" (2 events)

Standard Foods employee volunteers responded to the 1919 Food Bank initiative, traveling to Northgate Holiness Christian Church in Hsinchu City. They assisted with packaging donated materials, ensuring resources could be delivered quickly, neatly, and respectfully to recipients. A total of 42 Standard Foods volunteers participated (person-times) in these activities.



Introduction

1 Sustainable Management

Christmas Care

Christmas is the most anticipated holiday for children each year. In 2024, Standard Foods partnered with its charity collaborator, the Chinese Children's Home & Shelter Association, to host "GROW WITH LOVE: Spreading Seeds of Happiness Day." The event focused on children's nutritional health, featuring a "Nutritional Workshop" where Standard Foods' nutritionists shared information on the four essential nutrients children need with 40 participating Standard Foods colleagues. Afterward, these colleagues personally packed the company's nutritious food products into "Seeds of Happiness Boxes" and wrote heartfelt Christmas cards, delivering them to children in orphanages and interacting with them. We also called upon colleagues who couldn't attend in person to help spread happiness and warmth to children who have lost parental care. The event successfully delivered 42 "Seeds of Happiness Boxes," bringing warmth to the children in orphanages during the Christmas season.





tandard Foods Christmas Care Initiative: "GROW WITH LOVE, Spreading Seeds of Happiness Da

Charitable Donations

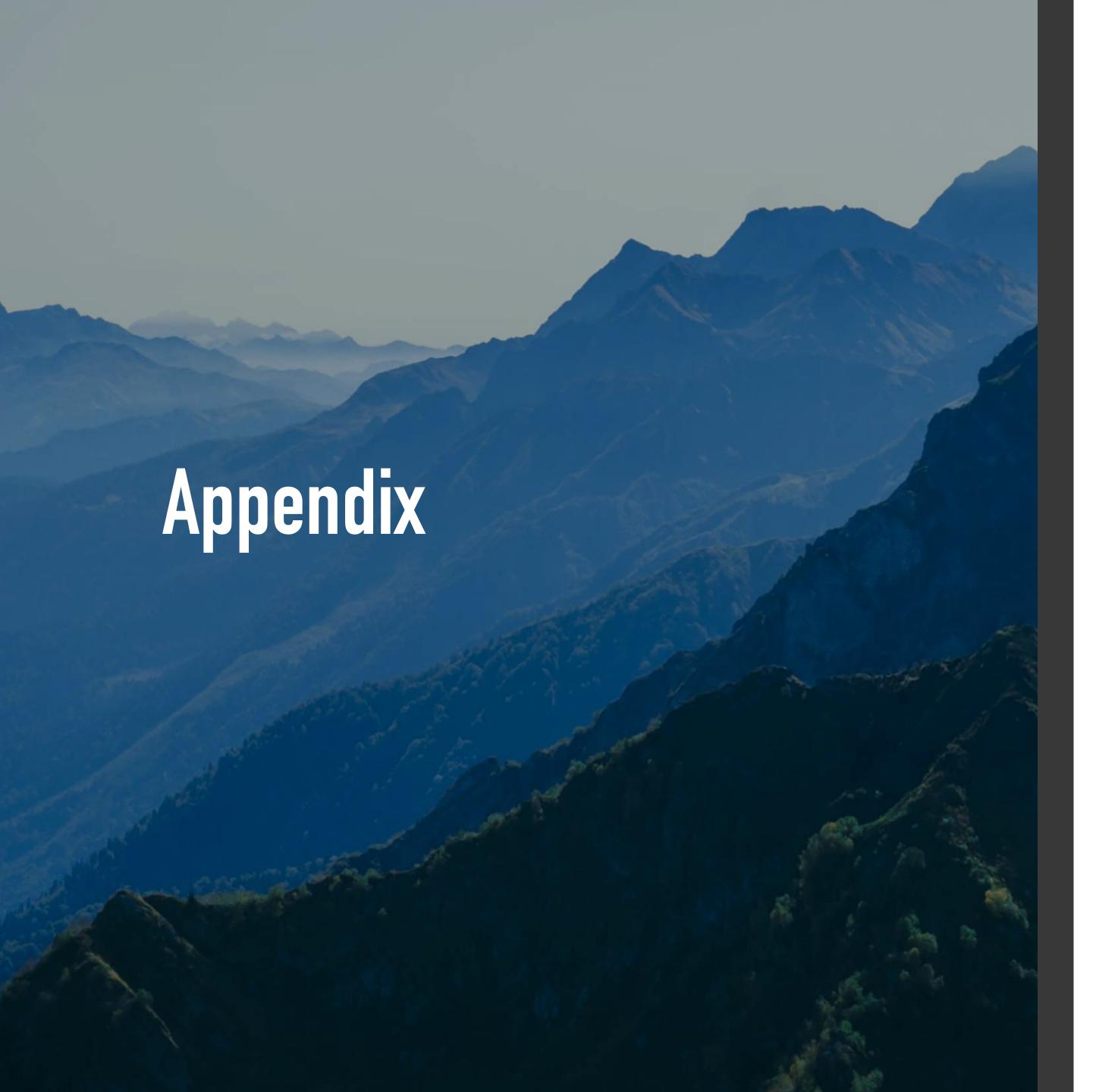
As a corporation committed to sustainable development, Standard Foods actively utilizes its core business to fulfill its social responsibility, continuously promoting social welfare. Beyond our long-standing focus on children and the elderly, we are also dedicated to regularly donating nutritious provisions to diverse charitable organizations. These beneficiaries include individuals with physical and mental disabilities, women and children, patients, indigenous communities, and groups facing special circumstances. Through this resource support, we aim to help them improve their quality of life and enhance their well-being. In 2024, we made donations to a total of 56 charitable organizations. The donated provisions included oats, shelf-stable true milk, Complete Meal nutritional supplements, infant formula and baby food, as well as Great Day cooking oils, porridges, and soup bases. The total market value of these donations exceeded NT\$40 million.

The charitable organizations that received donations are as follows:

Beneficiary Group	Type of Charitable Organization	Examples of Recipient Organizations
		Taiwan Fund for Children and Families
		The Mustard Seed Mission
	Disadvantaged Care	Boyo Social Welfare Foundation
Childuan O Adalaasanta		Dandelion Hope Foundation
Children & Adolescents	Residential Institutions	House of Little Angels Kaohsiung
		Taiwan His Hands Christian Home
		Changhua County Erlin Happy Christian Home
		Good Shepherd Social Welfare Foundation
		Huashan Social Welfare Foundation
		Hondao Senior Citizen's Welfare Foundation
		Mennonite Social Welfare Foundation
Elderly	Disadvantaged Care	Old Five Old Foundation
		Elder Welfare Concerned Association
		Taiwan Gospel Home Care Association
		Hai Ching Nursing Home

Beneficiary Group	Type of Charitable Organization	Examples of Recipient Organizations
		Foundation Julin Nursing Private Institution In Yilan
Elderly	Residential Institutions	Catholic Marian Long-Term Care Center
		Bor-Ay Sweet Home
		Chiayi City Association for Persons with Disabilities
		Nantou County Rehabilitation Center for the Disabled
	Disadventaged Care	Parents' Association for Persons with Intellectual Disability, Taipei City
	Disadvantaged Care	The First Social Welfare Foundation
		Yu-Cheng Social Welfare Foundation
		Syin-Lu Social Welfare Foundation
		ChenSenMei Social Welfare Foundation
Individuals with Disshilities		YuAn Retarded Children's Home, Miaoli, ROC
Individuals with Disabilities		Hsin Miao The Disabled Home
		Taipei Happy Mount Home for People with Disabilities
	Residential Institutions	Lan-Chui Social Welfare Foundation – Lan Yang Mental Developing Cent
	Kesiuenillat IIIstitutions	Mu-Kuang Rehabilitation Center for the Blind
		Cherng Shin Charity Home
		Kindgarden
		Dann Center for Individuals with Developmental Disabilities
		Pingtung Christian Victory Home
		Jen Ji Shiang Social Service Institute, Taipei City
All Agos	Digadvantaged Care	Taiwan Peoples Food Bank Association
All Ages	Disadvantaged Care	Alliance of Taiwan Foodbanks
		Chinese Christian Relief Association 1919 Food Bank

Beneficiary Group	Type of Charitable Organization	Examples of Recipient Organizations
		United Way of Taiwan
		Grace Home Church Association
All Ages	Disadvantaged Care	Hualien County Corner Children's Charity Association
		Yilan County You Yu Zhai Charity Cultivation Association
		Kaohsiung Social Welfare Association
Indigenous Peoples	Disadvantaged Care	Taitung Aboriginal Ebenezer Holistic Person Care Association
Academic Research	Cultural Development	Taiwan Literature Development Foundation
	Residential Institutions	The Garden of Mercy Foundation
Dations	Disadvantaged Care	Harmony Home Taiwan
Patients		Taiwan Lourdes Association
		Taipei Mental Rehibilitation Association
Medical Care	Disadvantaged Care	Taiwan Telemedicine & Wise Love Charity Alliance
Children/Adolescent & Elderly	Disadvantaged Care	ROC Child and Senior Care Association
Children/Adolescent & Pregnant Women	Disadvantaged Care	X5 Charity Foundation
Women & Gender-Related	Disadvantaged Care	The Garden of Hope Foundation
		Christian Born Anew Fellowship Taichung
Special Circumstances	Residential Institutions	Agape House
		Changhua Veterans Home, VAC



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General Disclosures

GRI Code	Disclosure Item	Corresponding Chapter	Page Number		
GRI 1: Fou	GRI 1: Foundation 2021				
Applicable	e Industrial Guidelines: None				
(Statemen GRI Stand	,	content for the period of January 1, 2024, to December 31, 2024, in accordance w	ith the		
GRI 2: Ger	neral Disclosures 2021				
GRI 2-1	Organizational Details	Introduction: About Standard Foods	07		
GRI 2-2	Entities Included in the Organization's Sustainability Reporting	Introduction: About the Report	03		
GRI 2-3	Reporting Period, Frequency, and Contact Point	Introduction: About the Report	03		
GRI 2-4	Restatements of information	Chapter 4 Sustainable Supply Chain_Sustainable Procurement Chapter 6 Healthy Workplace_Corporation Workforce Overview Chapter 6 Healthy Workplace_Workplace Health Services	77 103 125		
GRI 2-5	External Assurance	Introduction: About the Report	03		
GRI 2-6	Activities, Value Chain, and Other Business Relationships	Introduction: About Standard Foods Chapter 4 Sustainable Supply Chain	03 68		
GRI 2-7	Employees	Chapter 6 Healthy Workplace_Workforce Distribution	103		
GRI 2-8	Workers Who Are Not Employees	Chapter 6 Healthy Workplace_Workforce Distribution	103		
GRI 2-9	Governance Structure and Composition	Chapter 2 Corporate Governance_Board of Directors Composition	38		
GRI 2-10	Nomination and Selection of the Highest Governance Body	Chapter 2 Corporate Governance_Board of Directors Nomination and Selection	39		
GRI 2-11	Chair of the Highest Governance Body	Chapter 2 Corporate Governance_Conflict of Interest Avoidance	39		
GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Chapter 2 Corporate Governance_Functional Committees	40		

1 Sustainable Management

Introduction

GRI Code	Disclosure Item	Corresponding Chapter	Page Number
GRI 2-13	Delegation of Responsibility for Managing Impacts	Chapter 2 Corporate Governance_ Crisis Management System	46
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	Introduction: About the Report	03
GRI 2-15	Conflicts of Interest	Chapter 2 Corporate Governance_Conflict of Interest Avoidance	39
GRI 2-16	Communication of Critical Concerns	Chapter 2 Corporate Governance_Board of Directors Composition	38
GRI 2-17	Collective Knowledge of the Highest Governance Body	Chapter 2 Corporate Governance_ On-Job Training for Board Members	39
GRI 2-18	Evaluation of the performance of the highest governance body	Chapter 2 Corporate Governance_Board of Directors Performance Evaluation	40
GRI 2-19	Remuneration Policies	Chapter 2 Corporate Governance_Remuneration Policy for Directors and Managers	40
GRI 2-20	Process to Determine Remuneration	Chapter 2 Corporate Governance_Remuneration Policy for Directors and Managers	40
GRI 2-21	Annual Total Compensation Ratio	Reason for Omission: Confidentiality Agreement	-
GRI 2-22	Statement on sustainable development Strategy	Introduction: Message from the Chairman of Sustainable Development Committee Chapter 1 Sustainable Management	05 16
GRI 2-23	Policy Committments	Chapter 1 Sustainable Management_ Sustainable Policy Commitments	21
GRI 2-24	Embedding Policy Commitments	Chapter 1 Sustainable Management_Sustainable Management Framework	20
GRI 2-25	Processes to Remediate Negative Impacts	Chapter 2 Corporate Governance_Grievance and Suggestion Channels	45
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	Chapter 2 Corporate Governance_Grievance and Suggestion Channels	45
GRI 2-27	Compliance with Laws and Regulations	Chapter 2 Corporate Governance_Regulatory Compliance	42
GRI 2-28	Membership Associations	Chapter 1 Sustainable Management_Association Memberships	22
GRI 2-29	Approach to stakeholder engagement	Chapter 1 Sustainable Management_Stakeholder Engagement	24
GRI 2-30	Collective Bargaining Agreements	Human Rights and Labor Rights Protection(No additional collective bargaining agreements were signed this year)	108

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Material Topic Disclosure

GRI Code	Disclosure Item	Corresponding Chapter	Page Number
GRI 3: Mate	erial Topics 2021		
GRI 3-1	Process to determine material topics	Chapter 1 Sustainable Management_Materiality Assessment and Prioritization	26
GRI 3-2	List of Material Topics	Chapter 1 Sustainable Management_Materiality Assessment and Prioritization	26

GRI Code	Disclosure Item	Corresponding Chapter	Page Number		
Food Safety	Food Safety and Nutritional Health				
GRI 3-3	Management of Material Topics	Chapter 1 Sustainable Management_2024 Material Topic Management Chapter 3 Food Safety	28 53		
GRI 416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Chapter 3 Food Safety_Food Safety Management	56		
GRI 416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	Chapter 3 Food Safety_Food Safety Management, Product Labeling	56,66		
Supply Chair	n Management				
GRI 3-3	Management of Material Topics	Chapter 4 2024 Material Topic Management Chapter 4 Sustainable Supply Chain	28 66		
GRI 308-1	New Suppliers that were Screened Using Environmental Criteria	Chapter 4 Sustainable Supply Chain_Supplier Risk Assessment	73		
GRI 414-1	New Suppliers that were Screened Using Social Criteria	Chapter 4 Sustainable Supply Chain_Supplier Risk Assessment	73		
Packaging M	aterial Management				
GRI 3-3	Management of Material Topics	Chapter 1 Sustainable Management Chapter 5 Environmental Sustainability	16 78		
GRI 301-1	Materials Used by Weight or Volume	Chapter 5 Environmental Sustainability_Material Usage	97		
GRI 301-2	Recycled Input Materials Used	Chapter 5 Environmental Sustainability_Material Usage	97		
Climate Cha	nge Response				
GRI 3-3	Management of Material Topics	Chapter 4 2024 Material Topic Management Chapter 5 Environmental Sustainability	28 78		
GRI 201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Chapter 5 Environmental Sustainability_Financial Impact of Climate-Related Risks and Opportunities	83		

GRI Code	Disclosure Item	Corresponding Chapter	Page Number
Occupationa	l Safety & Health		
GRI 3-3	Management of Material Topics	Chapter 4 2024 Material Topic Management Chapter 6 Healthy Workplace	28 101
GRI 403-1	Occupational Health and Safety Management System	Chapter 6 Healthy Workplace_ Occupational Safety and Health Management System	113
GRI 403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Chapter 6 Healthy Workplace_ Occupational Safety and Health Hazard Risk Control	119
GRI 403-3	Occupational Health Services	Chapter 6 Healthy Workplace_ Occupational Illness and Injury Prevention Management	126
GRI 403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Chapter 6 Healthy Workplace_ Occupational Safety and Health Hazard Risk Control	119
GRI 403-5	Worker Training on Occupational Health and Safety	Chapter 6 Healthy Workplace_ Occupational Safety and Health Training	115
GRI 403-6	Promotion of Worker Health	Chapter 6 Healthy Workplace_Health Promotion and Care	126
GRI 403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Chapter 6 Healthy Workplace_ Occupational Safety and Health Hazard Risk Control	119
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	Chapter 6 Healthy Workplace_ Occupational Safety and Health Management System	113
GRI 403-9	Work-related injuries	Chapter 6 Healthy Workplace_ Occupational Injury Statistics and Analysis	123
GRI 403-10	Work-related ill health	Chapter 6 Healthy Workplace_ Occupational Illness and Injury Prevention Management	126
Employee Ri	ghts & Equal Opportunity		
GRI 3-3	Management of Material Topics	Chapter 4 2024 Material Topic Management Chapter 6 Healthy Workplace	28 101
GRI 405-1	Diversity of Governance Bodies and Employees	Chapter 6 Healthy Workplace_Corporation Workforce Overview	103
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	Chapter 6 Healthy Workplace_Employee Rights, Compensation, and Benefits	108
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	Chapter 6 Healthy Workplace_Diverse Employment Opportunities	105
Social Welfa	re		
GRI 3-3	Management of Material Topics	Chapter 4 2024 Material Topic Management Chapter 7 Social Co-Prosperity	28 128
GRI 203-1	Infrastructure Investments and Services Supported	Chapter 7 Social Co-Prosperity	128
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SASB Guideline Index

Food Processing Industry

TOPIC	CODE	METRIC	Corresponding Chapters and Pages
Energy Mabagement	FB-PF-130a.1	1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 336,832 (GJ) (1) 34.3% (1) 0%
	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 636.36 thousand cubic meters(2) 214.00 thousand cubic meters(3) 0%
Water Resource Management	FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	For details, please see "Chapter 5 Environmental Sustainability_ Water Resource Management."
Food Safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	 (1) The 2024 Annual SQF Audit Findings (Three Plants Combined) found 0 critical non-conformities, 1 major non-conformity, and 11 minor non-conformities. (2) There were no critical non-conformities. A total of 12 general non-conformities were identified, all of which have been rectified. The corrective action implementation rate is 100%.
	FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	According to the data of the SQM system, by April 2024, the percentage of our raw materials used in obtaining GFSI certification was 34.55% (339/981).
	FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Food Safety Violation Notices: O cases.
	FB-PF-250a.4	Ber of recalls issued and (2) total amount of food product recalled	Product Recalls/Withdrawals: 0 cases.
Health and Nutrition	FB-PF-260a.1	Revenue from products labelled or marketed to promote health and nutrition attributes	Cannot be responded to at this time as they involve sales figures and will not be disclosed for now.
	FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Product Traceability: 100% of items are traceable. (For details, please see the Food Traceability Management section in Chapter 3)

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Introduction 1 Sustainable Management 2 Corporate Governance 3 Food Safety 4 Sustainable Supply Chain 5 Environmental Sustainability 6 Healthy Workplace 7 Social Co-Prosperity Appendix

TOPIC	CODE	METRIC	Corresponding Chapters and Pages
	FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	(1) Exposure to Children: General advertising exposure for children is 2.43% (including Fresh Delight, infant/child-related, and some grain products).(2) Operational Figures: Cannot be disclosed as they involve operational figures.
Product Labeling and	FB-PF-270a.2	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	All Standard Foods products do not use genetically modified raw materials. For product revenue, please refer to Chapter 1, "Sustainable Impact and Value Creation" section
Marketing	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	2024 Annual Labeling Violations: 1 case. 2024 Annual Marketing Regulation Violations: 5 cases.
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	Financial loss from advertising/labeling violations in 2024 was NT\$240,000.
Product Packaging and Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	For details, please see "Chapter 5 Environmental Sustainability_Material Usage." (1) Total Packaging Weight: 26,143,767 KG. (2) Upstream Raw Material Data: This data cannot be provided at present as upstream raw material data is pending confirmation. (3) Recyclability Rate: 96.50%.
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	For details, please see "Chapter 5 Environmental Sustainability_Material Usage."
Impact of	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	Due to the excessively large number of products, complete statistical data is currently unavailable. (Temporary)
environmental and social factors on the raw material supply chain	FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	The total number of SQF non-conformities across the three plants in 2024 was 0 critical non-conformities, 1 major non-conformity, and 11 minor non-conformities. (a) Critical Non-Conformities: 0 cases. (b) Corrective Rate for General Non-Conformities: 100%.
Raw Material	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	5.62%
Procurement	FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	For details, please see "Chapter 4 Sustainable Supply Chain_Raw Material Management."
	FB-PF-000.A	Weight of products sold	Standard Foods: 126,012 Metric tons Standard Diary: 80,703 Metric tons
Activity Indicator	FB-PF-000.B	Number of production facilities	3 Plants: Standard Foods: Zhongli Plant and Dayuan Plant Standard Dairy: Hukou Plant

Sustainability Disclosure Metrics

No.	Indicator	Metric Type	Annual Disclosure Status	Unit	Remark
l.	The evaluation and improvement regarding the company's personnel, work environment, hygiene management of facilities and quality control system to improve food sanitation, safety and quality, as well as the significant product and service categories and the percentage affected.	Quantitative, Qualitative Description	Covers 100% of products For more details, please refer to: "Chapter 3 Food Safety_Food Safety Management": Dedicated Food Safety Unit Worry-Free Production Processes_Operation Site Inspections "Chapter 3 Food Safety_Food Safety_Training" "Chapter 3 Food Safety_Food Regulation Compliance Management	Percentage (%)	
II.	Incidents of non-compliance with health and safety regulations for products and services, and non-compliance with product and service information and labeling regulations; types and number of such incidents; number of product recalls and total weight of recalled products.	Quantitative, Qualitative Description	1 case of product information violating labeling regulations. 5 cases of marketing regulation violations. Total weight of recalled products: 0.01 metric tons. For more details, please refer to "Chapter 3: Food Safety_Product Labeling."	Quantity, metric tons (t)	
. 	Percentage of overall procurement that meets internationally recognized product responsibility standards, broken down by standard.	Quantitative	For more details, please refer to "Chapter 4: Sustainable Supply Chain_Raw Material Management."	Percentage (76.02%)	
IV.	Percentage of products manufactured in plants that have obtained independent third-party certification conforming to international food safety management system standards.	Quantitative	Our plants are 100% certified with the Food Safety Management System (ISO 22000). For more details, please refer to "Chapter 3: Food Safety_Food Safety Management."	Percentage (%)	Our plants are 100% certified with the Food Safety Management System (ISO 22000).
V.	Number and percentage of suppliers audited, audit items, and results.	Quantitative, Qualitative Description	In 2024, we audited 99 suppliers, which is 31.33% of our supplier base. Audit results showed 100% had no major deficiencies. For more details, please refer to "Chapter 4: Sustainable Supply Chain_Supply Chain Evaluation and Audits": Supplier Audits	Percentage (%)	
-γVI.	Status of product traceability and tracking management, whether required by regulation or voluntarily implemented, and the percentage of relevant products out of all products.	Quantitative, Qualitative Description	100% of our products are traceable. For more details, please refer to "Chapter 3: Food Safety_Food Traceability Management."	Percentage (%)	
VII.	Status of food safety laboratories, whether required by regulation or voluntarily established; test items, test results, related expenditures, and their percentage of net operating revenue.	Quantitative, Qualitative Description	Inspection expenses account for 1.23% of our revenue. For more details, please see "Chapter 3: Food Safety_Food Safety Management_Worry-Free Production Processes," which covers: Investment in Food Safety Equipment Inspection Process Inspected Items and "Chapter 3 Food Safety_Source Management."	Percentage (%)	
VIII.	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate.	Quantitative	For more details, please refer to: "Chapter 5 Environmental Sustainability_Energy Management."	Gigajoules (GJ), Percentage (%)	

No.	Indicator	Metric Type	Annual Disclosure Status	Unit	Remark
IX.	Total water withdrawal and total water consumption.	Quantitative	Total water withdrawn: 652.32 thousand cubic meters. Total water consumed: 214.00 thousand cubic meters. For more details, please refer to "Chapter 5: Environmental Sustainability_Water Resource Management."	Thousand cubic meters (m³)	
X.	Weight of products sold, number of production facilities.	Quantitative	Standard Foods: 126,012 metric tons. Standard Dairy: 80,703 metric tons. Three production facilities: Standard Foods: Zhongli Plant and Dayuan Plant Standard Dairy: Hukou Plant For more details, please refer to "Introduction_About Standard Foods.	Metric Tons(t), Quantity	

Climate-Related Information for Listed and OTC Companies

Introduction

Climate Change Risks and Opportunities for the Company and Related Response Measures

Item No.	Item	Execution Status			
1	Describe the board's and management's oversight and governance of climate-related risks and opportunities.				
2	Describe how identified climate risks and opportunities impact the company's business, strategy, and financials (short, medium, long term).				
3	Describe the financial impacts of extreme weather events and transition activities.				
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	Discount with the Wohantan F. Frankan was at all Contains bility. Olimate			
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios used, parameters, assumptions, analytical factors, and major financial impacts.	Please refer to "Chapter 5: Environmental Sustainability_ Climate- related Financial Disclosures (TCFD)" and our 2024 annual report. Additionally, regarding item 7, carbon pricing is not yet planned, so			
6	If there is a transition plan to manage climate-related risks, describe the plan's content, and the indicators and targets used to identify and manage physical and transition risks.	there is no relevant statement.			
7	If internal carbon pricing is used as a planning tool, describe the basis for price setting.				
8	If climate-related targets are set, describe the activities covered, greenhouse gas emission scopes, planning timeline, annual progress, and other relevant information. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, describe the source and quantity of offset carbon credits or the quantity of RECs.				
9	Greenhouse gas inventory and assurance status, along with reduction targets, strategies, and concrete action plans.				

Third-Party Guarantee

Deloitte.

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INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

Standard Foods Group

We have undertaken a limited assurance engagement on the selected performance indicators in the Sustainability Report ("the Report") of Standard Foods Group ("the Company") for the year ended December 31, 2024.

Subject Matter Information and Applicable Criteria

See Appendix 1 for the Company's selected performance indicators ("the Subject Matter Information") and applicable criteria.

Responsibilities of Management

The management of the Company is responsible for the preparation of the Subject Matter Information in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Universal Standards, Sector Standards and Topic Standards published by the Global Reporting Initiative (GRI), and for such internal control as management determines is necessary to enable the preparation of the Subject Matter Information that are free from material misstatement resulted from fraud or error.

Auditors' Responsibilities

Our responsibility is to plan and conduct our limited assurance engagement in accordance with Standard on Assurance Engagement 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China to issue a limited assurance report on whether the Subject Matter Information (see Appendix 1) is free from material misstatement. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, therefore, a lower assurance level is obtained than a reasonable assurance.

We based on our professional judgment in the planning and conducting of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Inquiring of management and the personnel responsible for the Subject Matter Information to obtain an understanding of the policies, procedures, internal control, and information system relevant to the Subject Matter Information to identify areas where a material misstatement of the subject matter information is likely to arise.
- Selecting sample items from the Subject Matter Information and performing procedures such as inspection, re-calculation, re-performance, observation, and analytical procedures to obtain evidence supporting limited assurance.

Inherent Limitations

The Subject Matter Information involved non-financial information, which was subject to more inherent limitations than financial information. The information may involve significant judgment, assumptions and interpretations by the management, and the different stakeholders may have different interpretations of such information.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation 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.

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 Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the Subject Matter Information or the applicable criteria after the issuance date of this report.

The engagement partner on the limited assurance report is Han-Ni Fang.

Deloitte & Touche Taipei, Taiwan Republic of China

August 13, 2025

Notice to Readers

For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of subject matter information shall prevail.

APPENDIX 1

SUMMARY OF SUBJECT MATTER INFORMATION

#	Subject Matter Information	Corresponding Section	Applicable Criteria	Industry-specific Disclosures of the Sustainability Metrics Describe in the Rules Governing the Preparation and Filing of Sustainability Reports
1.	Every single product (100%) undergoes evaluation and improvement concerning personnel, work environment, facility hygiene management, and its quality control system.	Chapter 3 Food Safety- Food Safety Management	The evaluation and improvement regarding the company's personnel, work environment, hygiene management of facilities and quality, control system to improve food sanitation, safety and quality, as well as the significant product and service categories and the percentage affected.	Paiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.1
2.	During the reporting period, there was 1 product delisting due to false packaging, with a total delisted product weight of 0.01 metric tons; a total of 5 cases violated Paragraph 1, Article 28 of the "Act Governing Food Safety and Sanitation" and 1 case violated Article 22 of the same act. Improvements were completed and fines totaling N13240,000 were paid within the stipulated period.	Chapter 3 Food Safety- Product Labeling	The types and number of violations, number of violations, number of product recalls, and total weight of recalled products related to applicable food safety and sanitation laws and noncompliance with product and service information and labeling kaws.	Article 4, Paragraph I,
3.	The procurement volume of FSC (Forest Stewardship Council) certified paper packaging materials represent 76.02% of total paper packaging material used for Standard Foods and Standard Dairy products. Our shelf-stable true milk and chilled series paper carions are 100% FSC certified. [Note] Calculation Formula: (Green packaging material procurement quantity)/Total paper packaging material procurement quantity.	Chapter 4 Sustainable Supply Chain. Sustainable Value Chain	The percentage of	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.3
4.	In 2024, 100% of Standard Foods' operations passed third-party certifications for food safety management systems such as ISO 22000. HACCP, and SQF.	Introduction Letter from the Chairman of the Sustainable Development Committee	The percentage of the production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Piling of Sustainability Reports by TWSF. Listed Companies Article 4, Paragraph 1, Table 1-1, No.4

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#		Subject Matter Information			Applicable Criteria	Industry-spec Disclosures of Sustainability M Describe in the I Governing th Preparation a Filing of Sustainability Re
5.	Standard Foods/Sta	andard Dairy Supplier Evaluation Results; 2024		Chapter 4	The number and	Taiwan Stock Exc
-	Category	Grade	2024	Sustainable Supply		Corporation Rules
		Excellent	264	Chain -	suppliers audited.	Governing the
		Good	39	Supply Chain	and the audit items	Preparation and F
	Suppliers	Acceptable	10	Evaluation and	and results.	of Sustainability
		On Probation	3	Audits		Reports by TWS
		Total	316			Listed Companie Article 4, Paragra
	 Quality syste Quality syste Plant safety (Source mana Production p 	gement rocess management oner complaints, and traccability management				
	Quality syste Quality syste Plant safety t Source mana Production p Recall, custe Product labe	ems (laboratory, instrument calibration) com management management ogement rocess management more complaints, and traceability management ling andard Dairy 2024 Supplier Audit Performance Audit Method Annual No. of Transacting Suppliers Actual No. of Audited Suppliers (Regular) Audit Percentage (Note)	2024 316 99 31.33%			
	Quality syste Quality syste Plant safety Source mana Production p Recall, custe Product labe Standard Foods/Sta On-site audit	ems (laboratory, instrument calibration) Im management management gement grocess management orders inanagement ing andard Dairy 2024 Supplier Audit Performance Audit Method Annual No. of Transacting Suppliers Actual No. of Audited Suppliers (Regular) Audit Percentage (Note) No. of Audited Suppliers Passed Audit Percentage (Note) No. of Audited Suppliers Passed Audit Persentage (Note) No. of Audited Suppliers Passed	316 99 31,33% 99 100.00%			
	Quality syste Quality syste Quality syste Plant safety ! Source mana Production p Recall, custe Product labe Standard Foods/Sta On-site audit Note: The audit p	ems (laboratory, instrument calibration) com management management gement process management more complaints, and traccability management ling andard Dairy 2024 Supplier Andit Performance Andit Method Annual No. of Transacting Suppliers Actual No. of Audited Suppliers (Regular) Andit Percentage (Note) No. of Audited Suppliers Passed	316 99 31,33% 99 100.00%	e e		

- 4 -

#	Subject Matter Information			Corresponding Section	Applicable Criteria	Industry-specific Disclosures of the Sustainability Metric Describe in the Rule Governing the Preparation and Filing of Sustainability Repor			
7.	Food Safe	Fonds Group performs ety and Sanitation" and y of our testing.	all analytical work in ac the guidelines for food	cordance with Article 7 husinesses establishing I	of the "As aboratorie	t Governing s. ensuring	Chapter 3 Food Safety- Food Safety Management	The food safety laboratories established voluntarily or	Taiwan Stock Exchang Corporation Rules Governing the Preparation and Fiting
	Internal I	nspection Items at Stand	dard Foods Group					according to the applicable laws.	of Sustainability Reports by TWSE
	Location		Self-Governed Inspec	tion Items		Number of Items		testing items.	Listed Companies
	Dayuan	Physical Methods: De	nsify, residual oxygen.	vacuum degree, etc.		42 Items		testing results.	Article 4, Paragraph 1,
	Plant	plasticizers, heavy me edible oils, acrylamide	tals, pesticide residues. c in grains, etc.	onins, vitamins, mineral glyphosate in grams, ber	nzene in	130 Items		relevant expenses and the percentage of such expenses to	Table 1-1, No.7
		Microbiological Meth Listeria, etc.	ods: Total plate count, I	Enterobacteriaceae, Salm	onella.	22 Items		the net revenue.	
	Zhongli	Physical Methods: Ter		ity, total solids, freezing	point,	6 Items			
	Plant	foreign matter, flavor. Chemical Methods: V	eterinary drug residues.	sugar content, acidity, fa	at, pH,	15 Items			
		ATP swab test, solids- residual chlorine, raw peroxide test. Chemical Methods; V ATP swab test, solids- residual chlorine, raw	-not-fat, protein swah te milk somatic celts, aflai eterinary drug residues, -not-fat, protein swab te	st, milk protein, hardness toxins, alcohol (est, hydr sugar content, acidity, fa st, milk protein, hardness toxins, alcohol test, hydr	s. rogen at, pH. s.				
		peroxide test. Microbiological Methods: Listeria. Salmonella. Staphylococcus aureus. Enterobacteriaceae, molds/yeasts, total plate count. lactic acid bacteria, thermophilic spores, coliforms, microscopic examination of microorganisms.				1] Items			
	Hukou	strain activity. Physical Methods: Sugar content, temperature, viscosity, specific gravity, total 6 Items				6 Items			
	Plant	solids, flavor. Chemical Methods: pl	H, WPNI (Whey Protein	Nitrogen Index), acidity	y, gel	8 Items			
		strength, ATF swab lest, protein swab test, hardness, residual chlorine. Microbiological Methods: Total plate count, Enterobacteriaceae, coliforns, E. coli, molds/yeasts, Listeria, Salmonella, Staphylococcus aureus, factic acid bacteria, heat-resistant spores, strain activity.							
	Ins	n Pass Rates pection Category	Dayuan Plant	Zhongli Plant 99,92%		ou Plant			
	Raw Mat	g Materials	99,38% 99,41%	100.00%		0.00%			
	Finished	Products	99.95%	99.96%		0.00%			
	Batches)/ To- pro for Note: The	Total Number of Inspect continuously maintain a duct inspections, the co 1.23% of the total reverse calculation for inspect	ction Batches an unreserved attitude to ampany's inspection expinue of Standard Foods a tion costs as a percentag	- Total Number of Non owards raw material, pro- crises in 2024 were NT\$ and Standard Dairy (note e of revenue is: Inspection	cess, and 1 198,913.0	inished 00, accounting			
8.	● Pur ■ Rer	tewable energy ਪੰਤਬੰਧ ਸ	% of total energy used) ate is 0%				Chapter 5 Environmental Sustainability Energy Management	Total energy consumption, percentage of purchased electricity, and usage rates of renewable energy.	Taiwan Stock Exchange Corporation Rules Coverning the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1 Table 1-1, No. 3 Taiwan Stock Exchange Stock Exchange Corporation of the Property of th
9.	■ Tot	Total water consumption of 214.00 thousand cubic meters.			Chapter 5 Environmental Sustainability- Water Resource Management	Total water withdrawal and total water consumption.	Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1, Table 1-1, No.9		
10.	Standard Three pro Standard	Foods: 126,012 metric Dairy: 80,703 metric to iduction facilities: 3 Pla Foods: Zhongli Plant at Dairy: Hukou Plant	ons. ants				Appendix- Sustainability Disclosure Metrics	Weight of sold products and number of production facilities.	Taiwan Stock Exchang Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Article 4, Paragraph 1.

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Contact Information

Standard Foods Corporation Taiwan Operating Locations

Operating Location Name	Address	Phone Number
Head Office	10F., No. 610, Ruiguang Rd., Neihu Dist., Taipei City	(02)2709-2323
Dayuan Plant	No. 369, Sec. 1, Heping W. Rd., Xihai Vil., Dayuan Dist., Taoyuan City	(03)386-5130
Zhongli Plant	No. 13, Jilin Rd., Zhongli Dist., Taoyuan City	(03)452-5131
Hukou Plant	No. 7, Guangfu Rd., Hukou Township, Hsinchu County (Hsinchu Industrial Park)	(03)598-5858
North 2nd Office	No. 448, Sec. 3, Zhongzheng E. Rd., Dayuan Dist., Taoyuan City	(03)381-0768
Taichung Operating Location	8F1, No. 1-67, Wuquan Rd., West Dist., Taichung City	(04)2372-9229
Chiayi Office	8F1, No. 762, Xinmin Rd., West Dist., Chiayi City	(05)235-0092
Tainan Office	Room 10FA1, No. 689-43, Xiaodong Rd., Yongkang Dist., Tainan City	(06)311-6598
Kaohsiung Operating Location	Operating TTF1, No. 300, Zhongzheng 15t Ku., Lingya Dist.,	
Yilan Office	5F., No. 95, Xiaoshe 1st Rd., Yilan City	(039)388-442

Standard Foods Corporation Subsidiary Information

Subsidiary Name	Address	Phone Number
Standard Dairy Products Taiwan Limited	10F., No. 610, Ruiguang Rd., Neihu Dist., Taipei City	(02)2709-2323
Standard Beverage Co., Ltd.	12F., No. 610, Ruiguang Rd., Neihu Dist., Taipei City	(02)2709-2323
Charng Hui Company Limited	12F., No. 610, Ruiguang Rd., Neihu Dist., Taipei City	(02)2709-2323
Domex Technology Corporation	No. 6, Xin'an Rd., Hsinchu City (Hsinchu Science Park)	(03)577-2115
Accession Limited	Portcullis Chambers, 4th Floor, Ellen Skelton Building, 3076 Sir Francis Drake Highway, Road Town, Tortola, British Virgin Islands	
Standard Investment (Cayman) Limited	P. O. Box 31119 Grand Pavilion, Hibiscus Way, 802 West Bay Road, Grand Cayman, KY1 – 1205 Cayman Islands	
Standard Corporation (Hong Kong) Limited	1501 Capital Centre, No. 151, Gloucester Road, Wan Chai, Hong Kong	
Dermalab S.A.	Dufourstrasse 20 8702 Zollikon/Zurich Switzerland	+41 44 396 15 54
Swissderma, SL	Calle Balmes 177, 08006 Barcelona, Spain	
Standard Foods, LLC.	55 W. 5th Avenue, Unit 10C, San Mateo, California	
Standard Great Foods Singapore PTE. LTD.	531A UPPER CROSS STREET #03-108 HONG LIM COMPLEX Singapore 051531	
Newtrin Holding PTE. LTD.	346C KING GEORGE'S AVENUE KING GEORGE'S BUILDING SINGAPORE (208577)	
Shanghai Standard Foods Co., Ltd.	Room 807, Building 1, No. 2138, Wanyuan Road, Minhang District, Shanghai, China	021-64016665
Standard Investment (China) Co., Ltd.	No. 88, Dalian West Road, Taicang Port Economic and Technological Development Zone (New District)	021-64016665
Shanghai Dermalab Corporation	Room 728, 7F., Building 1, No. 180, Huashen Road, China (Shanghai) Pilot Free Trade Zone	021-64016665
Shanghai Le Ben Tuo Health Technology Co., Ltd.	Room 5, 4F., Building 1, No. 39, Jiatai Road, China (Shanghai) Pilot Free Trade Zone	021-64016665
Shanghai Le Ben De Health Technology Co., Ltd.	Room 806, Building 1, No. 2138, Wanyuan Road, Minhang District, Shanghai	021-64016665
Standard Foods (Xiamen) Co., Ltd.	No. 99, Sandu Road, Xiamen Area, China (Fujian) Pilot Free Trade Zone	021-64016665
Shanghai Le Ho Industrial Co., Ltd.	Room BN138, Building 22, No. 1-30, Minbei Road, Shanghai	021-64016665
Shanghai New Vitality Health Technology (Group) Co., Ltd.	Room 811, Building 1, No. 2138, Wanyuan Road, Minhang District, Shanghai	021-64016665
Jiangsu Huashan Health Technology Co Ltd.	No. 88, Dalian West Road, Taicang City, Suzhou City, Jiangsu Province	0512-53677888
Rotiva International Limited	Flat/RM A, 12/F, ZJ 300 Building, No. 300, Lockhart Road, Wan Chai, Hong Kong	

Record of Honors and Recognition

Honors and Recognition		Item Content
Taiwan Stock Exchange 11th Corporate Governance Evaluation	6%~20%	"Corporate Governance Evaluation" Top 6%~20% Companies
ISO27001:2022 Information Security Management Systems	Certification	SAP System, Data Center
Monde Selection	Gold Award	Fresh Delight Extra Fresh Milk (936ml, 936ml w/ lid, 1830ml) – 3 awards
Monde Selection	Gold Award	Fresh Delight Extra Fresh Low-Fat Milk (936 ml w/ lid)
Monde Selection	Gold Award	Fresh Delight High-Quality Fresh Milk (1830 ml)
Monde Selection	Gold Award	Fresh Delight Fresh Shelf-Stable True Milk
Monde Selection	Gold Award	Fresh Delight Premium Yogurt (135g, 500g, 900g) – 3 awards
Monde Selection	Silver Award	Fresh Delight Apple Milk (936ml w/ lid)
Monde Selection	Silver Award	Fresh Delight Chocolate Milk (936ml w/ lid)
Monde Selection	Silver Award	Fresh Delight Malt Milk (936ml w/ lid)
Monde Selection	Silver Award	Fresh Delight Papaya Milk (936ml w/ lid)
Superior Taste Award	***	Fresh Delight High-Quality Top-Grade Milk
Superior Taste Award	***	Fresh Delight Apple Milk
Superior Taste Award	***	Fresh Delight Chocolate Milk
Superior Taste Award	***	Fresh Delight Calcium-Enriched Whole-Fat Milk
Superior Taste Award	***	Quaker Oat Ya Master Oat Milk
Superior Taste Award	***	Quaker Colorful Granola – Golden Nuts

1 Sustainable Management

Honors and Recognition		Item Content
Superior Taste Award	***	Quaker Creamy Oat Soup - Creamy Corn Flavor
Superior Taste Award	**	Quaker No-Soak Multi-Grains and Beans Rice
Superior Taste Award	**	Fresh Delight High-Fresh Milk
Superior Taste Award	**	Fresh Delight Fresh Shelf-Stable True Milk
Superior Taste Award	**	Fresh Delight Premium Yogurt
Superior Taste Award	**	Quaker Creamy Oat Soup – Fresh Vegetable & Mushroom Flavor
Superior Taste Award	**	Quaker Daily Nutritional Cereal – Fresh Vegetable & Mushroom
Superior Taste Award	**	Quaker Delicious Oat Flakes – Fruit Yogurt
Superior Taste Award	**	Quaker Super Multi-Grain Power - Black Sesame 5 Grains (Unsweetened)
Superior Taste Award	**	Quaker No-Soak 5+ Super Fiber Grain Rice
Superior Taste Award	**	Quaker Smooth High Calcium Milk Powder
Superior Taste Award	**	Quaker Good Sleep Radiant Skin High Calcium Milk Powder
Superior Taste Award	**	Quaker Collagen High Iron High Calcium Milk Powder
Superior Taste Award	**	Quaker Strength Plus Calcium-Enriched Milk Powder
Superior Taste Award	**	Quaker ComInJia Calcium Chewable Tablets (Tropical Fruit Flavor)
Superior Taste Award	**	Fresh Delight Malt Milk
Eatender (Elderly-Friendly Foods)	Certification	Quaker Original Almond Oat Milk (Unsweetened)

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Honors and Recognition		Item Content
Eatender (Elderly-Friendly Foods)	Certification	Quaker Super Multi-Grain Power – Sunshine 5 Beans $ imes$ 5 Grains (Unsweetened)
Eatender (Elderly-Friendly Foods)	Certification	Quaker Nutritious Whole Grain Milk - Good Sleep High Calcium
Eatender (Elderly-Friendly Foods)	Certification	Quaker Nutritious Whole Grain Milk – Smooth High Fiber
Eatender (Elderly-Friendly Foods)	Certification	Fresh Delight Premium Yogurt
Eatender (Elderly-Friendly Foods)	Certification	Fresh Delight Extra Fresh Milk
Eatender (Elderly-Friendly Foods)	Certification	Fresh Delight Fresh Shelf-Stable True Milk
Eatender (Elderly-Friendly Foods)	Certification	Fresh Delight Whole-Fat Shelf-Stable True Milk
Eatender (Elderly-Friendly Foods)	Certification	Fresh Delight Premium Greek-Style Yogurt (unsweetened)
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker Baby Risotto - Milk Flavor Chestnut Chicken
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker Baby Risotto – Cashew Cheese Pork
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker Baby Risotto - Borscht Sweet Pepper Beef
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker Baby Risotto – Quinoa Edamame Shrimp
China Grain Products R&D Institute - Clean Label	100% No Additives	Quaker "No Additives" Baby Porridge – Perch & Fresh Vegetables
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker High Calcium Milk Powder Inulin Formula
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker Collagen High Iron High Calcium Milk Powder
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker High Calcium Low Fat Milk Powder
China Grain Products R&D Institute - Clean Label	Clean Label	Quaker High Calcium Milk Powder – High Iron Formula
Tse-Yue International – Clean Label	Clean Label	Quaker Super Multi-Grain Power – Black Sesame 5 Grains (Unsweetened)

Honors and Recognition		Item Content
Tse-Yue International – Clean Label	Clean Label	Great Day Classic Flavor Corn Chowder
Anti Additive Clean Label	100%	Quaker 7+ Fiber Vegetable Grain Rice
Anti Additive Clean Label	*	Quaker Super Multi-Grain Power - Black Sesame 5 Grains (Unsweetened)
Anti Additive Clean Label	*	Quaker Super Multi-Grain Power – Original Almond 5 Grains (Unsweetened)
Anti Additive Clean Label	100%	Fresh Delight Extra Fresh Milk
Anti Additive Clean Label	100%	Fresh Deligh 100% Raw Shelf-Stable True Milk
Tse-Yue International – Clean Label	Dual Clean	Emerald Lemon Tea
Tse-Yue International – Clean Label	Dual Clean	Extra Rich Dark Cocoa
Tse-Yue International – Clean Label	Dual Clean	Fresh Delight Premium Yogurt
Tse-Yue International – Clean Label	Dual Clean	Fresh Delight Top Grade Milk Yogurt
Tse-Yue International – Clean Label	Dual Clean	Fresh Delight Premium Greek-Style Yogurt (unsweetened)
Tse-Yue International – Clean Label	Dual Clean	Fresh Delight Premium Honey Greek-Style Yogurt
2024 Asia-Pacific Sustainability Action Awards (APSAA)	Silver Award	Standard Foods' "LIVE FOR GOOD" Project for the Elderly
The 2 nd Linking Corporate Humanities Awards	Outstanding Award	GROW WITH LOVE, LIVE FOR GOOD
2025 Global Views Monthly Magazine's 21 st ESG Enterprise Sustainability Awards	Model Award	"LIVE FOR GOOD" Sustainable Initiative: Creating an Elderly Taiwan of "Great Shape."
2025 Global Views Monthly Magazine's 21 st ESG Enterprise Sustainability Awards	Model Award	"GROW WITH LOVE" Sustainable Initiative: Creating a Rural Taiwan of "Great Shape."
2025 Textbook for Sustainable Development SELECT Certification Mark	Mark	"GROW WITH LOVE" Sustainable Initiative: Creating a Rural Taiwan of "Great Shape."
Event Marketing Awards 2025	SILVER	SFG "FOR GOOD" Nutrition Education Well-being Initiative
Event Marketing Awards 2025	BRONZE	SFG "GROW WITH LOVE" Nutrition Education Initiative