

## Corporate Social Responsibility

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
1. Does the Company follow materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy?	✓		<p>Since 2014, the chairman acted as the convener for the CSR Task Force, a cross-departmental task force. In 2021, CSR Task Force is renamed to Sustainable Development Task Force.</p> <p>To ensure the company actively adhere to the materiality principle, significant and operational issues related to environmental, social and governance. The Chairman called for a cross-functional task force to promote strategies related to sustainable development, evaluate the performance, issue sustainability report and report to the Board of Directors.</p> <p>The task force reported to the Board of Directors twice in 2023 (5/10/2023 &amp; 8/9/2023) on issues of timeline for publishing Sustainability Report, goals, operational impacts and performance appraisals.</p>	None
2. Does the company establish exclusive (or concurrently) dedicated first-line managers authorized by the board to be in charge of proposing the corporate social responsibility policies and reporting to the board?	✓		<p>The ESG related material issues and operational related topics are disclosed in the 2023 Sustainability Report, and we also have corrective action plans and strategies to reduce risk impacts.</p> <p>The Committee reports the results on the performance of sustainable development, and risk assessment from Jan 2023 to Dec 2023 to the board of directors including the subsidiaries, Fwusow Hsin, Charming Food and Won Gee Sheng Agricultural Technology.</p>	None
3. Environmental Topics				
(1) Has the Company set an environmental management system designed to industry characteristics?	✓		<p>1. Currently, our Taichung Harbor and Shalu plants have established environmental management policies, which include regular environmental clean-up, disinfection, and 6S inspection operations.</p> <p>2. We further employ environment management programs and energy baseline surveys and the establishment of management systems to strengthen</p>	None

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			environmental and energy management and to reduce carbon emission intensity via ISO 14064-1. The results of carbon reduction are disclosed in the sustainability report and the company website.	
(2) Is the Company committed to improving resource efficiency and to the use of renewable materials with low environmental impact?	✓		<p>1. We adopt ISO 50001 for energy management</p> <p>2. Installed solar panels since 2014, with a total capacity of 3,514.61kW. Electricity generation increased 28.39% from 2022 to 2023.</p> <p>3. We are actively researching ways of reusing waste and resources, and hope to find alternatives for natural resources and raw materials. All boilers have been converted to natural gas since 2018. Moreover, we continue to invest in high-efficiency equipment and optimize production processes to achieve precision manufacturing and reduce production waste. In 2023, we reduce electricity usage by 515.04 tonsCO<sub>2</sub>e , estimated cost saving of \$4,140,540.</p> <p>4. Increase the purchase of FSC cardboard boxes. In 2023, purchased 136,890 counts and that's 20.59% of the total cardboard box purchases.</p>	None
(3) Does the Company evaluate current and future climate change potential risks and opportunities and take measures related to climate related topics?	✓		Please refer to Climate Related Section in this annual report or the 2023 Sustainability Report for climate financial related disclosures.	None

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(4) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set energy conservation, greenhouse gas emissions reduction, water usage reduction and other waste management policies?	✓		<p>Ongoing process in quantifying greenhouse gas emissions inventory and carbon reduction programs. Via SGS verification, we passed the ISO 14064-1 &amp; ISO 50001, to reduce the impact on the resources and the environment.</p> <p>(1) Greenhouse Gas Emissions: Please refer to the most recent two years of greenhouse gas emissions quantification and assurance report or Chapter 3 of the 2023 Sustainability Report</p> <p>(2) Reuse of water collected from steam condenser: 2022: 15,621 tons 2023: 21,162 tons % change: 35.4% increase</p> <p>(3) Operation-Induced Waste Generated: (tons)</p> <table><tr><th></th><th>Hazardous Waste</th><th>Non-Hazardous Waste</th><th>% change</th></tr><tr><td>2022</td><td>0.035</td><td>436.05</td><td>-</td></tr><tr><td>2023</td><td>0.000025</td><td>446.35</td><td>2.35%</td></tr></table> <p>For all operation-induced wastes, they are classified by category then waste management company filed report and transported to respective sites. We also conduct spot inspections to ensure waste management company is complying with the laws and regulations. Moreover, we conduct waste recycle and reuse such as food waste, poultry manure and spent bleaching clay to implement agri-food circular economy model.</p>		Hazardous Waste	Non-Hazardous Waste	% change	2022	0.035	436.05	-	2023	0.000025	446.35	2.35%	None
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2022	0.035	436.05	-													
2023	0.000025	446.35	2.35%													
4. Social Topic																
(1) Does the Company set	✓		Fwusow Industry supports and complies with International Bill of Human Rights,	None												

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policies and procedures in compliance with regulations and internationally recognized human rights principles?			including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact and the International Labor Organization Declaration on Fundamental and Rights at Work. We place the utmost value on human rights, and we treat all people with the same dignity and respect. The Human Rights Policy is published on the company website. The company strictly abides by the labor law and upholds the international human rights standard. The Company expects its subsidiaries, joint ventures, suppliers, and business partners to adhere to the policy to protect human rights.	
(2) Has the Company established appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	✓		<p>The company has established appropriately managed employee welfare measures (include salary, compensation, and leave of absence), and link operational performance or achievements to employee salary and compensation.</p> <p><u>Employee Salary</u> Based on educational level, domain knowledge, performance evaluation, the market value and market economy. Company also offers 2% profit sharing and performance bonus accordingly with performance appraisal.</p> <p><u>Vacation Policy</u> Vacation policy abides by the labor laws and the policy is part of the Work Guidelines in the company bulletin.</p> <p><u>Employee Benefits</u> We have all kinds of employee benefits programs including premium annual physical check-up, employee activities, gifts and subsidies, physical fitness facility, and retirement planning activities. We also have employee stock ownership trust with 34.9% participation in 2023.</p> <p><u>Fair Pay and Diversification</u></p>	None

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			Not to discriminate against gender, race, political stances, and etc. In 2023, female employees consist of 29.9% of our total employees and female managers consist of 10.9% of total employees.							
(3) Does the Company provide employees with a safe and healthy working environment, with regular safety and health training?	✓		<p>The company is certified with ISO 45001 – Health and safety management standard. The company organizes regular health checkup, safety education and onsite fire drill training to enhance the enterprise safety culture through systematic and continuous improvements; thus, provides a healthy and safe workplace for the labors. Also, certified for TOSHMS (effective 10/21/2022 to 10/20/2025)</p> <p>In 2023, the disabling frequency rate (FR) was 3.81, 3 people (0.49% of total employees). Responding to occupational accidents, we provide basic first aid to injured employees on the spot then seek for emergency medical services to minimize the risk of further injury.</p> <p>In 2023, Fwusow Industry’s 4 major manufacturing plants experienced one minor fire incident. Immediate fire handling measures were implemented, and there were no personnel injuries.</p> <p>Monitoring of labor safety and working environment</p> <p>To ensure the protection of workers from hazardous environments in the workplace, environmental monitoring is conducted annually. Based on the monitoring report findings, special health checks are carried out in areas with extreme working conditions to ensure the well-being of the workers</p> <p>Occupational Safety and Health Training for the past 3 years</p> <table><tr><th>Year</th><th>Accumulated Training staff count</th><th>Training Hours</th></tr><tr><td>2021</td><td>1, 043</td><td>1, 924</td></tr></table>	Year	Accumulated Training staff count	Training Hours	2021	1, 043	1, 924	None
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			2022	1, 569	3, 680	
			2023	1, 204	2, 377. 5	
(4) Has the Company established effective career development training plans?	✓		In our pursuit of professionalism, we outline the blueprint for talent cultivation from the perspective of practicality and long-term operation. We provide abundant learning resources and talent-oriented work plan for the employees. Moreover, the company expands its plans and vision, expecting to cultivate professionals and leaders internally. We also offer internal e-learning self-study courses. By doing so, we wish to achieve individual career development alongside enterprise development.			None
(5) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labelling and set polices to protect consumers' rights and consumer appeal procedures?	✓		The company embraces product responsibility and value marketing ethics. In the process of procurement, production, operation, and service, the Company shall ensure the transparency and safety of product labeling and service information. The Company shall also define and disclose our consumer rights policy and benefits so as to prevent our products or services from harming the rights, benefits, health, or safety of consumers. We set up a consumer service hotline to respond to customer complaints.			None
(6) Does the Company set supplier management policy and request suppliers to comply with	✓		1. Given food safety is the most important matter to protect the consumer rights and benefits, all food-related suppliers must be lawfully registered with the governmental agency and preferably with the food-related safety certifications.			None

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related standards on the topics of environmental, occupational safety and health or labor right, and their implementation status?			2. Regular on-site visit to key suppliers have been conducted, and supplier evaluation has been implemented to understand the current management status of the suppliers. Sustainability evaluation items include labor conditions, occupational safety and health, environment, norms of ethics, and management system. In 2023, did onsite inspection and all meet the criteria.	
5. Enhancing Information Disclosure Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third party verification unit?	✓		The sustainability report framework was based on the Global Reporting Initiative (GRI) and the supplemental indicators were from the food processing industry. Via a third party verification, an independent limited assurance was conducted on this report. The contents are published on both the company website and MOPS. We also have TCFD and follow SASB in our disclosures. The 2023 Sustainability Report was independently audited by KPMG in accordance with the "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (Public Bulletin No. 1) issued by the Financial Supervisory Commission. The report has been disclosed on the MOPS and our Sustainability website.	None
6. If the Company has established the corporate social responsibility principles based on “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation: The company formulated the "Sustainable Development Practices Guidelines" in March 2015 and it was approved by the board of directors to enforce corporate sustainable development. Furthermore, the guidelines were amended and approved by the board of directors in February 2022. The company's operations remain consistent with these guidelines. In accordance with legal requirements, the company publishes its annual Sustainability Report. For accurate information and data, please refer to the Sustainability Report				

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7. Other important information to facilitate better understanding of the Company’s corporate social responsibility practices :				
(1) Social				
a. 9 <sup>th</sup> Annual Cerear Table Tennis Tournament, 77 teams totaled 675 people				
b. 8 <sup>th</sup> Annual Taiwan-Japan Pet Workshop total 479 people attended the event				
c. For consecutive 17 years, we participated in Huichung Winter Charity Event. We not only sponsored cooking oil but also organized a team of volunteers to assist in handing out the charitable items. In an effort to show, actions speak louder than words. Total of 64 volunteer hours.				
d. Continuous financial and material donations to Andrew Charity Association and Taiwan People’s Food Bank Association				
e. Every year, the company participates in the Dajia Mazu Pilgrimage, providing food and water to the followers to replenish their energy. In 2023, the company collaborated with Dajia Jenn Lann Temple to jointly offer amulets to the followers and sponsored a parade float, actively participating in Mazu cultural activities.				
f. The company collaborated with a drama series, "The Flavorful Little Kitchen Master: Ghost Festival Feast," for product placement, promoting the company's oil and Cerear cereal products. This initiative supports the domestic drama industry. Further details are provided on the company's Facebook page.				
(2)Environmental				
a. Increased procurement of local grown dent corn in an effort to reduce carbon emission if imported.				
b. Continue to be certified for SQF, FSSC22000, ISO 22000, and TQF food safety management system in 2023				
c. Charming Food, the subsidiary, certified for ISO 14046: 2014 water footprint.				
d. Adopted ISO 50001 energy management to review and improve energy efficiency.				
e. Purchased high efficiency motor, energy efficient LED, and energy efficient air compressor, estimated total CO <sub>2</sub> reduction of 421.25 tons.				
f. Company has obtained 22 carbon footprint labels for our various products: 5 in sesame oil, 2 in bonito flakes and 15 in Grace series pet food				
(3) Governance				
The company participated in the ESG evaluation conducted by American company Dun & Bradstreet. Our overall score exceeded the industry average, and obtained certification for sustainability excellence				
(4)Awards & Recognitions				
Received the Asia Responsible Enterprise Awards (AREA), Asia Pacific Enterprise Award (APEA), SGS Carbon Management Award, Top 100				



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<p>Carbon Competitive Enterprises" from Business Today, 1111 Job Bank Happy Enterprise Gold Award (received consecutively for 4 years), Taichung City 5th Low Carbon Sustainable City Outstanding Contribution Award (received consecutively for 2 years), and the 16th TCSA Corporate Sustainability Reporting Award - Gold Award (received consecutively for 3 years).</p> <p>(4) Corporate Social Responsibility Report: please refer to our company website <a href="https://www.fwusow.com.tw/index.php/download/itemlist/category/126">https://www.fwusow.com.tw/index.php/download/itemlist/category/126</a></p>				