

永良 老頭家   
FOREVER SWEET SUGAR TRADE COMPANY

F O R E V E R

S W E E T Y

L A O

T A O

K E 

# 2022 詠糧實業有限公司 永續報告書

31 年製糖專家：追求卓越，砥礪前行

Sustainability Report / ESG Report

## ESG



# Forever Sweetly AR 2021

Forever Sweetly Sugar Trade Company Limited

---

## About this Report

### About this Report

Forever Sweetly Sugar Trade Company (Lao Tao Ke) has released its first-ever sustainability report, the Forever Sweetly Sustainability Report 2021, which reviews and summarizes the company's sustainable efforts in the past year. The report serves as a benchmark year for Forever Sweetly's sustainability report, showcasing the company's commitment to providing safe, high-quality, and sustainable products and services in line with its corporate culture and vision for sustainable business.

The report fully discloses Forever Sweetly's efforts in corporate social responsibility, including economic performance, product responsibility, environmental impact, social participation, labour care, and human rights concerns. By issuing this report, the company hopes to demonstrate its determination to pursue sustainable development and assume social responsibility while responding to the United Nations' call for global efforts to achieve Sustainable Development Goals (SDGs).

The report follows the Global Reporting Initiative (GRI) Sustainability Reporting Standards issued by the Global Sustainability Standards Board (GSSB) as the primary reference framework and adopts the core options of the GRI Standards to report the company's strategies, activities, and performance in sustainable business indicators such as economic, social, and environmental aspects to stakeholders.

To respond to the rapidly changing global economic environment and strengthen risk-taking capabilities, Forever Sweetly has established a CSR management mechanism, integrating internal resources from top to bottom, combining core competencies with sustainable development concepts, and formulating sustainable strategies based on issues that stakeholders value. This approach enables the company to implement corporate social responsibility and move towards its goal of sustainable business.

The Forever Sweetly Sustainability Team, chaired by the Chairman of the Board, with the General Manager as the Director and the Deputy General Manager as the Deputy Director, plans the annual sustainability strategy through regular or irregular meetings. The team includes senior management and other members who work together to ensure that the company's sustainability efforts are aligned with its vision and goals.

The Forever Sweetly Sustainability Report 2021 is an important step towards transparency and accountability for the company's sustainable practices. It provides a comprehensive overview of the company's efforts in various aspects of sustainable business in 2021 and aims to build public trust and understanding in Forever Sweetly's commitment to sustainability.

## About the Report

This report focuses on the sustainable business achievements of Forever Sweet Sugar Trade Company (Lao Tao Ke) in Taiwan for the period of January 1, 2021, to December 31, 2021.

The report is scheduled to be released in June 2022 in both Chinese and English versions and will be available on the official website of Forever Sweet (Lao Tao Ke). It covers major issues of concern to stakeholders and specific achievements of Forever Sweet (Lao Tao Ke) in areas such as economics, environment, society, and governance.

## Reporting Cycle

The first edition of the Forever Sweet Sustainability Report will be released in June 2022.

Forever Sweet (Lao Tao Ke) plans to issue a sustainability report every two years and simultaneously disclose it on the official website of Forever Sweet (Lao Tao Ke) company.

Current issue: released in June 2022.

Next issue: to be released in June 2024.

## Scope of the Report

This report primarily focuses on Forever Sweet Sugar Trade Company (Lao Tao Ke) and discloses information about its production facilities.

## External Assurance

To ensure the transparency and credibility of information disclosure, the relevant information and data disclosed in this report are independently verified by the third-party international verification agency TUV NORD. The verification statement is also included in this report and complies with the AA1000 AS v3 standard Type 1 moderate third-party assurance. The independent assurance opinion statement is detailed in the appendix.



## Report Changes

Report Changes This report is the first Corporate Social Responsibility report issued by Forever Sweetty Co., Ltd. Therefore, there are no report changes to report.

## Information Restatements

This report is the first Corporate Social Responsibility report issued by Forever Sweetty Co., Ltd. Therefore, there are no information restatements to report.

## Contact Information

Contact Person : Allen Hsiao  
Telephone : 06-6803502  
Email : [info@foreversweetty.com](mailto:info@foreversweetty.com)  
Website: <https://foreversweetty.com/>

## Message from Management Team



Greetings, and welcome! As we mark the third year since the onset of the COVID-19 pandemic in 2019, we hope that you are all faring well.

At Forever Sweety, our team members - operating under the name Forever Sweety Sugar Trade Company (Lao Tao Ke) - send you sincere wishes for your health and happiness. Even in trying times, we remind ourselves to take small steps forward and progress one day at a time.

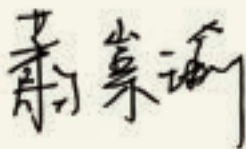
Over the past few years, climate and environmental changes have brought us all to realize the pressing need for action. When an individual falls ill, they seek help from a medical professional. However, when the planet is ill, it cannot communicate; instead, it can only express itself through extreme events that directly impact our lives. Taiwan's rare drought in 2021, the power shortages stemming from extreme heat, and a spate of environmental disasters worldwide all demonstrate the urgent need for action.

In addition to these environmental concerns, Taiwan's labour shortages and the aging and loss of rural populations have had a severe impact on manufacturers like us who rely on these areas for production. The pandemic's acceleration of digital consumption patterns has also forced us to rapidly develop new strategies to manage the changing landscape.

As a result, Forever Sweety's management team is determined to effect change and take immediate action in these turbulent times. Though we faced some operational challenges in 2020, we have persisted in our efforts, continuing to learn and grow. We have reinforced our ties with the local community, embracing the maxim that "the more local, the more global." Our objective is to establish Forever Sweety Sugar Lao Tao Ke as the darling of the international market within the next decade. From the short term to the medium term, we are pursuing and implementing decarbonization solutions, such as upgrading our production equipment, renovating our plants using green building materials, upgrading our packaging, and supporting local sustainable development by increasing our procurement of locally sourced sugar. We urge all of our industry partners to join us in this endeavour.

At Forever Sweety, we have made "Scale for Happiness" our corporate vision. We have created sustainable strategies and key indicators and began implementing them from 2021, which we set as our benchmark year for CSR. Looking to the future, we are eager to contribute to society, the environment, and the economy in any way we can.

Sincerely,  
Chairman  
Allen Hsiao



---

## Table of Contents

---

### Foreword

1. About this Report
2. Reporting Period
3. Reporting Cycle
4. Reporting Scope
5. External Assurance
6. Report Changes
7. Restatements
8. Contact Information
9. Message from the Management Team

### 1 About the Company

1. Company Overview
2. Products and Services
3. Company Structure
4. Operational Performance and Scope
5. Stakeholders
6. Awards and Collaborations

### 2 Corporate Governance

1. Corporate Governance
2. Corporate Operating Policies
3. Shareholding Structure
4. Management and Board of Directors
5. Remuneration and Expenses
6. Financial Performance
7. Tax Policy
8. Regulatory Compliance
9. Anti-corruption
10. Risk Management

### 3 Environmental Sustainability

1. Greenhouse Gas Management
2. Climate Change Risks and Opportunities
3. Water Resource Management
4. Ecological Conservation
5. Raw Material Procurement
6. Wastewater Management
7. Hazardous Waste Management
8. Energy-saving Technology
9. Green Building
10. Energy Management
11. Environmental Sustainability Training Program

### 4 Social Responsibility

1. Human Resources Overview
2. Human Rights Protection
3. Labor Relations
4. Workplace Safety
5. Employee Benefits
6. Education and Training
7. Product Safety and Quality
8. Chemical Safety
9. Consumer Financial Protection
10. Sustainable Investment
11. Customer Service
12. Community Relations
13. External Organization Participation
14. Controversial Procurements
15. Access to Healthcare

### 5 Supply Chain

1. Supply Chain Management
2. Local Supply Chain

### Appendix

1. Verification Statement
2. GRI Standards and Page Number Correspondence Table

# About the Company

# 01





## 1.1 Company Overview

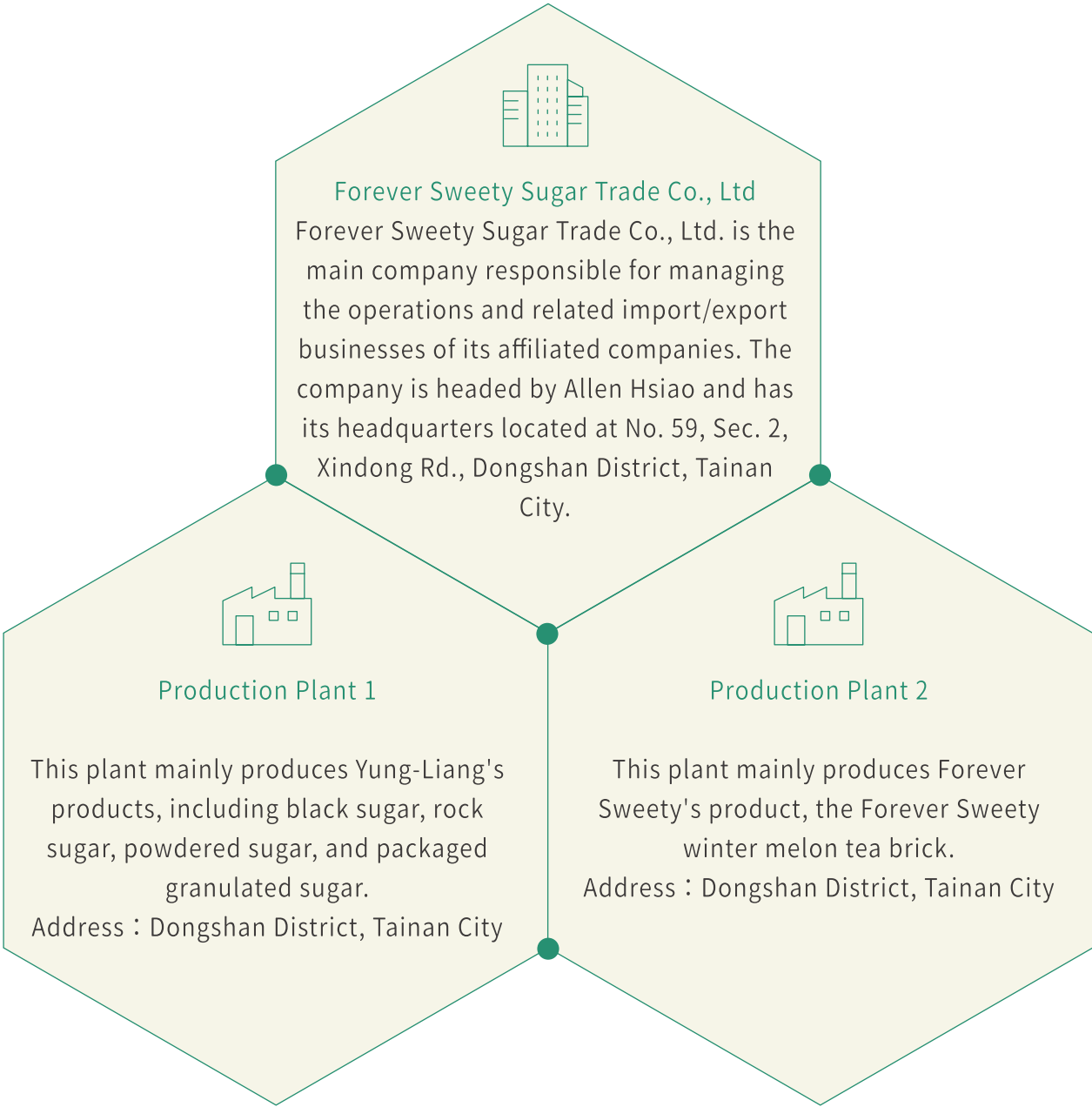
Forever Sweetly Sugar Trade Company Limited (Lao Tao Ke), located in Tainan Dongshan, is a new yet old company in Tainan. Founded in 1991, we started out by packing and producing rock sugar. With changes in people's dietary habits and culture, the role and usage of sugar has also been redefined. Since 1995, we have been producing traditional sugar products such as winter melon tea bricks, Taiwan black sugar, red rock sugar, etc. from Production Plant 1 and Production Plant 2. We are committed to innovating and improving from traditional methods, providing high-quality and hygienic products, and adopting customer-oriented service standards, which has earned us high praise and trust from many customers. With 31 years of experience, our products are not only sold in Taiwan but have also expanded to the United States, Canada, China, Southeast Asia and other regions. We actively collaborate with other industries and schools to further expand the application and possibilities of sugar. We have gradually become the leading sugar processing plant in Taiwan, and also the brand with the highest export volume of Taiwan winter melon tea bricks in the world.



Company name	Forever Sweetly Sugar Trade Company Limited
Number of employees	30
Establishment year	1991
Chairman	Allen Hsiao
General Manager	Hsiao An Cherng
Capital	10 million NTD
Number of products and services	20
Headquarters location	No. 59, Sec. 2, Xindong Rd., Dongshan Dist., Tainan City

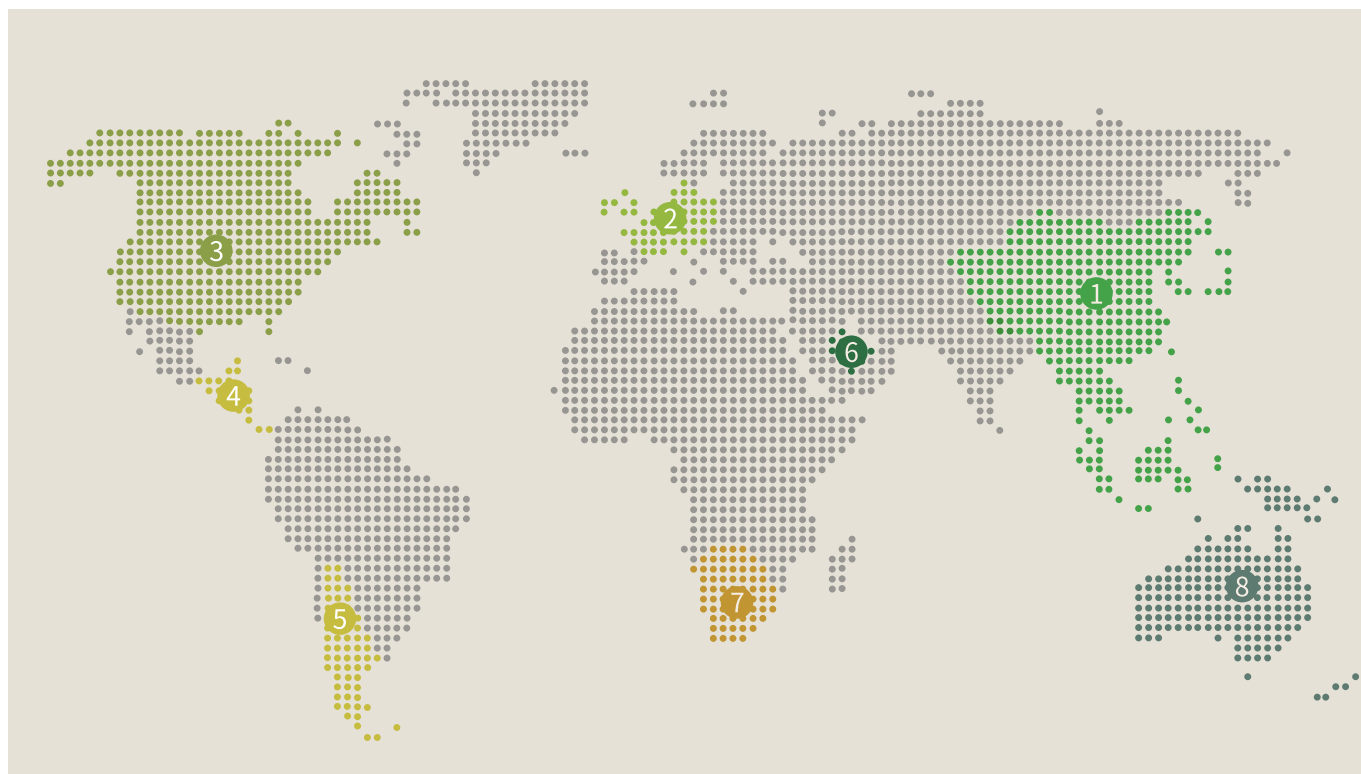
1.1 Company Overview

Forever Sweetly Sugar Trade Co., Ltd. Affiliated Companies



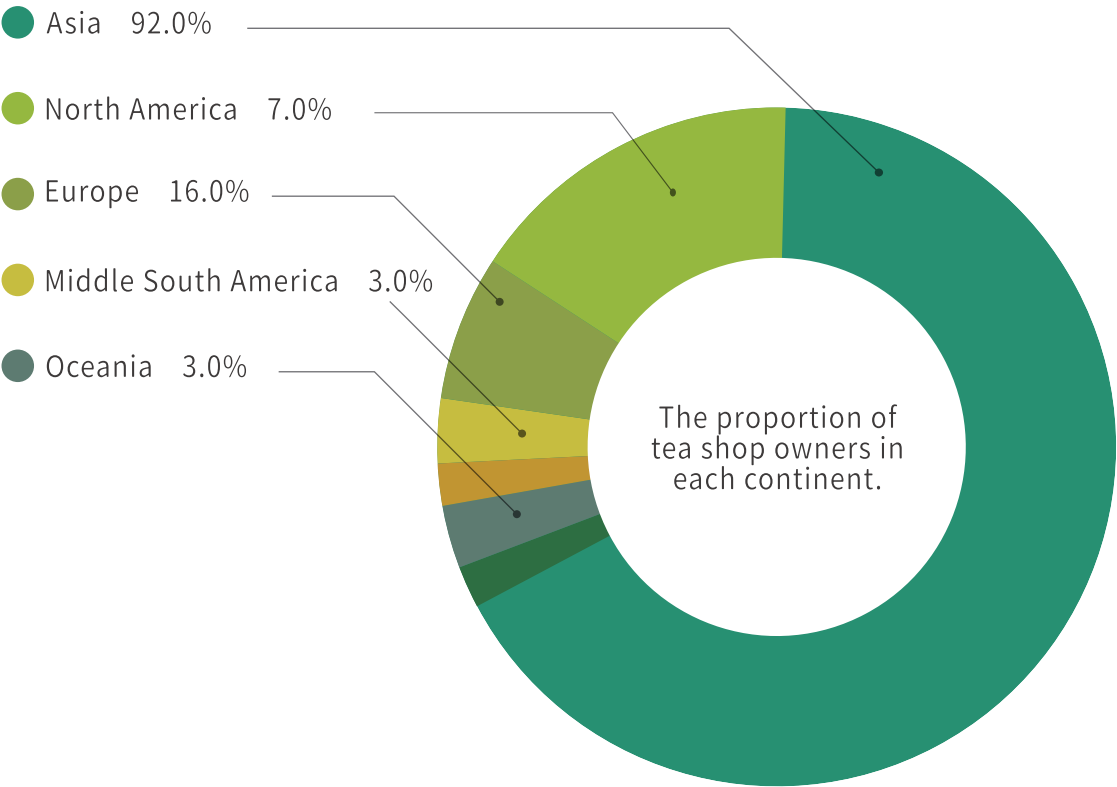
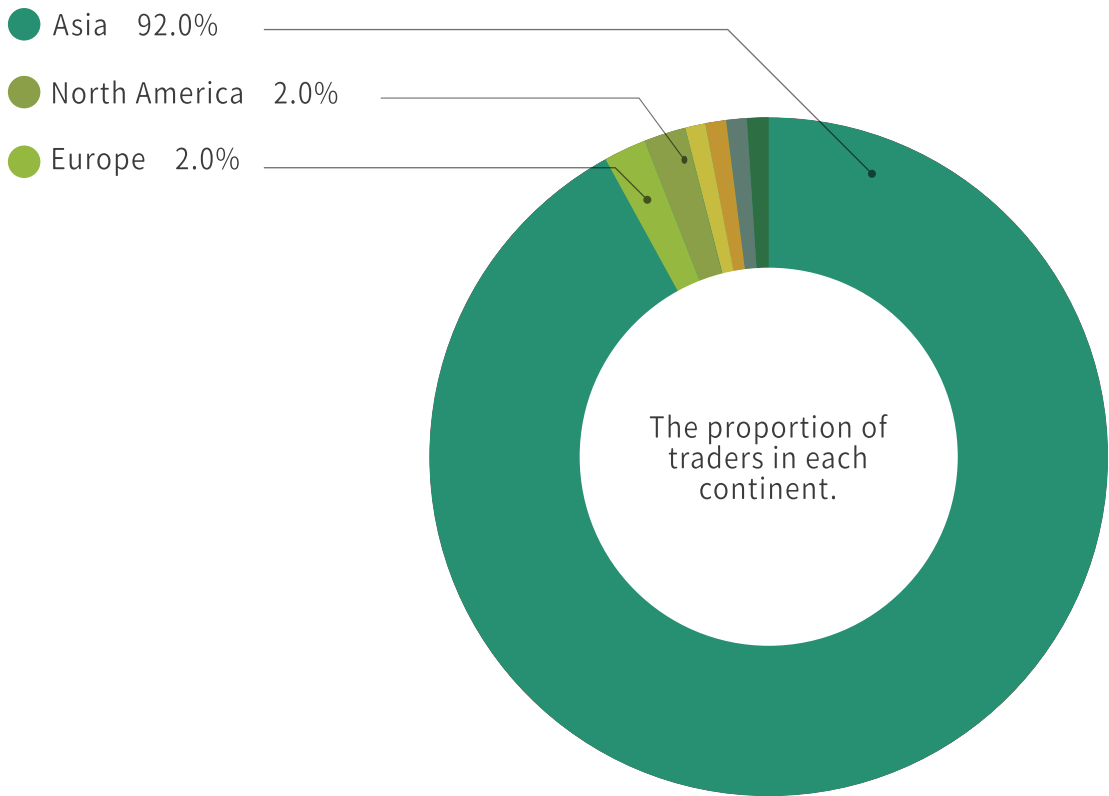
## 1.1 Company Overview

### Service Areas of Forever Sweet Sugar Trade Co., Ltd. (Lao Tao Ke)



- ① Asia : Taiwan, China, Hong Kong, Macau, Japan, Singapore, South Korea, Malaysia, Thailand, Vietnam, the Philippines, Indonesia, Cambodia
- ② Europe : the United Kingdom, France, Belgium, Germany, Sweden, Austria
- ③ North America : the United States, Canada
- ④ Central America : Panama
- ⑤ South America : Argentina
- ⑥ Middle East : Dubai, Qatar
- ⑦ Africa : South Africa
- ⑧ Oceania : Australia, New Zealand

1.1 Company Overview





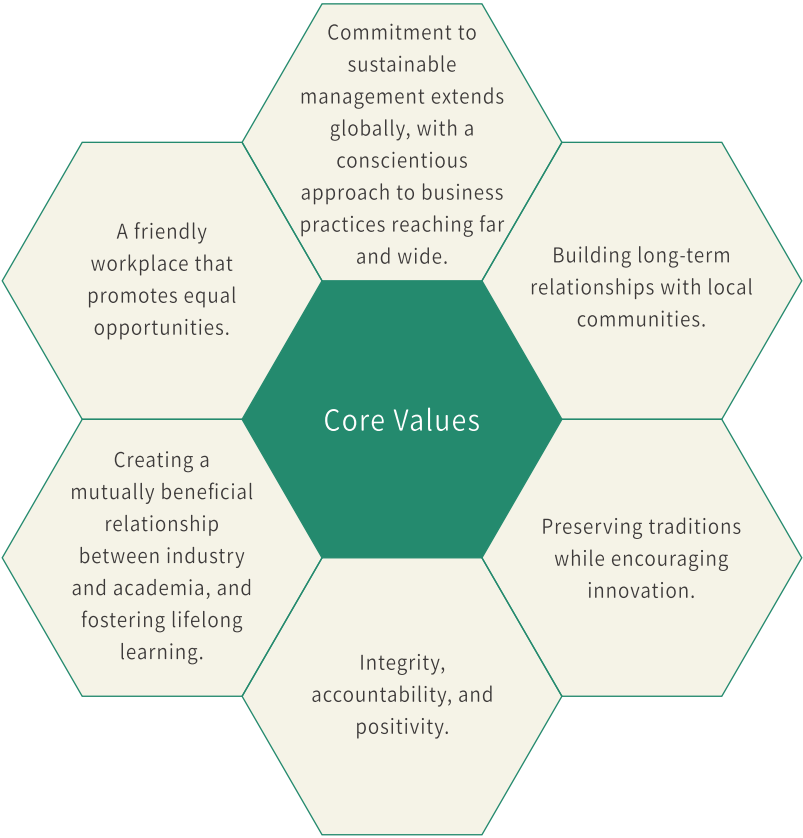
1.1 Company Overview

Vision

Forever Sweetly Sugar Trade Co., Ltd. (Lao Tao Ke) envisions "Scale for happiness" as our corporate vision, aiming to bring a positive impact to society by combining local agriculture with our processed sugar products.

Mission

We strive to assist members of the industry chain in obtaining and using compliant, safe, and appropriate food raw materials. Through building long-term and meaningful relationships with local farmers, we seek to enable every individual to achieve the happiness values they desire.



Our product designs are based on care.



HACCP, ISO 22000, Halal certifications.



Fostering community well-being through local engagement.

## 1.1 Company Overview

### Integrity and Steadfastness

Integrity and food safety are the most fundamental and important lessons for any food company. Whether it was during the early days of our establishment or now as Forever Sweet Sugar Trade Co., Ltd., maintaining a trustworthy attitude towards our customers and partner factories has been and will always be our fundamental and most important belief.



### Talent Development

We understand that cultivating talent in traditional industries is not easy, so we are even more committed to strengthening the development of human resources within the organization. In addition to shortening the gap between labour and management, we actively plan talent development and training programs to enable our team members to grow together with the company, achieving the goal of sustainable management of human resources.

### Environmental Protection

As we expand our business and serve our customers, we are equally committed to fulfilling our responsibility to protect the environment based on ecological considerations.

- Improving the efficiency of sugar use.
- Recycling water resources, materials, and waste.



## 1.2 Products and Services



During the period of Taiwan's rapid economic growth, Yongliang Industrial started manufacturing rock sugar and brown sugar to meet the domestic market demand, and used "Forever Sweet" as the first brand. As the market demand for brown sugar and rock sugar gradually saturated, "Lao Tao Ke Winter Melon Tea Brick" was created to differentiate it from "Forever Sweet" products. Through innovative and improved processes, the original flavor of winter melon was extracted, gradually expanding the domestic beverage market. With the improvement of the company's system and the reshaping of the brand concept, we integrated the brand as "Forever Sweet Lao Tao Ke."

Saying "Lao Tao Ke" in the native Taiwanese dialect signifies the inheritance of experience and skills, and the honest and hardworking father who supports a family, which is also the original intention of the establishment of Yongliang Industrial: for our loved ones. Lao Tao Ke is located in Tainan's Dongshan, not only supporting their own family but also quietly supporting many other families, accompanying them through many stages of life, perhaps transitioning to a new career, retiring, or serving for 20 years. This factory carries many stories of people's lives.

### Product Overview :

- Forever Sweet 10X Powdered Sugar
- Forever Sweet Taiwan Dark Brown Sugar
- Lao Tao Ke Winter Melon (Dong Gua) Tea Brick
- Lao Tao Ke Winter Melon (Dong Gua) Tea Brick Mini
- Forever Sweet Golden Sugar
- Forever Sweet Handmade Golden Rock Sugar
- Forever Sweet Granulated Sugar
- Forever Sweet Coconut Nectar Sugar
- Forever Sweet Lao Tao Ke Lotus Root Ginger Tea
- Forever Sweet Rock Sugar
- Forever Sweet Lao Tao Ke Lotus Root Tea
- Forever Sweet Crystal Sugar
- Forever Sweet Lao Tao Ke Dark Brown Sugar balls
- Forever Sweet Refined Sugar
- Wajin Crispy Biscuit
- Japanese Sanoto (unrefined sugar)
- Japanese Johakuto Sugar

## 1.2 Products and Services



### Forever Sweet Lao Tao Ke Winter Melon (Dong Gua) Tea Brick

A classic Taiwanese specialty drink made from locally grown winter melons. After harvesting and cleaning, the winter melon is cut into strips and boiled with sugar syrup. After natural cooling, it becomes a tea brick. Lao Tao Ke Winter Melon Tea is the first brand of Taiwan winter melon tea to be exported worldwide. Its unique flavour and sweetness are well-loved in markets such as China, Malaysia, Thailand, Indonesia, and more.



### Forever Sweet Lao Tao Ke Dark Brown Sugar Ball

Forever Sweet Lao Tao Ke Dark Brown Sugar Balls are made by utilizing the crystallization properties of sugar, which allows the brown sugar powder to re-form into small balls. Through multiple sifting and drying processes, each ball is uniform in size and texture, making it a perfect snack to eat anytime. It's a great way to boost your energy levels and can also be added to hot water or tea to create a warm and comforting beverage, especially during the winter months.



### Forever Sweet Crystal Sugar

Forever Sweet Crystal Sugar Using modern technology and equipment, the boiled sugar syrup is poured into a vacuum crystallization tank and combined with sugar crystals to cultivate hexagonal-shaped crystals, turning the process of producing rock sugar into an art form.





1.2 Products and Services



Forever Sweet  
Handmade Golden Rock Sugar

Forever Sweet Handmade Golden Rock Sugar is made by allowing a mixture of refined sugar and golden sugar to dissolve and settle, resulting in a slightly sweet and naturally amber-colored syrup. Adding it in the right amount to dishes can enhance their visual appeal.



Forever Sweet Rock Sugar

Forever Sweet Rock Sugar is the first product of YongLiang, which has been refined through more than 20 years of craftsmanship. Using cotton-free technology, there is no need for glue, paper, or cotton thread to make the sugar crystalize, avoiding cotton residue. After crushing the crystalline particles, small and fine rock sugar can be separately screened to meet different culinary and processing needs.



Forever Sweet Refined Sugar

Forever Sweet Refined Sugar, also known as Granulated Sugar, is produced by dissolving raw sugar and removing impurities, followed by multiple rounds of refining and crystallization to form larger sugar grains.



## 1.2 Products and Services



### Forever Sweet Granulated Sugar

Forever Sweet Granulated Sugar, also known as Fine Sugar, is the smallest sugar crystal in the sugar series. The raw sugar is dissolved and impurities are removed, and the sugar is refined and crystallized only once to produce the sugar.



### Forever Sweet Golden Sugar

Forever Sweet Golden Sugar, also known as red or brown sugar, is a type of yellow sugar that has various names in different regions of Taiwan. The production process typically involves filtering and dissolving sugar cane juice or raw sugar, followed by refining, crystallization, and drying.



### Forever Sweet Taiwan Dark Brown Sugar

Forever Sweet Taiwan Dark Brown Sugar is a reprocessed brown sugar made from brown sugar syrup and golden sugar. It contains trace elements and is commonly used in food processing to add a unique flavor and texture to products.



## 1.2 Products and Services



### Forever Sweet 10X Powdered Sugar

Forever Sweet 10X Powdered Sugar is made by grinding refined sugar into a fine powder (0.18mm). It is commonly used for frosting and pastry decoration. In addition to 100% pure powdered sugar, there is also a mixed powdered sugar available that contains 1% corn-starch, which helps to prevent clumping.



### Forever Sweet Coconut Nectar Sugar

Forever Sweet Coconut Nectar Sugar is made from coconut nectar and has a unique caramel aroma and coconut nectar fragrance. It does not produce any oily or burnt taste even when heated.



### Sanoto Sugar

Sanoto sugar is naturally produced without adding caramel coloring. Forever Sweet's imported Sanoto sugar uses only natural plant-based raw materials (raw sugar extracted from sugarcane and sugar beets) and does not contain any caramel coloring additives.

## 1.2 Products and Services



### Johakuto Sugar

Johakuto Sugar is a type of Japanese sugar that goes well with any dish. It is produced by the top three sugar companies in Japan, including Toyo Sugar, by crystallizing sugar syrup with better moisture retention, resulting in naturally white crystallized sugar.

### Forever Sweety Lao Tao Ke Lotus Root Tea

Forever Sweety Lao Tao Ke Lotus Root Tea is made with pure lotus root powder from Baihe in Tainan, Taiwan, without the addition of any other starch. It is then combined with Forever Sweety Taiwan Dark Brown Sugar powder to create this beloved and invigorating black sugar lotus root tea. Due to the complex manual process and limited production, lotus root powder is sometimes referred to as the "bird's nest in water".



### Wajin Crispy Biscuit

Wajin Crispy Biscuit is a modification of the traditional Taiwanese square biscuit. It is made with carefully selected Japanese "Sanoto" sugar, which gives it a unique aroma and moist texture, creating a fluffy and not dry or rough Wajin Crispy Biscuit.





1.2 Products and Services



Forever Sweet Lao Tao Ke  
Mini Winter Melon Tea Brick

Forever Sweet Lao Tao Ke Mini Winter Melon Tea Brick is made by combining Forever Sweet Lao Tao Ke's best-selling product, Taiwan Winter Melon Tea, with a mini size that is suitable for all year round. Due to its unique flavor and sweetness, it is popular in markets such as China, Malaysia, Thailand, and Indonesia, as well as in Chinese supermarkets in the United States, Australia, and Europe. Whether you want to use it as a seasoning or enjoy it as a drink, whether it's Winter Melon Tea, Winter Melon Lemon Tea, or Winter Melon Kumquat Tea, simply tear open the packaging, add 100cc of hot water, stir, and add ice to enjoy the freshest and sweetest Winter Melon Tea.





## 1.3 Company Structure





## 1.4 Operational Performance and Scope



### Performance Summary :

#### Safe Food

- HACCP
- ISO22000
- Halal Certification



#### Eco-Friendly Environment

- Rainwater storage and reuse.
- Using surplus materials as fertilizers for crops.
- Greening the work environment with grass.



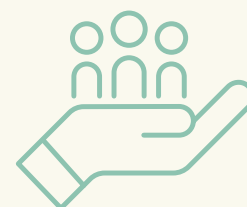
#### Local Ingredients

- Winter Melon
- Longan
- Lotus Root Powder



#### Happy Workplace

- Group insurance
- Education and training subsidies.



## 1.5 Stakeholders



### Stakeholder Communication :

Forever Sweet Sugar Trade Company (Lao Tao Ke) upholds the spirit of transparency and openness, communicating with stakeholders to understand the issues that are important to them and assessing the impact of these issues on the company as a reference for preparing reports.

We hope to convey the company's efforts in business management, environmental protection, and social welfare through information disclosure and communication channels, and to grasp the sustainable issues that stakeholders care about, incorporating them into Forever Sweet Sugar Trade Company (Lao Tao Ke)'s sustainable development blueprint.

We refer to the "GRI Standards" released by the Global Reporting Initiatives (GRI), market trends, and industry characteristics to systematically evaluate and analyze sustainability-related issues.

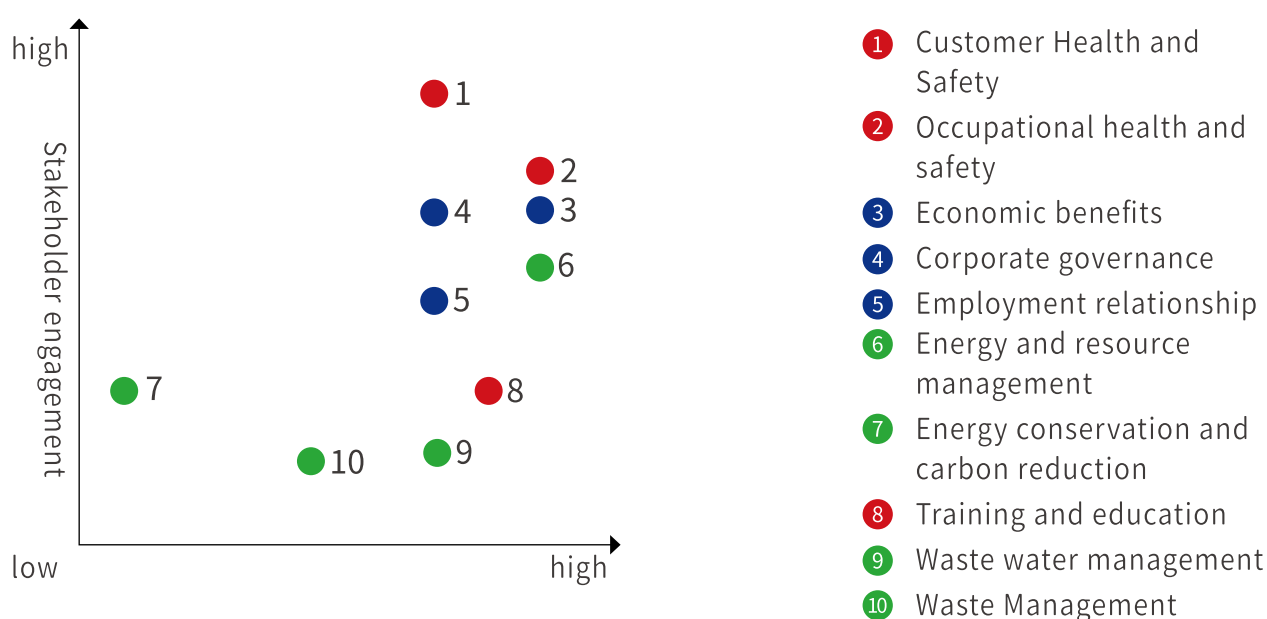




## 1.5 Stakeholders

### Performance Summary :

Step	Aspects addressed	Quantitative performance
Identification	<ul style="list-style-type: none"> <li>Identifying stakeholders : employees, customers, suppliers, government agencies, communities/ non-profit organizations.</li> </ul>	Identifying 5 types of stakeholders
Collection	<ul style="list-style-type: none"> <li>Collection of Major Issue Topics : Compilation of topics mentioned in GRI Standards.</li> </ul>	Employees : 18 responses Customers : 19 responses
Analysis	<ul style="list-style-type: none"> <li>The sustainability team analyzes the importance of major topics based on the themes of GRI Standards and SDGs.</li> <li>Materiality matrix : A matrix diagram is drawn based on the impact of stakeholder concerns and operational impacts.</li> </ul>	10 major issues 16 specific topics
Determination of Content and Boundaries	<ul style="list-style-type: none"> <li>The sustainability team jointly determines the boundaries and content of significant topics.</li> </ul>	Opinions from the Sustainability Team and Senior Management
Disclosure	<ul style="list-style-type: none"> <li>Disclosed in the sustainability report.</li> </ul>	1 Copy



## 1.5 Stakeholders

## Stakeholder Communication

Stakeholders	The significance of stakeholders	Communication topics	Communication channels	Frequency
Employees	Employees are the foundation of a company's growth and sustainable operation. Forever Sweet Sugar Trade Company (Lao Tao Ke) aims to combine employees' personal goals with the company's mission, and work with employees to create a friendly workplace environment that allows them to work with peace of mind and create value together with the company.	<ul style="list-style-type: none"> <li>• Corporate Governance (G)</li> <li>• Labor and Employment Relations (S)</li> <li>• Training and Education (S)</li> <li>• Occupational Safety and Health (S)</li> <li>• Diversity and Equal Opportunity (S)</li> </ul>	regular morning meeting	On a regular basis
			Labor-management meeting	Every three months
			Production Area Meeting	Irregularly
			Employee satisfaction survey	Irregularly
Customers	Customers are the foundation of business growth and sustainable operation for Forever Sweet Sugar Trade Company (Lao Tao Ke), and they also have a significant impact on the company's sustainability. Gaining the trust of customers and meeting their expectations is a top priority for the company, as well as a key decision-making factor in adjusting the company's positioning. Forever Sweet aims to establish a trusting relationship with customers and to provide products and services that meet their needs, thus promoting sustainable business development.	<ul style="list-style-type: none"> <li>• Customer health and safety (S)</li> <li>• Communication on environmental issues (E)</li> <li>• Marketing and labeling (S)</li> <li>• Customer privacy (S)</li> </ul>	Customer/Consumer Survey	Irregularly
			Official Websites Pages	Irregularly
			Phone/ Emails	Irregularly
Suppliers	Forever Sweet Sugar Trade Company (Lao Tao Ke) values the production source and quality of ingredients, and upholds the principles of fairness and justice to establish good partnerships with suppliers. Through audits and guidance, the company establishes a consensus on food safety.	<ul style="list-style-type: none"> <li>• Anti-corruption/ Anti-competition behavior (G)</li> <li>• Economic performance (G)</li> <li>• Procurement practices (G)</li> </ul>	Letters	Irregularly
			Phones Social Apps Mails	Irregularly
Government agencies	Forever Sweet Sugar Trade Company (Lao Tao Ke) complies with regulations, internal policies and related operation guidelines required by government agencies, thus creating a favorable external political environment for the company's survival and development.	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations (G)</li> <li>• Economic performance (G)</li> <li>• Energy and resource management/Carbon reduction (E)</li> </ul>	Meeting	Irregularly
			Phones Social Apps Mails	Irregularly
			Online meetings	Irregularly
Community/ Non-profit organizations	Forever Sweet not only participates in social welfare activities from time to time but also values the development of the surrounding community and aims to establish a mutually beneficial relationship.	<ul style="list-style-type: none"> <li>• Energy and resource management/energy conservation and carbon reduction (E)</li> <li>• Wastewater and waste management (E)</li> <li>• Public policy (G)</li> </ul>	Activity Participation	Irregularly
			Charitable donations	Irregularly

## 1.5 Stakeholders

## Analysis of material topics

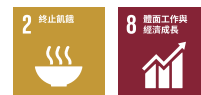
Material Topics	Significance explanation	GRI Specific Topics	Corre- sponding SDGs	Significance explanation		
				Supplier	Forever Sweety	Customers
Customer Health and Safety	The health and safety of our customers are our top priority, and we abide by food safety regulations to provide products that customers can trust and feel secure about. We also strive to ensure our products are environmentally friendly.	GRI 416	SDG 3 SDG 16	△	○	△
Occupational health and safety	Proper occupational safety policies can ensure the safety of employees and make them work with peace of mind.	GRI 403	SDG 3 SDG 16	○	○	△
Economic benefits	Good operational performance is the foundation for a company to move towards sustainable business.	GRI 201 GRI 202	SDG 8 SDG 9	△	○	△
Corporate governance	Compliance with relevant laws and establishing good governance systems based on integrity are essential for maintaining long-term business operations when conducting related operational activities.	GRI 201 GRI 202	SDG 8 SDG 9	○	○	△
Employment relationship	Fair compensation and benefits, ensuring basic working conditions, and establishing fair and transparent communication channels can motivate and maintain employees' recognition of the value of their work, maintaining a balance between work and life.	GRI 401 GRI 405	SDG 3 SDG 5 SDG 8 SDG 10	○	○	△

## 1.5 Stakeholders

## Analysis of material topics

Material Topics	Significance explanation	GRI Specific Topics	Corre- sponding SDGs	Significance explanation		
				Supplier	Forever Sweety	Customers
Energy and resource management	When the company provides the safest products to consumers, it also ensures environmental friendliness.	GRI 201-1 GRI 201-2	SDG 7 SDG 8 SDG 13	○	○	△
Energy conservation and carbon reduction	Developing comprehensive sustainability guidelines with suppliers.	GRI 302 GRI 305	SDG 13 SDG 14 SDG 15	○	○	△
Training and education	A well-designed talent training and development program helps to strengthen the cohesion of the enterprise and inspire employees' potential abilities.	GRI 404	SDG 4 SDG 5 SDG 8	△	○	△
Waste water management	Proper management of wastewater and waste can help reduce environmental disasters.	GRI 303	SDG 6	○	○	△
Waste Management	Establishing a waste management and recycling system can create economic value.	GRI 306	SDG 12	○	○	△

## 1.6 Awards and Collaborations



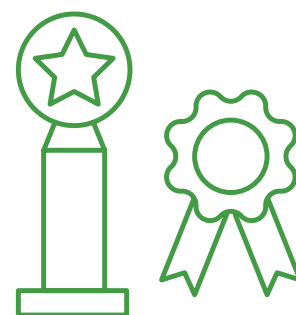
### Collaborations :

- Collaborated with H.H, a well-known illustrator with over a million fans, to launch a set of two cans of "MeiMei's Forever Sweety Lao Tao Ke Dark Brown Sugar".
- Worked with local agriculture to develop products using local ingredients. For example, using fresh lotus roots from nearby Baihe town to make black sugar lotus root tea and black sugar ginger lotus root tea, and using fresh winter melons from Taitung to make winter melon bricks and unique winter melon flavored popcorn.
- Industry-academia cooperation : Collaborated with the Department of Cosmetic Applications and Management at Chia Nan University of Pharmacy and Science to develop skincare products using black sugar, such as black sugar toner, black sugar emulsion, black sugar serum, and black sugar bio-fiber mask. These products have excellent moisturizing effects and are popular among users.

### Awards :

2005 Won the National Quality Gold Award in the Golden Gifts Award.

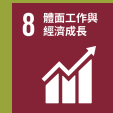
2007 Applied for the Tainan City "Local Industry Innovation and Development Promotion Program" (Local SBIR).







7 負擔得起的  
清淨能源



8 體面工作與  
經濟成長



9 產業、創新與  
基礎設施



13 氣候行動



## 2.1 Operation Policies



### General Policies

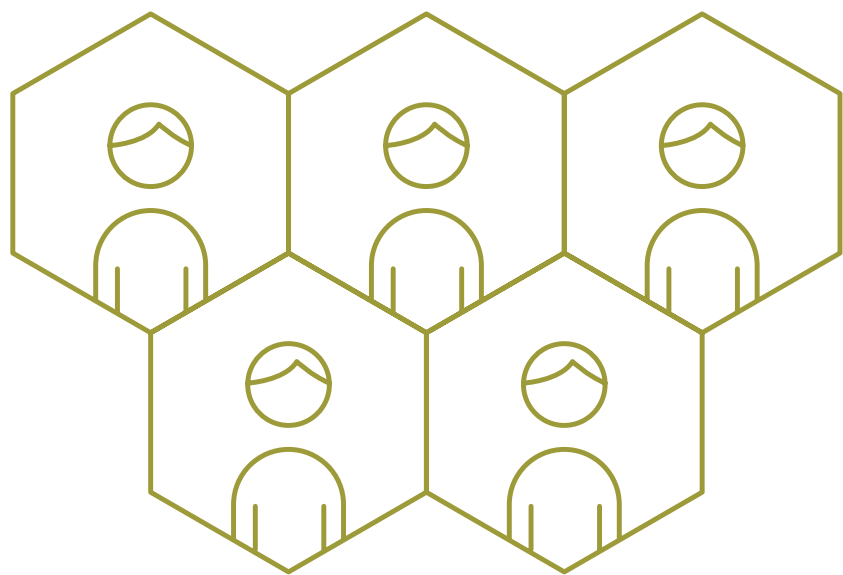
Forever Sweet Sugar Trade Company (Lao Tao Ke) is like sugarcane, deeply rooted in the land of Tainan and committed to conducting business with integrity and transparency. We strive to provide customers around the world with reliable and ethical products and services, earning their trust and loyalty. We prioritize ethical business practices and conduct due diligence to ensure that our partners are free from any involvement in unethical conduct. If any ethical concerns arise, we immediately terminate the relationship. We maintain transparency in our operations and provide stakeholders with relevant information.

To further reinforce our commitment to ethical business practices, we provide regular ethics training for all employees. As of 2021, Forever Sweet Lao Tao Ke has not been involved in any financial or economic crimes. Honesty and ethics are core values at Forever Sweet Lao Tao Ke. We have developed regulations and policies to ensure compliance with these values and we lead by example. We strive to cultivate a culture of honesty and ethics within our company and encourage our supply chain members and clients to share our values to promote the greater good of the industry.

## 2.2 Shareholder Structure

Age	Gender	Number of people	Percentage
30 - 50	Male	1	20%
	Female	1	20%
Above 50	Male	0	0%
	Female	3	60%
Percentage of shares of largest shareholders		35%	

⦿ Employees own no shares.



## 2.3 Management Team

### Directors Board of Directors :

- The Board of Directors of Forever Sweet Sugar Trade Company is the highest governing body, consisting of the President, the General Manager, and the Deputy General Manager. The General Manager is responsible for managing the company's business in accordance with the decisions of the Board of Directors, while the Deputy General Manager assists the General Manager in carrying out their duties and responsibilities.
- All major business decisions are subject to the approval of the Board of Directors.
- In 2021, a Sustainability Team was established to implement sustainable business policies. Yu Tyng Hsiao was appointed as the Sustainability Director, and the term of office is three years, renewable. The Sustainability Director has participated in CSR&ESG international literacy courses held by TUV-NORD in Germany and IPOE Science Education Foundation in the Netherlands and has passed the examination and obtained certification.
- Values, principles, standards, and behavioural norms/conflict of interest resolution policies.
- > Conflict of interest avoidance :  
Shareholders and managers of Forever Sweet Sugar Trade Company have read the Business Honesty and Ethics Guidance published by the Small and Medium Enterprise Administration, Ministry of Economic Affairs, and have signed the Business Honesty and Ethical Practice document to strictly comply with the avoidance of conflicts of interest and anti-corruption principles to prevent any illegal or unethical profit-making by anyone involved in the company.
- Collective intelligence of the highest governing body :  
> Through quarterly reports and half-yearly CSR reports, the Board of Directors can enhance their knowledge of economic, environmental, and social issues.
- Role of the highest governing body in sustainability reporting :  
> The Sustainability Director is responsible for compiling and reviewing the data and information disclosed in this report, conducting internal statistical research, and investigation. After the information is confirmed by the relevant departments, it is collated and written, and the complete content of the report is checked by the members and supervisors of each team before being submitted to the Chairman for review and approval.



## 2.3 Management Team

- Effectiveness of risk management process
  - > In the company's overall promotion of sustainable management strategy, the Sustainability Director also plays a supervisory and guiding role and reports the execution results and future work plans to the Chairman of the Board every six months, starting from 2021.
- Responsibility allocation of sustainability issues : Relevant departments are assigned by the Chairman of the Board to carry out strategy planning and execution and report relevant results directly to the Chairman of the Board.

Managing Issues	Division in Charge
Financial issues	Financial division
Social responsibility issues	
Environmental issues	Sustainable Team
Economic issues	

- Communication of Key Events
  - > In addition to regular meetings, the company's management team also regularly provides important reports and information to the board of directors:
    - ⊙ Accounting Department : monthly financial information and annual financial reports
    - ⊙ Internal Audit Department : annual internal audit reports
    - ⊙ Public Relations Department : news and media.
  - > Furthermore, there is always close communication between board members and Senior Management Team. In case of any key events, they will communicate with each other in a timely manner.
- Key Significant Events
  - > Pandemic : The COVID-19 pandemic has affected the company's operations and supply chain. As a result, the company has experienced challenges in finding adequate human resources.
  - > Manpower Shortage : Due to the company's location in remote areas, and with the impact of the pandemic, the company has been unable to recruit migrant workers. Moreover, the semiconductor high-tech industry is also competing for talents, causing a shortage of manpower.
  - > Carbon Issue : The introduction of carbon taxes will have a significant impact on the company's costs. To ensure that the company is in line with international trends, the Sustainability Director was appointed in 2022 to closely monitor environmental and carbon tax-related issues.

## Background information of Board Members :

Title	Name	Gender	Education
President	Chorng Yu, Hsiao	Male	Department of Hospitality Management, Taiwan Shoufu University



## 2.3 Management Team

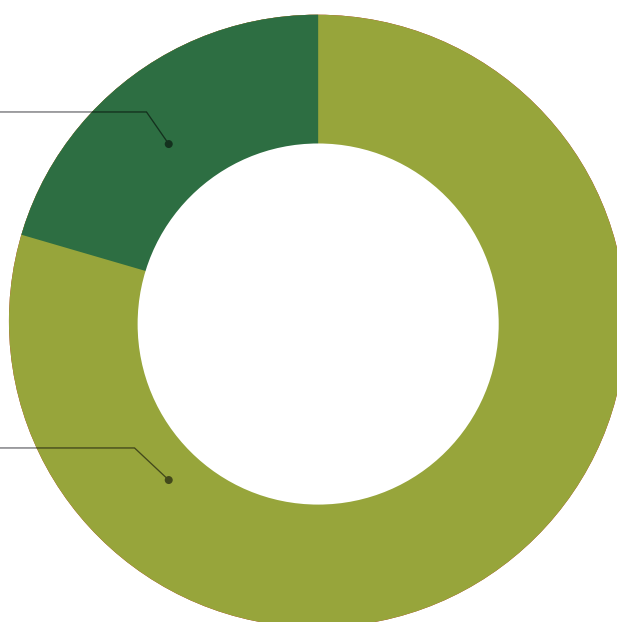


### Management Team :

- The Chairman is appointed with the approval of two-thirds of the voting rights of the shareholders.
- There are 30 employees at Forever Sweet Sugar Trade Company with an average age of 40.82 years. Senior Management team (managers and above) are all Taiwanese nationals, accounting for 21% of the total employees, including three female members, and 100.0% are locals. However, the top management team requires time to accumulate professional experience, so the age distribution is mostly 30-50 years old, while those below the management level are mostly below 55 years old, accounting for 78.26% of the total. More than 30% of employees have a university or higher degree.
- Responsibilities of Senior Management team on Economic, Environmental, and Social Issues.
  - > Environmental Responsibility : Ensure that the company's wastewater treatment meets the discharge standards.
  - > Social Responsibility : Work with local agricultural producers to enhance the value of their products.
  - > Economic Responsibility : Adjust employee salaries and provide additional benefits to incentivize employees.

● Senior Management Team 21.0%

● Others 79.0%



## 2.4 Salary and Expenses



### Employee Salaries :

Forever Sweet Sugar Trade Company has 30 employees with an average salary of 28,000 TWD. Retirement benefits are in compliance with the Labor Standards Act and the same for the highest governing unit, Senior management team, and all other employees in terms of contribution rate and benefits plan.

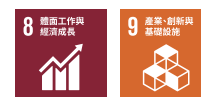
Salary policy is linked to sustainable performance.



	TMT	Senior management team
Economics	ESG sustainability performance will be included as an evaluation item, affecting individual annual bonus.	
Environment		
Social		

- Salary and Remuneration :
  - > The remuneration of the directors is based on the company's articles of association. If the company makes a profit in a fiscal year, it should allocate no less than 100,000 TWD as employee compensation.
  - > The company's articles of association must be approved by all shareholders and report the allocation of employee and director compensation for each fiscal year.
- Stakeholders can participate in the discussion of annual salary assessments.
- The annual total remuneration ratio and the percentage increase in total remuneration for the year (11%).
- The ratio of basic salary increases for women to men is 1:1, ensuring equal pay for equal work.

## 2.5 Financial Performance



### Financial Performance :

In the face of the COVID-19 pandemic, Forever Sweet Sugar Lao Tao Ke (Forever Sweety) implemented a digital transformation strategy in the fourth quarter of 2020 through its marketing department, investing heavily in digitization efforts such as website optimization and B2B procurement.

These efforts were aimed at addressing the challenges posed by the post-pandemic era.

In 2021, Forever Sweet Sugar Lao Tao Ke sold a total of 10,400 metric tons of products. The company's main production line machinery is divided among its factories, with a total of 23 production machines in one factory and 10 in the second factory.

## 2.6 Tax Policy



### Tax Policy :

The company follows relevant regulations of the local tax law and prioritizes the payment of all taxes and fees based on the annual profitability of the business, as well as the relevant supporting documents that should be reviewed by the tax bureau.

In addition, the company has been cultivating young talents in the food industry by providing students with theoretical learning and practical work experience since 2008. As part of this effort, the company has received subsidies from the Ministry of Labor's Small Labor Force Development Program and Employment Incentive Program since 2021. In total, the company received subsidies of 441,953 TWD. The amount of taxes paid and government subsidies received by the company in 2021 are shown in the table below :



Category	Government Subsidies	Corporate Income Tax	Employee Benefits
Total amounts (NTD)	441,953	733,548	695,094

## 2.7 Compliance with Regulations



### Compliance with Regulations :

As a food manufacturing company, Forever Sweet Sugar Lao Tao Ke (Forever Sweet) must comply with laws and regulations such as the Food Hygiene Management Act and its implementing regulations, the Good Hygiene Practice for Food, and the Commodity Labeling Act. In response to the food safety management system implemented by the Ministry of Health and Welfare, the company implements a mandatory food safety monitoring program, inspection, and a traceability management system.

All products produced by the company meet the requirements of ISO 22000, HACCP, and international Halal certification. From the sanitation management of all personnel and production facilities, the company complies with the aforementioned regulations and requirements in the production process.

- In 2021, there were no food recall events, and there were no records of recalled products.
- The products sold in 2021 were not prohibited from being sold in specific markets, and there were no product sales that were questioned or controversial by stakeholders.

If any controversial product sales occur, the company will handle them according to the non-conforming product management procedure.

Forever Sweet Sugar Lao Tao Ke also adheres to the Company Act and the Labor Standards Act, follows a policy of operating with integrity, and upholds transparency in its operations. In addition to focusing on shareholder rights, the company also implements a management method for equal pay for equal work among employees. For safety and health in the work environment, the company has established an occupational hazard and risk assessment process, which is the responsibility of the management unit, with the goal of maintaining safety first and zero disasters.

All of the above aspects are related to the environmental aspect of sustainability indicators (waste reduction and energy conservation), governance aspect (food safety), and social aspect (product labeling or sales and labour relations).



2.7 Compliance with Regulations

Short/ Medium/ Long-term Goals and Plans



Short-term goals

- Promote digital transformation in company management to increase the possibility of entering more international markets.
- Obtain more international certifications for products and production areas, such as ISO45001 and ISO50001.

Mid-to-long term goals

- Digitize company documents to reduce the use of paper.
- Fulfil corporate social responsibility by continuously creating shared value and win-win relationships within the value chain.
- Participate in sustainable development-related courses and keep up-to-date with updated information.



## 2.8 Corruption Prevention

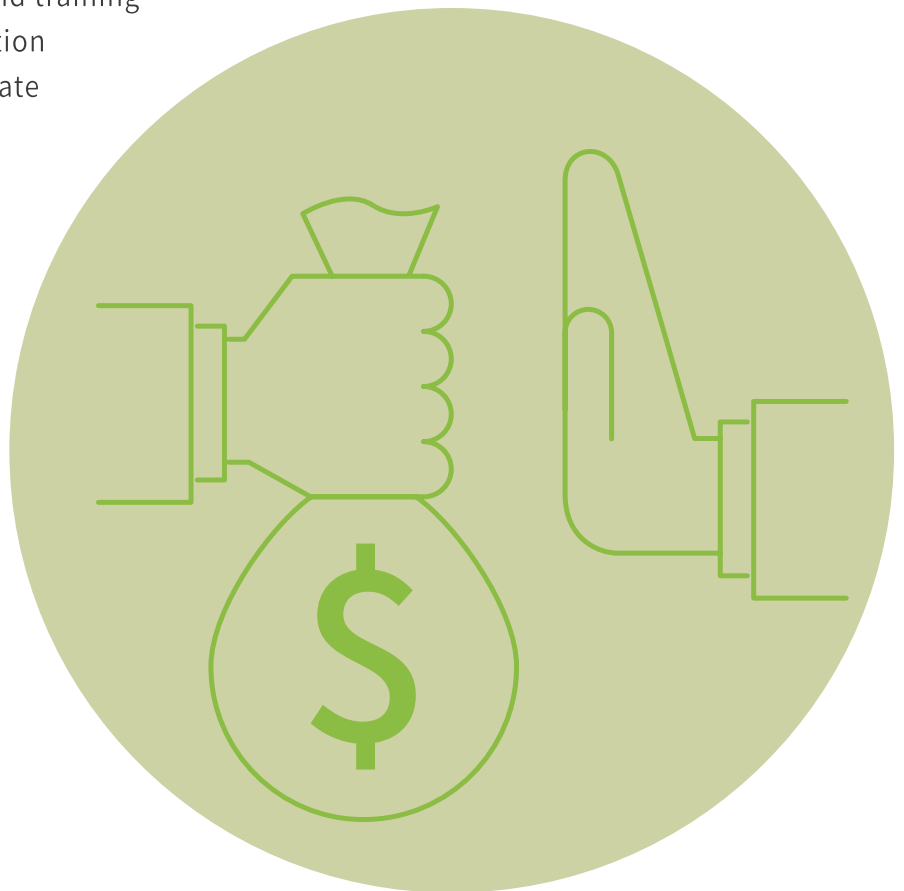


### Corruption Prevention :

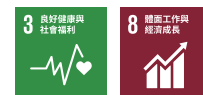
Forever Sweet Sugar Lao Tao Ke adheres to the principle of honest and ethical business practices. In the future, the company plans to announce relevant guidelines on its internal website for employees to review and openly communicate during monthly meetings to implement anti-corruption policies.

- Forever Sweet Sugar Lao Tao Ke signs contracts with all its partners before conducting any business, and the percentage of signed contracts is 100%.
- In the future, the company plans to implement internal education and training programs related to anti-corruption measures to comply with corporate governance guidelines.
- In 2021, there were no incidents related to corruption.

100%



## 2.9 Risk Management



### Financial System Instability :

Risk Category	Impact	Response Measures
Food safety crisis	As people's demand for food safety and health continues to increase, Forever Sweet Sugar Lao Tao Ke, as the spirit of Taiwan's national sugar, will inevitably affect the company's operating performance in the modern sugar products market.	Forever Sweet Sugar Lao Tao Ke also responds to consumers' demand for health by regularly providing various products to impartial third-party inspection units to test for pesticide residues, E. coli, Listeria, and actively obtaining various food safety verifications.
Supply risk	In recent years, global climate change has become the most critical factor. As Forever Sweet Sugar Lao Tao Ke's main raw material source comes from the basic agricultural industry, it is easily affected by abnormal global weather, leading to fluctuations in agricultural product prices and unstable production supply, which has a significant impact on Forever Sweet Sugar Lao Tao Ke.	In order to maintain the stability of the supply of raw materials, Forever Sweet Sugar Lao Tao Ke has signed contracts with suppliers to ensure price stability and continuous supply, reducing the impact on Forever Sweet Sugar Lao Tao Ke's operations.
Regulatory risk	In recent years, food regulations have become increasingly strict, and related equipment and systems need to be introduced to comply with traceability and production quality management.	Forever Sweet Sugar Lao Tao Ke closely monitors changes in domestic and foreign food-related laws and regulations to ensure that all products produced comply with relevant food regulations.

# Environmental Sustainability 03



### 3.1 Greenhouse Gas (GHG) Scope and Emissions

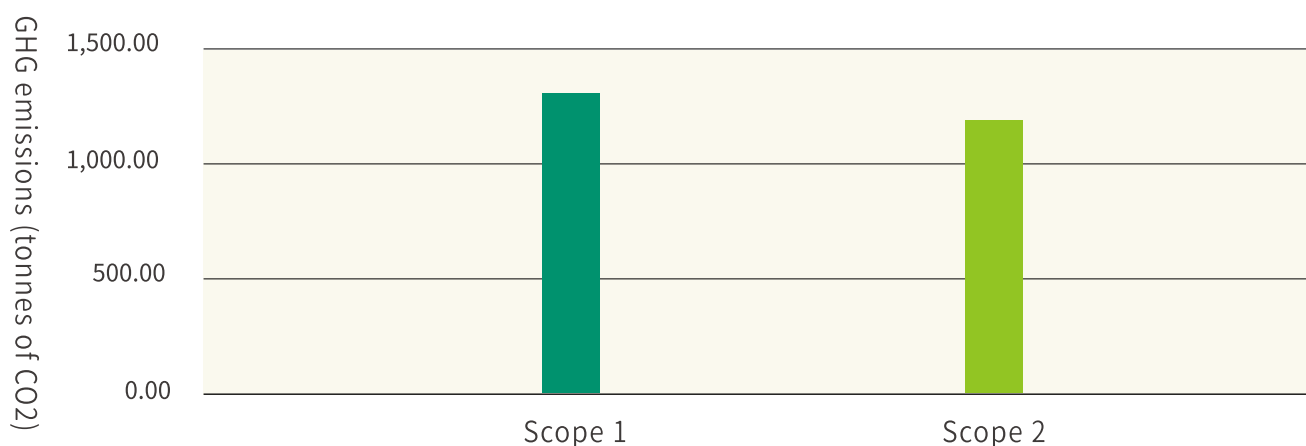


#### Greenhouse Gas (GHG) Scope and Emissions :

	Forever Sweety	Factory I	Factory II
Direct GHG emissions from the facilities we operate (Scope 1; tonne of CO <sub>2</sub> e)		1,305.68	
Indirect GHG emissions from the energy we purchased (Scope 2; tonne of CO <sub>2</sub> e)		1,184.25	
Total emission (tonne of CO <sub>2</sub> e)		2,489.93	
Total income of 2021 (per thousand dollars)		290,110	
GHG emissions intensity (tonne of CO <sub>2</sub> e/ per thousand dollars of income)		0.009	

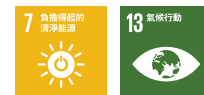
#### Product Carbon Footprints :

All statistics mentioned in this report are mainly calculated based on the data depicted on Carbon Footprint Information Platform established by the Environmental Protection Administration, Executive Yuan.





## 3.2 Climate Change Risks and Opportunities



### Climate Change Risks, Financial Impacts, and Opportunities :

As sugar processing is a vital business for us, the stability of the climate directly affects the operations and raw material supply of Forever Sweet Sugar Lao Tao Ke. In recent years, abnormal climate conditions have affected sugarcane cultivation, and the outbreak of the Uko-Russo War in 2022 has caused energy shortages. Many major sugar-producing countries like Brazil have turned to biofuels by switching their sugarcane to fuel production, and India has restricted sugar exports, leading to an increase in global sugar prices. In addition to climate change, the implementation of carbon taxes has had a direct impact on our production costs, making carbon reduction an urgent priority. In response to pressure to reduce carbon emissions, disaster prevention, and energy scarcity, we should increase our budget for technological and equipment improvements and environmental protection each year and set short-term and long-term goals to achieve sustainable management.

As of 2021, we have invested a total of NTD 15,703,000 in sustainable investments.

To respond to the operational impacts of climate change, meet the expectations of stakeholders, and achieve sustainable management, we have established relevant management policies for water management, energy consumption, greenhouse gas emissions, and waste:

- Water management :
  - > In response to the fact that one of our water sources is the NanHua Reservoir, which belongs to the water quality and quantity protection area, we comprehensively evaluate the water resources pressure using the data of the Water Resources Agency and adjust the management methods on a rolling basis while continuing to monitor water situations.
- Energy consumption :
  - > Starting in 2022, we will gradually replace old fuel oil boilers. In addition to immediately reducing fuel costs in the short term, this move will also reduce carbon emissions in the long term. We will explore the feasibility of replacing natural gas with biofuels by 2050.
- Greenhouse gases :
  - We will strengthen the inventory of green house gases in scope 1, scope 2, and scope 3 based on the 2021 baseline.
- Waste :
  - We will work closely with third-party certified waste vendors in the long term and focus on the post-processing process and results.

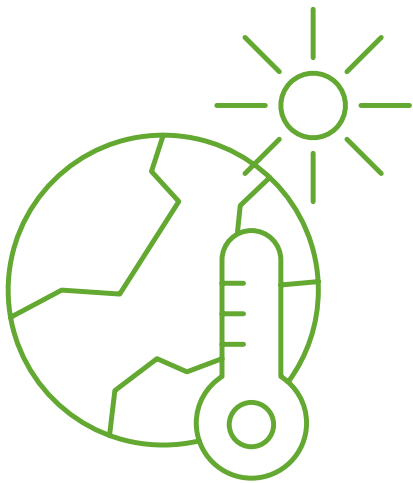
Furthermore, we need to enhance internal awareness and understanding of carbon issues to expand the breadth and depth of action on climate change-related issues throughout the company. We will actively respond to the promotion of government circular economy policies, identify more reduction opportunities, and enhance our corporate competitiveness. Climate change not only directly impacts us but also affects our peers. Through early planning and response by Forever Sweet Sugar Lao Tao Ke's management, we can bring about long-term positive impacts, cost reductions, and more business customers.



3.2 Climate Change Risks and Opportunities

Short/Medium/Long-term goals and plans :

With the United Nations' adoption of the Paris Agreement and the resulting fluctuations in raw material prices brought about by climate change, the food industry has been greatly impacted. Forever Sweete Sugar Lao Tao Ke understands that companies have a greater responsibility to proactively address the challenges of climate change and actively seek ways to reduce their environmental impact. As such, we have set short, medium, and long-term goals and plans. Additionally, with the publication of this report, we hope to have more opportunities for collaboration with suppliers, creating a sustainable supply chain and exploring more business opportunities at home and abroad.



Short-term goals

- Plan for relevant personnel to participate in external training on TCFD, SASB, ISO14064-1, ISO14067, ISO45001, ISO50001 environmental courses and ensure all employees participate in ongoing improvement internal training.
- Reduce boiler carbon emissions by 0.5%.
- Annual monitoring of wastewater discharge to ensure compliance with environmental regulations The above work is calculated from June 2022 to December 31, 2023.

Mid-to-long term goals

- Implement ISO14064-1 greenhouse gas inventory to improve environmental management performance.
- Implement ISO14067 product carbon footprint inventory to improve environmental management performance.
- Implement ISO50001 energy management and reduce carbon emissions.
- Plan to partially replace natural gas with some biomass fuel.
- Use environmentally friendly packaging materials to reduce waste.

### 3.3 Water Resource Management



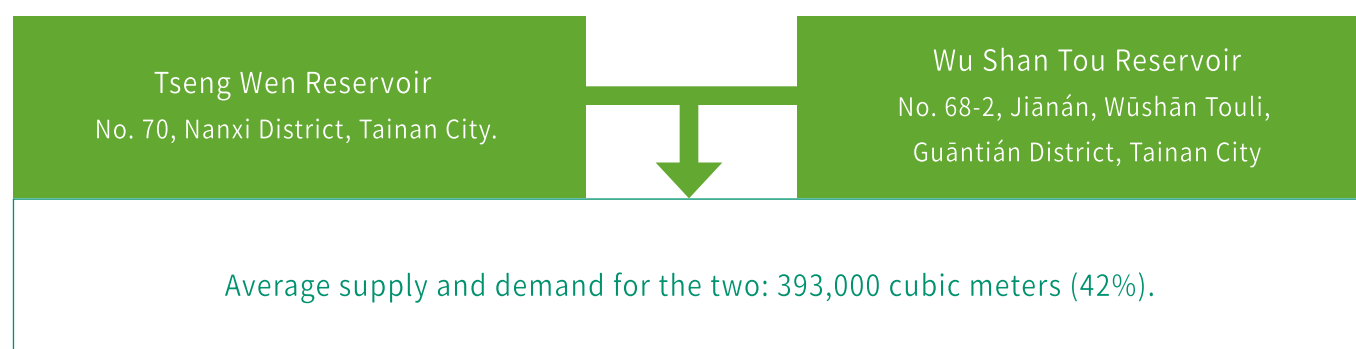
#### Water Resource Management :

Forever Sweet Sugar Lao Tao Ke discharges its treated wastewater into approved water bodies, and the quality of the discharged water meets the legal requirements and the standards for various industries.

In addition to promoting the importance of daily water conservation to employees, we also sets an example by collecting and recycling rainwater for fire protection, environmental cleaning, and plant irrigation reports.

Source	tap water
Total water intake (million litres)	8.151
Total water consumption (million litres)	0.8151
Water intensity (million litres/ thousand NT dollars of revenue)	7.3359
Total water discharge (million litres)	272,000
Revenue per thousand NT dollars in 2021	0.26970221
Discharge direction	Jishui River

There are three reservoirs as the sources of the pipeline for the water supply, all of which are located in ecological conservation areas.

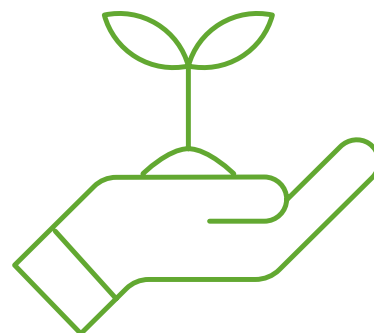


### 3.4 Ecological Conservation Ecological Conservation



#### Ecological Conservation Ecological Conservation :

Forever Sweet Sugar Lao Tao Ke has long supported the afforestation actions of Tainan City and relevant central authorities, planting different species and types of trees in Tainan Dongshan, including Chinese red pine, ivory wood, Chinese larch, rosewood, yellow-flowered maple, and other forest trees. From the perspective of protecting the ecosystem, this not only enhances biodiversity but also promotes sustainable ecology in mountainous areas.



### 3.5 Raw Material Procurement

#### Raw Material :



Main raw materials	Procurement	Procurement amount (thousand NT dollars)	Types of reuse
Sugar	9,600	158,000	Reused in sugar syrup production
Winter melon	5.865	62,860	Composting reuse

#### Procurement :

Forever Sweet Sugar Lao Tao Ke prioritizes the purchase of non-toxic agricultural products from local farmers. For example, the company's winter melon tea bricks are made from winter melons produced by farmers in the pure Chaozhou Township of Pingtung County. By promoting the use of local agricultural products, the company hopes to increase the visibility and economic benefits of agricultural cooperative producers.

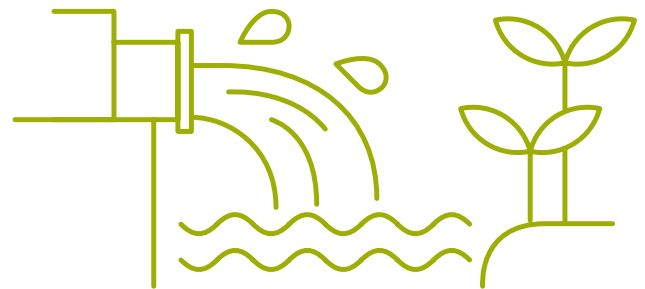


As a national spirit of Taiwan sugar, Forever Sweet Sugar Lao Tao Ke cares deeply about the Taiwan sugar industry and continues to cooperate with local small farmers in Dongshan. At the same time, the company ensures the safety of ingredients during transportation and continues to launch related products combining Taiwan Dongshan sugar, hoping to provide the best products to consumers and contribute to a friendly and sustainable environment.

## 3.6 Waste and wastewater management

### Wastewater discharge：

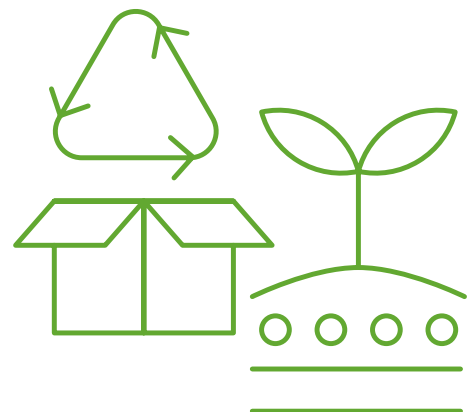
Most of the wastewater produced by the company is clean sugar water, which is provided free of charge to nearby farmers for organic irrigation purposes.



## 3.7 Waste Management

### Waste Management：

Type	Disposal Method	Weight (tons)	Total Weight (tons)	Disposal Method	Proportion (%)
General waste	Landfill	5	55	Composting	9.1%
	Recycling	50		Cardboard	90.9%



## 3.8 Energy-saving technology

### Energy-saving technology :

Our company uses LED lighting and 4 energy-efficient motors in the stacker machines.  
Energy-saving plan for 2022-2023.

#### Compliance with regulations

We comply with contemporary energy laws and other related requirements.

#### Energy-saving equipment

When purchasing various equipment, including but not limited to production machinery and lighting required for operations, equipment meeting the following conditions will be given priority :

- Equipped with a green energy label.
- Uses recycled materials.
- Although not specifically labeled with a green energy label, it has a significant beneficial effect on environmental protection.

#### Energy-saving and carbon

We implement energy-saving measures to reduce greenhouse gas emissions during production and operations. Specific measures include but are not limited to :

- Setting air conditioning at 26 degrees.
- Celsius and using ceiling fans to circulate air.
- Turning off lights when not in use.

#### Continuous improvement

When repairing, replacing, adding, or attaching equipment, we prioritize construction methods that are beneficial to environmental protection.



### 3.9 Green Building

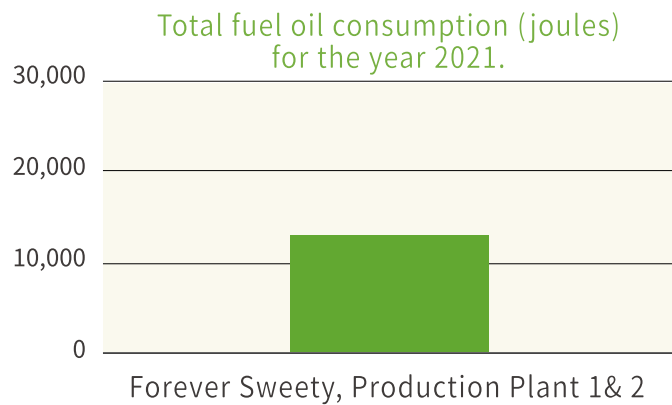
#### Green Building :

Our company uses the Green Building Label building - Food Special Floor (Sika Floor 21 Purcem), which has the following characteristics and advantages :

No Pollution	No Pollution
The flooring material does not contain any volatile organic compounds.	<ul style="list-style-type: none"><li>During the high-temperature sugar production process in the boiler, the overall relative temperature can be effectively controlled, and this synergy can achieve energy consumption between the equipment.</li><li>It does not excessively generate excess electricity while achieving energy-saving and carbon-reducing benefits.</li></ul>
Low Defect Rate	
Due to effective temperature control during the manufacturing process, the overall defect rate caused by human factors can be significantly reduced.	

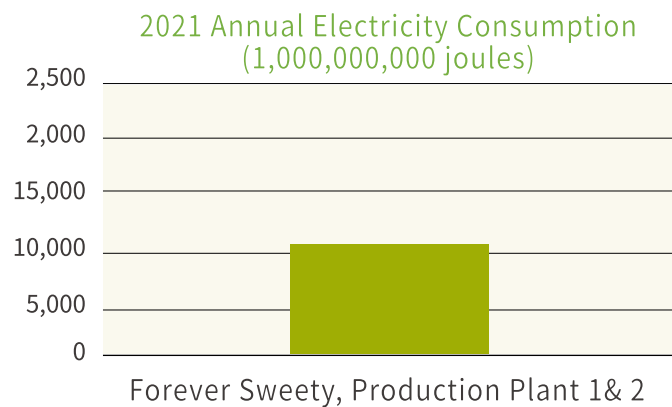
### 3.10 Energy Management

Energy consumption (within the organization) :



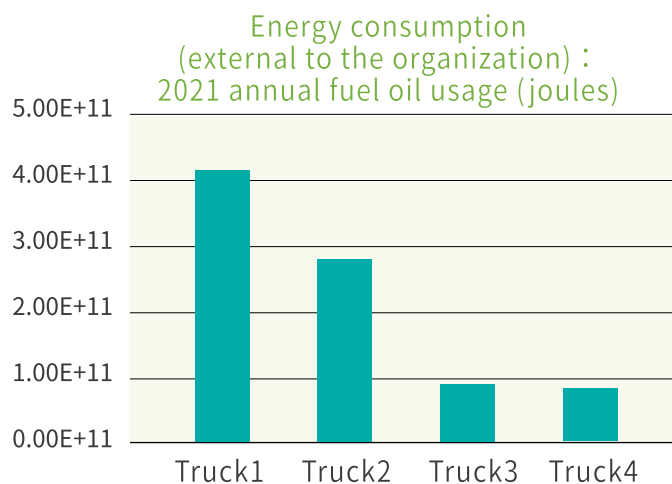
Total fuel oil consumption (joules) for the year 2021 :

Forever Sweety, Production Plant 1 : 8,083,488 joules  
Production Plant 2 : 4,619,316 joules  
Total : 12,702.8 joules



2021 Annual Electricity Consumption (joules) :

Forever Sweety : 12,960e6 joules  
Production Plant 1 : 618,264e6 joules  
Production Plant 2 : 537,408e6 joules  
Total : 1,168,632e6 joules



2021 annual fuel oil usage (joules)

Truck 1 : 4.1827e11 joules  
Truck 2 : 3.8845e11 joules  
Truck 3 : 9.55917e10 joules  
Truck 4 : 8.29958e10 joules  
Total : 25.92595e11 joules

### 3.10 Energy Management

#### Energy consumption reduction :



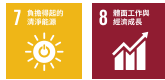
The company pursues environmental sustainability through the development of green technologies, with the consideration of reducing environmental impacts in the design, procurement, construction, and operation stages, reducing energy and resource consumption, mitigating environmental impacts, and lowering costs to adapt to climate change and coexist with the environment. The company uses 98% LED lights to reduce power consumption in its factories and operational facilities and plans to fully adopt LED lights by 2023.

#### Renewable energy plan :



- The existing plan was to install solar panels, but after consulting with solar panel vendors and receiving feedback from the Taiwan Power Company, it was found that the local grid for connecting to solar power was already full, and thus no additional solar panels could be installed.
- The company will continue to advance in energy management and plan improvements and updates for future equipment to reduce energy consumption.

#### Renewable/Green energy :



The company uses renewable or green energy and waste heat recovery, such as recovering condensed water from steam and recirculating it for use in steam boilers.

#### Planning process

Invitation of experts and scholars

Internal meetings for decision-making

Quotation from vendors

Meeting minutes are prepared for each step of the process.

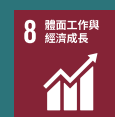
## 3.11 Environmental Sustainability Training Program

Environmental disclosure has become an important obligation for corporate operations. Following the Circular Economy Action Plan of the European Union, we will focus on a circular economy that respects nature and human health, promotes sustainable product normalization, and promotes circular economy business models.

We aim to empower consumers with green transformation capabilities and create a new economic model of "from cradle to cradle", which extends the resource life cycle or continues to circulate.

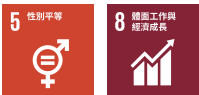
To truly understand the sustainability of our products and prevent greenwashing, we plan to continue the Environmental Sustainability Training Program.

Course Name	Course Focus	Number of Participants	Job Titles/ Positions
TCFD (Task Force on Climate-related Financial Disclosures)	The course focuses on sustainable governance of climate-related risks, opportunities, and finances.	1	Senior Executives
SASB (Sustainability Accounting Standards Board)	The course aims to improve the quality of disclosure of sustainability information with significant financial implications, in compliance with domestic regulations and to promote the alignment of decision-making quality between enterprises and the capital market.	1	Senior Executives
ISO14001 Environmental Management	The course aims to provide an understanding of the execution methods and benefits of the environmental management system (EMS) to prevent environmental pollution and continuous improvement.	2	Senior Executives
ISO14064-1 Greenhouse Gas Emissions Quantification and Verification	The course aims to provide a comprehensive understanding of greenhouse gas quantification tools and to deepen knowledge in this area with the help of international research institutions or organizations such as CDP and GRI.	2	Senior Executives
ISO14046 Water Footprint	The course aims to assist companies in conducting product water footprint assessments and evaluations, and to make recommendations for strategic planning for enterprises.	1	Senior Executives
ISO14067 Carbon Footprint	The course aims to provide an understanding of the concept of life cycle assessment and to make recommendations for strategic planning for enterprises.	2	Senior Executives
ISO20400 Sustainable Procurement	The course aims to integrate sustainable management concepts into procurement policies and practices to effectively manage and control the risks and opportunities associated with environmental, social, and economic impacts.	2	Senior Executives
ISO45001 Occupational Health and Safety Management	The course focuses on occupational safety and health risk management to meet the dual needs of obtaining international certification and complying with domestic regulations.	1	Senior Executives
PAS 2060 Carbon Neutrality	The course aims to help organizations declare carbon neutrality according to the PAS2060 standard, and to provide a basis for quantifying, reducing, and offsetting greenhouse gas emissions. This helps reduce carbon footprint and build a positive corporate image.	2	Senior Executives



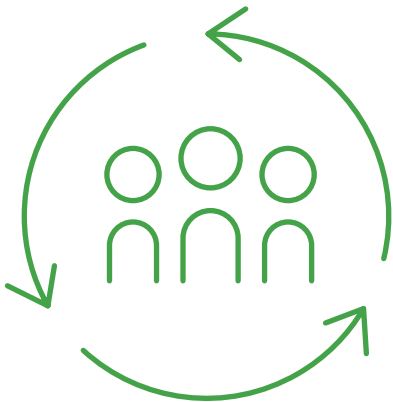


## 4.1 Manpower Overview



### New Hires and Separations :

Category	Gender	Age	Number	Percentage of Total Employees (%)
New hires	male	30 and below	3	10%
		30 – 50	3	10%
		50 and above	0	0%
	female	30 and below	2	7%
		30 – 50	3	10%
		50 and above	2	7%
separations	male	30 and below	4	13%
		30 – 50	4	13%
		50 and above	0	0%
	female	30 and below	4	13%
		30 – 50	3	10%
		50 and above	2	7%

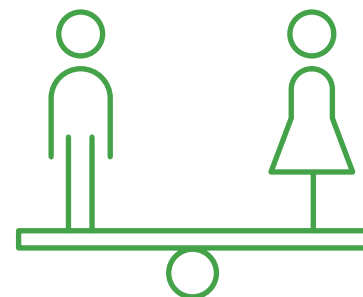


## 4.1 Manpower Overview

### The composition of company members :



The composition of company members is not based on gender as a condition for employment. Currently, the ratio of male to female employees is approximately 1:1. In addition, we also employ special status individuals such as foreign spouses, low-income households, and long-term unemployed individuals. We have created a friendly environment for them and treat all employees equally to grow together.



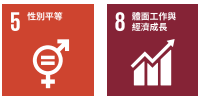
Category	Gender	Age	Number
Full-time local employees	male	30 and below	0
		30 – 50	4
		50 and above	5
	female	30 and below	2
		30 – 50	5
		50 and above	3
Part-time local employees	male	30 and below	2
		30 – 50	1
		50 and above	0
	female	30 and below	2
		30 – 50	1
		50 and above	1

Category	Gender	Age	Number
Full-time foreign employees	male	30 and below	2
		30 – 50	0
		50 and above	0
	female	30 and below	1
Part-time foreign employees	male	30 and below	0
		30 – 50	0
		50 and above	0
	female	30 and below	0
		30 – 50	0
		50 and above	0

\* During peak season (June-August), there is an increase in temporary manpower demand of approximately 10%.

4.1 Manpower Overview

The composition of company members :



Category	Gender	Age	Number
fixed-term contract	male	30 and below	0
		30 – 50	1
		50 and above	1
	female	30 and below	0
		30 – 50	1
		50 and above	4
open-ended contract	male	30 and below	1
		30 – 50	4
		50 and above	5
	female	30 and below	3
		30 – 50	7
		50 and above	3

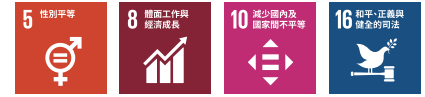


## 4.2 Human Rights Protection

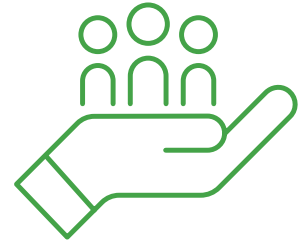
### Human Rights Protection :

In 2019 and 2020, Forever Sweetey (Lao Tao Ke) provided education and training through the Small People Empowerment Program (SPEP) to promote its human rights policy (anti-discrimination, anti-sexual harassment, working hours management, humane workplace, etc.), the Sexual Harassment Prevention Law, and the online course for preventing workplace bullying. Various measures were taken to increase the proportion of trained personnel, including strengthening the promotion of the importance of Forever Sweetey's human rights policy within the company, integrating it with performance appraisals and annual training goals, fully utilizing online learning platforms, regularly publishing course notifications, and encouraging colleagues to attend training.

### Human Rights Incidents :



We follow the guidelines of the International Human Rights Convention in human rights management and have established relevant management guidelines. In 2021, Forever Sweetey Sugar Trade Company (Lao Tao Ke) did not receive any employee complaints of discrimination or sexual harassment, and there were no human rights-related incidents.



## 4.3 Labour-Management Relations



### Labour Union :

Forever Sweetly Sugar Trade Company (Lao Tao Ke) does not have a labour union, but in terms of labour-management communication, we comply with government laws and regulations and hold regular quarterly labour-management meetings to maintain smooth communication channels.

The company has established various management methods such as work rules, salary and benefits, which clearly define the rights and obligations of employees and welfare items, and review and adjust them regularly. In addition, we attach great importance to employee opinions and adopt a two-way open communication method. Employees can express their ideas through communication software, which enables the company to understand employee conditions in the first time and provide appropriate assistance and arrangements. The company also holds regular labour-management meetings to communicate fully with employees in order to maintain good and harmonious interaction between labour and management.

### Short/Medium/Long-Term Goals and Plans :

Short-to-Medium-Term Plans	<ul style="list-style-type: none"><li>● Establish a fair and reasonable salary system.</li><li>● Ensure equal employment opportunities for disadvantaged groups and maintain gender equality in the workplace.</li><li>● Provide more job opportunities for local residents and industry-academi collaboration internship programs.</li><li>● Encourage and implement the reduction of disposable tableware.</li><li>● Invest more in social welfare activities.</li><li>● Arrange ISO 45001 training courses and integrate them into the company's internal systems.</li><li>● Increase the average training hours per employee by 1 hour.</li><li>● Provide employees with more health plans and benefits, such as subsidizing employee health check-up costs or gym membership fees.</li></ul>
Long-Term Plans	<ul style="list-style-type: none"><li>● Continue to promote gender equality in the workplace, strictly prohibit gender and job discrimination.</li><li>● Cooperate with schools for industry-academia collaboration and long-term education and training to meet the demands of sustainable business development and expansion.</li><li>● Assist in planning employee career development.</li><li>● Provide job opportunities and stabilize economic development for disadvantaged groups in terms of income, diversified employment, and stable livelihoods.</li><li>● Obtain more internationally recognized certification systems to meet the needs of the entire food industry value chain.</li><li>● Obtain verification of ISO 45001.</li></ul>



## 4.3 Labour-Management Relations



## Notice period for significant operational changes :

Notice period for significant operational changes: In accordance with the Labour Standards Act, the company provides the following notice period for significant operational changes :

Prior communication with employees regarding employment will be conducted.



For employees who have been employed for 3 months or more but less than 1 year, the company will provide a notice of at least 10 days.

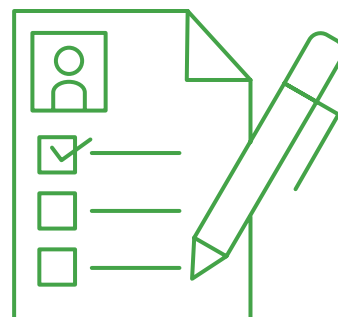
For employees who have been employed for 1 year or more but less than 3 years, the company will provide a notice of at least 20 days.

For employees who have been employed for 3 years or more, the company will provide a notice of at least 30 days.

## Performance evaluation of employees :



In the future, we will plan to design a performance evaluation system for our colleagues, which will link the company's strategic goals, personal performance goals, company values and abilities, personal career development, and key behavior demonstrations. We will effectively reflect individual job responsibilities in performance evaluations, and provide a communication channel for supervisors and colleagues at all levels to set goals together and work together to achieve organizational tasks.



## 4.4 Workplace Safety



### Occupational safety and health :

Forever Sweet Sugar Trade Company (Lao Tao Ke) has established a process for identifying and evaluating occupational hazards and risks. The management department is responsible for reviewing and assessing these hazards, and uses documents to identify, evaluate, and classify them. In 2022, the company plans to strengthen employee education and training on the 45001 system.

Immediate action is taken to reduce the risk level for unacceptable risks.

If there is an immediate danger during work, employees can stop working and report to their supervisors, and the company will not impose any penalties.

In addition, the company includes contractors in its safety and health risk assessment regulations, signing relevant violation management measures and penalties in the contract, and conducting regular assessments. Non-compliant contractors will not be renewed.

Risk level	Risk category	Impact	Response measures
Refer to ISO 45001	Level 1 Response (Small-scale disaster)	The on-site emergency response team (disaster area level) can control the disaster without causing a threat to human lives and properties in case of small-scale disasters.	<ul style="list-style-type: none"> <li>• Notification</li> <li>• Self-rescue</li> <li>• Lift the alarm</li> <li>• Post-disaster recovery</li> </ul>
	Level 2 Response (Massive Disaster Causing Life-threatening Situations)	<ul style="list-style-type: none"> <li>• A larger-scale disaster or a more dangerous one may pose a threat to the lives and property of employees in the service point or nearby residents, requiring mobilization of the employees in the service point or request for outside assistance to control the disaster.</li> <li>• Evacuation of employees in the service point or nearby residents should be carried out with limitations.</li> <li>• Large-scale clean-up is necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Notification</li> <li>• Determine which related units to notify</li> <li>• Evacuation of personnel from the site</li> <li>• Cancel the alarm</li> <li>• Post-disaster recovery</li> </ul>
	Level 3 Response (Personnel injury or casualties)	<ul style="list-style-type: none"> <li>• Severe disasters that pose a threat to life and property over a large area.</li> <li>• Full-scale evacuation is necessary.</li> <li>• The primary danger caused by the disaster has rapidly spread beyond the perimeter of the service point and cannot be controlled.</li> <li>• There are fatalities or three or more people are injured.</li> <li>• Large-scale leakage of toxic chemicals.</li> <li>• Large-scale air pollution.</li> </ul>	<ul style="list-style-type: none"> <li>• Notification</li> <li>• Determine and notify relevant units</li> <li>• Evacuation of personnel in the area</li> <li>• Ongoing rescue efforts</li> <li>• Evacuation of nearby residents</li> <li>• Disabling the alarm</li> <li>• Post-disaster recovery</li> </ul>

## 4.4 Workplace Safety

### Occupational safety and health :



Although we have not yet met the standards for establishing a safety and health committee, it still insists on conducting at least one occupational safety and health-related education and training and employee awareness-raising activity every year (including full-time employees and non-employees). The "Safety and Health Management System" is applicable to all personnel within the scope of work, including 30 employees (100%).

Note : Non-employees also refer to those who have not enrolled in labor and health insurance.

Personnel Category	Employees	Non-employees
Number of Deaths	0	0
Death Rate	0	0
Number of Serious Occupational Injuries	0	0
Serious Occupational Injury Rate	0	0
Number of Occupational Injuries	0	0
Occupational Injury Rate	0	0
Number of Occupational Disease	0	0
Cases Number of Near-Miss Incidents	0	0
Total Recordable Incident Rate (TRRIR)	0	0
Near-Miss Frequency Rate (NMFR)	0	0
Total Number of Working Hours per Year	38,304hours	9,576hours

4.4 Workplace Safety



## 4.5 Employee benefits

### Employee benefits :



- Insurance : group insurance.
- Festivals and events: annual bonus for three major festivals, wedding bonus, childbirth bonus, birthday bonus, sympathy payment for illness or injury, funeral subsidy.
- Employee travel : annual company trip, occasional gatherings.
- Health and wellness : annual employee health check-up.
- Sports activities : mountain climbing and hiking.
- Employee discounts : special prices for employees, occasional internal auctions.
- Promotion and salary adjustment : annual performance evaluation for promotion and salary adjustment.
- Training : training for new employees, internal training for existing employees, external training subsidy.
- Retirement benefits : retirement benefits are handled in accordance with the Labour Standards Act and the Labour Retirement Pension Act, with a monthly allocation of 6% of the employee's salary to their personal account.
- Future plans : Yung-Liang will continue to contact job seekers with second career needs and provide comprehensive employee training ; in the future, we can also assist retirees to apply for related operations plans at local job service stations.

### Parental leave:



In order to implement the concept of a happy workplace and create a friendly office environment, we provide our colleagues with breastfeeding and lactation needs during working hours and offer parental leave in accordance with the law.

Qualified colleagues may adjust their working hours according to the needs of childcare.





## 4.6 Training and Education

### Training and Education :

Occupational Safety Education and Training : The company regularly conducts occupational safety education and training to ensure the health and safety of employees in the workplace and to create a safe working environment. We arrange training on forklift operation and require personnel who operate forklifts to obtain a "Forklift Operation Technician" license, which requires retraining every three years. Currently, 8 employees have obtained the license. In addition, safety measures are installed on the material shelves in the factory, and in 2022, we plan to strengthen personnel's education and training on the ISO 45001 system.

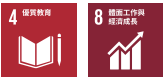


4.6 Training and Enducation

Employee education and training :

The company understands that talent cultivation is not easy in traditional industries. Therefore, it is committed to strengthening the development of internal human resources. In addition to shortening the gap in understanding between labour and management, the company actively plans talent cultivation and training courses and encourages employees to obtain various certifications and licenses.

This enables the company's partners to grow together with the enterprise and achieve the goal of sustainable management of human resources. Work-related training courses are provided to enhance employees' skills, including forklift operation, semi-automatic packaging machine operation, office application software teaching, occupational safety, and external training expenses are subsidized for employees.



	Management position		Non-management position		Total	
	Total training hours.	average training hours.	Total training hours.	average training hours.	Total training hours.	average training hours.
Male	78	26	36	4	114	14.25
Female	42	14	48	6	90	10
Total	120	40	84	10	200	14.25

Human Rights Training for Security Personnel :



The company's security personnel are outsourced to SinPao Security Company, responsible for maintaining access control and safety for all units. The personnel receive education and training, including human rights policies and security practices. All have received professional courses and training for first aid personnel and are required to receive at least 8 hours of basic human rights education every year.



## 4.7 Product Safety and Quality

### Product Safety :

As of 2020, our company has passed the certification systems including ISO 22000 and Halal certification. Although they are not under the globally recognized Global Food Safety Initiative (GFSI), Forever Sweet Sugar Lao Tao Ke will continue to keep up with the latest standards and expectations. None of the above certifications have experienced any major or minor corrective measures for nonconforming products, and the rate of nonconforming products is low.

In 2021, there were no food recalls, and there is no record of the total amount of food recalled.

### Product Labelling :

Our company's manufacturing process complies with ISO-related standards, and the relevant ingredients are disclosed on each package. In 2021, Forever Sweet Sugar Lao Tao Ke did not violate any regulations related to product labelling.

## 4.8 Chemical Safety

### Chemical Safety :

The company has established regular inspection and maintenance procedures for the supply of hazardous gases and chemicals, as well as the equipment for processing waste gases and other related systems. Safety management measures have been developed in the equipment area to address safety needs in terms of people, situations, locations, and materials, and standard operating procedures are used to control operations.

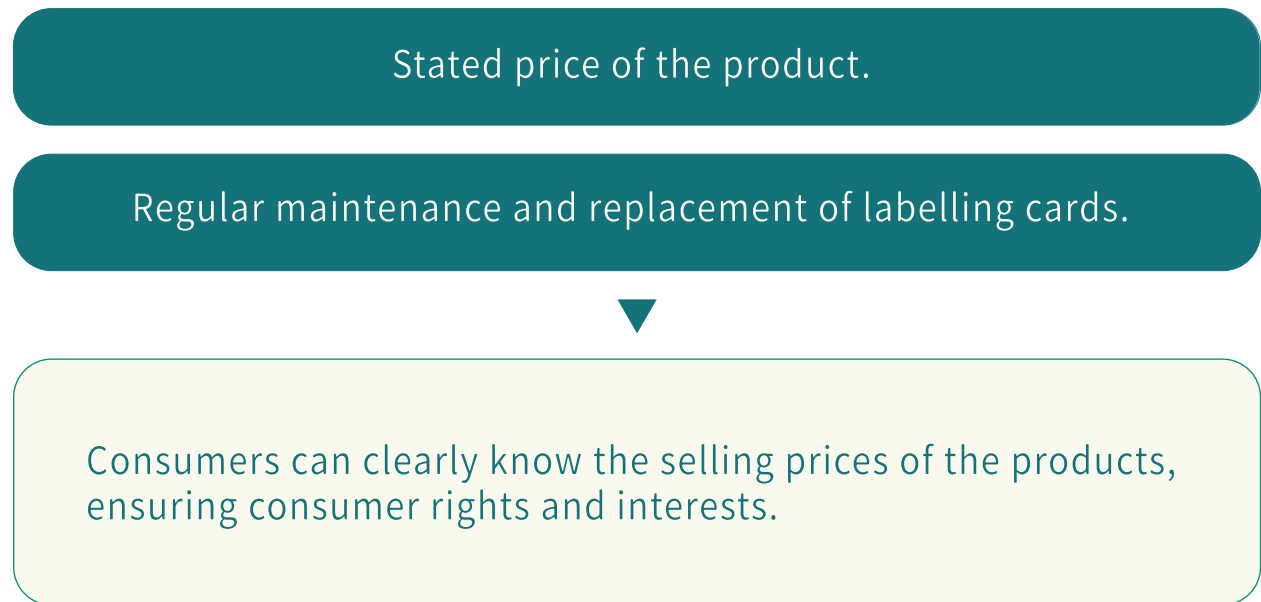


## 4.9 Consumer Financial Protection

### Consumer Financial Protection :

Forever Sweety products are labelled with the selling price, and the official website is regularly maintained to ensure that consumers can clearly know the selling price of the products, protecting consumer rights. As a food raw material processing and manufacturing plant, although Forever Sweety does not directly sell to end-user consumers, since 2021, in response to the digital transformation in the post-epidemic era, we have added a shopping cart function to the official website to sell products directly to small and medium-sized catering businesses.

To ensure the security of online transactions, the entire website uses SSL encryption and a CDN distributed website architecture for protection. In addition to providing credit card transactions encrypted with SSL, we also provide payment methods such as bank transfers, and promote common fraudulent behaviour in the official website orders to avoid consumers being deceived and to safeguard their financial security. In 2021, there were no information leaks or security incidents related to fraud involving consumers.



## 4.10 Sustainable Investment

### Sustainable Investment :

Forever Sweetly Sugar Lao Tao Ke has invested a total of NT\$15,703,000 in sustainable investment.

Sustainable investment projects	Amount (in TWD)	Sustainable investment projects	Amount (in TWD)
Dust Collection Equipment	50,000	Dust Collection Equipment	2,000,000
Conversion of Natural Gas Boiler	1,500,000	Environmentally-friendly Flooring Materials	3,800,000
LED Lighting and Tree Planting	3,630,000	Eco-friendly Storage Cabinets	4,515,000
Fire Equipment Maintenance and Inspection	200,000	Employee Education and Training	8,000

## 4.11 Customer Service

### Customer Service :

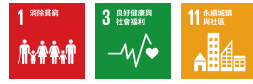
Forever Sweetly Sugar Trade Company (Lao Tao Ke) provides the public with access to public information and customer service, ensuring consumer protection mechanisms and serving a wider range of domestic and international consumers. Special discounts are also provided to local farmers and purchasers in remote areas.

Contact method	Description
Website	<a href="https://foreversweetly.com/">https://foreversweetly.com/</a>
IG	<a href="http://www.instagram.com/laotaoke/">http://www.instagram.com/laotaoke/</a>
Facebook	永良老頭家 Forever Sweetly Sugar Lao Tao Ke
Phone	(06) 680-3502



## 4.12 Community Relations

### Charitable Donations :



In addition to regular donations of second-hand clothing, food and other related materials to orphanages, childcare centers, and schools, Forever Sweetly also participates in caring and accompanying activities for disadvantaged groups in remote areas, as well as several large-scale charitable donation events, including the Tainan City Government Social Affairs Bureau, the Andre Food Bank, and the Heart Road Foundation. The company also sponsors the fire and police departments from time to time.



### Community Involvement :



In addition to cooperating with special education schools to provide more resources for disadvantaged students, the company also collaborates with non-profit organizations to promote sustainable development activities in rural areas and reduce the urban-rural gap. The company also participates in various agricultural-related activities organized by units and organizations, exchanging experiences in tree planting and farming, promoting the sustainable growth of the city's environment and socio-economic development. The company also participates in international exchange conferences organized by the government to support sustainable development policies in developing countries such as the Philippines, Thailand, and Malaysia, not only providing financial aid but also exchanging technologies and supporting local sustainable development policies, promoting cooperation among local and international activities, and public-private partnerships.



## 4.13 External Organization Participation

### Participating in organizations and associations :

The company has applied for national-level associations and initiated NGO organizations to promote community protection, education, and practical actions for local sustainable development.

#### Membership in external organizations

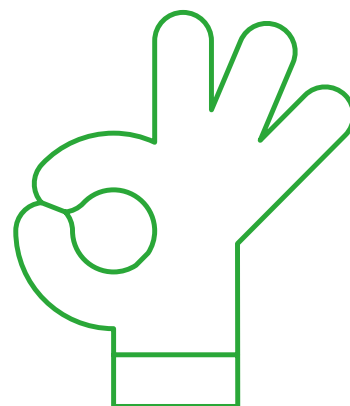
Taiwan Excellent Food Development Association	Member
Taiwan Halal Integrity Development Association	Member
Tainan City Industrial Association	Member
ChungHwa Biomedical Industry Association	Member



## 4.14 Controversial Procurements

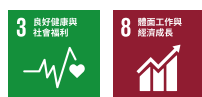
### Controversial Procurements :

Forever Sweet Sugar Lao Tao Ke did not have any controversial procurements in 2021. The company has established a management procedure for dealing with substandard products in the event of a dispute. The company complies with the food safety monitoring plan, mandatory inspection, and traceability management system implemented by the Ministry of Health and Welfare.

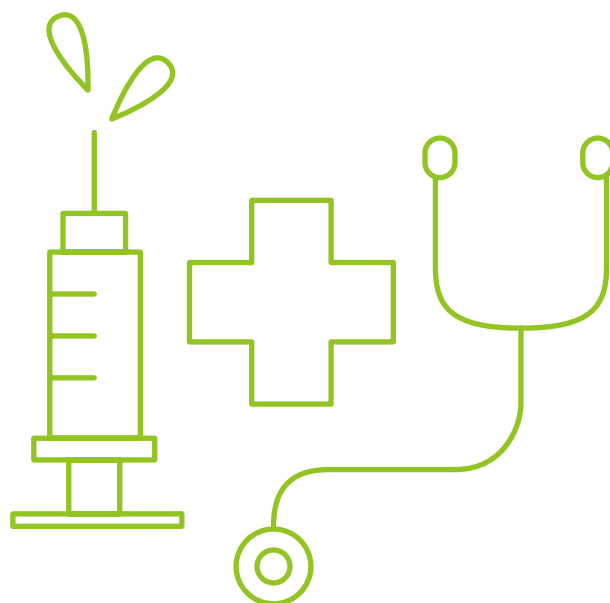


## 4.15 Medical Care Benefits Employee Health Services

### Medical Care Benefits Employee Health Services :



To maintain the health of every employee, the company provides an annual health check-up and timely assistance according to the results of the check-up to ensure their physical well-being. In response to the COVID-19 pandemic, the company not only encourages employees to get vaccinated and provides rapid test kits but also regularly disseminates important disease-related announcements to employees. The company's internal makeup room is also regularly cleaned and disinfected by staff members who keep a record of their work, and an emergency first-aid kit is available to employees in the office.







## 5.1 Supply Chain Management

### Introduction to the Supply Chain :

The company's sustainable development policy and actions in the international supply chain currently involve cooperation with over 10 foreign manufacturers for its own brand, and cooperation with nearly 30 countries for OEM brands. The supply chain consists of contracted suppliers for raw materials (sugar), materials (packaging), and waste disposal. We hope that our suppliers share our values and respect social and ethical standards, understand, and comply with laws, proactively address environmental protection and social issues, take responsibility, and continuously improve and enhance their practices.

As a leading sugar processor, Forever Sweetty sources 4% of its main raw material, sugar, domestically and imports the remaining 96% from abroad. After processing, the sugar is sold. Since Taiwan became a member of the WTO, the area of sugarcane cultivation has decreased significantly, and the number of domestic sugar factories has decreased to only three, severely affecting the domestic sugar production volume.

Therefore, most of Taiwan's sugar is imported from abroad to fill the domestic gap. Forever Sweetty also needs to import raw sugar from abroad, with the largest proportion coming from Central and South America, accounting for approximately 61%, followed by Thailand, accounting for about 35%.

Despite the total domestic sugar production quota, we promise to increase the domestic sugar procurement rate by 1% per year and gradually increase the procurement rate of sugar from nearby countries by 1.5% per year to ensure that we can reduce carbon emissions during transportation.

In addition to raw materials, Forever Sweetty's main materials, such as various types of paper boxes and outer packaging, are all sourced from domestic manufacturers. The cost of materials accounts for approximately 8% of Forever Sweetty's operating costs. The waste disposal companies we have been cooperating with for many years all have environmental organization-approved clearing permits.

### Supply Chain Objectives :



#### Short-to-medium-term plan

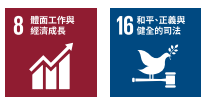
- Strengthen sampling and testing of raw materials to ensure product quality.
- Sign a "Supplier Social Responsibility Commitment" with suppliers and achieve 100% recycling rate by 2022.

#### Long-Term Planning

- Expand self or outsourced inspection items and frequency for raw materials and products, with the target of achieving 95% annually.
- Gradually supervise and audit suppliers and contractors and increase the number by 3% annually.
- Increase the procurement of local sugar by 1% annually.
- Increase the procurement of sugar from nearby countries by 1.5% annually.



## Supplier Selection and Management :



The company's contract terms for suppliers are based on International Labour Standards regulations and the Taiwan Labour Standards Act, which protect human rights. Once a supplier is found to have violated gender equality, freedom of association, sexual harassment prevention, normal vacation, or overtime pay, the supplier is immediately requested to make improvements within a specific period of time.

If they refuse to cooperate or continue to violate the regulations, the contract may be terminated. The human rights protection requirements for major investment companies are the same as those for suppliers. The company has always attached importance to human rights in cooperation with its suppliers. In 2022, the company will formally sign a "Supplier Social Responsibility Commitment," which includes four categories: labour and human rights, health and safety, environmental protection, and ethical norms, aiming to achieve a 100% recycling rate by next year.

## 5.2 Local Supply Chain Supply Chain Impact



### Supply Chain Impact :

The company plans to conduct environmental and social impact assessments for major suppliers in 2022, including labour relations, labour safety maintenance, waste management, and energy conservation and carbon reduction. Therefore, no factory contract has been terminated yet.

### Local Supply Chain :

In addition to the main raw material (sugar), which accounts for 96% of imports and only 4% domestically, and the material, which accounts for about 8% of operating costs, the company also integrates local farmer supply chains, prioritizing the use of organic and non-toxic agricultural products. This not only drives local economic growth but also indirectly encourages sustainable agriculture and environmental protection. The company also provides long-term support for and procurement of local agricultural products such as winter melon, lotus root powder, dried longan, etc.

	Types	Purchase weight (metric tons)	Percentage (%) (Purchased tons/ Total purchased tons)
Domestic	Raw materials	1769	92%
	Materials	6.915	8%

# Appendix 1

## Certificate of Verification





## Assurance Statement

TUV Asia Pacific Ltd. Taiwan Branch ("TUV NORD") has been commissioned by the management of Forever Sweet Sugar Trade Company ("the Company") to carry out an independent assurance of the Company's Sustainability Report for the fiscal year 2021 ("ESG Report") against TUV Asia Pacific CSR Assurance Protocol for Sustainability Reporting and the Global Sustainability Reporting Standards (GRI Standards).

The Company is responsible for the collection, analysis, aggregation and presentation of information within the Report. TUV NORD's responsibility in performing this work (assurance of the report) is in accordance with terms of reference agreed in the scope of engagement with the Company. The management of the Company is the intended users of this statement.

The assurance engagement is based on the assumption that the data and information provided to in the Company's sustainability report is complete and true.

### Nature and Scope the Assurance

TUV NORD has developed a set of protocols for the Assurance of Sustainability Reporting based on our professional experience, international assurance best practice and the Global Sustainability Reporting Standards (GRI Standards), include the text, and data in accompanying tables, contained in this report.

The assurance of the Sustainability Report for the fiscal year 2021 related to The head office of Forever Sweet Sugar Trade Company in Dongshan, Plant 1, Plant 2.

The content of the report includes the following:

- 1) Reporting of economic, environmental, and social indicators; the year of activities covered in the Sustainability Report is 01.2021 to 12.2021;
- 2) Information related to the Company's issues, responses, performance data, case studies and underlying systems to manage Sustainability related data and information;
- 3) Information related to the Company's adherence to inclusivity, materiality and responsiveness and stakeholder engagements;
- 4) The report is "in accordance" with the GRI Standards – CORE option.

### Assurance Methodology

TUV NORD is a licensed global assurance provider of Sustainability services, with quality, environmental, social and sustainability assurance specialists working all over the world.

Our assurance engagement was planned and carried out in accordance with the GRI Standards and the TUV Asia Pacific CSR Assurance Protocol for Sustainability Reporting. Assessment of the company's adherence to Completeness, materiality and sustainability context and stakeholder inclusiveness was based on GRI Standards.

Our assurance involved the following activities:

- \* Gather objective evidence on the performance indicators as mentioned in the report.
- \* Review any issues raised by external parties that could be relevant to the Company's policies.
- \* Review of expectations of local and national regulations; international standards and those of general concern both in the public eye and/or raised by expert opinion.
- \* Documentation; record review and evaluation of the report contents against the GRI Standards application requirements.
- \* Discussion with managers and relevant staff on the Company's approach to stakeholder engagement.
- \* Interviews with relevant staffs involved in sustainability management, gathering information and report preparation.
- \* Review key organizational developments.
- \* Review of internal and external audits findings.
- \* Review of supporting evidence based on the information made in the report.
- \* Sampling method used to ensure the correctness of the data



#### **Opinion Statement**

The Company's Sustainability Report provides an appropriate view of the Company's sustainability development programs and performances during fiscal year 2021.

The economic, social and environment performance indicators as mentioned in the Sustainability Report are represented appropriately. The sustainability development performance indicators disclosed in the report demonstrate the Company's efforts recognized by its Top Management and stakeholders.

The report also presents the company's performance in the wider context of sustainability. In accordance with the GRI Standards, the recommendations are as follows:

#### **Stakeholder Inclusiveness**

The company well identified its stakeholders through ESG Sustainability development performance committee, and collected 37 effectiveness questionnaires for materiality from stakeholders, selects 10 material topics in Economic, Environment and social aspect as well as decides the boundary to be declared. The systematic methodology for stakeholder engagement and how engagement has influenced the report content, how it has responded to their reasonable expectations and interests could consider refer to the topic specific standards of GRI standards.

#### **Sustainability Context**

The report has not only clear described the relationship between sustainability and organizational strategy as well as the context in which disclosures are made, but also evaluated the material topics refers to Sustainable Development Goals (SDGs). The Company describes how economic, environmental, and/or social topics relate to its long-term strategy, risks, opportunities, and goals, including in its value chain is expected.

#### **Materiality**

The material topics were identified based on the two dimensions of this reporting principle, also the aspect and boundaries were assessed through questionnaires feedback from stakeholders and prioritization of key managers & functional heads. The company's influence on value chain (such as upstream and downstream entities) and the performance achievement on mid-term vs long-term quantitative goals could more address in the further report.

#### **Completeness**

The report well follows GRI Standards to identify the significant economic, environmental, and social impacts. For report completeness, the topics covered in the report is expected to be sufficient and accurate to reflect the Company's risks management and sustainability influences on supply chain.

#### **Reliability and accuracy of performance information:**

In accordance to Type I, Moderate level of assurance requirements, it can be concluded that the contents mentioned in the Sustainability Report is reliable. The Company has a robust management system for obtaining objective evidences and data for the reporting in the Company's Sustainability Report.

#### **Statement of Independence and Competence**

TUV NORD Group is the world's leader in inspection, testing and verification, operating in more than 70 countries throughout the world and providing services which includes management systems and product certification; quality, environmental, social and ethical auditing and training; environmental; social responsibility and sustainability report assurance.

TUV Asia Pacific Ltd, Taiwan Branch, affirms its independence from Forever Sweet Sugar Trade Company and confirms that there are no conflicts of interest with the organization or any of its subsidiaries and stakeholders when performing the assurance of the Sustainability Report. TUV Asia Pacific Ltd, Taiwan Branch was not involved in any manner with the said Company, when the latter was preparing the Sustainability report.

The assurance team consists of well experienced, qualified and registered Quality - ISO 9001 - ISO 14001 - ISO 14064-1 - ISO 45001 - SA 8000 - QC080000 - ISO 50001 - ISO 27001 Lead Auditors. The team based on their qualifications, extensive knowledge and experience of the industry provided the much required expertise for this assignment.



Jack Yeh  
General Manager  
TUV Asia Pacific Ltd., Taiwan Branch



Issue Date : 23.06.2022  
TUV Asia Pacific Ltd., Taiwan Branch  
Rm. A1, 9FL., No. 333, Tung Hua S. Rd., Sec. 2, Taipei, 10669, Taiwan R.O.C.



# Appendix II

## GRI Standards Index



Disclosures No.	Requirements	Reasons for Omission/Additional
GRI102 : General Disclosures		
1.Organisational Profile		
102-1	Name of the organization.	AR : P.8
102-2	Activities, brands, products, and services.	AR : P.14
102-3	Location of headquarters.	AR : P.9
102-4	Location of operations.	AR : P.8
102-5	Ownership and legal form.	AR : P.8
102-6	Markets served.	AR : P.10, P.11
102-7	Scale of the organization.	AR : P.8, P.9
102-8	Information on employees and other workers.	AR : P.55, P.56
102-9	Supply chain.	AR : P.73
102-10	Significant changes to the organization and its supply chain.	Not applicable
102-11	Precautionary Principle or approach.	Not applicable
102-12	External initiatives.	Not applicable
102-13	Membership of associations.	AR : P.70

Disclosures No.	Requirements	Reasons for Omission/Additional
GRI102 : General Disclosures		
2.Strategy		
102-14	Statement from senior decision-maker.	AR : P.5
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior.	AR : P.32
4. Governance		
102-18	Governance structure.	AR : P.21 AR : P.33
5. Stakeholder		
102-40	List of stakeholder groups.	AR : P.25
102-41	Collective bargaining agreements.	Not applicable
102-42	Identifying and selecting stakeholders.	AR : P.24 - 25
102-43	Approach to stakeholder engagement.	AR : P.25 AR : P.58
102-44	Key topics and concerns raised.	AR : P.24 - 25

Disclosures No.	Requirements	Reasons for Omission/Additional
6. Reporting practice		
102-45	Entities included in the consolidated financial statements.	AR : P.9
102-46	Defining report content and topic Boundaries.	AR : P.3
102-47	List of material topics.	AR : P.26 - 27
102-48	Restatements of information.	AR : P.4
102-49	Changes in reporting.	AR : P.4
102-50	Reporting period.	AR : P.4
102-51	Date of most recent report.	Not applicable (the first annual report)
102-52	Reporting cycle.	AR : P.3
102-53	Contact point for questions regarding the reportthe report.	AR : P.4
102-54	Claims of reporting in accordance with the GRI Standards.	AR : P.2
102-55	GRI content index.	AR : P.80 - 86
102-56	External assurance.	AR : P.3

Disclosures No.	Requirements	Reasons for Omission/Additional
103-1	a.An explanation of why the topic is material. b.The Boundary for the material topic, which includes a description of. c.Any specific limitation regarding the topic Boundary.	100 Series AR: P.26 - 27
		200 Series AR: P.37 - 38
		300 Series AR: P.43 AR: P.48 AR: P.52
		400 Series AR: P.57 - 58 AR: P.60 AR: P.74
103-2	a.An explanation of how the organization manages the topic. b.A statement of the purpose of the management approach. c.A description of the following, if the management approach includes that component.	100 Series AR: P.26 - 27
		200 Series AR: P.37 - 38
		300 Series AR: P.43 AR: P.48 AR: P.52
		400 Series AR: P.57 - 58 AR: P.60 AR: P.74
103-3	a.An explanation of how the organization evaluates the management approach, including.	100 Series AR: P.26 - 27
		200 Series AR: P.37 - 38
		300 Series AR: P.43 AR: P.48 AR: P.52
		400 Series AR: P.57 - 58 AR: P.60 AR: P.74



Disclosures No.	Requirements	Reasons for Omission/Additional
200 series (Economic topics)		
GRI 201 : Economic Performance		
201-1	Direct economic value generated and distributed.	AR : P.27
201-2	Financial implications and other risks and opportunities due to climate change.	AR : P.44
201-3	Defined benefit plan obligations and other retirement plans.	AR : P.63
201-4	Financial assistance received from government.	AR : P.36
GRI 202 : Market Presence		
202-2	Proportion of senior management hired from the local community.	AR : P.34
GRI 206 : Anti-competitive Behaviour		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.	Not applicable

Disclosures No.	Requirements	Reasons for Omission/Additional
300 series (Environmental topics)		
GRI 302 : Energy		
302-1	Energy consumption within the organization.	AR : P.50
302-2	Energy consumption within the organization.	AR : P.49 AR : P.50-51
GRI 303 : Water		
303-1	Interactions with water as a shared resource.	AR : P.45
303-2	Management of water discharge-related impacts.	AR : P.45
303-3	Water withdrawal.	AR : P.45
303-4	Water discharge.	AR : P.45
303-5	Water consumption.	AR : P.45
GRI 305 : Emissions		
305-1	Direct (Scope 1) GHG emissions.	AR : P.42
305-2	Energy indirect (Scope 2) GHG emissions.	AR : P.42

Disclosures No.	Requirements	Reasons for Omission/Additional
GRI 306 : Effluents and Waste		
306-1	Water discharge by quality and destination.	AR : P.43
306-2	Waste by type and disposal method.	Processed by the third party.
306-3	Significant spills.	AR : P.47
GRI 307 : Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations.	Not applicable

Disclosures No.	Requirements	Reasons for Omission/Additional
400 series (Social topics)		
GRI 401 : Employment		
401-1	New employee hires and employee turnover.	AR : P.54-55
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	AR : P.63
401-3	Parental leave.	AR : P.63
GRI 403 : Occupational Health		
403-1	Workers representation in formal joint management-worker health and safety committees.	AR : P.60 - 61 AR : P.64
403-2	Hazard identification, risk assessment, and incident investigation.	AR : P.60
403-3	Occupational health services.	AR : P.71
403-4	Worker participation, consultation, and communication on occupational health and safety.	AR : P.65
403-5	Worker training on occupational health and safety.	AR : P.64-65
403-6	Promotion of worker health.	AR : P.71
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	AR : P.60 AR : P.64
403-8	Workers covered by an occupational health and safety management system.	AR : P.61
403-9	Work-related injuries.	AR : P.61
403-10	Work-related ill health.	AR : P.61

Disclosures No.	Requirements	Reasons for Omission/Additional
GRI 404 : Training and Education		
404-1	Average hours of training per year per employee.	AR : P.65
404-2	Programs for upgrading employee skills and transition assistance programs.	AR : P.65
GRI 405 : Diversity and Equal Opportunity 2016.		
405-1	Diversity of governance bodies and employees.	AR : P.31 AR : P.34 AR : P.55-56
405-2	Ratio of basic salary and remuneration of women to men.	AR : P.35
GRI 406 : Non-Discrimination 2016.		
406-1	Incidents of discrimination and corrective actions taken.	AR : P.57
GRI 408 : Child Labor 2016.		
408-1	Operations and suppliers at significant risk for incidents of child labor.	Not applicable
GRI 409 : Forced or Compulsory Labor 2016.		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor.	Not applicable
GRI 415 : Public Policy 2016.		
415-1	Political contributions.	Not applicable
GRI 416 : Customer Health and Safety 2016.		
416-1	Assessment of the health and safety impacts of product and service categories.	AR: P.37 (Not applicable)



Disclosures No.	Requirements	Reasons for Omission/Additional
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Not applicable
GRI 417 : Marketing and Labelling.		
417-2	Incidents of non-compliance concerning product and service information and labeling.	AR: P.66 (Not applicable)
417-3	Incidents of non-compliance concerning marketing communications.	Not applicable
GRI 418 : Customer Privacy.		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	AR: P.67 (Not applicable)
GRI 419 : Socioeconomic Compliance.		
419-1	Non-compliance with laws and regulations in the social and economic area.	Not applicable

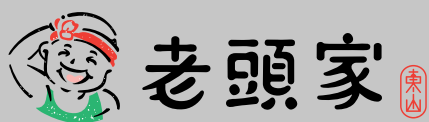
※ This Annual Report 2021 have been prepared in accordance with the Core option of the GRI Sustainability Reporting Standards.

※ AR : Forever Sweetty Lao Tao Ke Sustainability Annual Report 2021.

詠糧實業有限公司

20  
22

永續  
報告書



FOREVER SWEET SUGAR  
TRADE COMPANY

我們用愛與責任製作每一項產品。  
Craft with love and responsibility.