台灣農林股份有限公司
TAIWAN TEA CORPORATION

2025 永續報告書

Sustainability Report



台灣農林股份有限公司
TAIWAN TEA CORPORATION



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LuGao Cafe

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About the Report

Organizational Boundary of the Report

Founded in 1899, Taiwan Tea Corporation was established initially as Mitsui & Co., Ltd.

The Report covers the Company's concrete actions across finance, corporate governance, employee welfare, and social responsibility from January 1, 2025 to December 31, 2025, providing stakeholders with an insight into the implementation and performance of the sustainable development policy. The scope of the indicators disclosed in this report is Taiwan Tea Corporation, which is consistent with the boundary of the financial report. It includes all the business operations of the head office, branches, leisure business units, and tea factories in the Taiwan area. Where the Report refers to any important operating locations, the Taiwan area is included. The statistical data disclosed in this report are derived from internal statistics and survey results compiled by the Company and are presented using internationally recognized indicators. Any estimations applied are duly noted in their respective sections.

The Report was written in accordance with the GRI Standards issued by Global Reporting Initiatives (GRI 2021) as the basis for disclosing the information. The issues that stakeholders were concerned about were identified via substantive analysis and used as the framework of the chapters in the Report for the disclosure of the sustainability-related information. This report adheres to the GRI Standards to identify, implement, and disclose information regarding Taiwan Tea Corporation's sustainable development. A GRI index is provided in the appendix for reference and navigation.

The financial data are prepared in accordance with the International Financial Reporting Standards (IFRSs) endorsed, announced, and enacted by the Financial Supervisory Commission and the Regulations Governing the Preparation of Financial Reports by Securities Issuers. All figures are derived from publicly disclosed financial reports audited and certified by KPMG and are denominated in New Taiwan Dollars (NTD).

Reporting period

In 2015, the Company published its first Corporate Social Responsibility Report. This is the Sustainability Report issued in the 12th year. The reporting cycle is one year. The electronic version of the Report is available for download on the Company's official website.

Previous issue: August 11, 2025
Current issue: August 28, 2026
Next issue: August 2027

Restatements of information

The information of restatements for each topic in the Report is presented in the table below:

Restatement Information	Reason for Restatement	Impact of Restatement	Report Sections
2024 Greenhouse Gas Emissions	Greenhouse gas emissions data were recalculated due to updates to the emission factor version for electricity and septic tanks.	Scope 1 and Scope 2 greenhouse gas emissions were decreased by a total of 92.234 tons.	4.1.2 Greenhouse gas management

Other than the above, there were no restatements required due to significant organizational changes or changes in the scope during the reporting period.

External guarantee

The Company engaged KPMG to perform a limited assurance engagement on the subject matter in accordance with TWSAE 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation. The relevant results have been fully communicated to the governance body, and the assurance scope and conclusion are detailed in the appendix of the Report.

Report Management Process

The data and information in this Report were provided by Head office departments and respective operating sites. The Sustainability Report compilation team consolidated and prepared the initial draft, which was then submitted to relevant units for review and revision according to their respective scopes of responsibility, followed by review by department heads. Additionally, the Report followed administrative review procedures (engagement, data collection, compilation, and review) to ensure alignment with the purpose of this Report prior to finalization and publication, and was ultimately submitted to the Board of Directors for review and approval.

Feedback / Responsible Unit

If you have any questions or suggestions regarding Taiwan Tea Corporation's 2025 Sustainability Report, please feel free to reach out using the contact information below and help us continue to improve:

Taiwan Tea Corporation

Taiwan Tea Corporation
BOD Secretariat Office
Address: No. 3, Zhonghua Road, Hukou Township, Hsinchu County
Telephone: +886-3-659-1188
Fax: +886-3-659-1199
Website: http://www.ttch.com.tw


LuGao Cafe

Message from Chairman

Founded in 1899, Taiwan Tea Corporation – established initially as Mitsui & Co., Ltd. during the Japanese era – is one of Taiwan's oldest and most storied tea producers, with over a century of expertise and a very close and inseparable relationship with tea. For over a century, TTC has upheld the spirit of traditional tea-making with sincerity. Since 2022, the Company has invested in automated production and smart tea plantation management technologies, standing as Taiwan's only prominent publicly listed tea company that owns both tea plantations and processing facilities. From cultivation and harvesting to processing and direct sales, we maintain rigorous control over every detail to deliver teas of the finest quality and flavor, ensuring that every cup reflects the professionalism and dedication of Taiwan Tea.

The "Root" of Taiwan Tea Corporation

The tea business is the root of the Company. Hence, the primary operating strategy of the Company is to go all out in the development of the tea business and recover the value of the "TTC" brand. In recent years, the tea industry has encountered rising cost pressures and intensifying market competition amid multiple challenges, including slowing global economic growth, accelerating climate change, heightened geopolitical risks, and agricultural labor shortages. Leveraging the Company-owned tea plantations across northern, central, and southern Taiwan, the Company has developed a "one region, one specialty tea" approach based on the elevation. Among these sites, the Laopi Tea Farm in Pingtung is the largest tea production base in Taiwan. In tea cultivation, the Company leads the domestic industry by adopting advanced precision irrigation technology (Israeli drip irrigation) and the Smart Agri-management Platform for smart plantation management. Combined with automated production and the establishment of a traceability system, these initiatives effectively control production costs and enhance production transparency, with the hope to replace imported tea with safe, high-quality Taiwanese tea that consumers can enjoy with no worries!

Development of Leisure Business in Combination with Tea Making Techniques over the Century

To meet the increasing demand of people for recreation nowadays, the Company has combined traditional tea-making techniques with the architectural and creative elements of cultural industries, considering the characteristic landscapes and biodiversity in different areas. In recent years, the Company has developed tourism and leisure activities with the strategy of diversified development to provide an experience of both a leisure tour and tea knowledge. Concurrently, the rising consumer expectation of food safety, environmental sustainability, and brand value has driven the Company to accelerate corporate transformation. In response to these trends, TTC continues to advance the sustainable development strategy by actively expanding into the tourism and leisure industry through a diversified business model. By developing products (e.g., TTC paper) and initiatives (e.g., corporate sustainability eco-activities) that integrate sustainability and the circular economy across multiple fields, the Company strives to enhance overall operational resilience and adapt to rapid changes in the external environment.

Full Utilization of the Land Assets: Prudent Operations and Long-Term Value

The Company's management team conducts a comprehensive assessment of our land assets and determines the most effective use based on each property's characteristics. We adopt a strategy of "leasing the land with selling as a secondary approach" to establish a stable cash flow and generate long-term stable earnings for the Company and lay a solid foundation for the sustainable development of the Company.

Dedication to Environmental Protection

As for environmental protection, we always persist in the philosophy of "health, leisure, environment" and commit ourselves to achieve the goal of "co-existence with the land". There are many forest forms and natural ecological areas of native plants in lots of over 3,000 hectares. In recent years, the Company spares no effort in operation of organic tea farms, and files applications for afforestation as planned. Up to the end of 2025, the total area of the Company's afforestation has reached 475 hectares. We are the only company in the industry that improves the natural eco-environment and enhances the conservation of water and soil with such achievements.

Planning of Green Energy Economy and Future Outlook

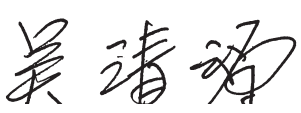
The Company owns a vast area of land for planting trees. The land has a variety of forest landforms and natural ecological areas composed of native species; it is thus expected that a number of forest carbon sinks can be formed and, in conjunction with the planning of the under-forest economy, the goal of achieving a win-win situation between the Company and the environment can be attained for the green energy economy. In the meantime, the Company pays close attention to the development of domestic and international policies, including carbon management, sustainability disclosures, and relevant regulatory requirements, to make plans and mitigate potential risks in advance.

Fulfillment of Corporate Social Responsibility: Co-Creation of Sustainable Value

As for corporate social responsibility, as a listed company, we understand our great social responsibility with respect to the sustainable development, care of employees, assure of their human rights, and protect the health of the consumers. We will continuously implement corporate governance, develop a sustainable environment, protect social welfare, assure the rights and interests of the employees, and enhance the disclosure of CSR information. We will also extend our efforts to social care and make contributions to a better world in the future.



Taiwan Tea Corporation
Chairman





CH1 Sustainable Governance

1.1 About Taiwan Tea Corporation
1.2 ESG Promotion Team
1.3 Corporate Governance and Ethical Management

1.1 About Taiwan Tea Corporation

Company Profile

Founded in 1899, Taiwan Tea Corporation, the former “Mitsui & Co., Ltd.", is a century-old tea producer and the only leading tea making company that goes public and has tea plantations and factories in Taiwan. The Company is mainly engaged in the department store, tea, leisure and tourism and agency businesses. We have an outstanding management team and pursue sustainable development and growth with the “ethical” management concept in mind. We uphold the philosophy of “health, leisure, environment” and “co-existence with the land” to develop a leisure business with the tea culture as the core. In addition to the overall stable business operation, our profitability is improving steadily every year, helping us become one of the outstanding companies in Taiwan. We are trying to develop our business diversely with the tea as the Company's major product. This includes the development and exploitation of land, real estate leasing, export and import business, and especially the leisure business we have gone all out to develop in recent years.

Company milestones:

Please refer to the company website – Profile of the Taiwan Tea Corporation.

1.1.1 Location of operations and their overview

Corporate Information

The address of the head office in 2025 was No. 3, Zhonghua Road, Hukou Township, Hsinchu County. The tea and coffee products of the Company are produced at four premises. They are Laopi Tea Farm, Yuchi Tea Factory, San Yi Tea Factory, and Xiong Kong Tea Factory.



Taiwan Tea Corporation (Head office)

Address: No. 3, Zhonghua Road, Hukou Township, Hsinchu County

Telephone: +886-3-659-1188

Fax: +886-3-659-1199

Website: www.ttch.com.tw



Sanxia Branch Office & Xiong Kong Tea Factory

Address: No. 140, Zhulun Road, Zhulun Village, Sanxia District, New Taipei City, Taiwan

Telephone: +886-2-2672-6151~2



Miaoli Branch Office & San Yi Tea Factory

Address: No. 155, Ln 307, Shuimei, Shengxing Village, Sanyi Township, Miaoli County, Taiwan

Telephone: +886-37-872-011



Nantou Branch Office, Yuchi Tea Factory

Address: No. 38, Youshui Ln., Zhongming Village, Yuchi Township, Nantou County, Taiwan

Telephone: +886-49-289-5508



Pingtung Branch Office, Laopi Tea Farm

Address: No. 1, Zhongsheng Rd., Longquan Village, Neipu Township, Pingtung County, Taiwan

Telephone: +886-8-770-8596

Store Information



TTC - Headquarters Store

Address: No. 372-1, Sec. 6, Nanjing E. Rd., Taipei City, Taiwan
(Taipei Industrial Park of Cooperation Headquarters: opposite to Building A4)

Telephone: +886-2-2630-8009

Opening hours: 08:00~16:00 (Monday to Friday)

Recreational Tea Farm



Xiong Kong Tea Plantation

Address: No. 238, Zhulun Road, Zhulun Village, Sanxia District, New Taipei City, Taiwan

Telephone: +886-2-2672-6686
(Prior reservation is needed for a guided tour.)

Opening hours: 09:00~17:00

* The management of Xiong Kong Tea Plantation has been commissioned to He Xu International Co., Ltd. since January 1, 2023.



Daxi Tea Factory

Address: No. 80, Lane 732, Section 2, Fuxing Road, Daxi District, Taoyuan City, Taiwan

Telephone: +886-3-382-5089

Opening hours: 09:30~17:00 (Monday to Sunday)

Website: http://www.daxitea.com/tw/

Business Operations and Featured Products

1. The century-old tea factory building and tea-making equipment are important cultural assets and tourist attractions.
2. Be named one of the first "Top 100 Taiwan Culture Base" by the Ministry of Culture and continue the revitalization of cultural assets and reuse of venues.
3. “Daxi Tea Factory” organic series – Honey Flavor Black Tea and Chin-Shin Sweet Green Tea.
4. Integrates in-depth guided tours, cultural walking tours, hands-on DIY experiences, and buffet-style wellness meals featuring ingredients sourced from local smallholders, thereby strengthening the connection between tea culture and everyday life.
5. Introduce featured products from local small farmers and co-branded items to enrich the consumer experience and strengthen connections to local culture and brands.
6. Actively participate in government tourism policies and cooperate with travel agencies, hotels, and cultural organizations to expand the market and enhance brand influence.



Tongluo Tea Factory

Address: No. 132-16, Jiuhu Village, Tongluo Township, Miaoli County, Taiwan

Telephone: +886-37-987358

Opening hours: 09:30~17:00 (Monday to Sunday)

Website: https://www.tongluotea.com/

Business Operations and Featured Products

1. Develop a tea plantation that emphasizes natural farming and ecological symbiosis, and incorporates environmental education.
2. Be selected as one of the first “Top 100 Taiwan Culture Base” by the Ministry of Culture and deepen its role in local cultural connection and public participation.
3. “Oriental Beauty” tea with local features
4. Guided tours around the tea farm, tea-picking DIY, a five-sense tea processing experience, as well as activities like the tea tree blossom harvest experience, making tea jelly, and crafting insect-themed tea bags are designed to enhance visitor engagement and cultural identity.
5. Combine corporate ESG courses and customized activities to develop a sustainable education and experiential economy model.
6. Introduce local small farmers' specialty products, strengthen ties with local industries and deepen local connections and sustainable.



Sun Moon Lake Antique Assam Tea Farm

Address: No. 38, Youshui Ln., Zhongming Village, Yuchi Township, Nantou County, Taiwan

Telephone: +886-49-289-5508

Opening hours: 08:00~17:00 (Monday to Sunday)

Website: https://www.assamteafarm.com.tw/

Business Operations and Featured Products

1. Selected as one of the first “Top 100 Cultural Bases” by the Ministry of Culture, transforming from a tea manufacturing facility into a benchmark hub integrating cultural education and tourism experiences.
2. The black tea made from tea leaves produced by the tea farm (including products produced using organic farming, natural farming and conventional farming techniques).
3. Introduce a carbon footprint assessment mechanism, develop low-carbon tea products, and implement carbon reduction measures and environmental sustainability.
4. Deepen understanding of tea culture and promote food and agricultural education through guided tours, tea tasting, and DIY experiences.
5. Introduce local farmers' specialty products to enrich the product range and enhance the consumer experience and average transaction value.



LuGao Cafe

Address: No. 31-6, Xiangcha Ln., Xincheng Village, Yuchi Township, Nantou County, Taiwan

Telephone: +886-49-289-5520

Opening hours: 09:00~17:00 (Monday to Sunday)

Website: https://www.lugaocafe.com/

Business Operations and Featured Products

1. Arabica beans is the primary species cultivated, with current plantings including Typica, SL34, Yellow Catuai, Villa Sarchi, Venecia, and Geisha. Utilizing 100% Taiwan-sourced beans, grown, processed, and sold by ourselves, we have established a complete local coffee production chain and enhanced the differentiated characteristics of our brand.
2. LuGao Cafe won the “Sustainable Specialty Coffee Farm” award, demonstrating a competitive advantage in the fields of sustainable agriculture and specialty coffee.
3. Develop specialty coffee products combining local flavors and sustainable practices to enhance brand value.
4. Continue to promote ESG sustainable operation and deepen the values of environmental protection and local well-being. Integrate manor tours, coffee experiences, and flavor education to develop a high value-added experiential tourism model.

Core Tea Business

We established an organic tea seedling experimental area in Yuchi, Nantou, in 2003 and obtained organic certification the following year, becoming the first organic-certified Assam tea farm in Taiwan and marking a major milestone in restoring the tea plantations through natural farming. Upholding the principle of "food safety first," the Company implements a rigorous quality management system to minimize the impact of non-natural factors on tea quality. Our manufacturing processes are certified under FSSC 22000, ISO 22000:2018, HACCP, Rainforest Alliance, and Halal standards. All raw tea materials pass SGS pesticide residue testing, and stringent process controls, alongside critical control point management, are implemented to ensure product safety, consistent quality, and trustworthy local Taiwanese tea for consumers.









Sales Channels for Tea and Related Products

Marketing Channel Business	Commercial tea channel	Hand-shaken beverage shops, fast food chains, hotels and catering services, beverage manufacturers, and agricultural product wholesale and retail businesses, among others.
	General Channel	Convenience store chains, hypermarket chains, drugstore and cosmetic chains, boutique and luxury retailers, duty-free shops, hotels, and e-commerce channels, among others.
Product Distribution and Brand Promotion Business	Product Distribution	1. Australian Gossips Red/White Wines 2. Hennessy (sold at MEGA PX Mart) 3. Italian Divella Series
	Taiwan Tea Corporation's Self-Owned Brands	1. Canned tea leaves, boxed tea leaves, and Chinese New Year and holiday gift boxes, and customized gift boxes for businesses 2. LuGao Coffee Product Series 3. TTC Shop Product Series

1.1.2 The Scope of Operations

Industry Value Chain

TTC plays a key role in the tea industry. We are dedicated to providing premium tea products through the processes from picking of tea leaves, manufacturing of crude tea to production, grading and packing of refined tea. The compliance of the species and the time and technique of picking with the highest quality standard is ensured upstream. Every tea leave keeps in the best state through outstanding agricultural management and quality control in the midstream. The fineness of the production technique and the innovation of the technique are the focuses in the manufacturing process of tea. From withering, rolling, and fermentation to drying, each step is carefully managed to ensure the optimal flavor, aroma, and quality of the tea leaves. Grading and packing of tea leaves are carried out downstream, ensuring every detail meets customer's expectations and market standards.

In addition to dedicating ourselves to the development of the tea industry, we actively promote the sustainability of land development. From acquisition of the land to investment, conversion, integration and management, we ensure compliance of every item with the plan and, in the meantime, take care of local environmental protection. We will continue to face the challenges and opportunities on the market, and work with partners to make contribution to the society and economy in an active manner.

Land Assets and Development Business

The Company's land assets recorded in the accounts are distributed across Taipei City, New Taipei City, Taoyuan City, Hsinchu County, Miaoli County, Nantou County, Kaohsiung City, and Pingtung County.

We have filed the relevant information through computers to manage such massive land assets. All branches are responsible for carefully performing inspection and management and recording the results of regular inspections. We carry out irregular audits to prevent deforestation or overbuilding.

Sustainability planning: TTC's Xiong Kong Tea Plantation in Sanxia has partnered with Tse-Xin Organic Agriculture Certification organization for over 20 years. The Kong Tea Plantation has used organic fertilizer for long-term crop cultivation to enhance soil biodiversity and attract wild boars to forage for earthworms at night. In addition, following the removal of betel nut plantations in Sanxia and Nantou, natural regeneration was adopted for revegetation and this allowed the land to fallow and gradually restore its ecological functions.

1.1.3 Outlook

Land Assets	The primary operational goal is to maximize land value through continuous asset revitalization and reinvestment, so as to utilize the abundant land resources of the Company correctly and effectively The Company is currently revitalizing idle land.
Asset Development	In response to the implementation phase of the government's territorial planning policy, we will continue to implement large-scale development projects. As for the tea ecology and leisure business, we will make full use of the tea factories and land resources with beautiful scenery surrounded by mountains to develop leisure agriculture and tourism business, and prepare existing tea culture spaces and coffee farms to gradually build these into a complete blueprint for a leisure space and create the second profit engine for the Company.

▲ TTC's Short-, Medium-, and Long-Term Carbon Credit Planning

Short-, Medium-, and Long-Term Carbon Credit Planning	
Short-Term: 2024–2026 (3 Years)	Since the establishment of the carbon credit team in 2024 to check and classify the land conditions, the area of self-managed afforestation has reached 475 hectares (Including approximately 1.3 hectares of afforestation in 2014). We have actively paid attention to and participated in forums and corporate seminars hosted by the Forestry and Nature Conservation Agency, Ministry of Agriculture, to provide reference criteria for screening and evaluating the pilot sites. However, conducting large-scale land inventories remains challenging due to limited human resources and the widely spread land assets across northern, central, and southern Taiwan. To balance operational needs and sustainability principles, we continue to carry out planned and phased regional inventories and discussions to identify optimal solutions for sustainable land-use planning.
Medium-Term: 2026–2031 (6 Years)	The Company plans the selection of baseline sites and applicable methodologies through collaboration with academia and industry partners. Considering tree species for afforestation, forest stand composition, and land conditions, the current planning focuses on forest management and afforestation, alongside the circular utilization of agricultural waste materials. This initiative aims to advance sustainable land use and biodiversity conservation, with strategies adjusted as necessary based on implementation progress to achieve optimal environmental outcomes.
Long-Term: 2026–2036 (10 Years)	To enhance overall profitability, strengthen the Company's financial structure, and support government green power policies toward achieving the 2050 net-zero emissions goal, the Company plans to select approximately 10 to 20 hectares as potential afforestation sites following a comprehensive inventory of the land assets, while evaluating suitable tree species to maximize future carbon sink benefits. However, certain variables remain in the evaluation of the return on investment in consideration of the high upfront capital investment required for afforestation projects, ongoing uncertainties in the carbon credit pricing mechanism and market development, and the unclear direction of relevant policies and regulations. In addition, the Company will incorporate regional revitalization and biodiversity conservation into the overall planning to balance environmental sustainability with local development needs.

▲ Development Business

The Sanyi Science and Technology Logistics Park Development Project in Miaoli has achieved phased outcomes. To ensure a balance between industrial development and environmental protection, the ongoing soil and water conservation measures are outlined below.

Recent achievements	(1) In 2023, the logistics park obtained its development permit and the official approval document for its environmental impact statement. (2) The soil and water conservation plan received official approval in 2024. (3) The project under the soil and water conservation plan was officially launched in 2025 (4) The soil and water conservation project was completed, and a certificate of completion was issued by the competent authority in April 2026.

Core objectives of the implementation	For land use and various engineering works during the development, the introduction of a proper soil and water conservation plan alongside rigorous construction management delivers significant, tangible benefits in mitigating environmental impacts and serves as a vital environmental protection measure. By implementing soil and water conservation plans across planning and design, construction, and ongoing maintenance, the impacts of land development on the natural environment can be effectively minimized, promoting the sustainable utilization of land resources. (1) Core objectives of the soil and water conservation plan The primary objective is to minimize rainwater runoff and soil erosion through engineering measures and vegetation management, thereby maintaining the stability of the existing environment and ecosystem. Retaining natural vegetation or reforesting disturbed areas enhances soil stability and increases rainwater infiltration capacity, thereby mitigating risks such as debris flows and slope collapses. (2) Formulation phase of the soil and water conservation plan Priority is given to surveying and analyzing baseline site conditions, including topography, slope gradients, geological and soil conditions, rainfall patterns, and hydrological characteristics. Through comprehensive baseline data collection and assessment, slope disaster risks can be accurately evaluated to propose appropriate soil and water conservation measures and facilities. These include interception ditches, drainage ditches, and retention and sedimentation basins designed to manage surface runoff and mitigate rainfall erosion on slopes. Furthermore, engineering techniques such as preserving existing vegetation or conducting revegetation utilize root systems to naturally anchor the soil, thereby enhancing slope stability and minimizing soil loss. (3) Construction phase of the soil and water conservation plan At the construction phase, the selection of construction methods and techniques is critical to the effectiveness of soil and water conservation and environmental protection. To prevent severe soil erosion during rainfall, we adopt a zoned construction approach to minimize large-scale excavation and prolonged surface exposure, thereby effectively reducing environmental impacts. The introduction of environmental engineering methods, such as vegetative slope protection and turfing, enables slope surfaces to rapidly restore vegetation cover, thereby reducing soil loss and facilitating the swift integration of the construction site with the surrounding natural environment. (4) O&M phase Following the completion of the planned engineering works, regular inspections, clearing of drainage ditches, maintenance of detention and sand sedimentation facilities, and vegetation care are conducted year-round to ensure the long-term functionality of the soil and water conservation works.

1.1.4 Domestic Trade Council and Association

Organization name	Participating department	Identity	The importance of Trade Council and Association to TTC
Taiwan Tea Manufacturers Association	Tea Manufacturing Center	Director	Mutually beneficial communication and collaboration to jointly develop improvements and promote sales for the tea industry.
New Taipei City Industrial Tourism Association	Tea Sales Department of Tourism & Sales Center	Member	Actively participate in the association's joint marketing platforms and initiatives to create brand value.
Taipei Tea Merchants Association	Tea Sales Department of Tourism & Sales Center	Member	Communication among tea merchants and industry peers facilitates the sharing of information related to the tea business.
Taiwan Tea Exporters Association	Tea Sales Department of Tourism & Sales Center	Member	Information sharing and exchange, as well as the promotion of Taiwanese tea culture.
Taipei Importers and Exporters Association	Import & Export Section of Logistics Center	Member	1. Master the latest trading regulations, customs rules, and foreign exchange policies. 2. International trade negotiations and handling of trade disputes. 3. Establish connections with international chambers of commerce to engage potential buyers or partners. 4. Conduct preliminary coordination and mediation.
Hsinchu County National Federation of Rice Valley Business Association	Import & Export Section of Logistics Center	Member	1. Adjustment of import regulations, quarantine systems, and trade barriers. 2. Participate in exhibitions and evaluation events held by the Association to enhance our brand exposure and expertise. 3. Provide courses on raw material preservation techniques, quality inspection, and labeling regulations. 4. Assist members in raising concerns about unreasonable issues in quarantine and inspection procedures with the relevant authorities.
Tea Research and Extension Station, Council of Agriculture, Executive Yuan	Tea Manufacturing Center	Receive guidance.	Provide professional guidance on tea leaf manufacturing techniques, pest and disease control, and fertilizer management—delivering substantial, direct benefits to production and serving as a core institution in advancing tea industry policies and technologies.
The Institute of Internal Auditors - Chinese Taiwan	Audit Office under the Board of Directors	Member	Provide professional expertise and consulting services, and participate in regular meetings and experience-sharing sessions.
Taoyuan Tourism Factory Advance Association	Marketing Planning Department, Tourism & Sales Center	Member	Support the association's operations and actively participate in marketing events to enhance the popularity and image of Daxi Tea Factory.
Taoyuan City Baiji Leisure Farms Development Association	Assets Section, Logistics Center	Member	The primary objective is to increase the value of the Company's land designated for recreational use. This will also enable greater development flexibility within the area and enhance the company's corporate image while fostering positive relationships with the local community.
Miaoli County Industrial Development and Investment Promotion Committee	Development Section, Logistics Center	Member	In local investment and development projects, it helps effectively lower investment risk, enhance the efficiency of project approvals, and foster corporate sustainability.

1.2 ESG Promotion Team

1.2.1 Implementation of Corporation Social Responsibility

A ESG policy committee was founded in 2015, with the General Manager acting as the chairman. Three responsible teams are established under the committee, with the supervisors of the Company at the level of manager or higher acting as the leaders. They hold meetings irregularly to ensure the consistency of the sustainability strategy with the operating direction of the Company and are dedicated to the following:

(I) Maintain good corporate governance and observe laws and business regulations.

(II) Provide employees with a safe and healthy work environment and give them equal employment and promotion opportunities to ensure fairness in the compensation, recruitment, training and promotion.

(III) Emphasize the consumers' health with the goods produced or sold under agency surpassing or complying with safety and health regulations.

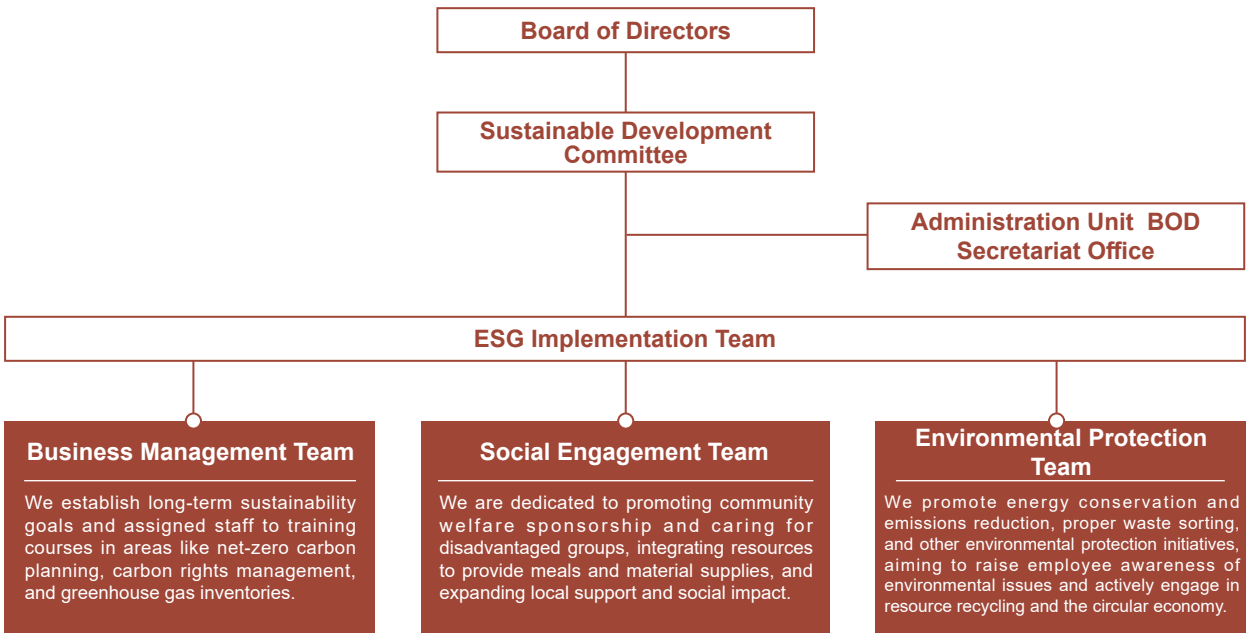
(IV) Enhance the business performance, improve the value of the Company, and create the best benefit for the shareholders.

(V) Be actively engaged in social services, care for disadvantaged people, and assist in the creation of a society where we can share the benefits.

(VI) Emphasize the environment protection responsibility, persist in the business philosophy of “health, environment, leisure” and “co-existence with the land”, and be dedicated to environmental protection.

The Sustainable Development Committee of the Company is comprised of the heads and employees of various departments concurrently. The management representative of the Sustainable Development Committee is the Assistant General Manager of the Public Affairs Office. The Committee has subordinate units consisting of the Business Management Team, Social Engagement Team, and Environmental Protection Team. The BOD Secretariat Office acts as the administrative unit and is responsible for reporting implementation results to the Board of Directors on an irregular basis (at least once a year). In accordance with the principle of materiality, the Sustainable Development Committee identifies environmental (E), social (S), and corporate governance (G) risks relevant to the Company’s operations. It formulates response strategies based on risk assessment results and consolidates the previous year's risk management implementation status. Following review by the Audit Committee, these matters are submitted to the Board of Directors, and relevant information is disclosed on the corporate website.

1.2.2 Corporate Structure and Management



The ESG Committee is responsible for coordinating the Company’s sustainability policies and monitoring their progress. The Committee shall report on the important sustainability issues and the results of its communication with stakeholders to the Board of Directors on a regular basis. Since the fourth quarter of 2025, the Company’s Vice Chairman and Executive Assistant General Manager have been invited to participate in and supervise sustainability-related meetings, thereby strengthening the Board's engagement and oversight regarding sustainability issues.

Management Representative	Li-Chuan Kao (Assistant General Manager)
Policy	To be approved by the Board of Directors
Meeting Frequency	At least once every quarter
Implementation	The Board of Directors Secretariat Office is responsible for planning relevant policies. The units involved shall cooperate with the Board of Directors Secretariat Office to promote and implement the relevant plans.
ESG Report Approval	The report shall be forwarded to the Board of Directors Secretariat Office for compilation after being reviewed by relevant department heads, and further submitted to the Chairman for approval and to the Board of Directors for deliberation.
Implementation Result	TTC’s ESG Committee met four times in 2025 to discuss several key topics: the implementation of sustainability education and training, the implementation of social welfare activities in 2025, research on forestry-related businesses, and the integration of forestry land and related businesses into the Company’s ESG framework. These initiatives aim to ensure alignment with sustainable development goals and contribute to environmental, social, and governance (ESG) efforts. The Greenhouse Gas Inventory Team met four times in 2025 to discuss the planning direction and methodology for the previous year’s carbon inventory, assign responsible personnel within each unit, review and discuss data and material collection, and attend regulation seminars.

Composition of TTC's ESG Committee and Their Expertise	
Members	**Expertise**
Li-Chuan Kao, Assistant General Manager	More than three years of meeting or financial management experience in public companies
Hui-Hsin Wu, Executive Assistant General Manager	Possesses both foundational and advanced HACCP certificates for food safety management systems and has experience in operating and managing public companies. Currently serves as the Executive Assistant General Manager.
Chia-Hui Wan, Director of Division	More than three years of meeting management or financial management experience in public companies. Currently serves as the Director of the Administration Division, Manager of the Human Resources Department, and Secretary to the Board of Directors.
Li-Chun Chen, Assistant Manager	Possesses the Talent Quality Management System (TTQS) certification. Currently serves as Assistant Manager in the Human Resources Department, supporting the company's corporate governance and ESG initiatives.
Chi-Chuan Hu, Administrator	Possesses a certificate as a Certified Net Zero Carbon Emission Planning Administrator-Associate Level. Currently serves as Administrator in the General Affairs Section, Administration Department and as the Executive Secretary for Greenhouse Gas Inventory, assisting with Board of Directors meeting affairs and sustainability report preparation.
Ying-Zhen Chen, Administrator	Possesses the Talent Quality Management System (TTQS) certification. Currently serves as Occupational Safety and Health Administrator at headquarters, supporting the OSH personnel at each location in their work and assisting with ESG-related initiatives.

(Note) Two employees of the Company have obtained the "Certificate as a Certified Net Zero Carbon Emission Planning Administrator-Associate Level."

Participation in 2025 ESG Courses

Name of the Educational Course	Number of participants	Training hours
2025 Stock Affairs Seminar – Sustainable Development Policy	1	3
Energy Management Personnel Training Class	1	19
Key Elements and Audit Priorities for Establishing an Internal Control System of Sustainable Information Management	1	6
2025 HR × ESG Corporate Culture and Sustainable Action Forum [Action Guidebook Launch Conference]	1	3.5
2026 ESG Assessment Promotion Conference	2	6
Sustainability Report Optimization	23	69
Climate Scenario Analysis in the Sustainability Report	23	23
"2025 IFRS Sustainability Disclosure Standards Conference"	1	3

Policies and Standards Related to Responsible Business Conduct

TTC is committed to adhering to the highest standards of sustainable development principles, with respect for human rights, environmental protection, ethical management, and social responsibility as their core. The Board of Directors has formally approved the relevant policies and continues to oversee their implementation. The Company's policies and standards related to responsible business conduct include the Ethical Management Best Practice Principles, the Regulations on Risk Management Policies and Procedures, and the Policy on the Rights of Labor. For detailed regulations, please refer to Taiwan Tea Corporation – Corporate Governance.

The Company communicates these responsible business conduct policies to all employees via internal intranet announcements, email, and regular management meetings, while integrating them into annual training programs to reinforce awareness. Concurrently, the Company conveys relevant requirements to external partners through supplier management mechanisms and collaboration contracts, ensuring the effective implementation of these policies both internally and externally.

Before doing business with suppliers, the Company assesses whether the supplier has any record indicating that it has caused negative impacts on the environment and society to avoid making transactions with suppliers that do not conform to the Company's CSR policies.

The contract between the Company and any of our main suppliers requires both parties to follow their CSR policies. If the supplier violates its policies and the violation has a significant impact on the environment and society of the community as a source of supply, the Company may terminate or rescind the contract. We evaluate our suppliers on a yearly basis to maintain the interests of consumers. The Company revised the Procurement Supplier Management Method in 2024 and conducts annual evaluations. Recently, we have expanded our supplier management to include sustainability aspects, encompassing labor rights and human rights, occupational safety and health, environmental protection, and ethical business practices.

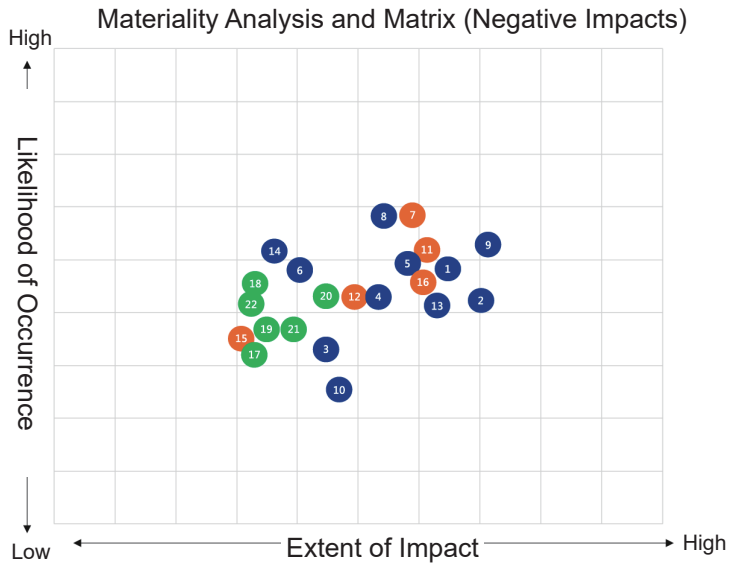
1.2.3 Material Topic Analysis

Material Topics Identification Process

To understand stakeholders' assessments of TTC's impacts on sustainability issues and evaluate the organization's corporate sustainability performance, the Company conducts stakeholder engagement and material topic identification through the following five steps:

Identification of Stakeholders	We distributed stakeholder identification questionnaires to employees (including the management) in accordance with the five dimensions of the AA1000 Stakeholder Engagement Standard – influence, tension (concern), responsibility, dependency, and diverse perspectives. Following internal approval of the results, stakeholders were categorized into six groups consisting of employees, customers, shareholders, government authorities, suppliers, and local communities based on significance.
↓	
Collection of Sustainability Topics	To effectively understand the organizational context, we conducted a comprehensive review referencing the GRI Standards; GRI 13: Agriculture, Aquaculture and Fishing Sectors; SASB Agricultural Products Standard (Food & Beverage sector); the Company's core values and objectives; the sustainability reports of industry peers in Taiwan and their major concerns; stakeholders; business activities; and industry development trends. The Sustainable Development Committee discussed these topics and consulted external advisors to finalize a TTC 2025 sustainability topic list, encompassing a total of 22 sustainability topics.
↓	
Assessment of Impacts	A "Sustainability Topic Impact Assessment Survey" was administered to internal and external stakeholders, department heads, and senior executives to evaluate the likelihood and scale of actual and potential positive and negative impacts of each sustainability topic on the economy, environment, and society (including people and human rights). ● Negative impact: Assessed based on severity and likelihood of occurrence, while taking into account negative human rights impacts. ● Positive impact: Assessed based on scale, scope, and likelihood of occurrence.
↓	
Prioritization of Impact Significance	In 2025, the Company calculated the impact level of each sustainability topic based on the likelihood and scale of positive and negative impacts, and conducted an assessment by aggregating the levels of positive and negative impacts to form initial drafts of a matrix diagram and a bar chart. Following internal discussions, sustainability topics with similar substantive management implications were consolidated. The Company took into account its industry characteristics and stakeholders' concerns to adjust the aforementioned statistics and ultimately identify seven material topics: "Corporate Governance and Ethical Management," "Customer Service Quality," "Product Quality and Safety," "Occupational Safety and Health," "Talent Development and Human Rights," "Greenhouse Gas and Energy Management," and "Waste Management." These were established as the material topics for 2025 and reported to the Executive Assistant General Manager and Vice Chairman. For detailed results of the material topic assessment, please refer to the bar chart.
↓	
Validation and Disclosure of Material Topics	The Executive Assistant General Manager and Vice Chairman reviewed and verified the appropriateness of the identified material topics and threshold criteria to ensure that there were no omissions or deficiencies in the priority topics for reporting, thereby maintaining completeness, inclusiveness, a comprehensive perspective, and alignment with the Company's sustainable development strategy. Upon the approval of the seven material topics by the Executive Assistant General Manager and Vice Chairman, the management further discussed these topics and made sure that TTC's internal and external topic boundaries were taken into account, ensuring that key sustainability information is fully disclosed in the Report. In accordance with the reporting requirements of GRI 3: Material Topics, the management disclosed the impact descriptions, response strategies, management actions, tracking and evaluation mechanisms, management indicators and targets, implementation outcomes, and stakeholder engagement regarding material topics in the Report to ensure a fair and faithful representation of the Company's ESG performance. Furthermore, the Company will use these results as key focal points for communication and continuous improvement in daily operations, while regularly evaluating the effectiveness of the management of material topics.

Negative Impact Matrix



Environment

- 17 Biodiversity
- 18 Energy management
- 19 Greenhouse gas emissions management
- 20 Waste Management
- 21 Water resource management
- 22 Climate change mitigation and adaptation

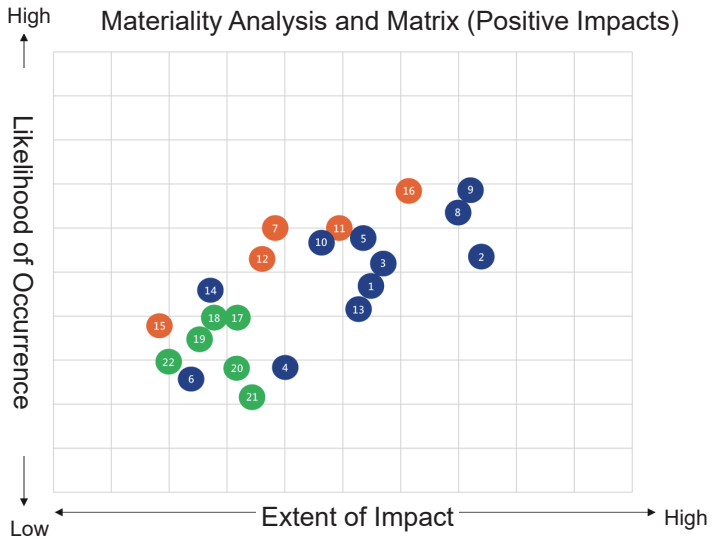
Society

- 17 Talent cultivation and development
- 18 Employee care and labor protection
- 19 Human rights
- 20 Social welfare and engagement
- 21 Occupational safety and health

Governance / Economy

- 1 Operational strategy and economic performance
- 2 Corporate governance and ethical management
- 3 Compliance with laws and regulations
- 4 Corporate risk management
- 5 Information security and privacy protection
- 6 Digital transformation
- 8 Customer service
- 9 Product quality and safety
- 10 Tax responsibility
- 13 Raw materials / supply chain management
- 14 Green products and innovative services

Positive Impact Matrix



Environment

- 17 Biodiversity
- 18 Energy management
- 19 Greenhouse gas emissions management
- 20 Waste Management
- 21 Water resource management
- 22 Climate change mitigation and adaptation

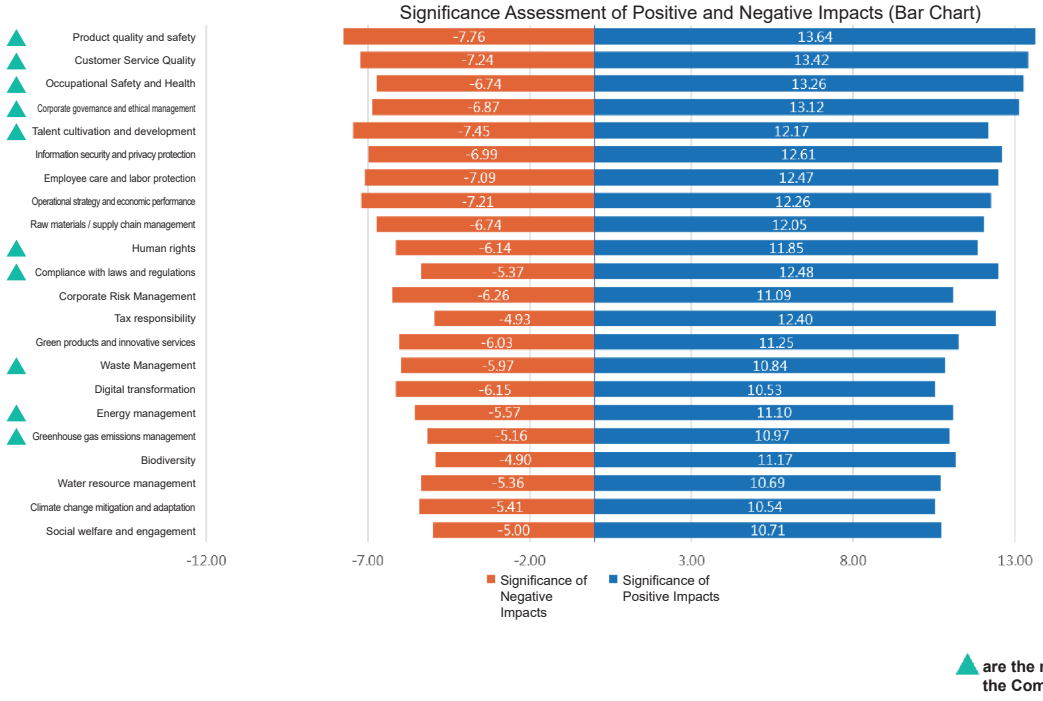
Society

- 17 Talent cultivation and development
- 18 Employee care and labor protection
- 19 Human rights
- 20 Social welfare and engagement
- 21 Occupational safety and health

Governance / Economy

- 1 Operational strategy and economic performance
- 2 Corporate governance and ethical management
- 3 Compliance with laws and regulations
- 4 Corporate risk management
- 5 Information security and privacy protection
- 6 Digital transformation
- 8 Customer service
- 9 Product quality and safety
- 10 Tax responsibility
- 13 Raw materials / supply chain management
- 14 Green products and innovative services

Significance Assessment of Positive and Negative Impacts of Sustainability Topics



Note:

1. In accordance with the GRI Standards, impact assessment covers positive and negative impacts. Positive impacts are assessed based on likelihood as well as the scale and scope of the impact, whereas negative impacts are evaluated based on likelihood and severity. The significance level of the impact for each sustainability topic is then calculated and ranked accordingly.
2. Consolidation of material topics: "Greenhouse Gas Emissions Management" and "Energy Management" were consolidated and disclosed as "Greenhouse Gas and Energy Management"; "Talent Cultivation and Development" and "Human Rights" were consolidated and disclosed as "Talent Development and Human Rights"; and "Corporate Governance and Ethical Management" and "Legal Compliance" were consolidated and disclosed as "Corporate Governance and Ethical Management."

Changes to Material Topics

A total of seven material topics were identified this year. The reasons for changes compared with the previous year are as follows:

Item	Topic	Reason for Adjustment
Restructuring	Corporate Governance and Ethical Management	In consideration of international sustainability trends and in alignment with TTC's sustainability strategy, topics were restructured to enhance focus and provide clearer responses to stakeholders. 1. The original topics "Sustainability Strategy," "Risk Control," and "Business Performance" were consolidated into "Corporate Governance and Ethical Management." 2. The original topics "Customer Health and Safety," "Social Assessment of Suppliers," "Environmental Assessment of Suppliers," "Creative R&D," and "Food Health and Nutrition" were consolidated into "Product Quality and Safety." 3. The original topics "Marketing and Labeling" and "Complaint and Communication Mechanisms (for customers)" were consolidated into "Customer Service Quality." 4. The original topics "Employee Incentives and Retention" and "Complaint and Communication Mechanisms (for Employees)" were consolidated into "Talent Development and Human Rights."
	Product Quality and Safety	
	Customer Service Quality	
	Talent Development and Human Rights	
Separation	Greenhouse Gas and Energy Management	In consideration of domestic and international policies and trends, and in alignment with the Company's current sustainability strategy, the topic "Impact of Operations on the Environment" was divided into "Greenhouse Gas and Energy Management" and "Waste Management."
	Waste Management	
Addition	Occupational Safety and Health	Based on the results of the impact assessment and taking into account the Company's actual operations and industry characteristics, the materiality of the original sustainability issue was elevated to add "Occupational Safety and Health" as a material topic.

1.2.4 Stakeholder Identification and Communication

Identification of Stakeholders, Concerned Issues, and Communication Channels and Frequency

Taiwan Tea Corporation emphasizes the rights of the shareholders and stakeholders and sets up a contact (complaint) window for the employees, investors and partner companies on our website. In addition to the regular shareholders' meeting held once a year to discuss the financial statements and operating status of the Company, we disclose the information on the corporate governance status, business operation announcements, financial statements, material messages, and internal audits on our website and the Market Observation Post System in a real-time manner. In 2022, with reference to the experiences of the departments and the five principles of the AA1000 Stakeholder Engagement Standard (SES), i.e. Dependency, Responsibility, Influence, Diverse Perspectives, and Tension, six major stakeholders were identified. We have also set up different smooth and effective communication channels through which the comments and needs of the stakeholders are fully understood and the issues they are concerned about as well as the feedback are collected (See the table below). In addition to being used as a basis for the compilation of this report, these collections will be used as a reference for the development of our strategies and goals.

The Mechanism of Communication with Stakeholders and Result

We reviewed the impact of the material topics on the Company in 2025 both internally and externally and defined the boundary for the disclosure of the information with reference to the GRI Standards and the features of the industry to respond to the concerns of the stakeholders.

Stakeholder	Concerned Issue	Communication Channel and Mechanism	Communication Frequency	Communication Result in 2025
Client	• Corporate Governance and Ethical Management • Product Quality and Safety • Customer Service Quality • Talent Development and Human Rights • Greenhouse Gas and Energy Management • Waste Management	• General contact channels: Telephone, email, and customer service hotline • Meeting-based communication: Personal visit and presence at meetings • Professional certifications and institutional communication channels: ISO 22000:2018, HACCP food safety certification, FSSC 22000, Rainforest Alliance	Irregular	1. Ensure unobstructed communication channels, such as the company website, email, telephone, and routine visits, and make use of the 0800 customer service hotline to promptly respond to customer needs. 2. Proactively invite customers to visit Laopi Tea Farm to gain insight into tea manufacturing and R&D processes.
Shareholders	• Corporate Governance and Ethical Management • Product Quality and Safety • Customer Service Quality • Talent Development and Human Rights • Greenhouse Gas and Energy Management	• Board of Directors • Shareholders' meeting / Stock Affairs Department under the shareholders' meeting • Spokesperson system (including media interviews and written inquiries) • Exclusive Investor Area on the Company's website • Disclosure of Financial and Material Information	Every three months/one year/ irregular	1. One regular shareholders' meeting 2. Participation in two invited investor conferences, release of material information prior to the meetings, and uploading of relevant links, presentation materials, and audio/video recordings to the Market Observation Post System and TTC website. 3. Release of 12 monthly revenue announcements and disclosure of 4 financial reports. 4. One disclosure of the annual report and meeting handbook. 5. Disclosure of the Sustainability Report in August following Board approval and in accordance with laws.
Government	• Corporate Governance and Ethical Management • Product Quality and Safety • Talent Development and Human Rights • Greenhouse Gas and Energy Management • Waste Management	• General contact channels: Visit, official document, telephone, Public Affairs Office	Irregular	1. Completion of 31 government regulatory filings with zero major violations, while continuing to strengthen internal controls and ethical management systems. 2. Participation in five government employment and talent development programs: the Youth Employment Flagship Program, the Continued Employment of Middle-aged and Older Workers Program, the Labor Employment Pass Program, the 55+ Employment Promotion Program, and the Regulations for the Implementation of the Employment Promotion Program of Employment Insurance.
Supplier	• Corporate Governance and Ethical Management • Product Quality and Safety • Greenhouse Gas and Energy Management • Waste Management	• General contact channels: Official document, email, telephone • Meeting-based communication: Implementation meeting, outcome meeting • Internal support and review units: Audit Office, Legal Affairs Department • Procurement and supplier management processes: Procurement Section of the Logistics Center; supplier evaluation; signing of the Supplier Sustainability Risk Assessment Self-Evaluation Questionnaire by certain suppliers; annual on-site audits and support for certain suppliers • Contract and product-related management: Contractual requirements, ad-hoc inspection of goods in batches	Irregular	1. Completion of the annual evaluation of major suppliers. 2. On-site visits to eight major suppliers, achieving a 100% pass rate.

Stakeholder	Concerned Issue	Communication Channel and Mechanism	Communication Frequency	Communication Result in 2025
Employee	• Corporate Governance and Ethical Management • Product Quality and Safety • Talent Development and Human Rights • Occupational Safety and Health	• General contact channels: Face-to-face communication, email, complaint box, Chairman and General Manager mailboxes, HRD mailbox • Meeting-based communication: Labor-management meetings, regular meetings, departmental meetings, and Employee Welfare Committee meetings • Internal support and review units: Establishment and promulgation of the “Employee Complaint” regulations, performance appraisals, appointment of the Executive Secretary for the Employee Welfare Committee, special section on the Intranet, guarantee of gender equality in the right to work, and the approach to sexual harassment claims	Irregular/every three months/ monthly	1. The Head Office, Nantou Branch Office, and Pingtung Branch Office held four labor-management meetings each. 2. Four Employee Welfare Committee meetings. 3. The Pingtung Laopi Tea Farm held four Occupational Safety and Health Committee meetings (quarterly). 4. One online course on workplace communication skills and workplace inclusion; provision of psychological counseling services and the "Mental Health Support Program for Young and Middle-Aged Adults" initiative to promote mental well-being. 5. Quarterly communication on the code of professional ethics and service standards. 6. A total of three awareness sessions on labor-management inclusion, the creation of a friendly workplace, and the prevention of unlawful infringement and sexual harassment.
Community	• Corporate Governance and Ethical Management • Product Quality and Safety • Talent Development and Human Rights • Greenhouse Gas and Energy Management • Waste Management	• General contact channels: Personal communication, telephone • Internal support and review units: The head of the branch company, the head of the Legal Affairs Department or Management Center of the head office, and the public welfare team of the head office	Irregular	1. In coordination with local government initiatives, including stream restoration, road widening, roadside slope clearing and trimming, and the improvement of the Zhentoushan Trail in Fuxing District, Taoyuan City, to boost tourism competitiveness in indigenous areas, the Company provided land free of charge for installing permeable pavement, curbs, and rest seating facilities to support local tourism development. 2. To foster positive community relations and enhance visitor safety, the Company supported the Shengxing Community Railway Mijing Environment Improvement Project in Sanyi Township, Miaoli County, and provided land free of charge for Sanyi High School bus parking to ensure student safety during transit. 3. The Pingtung Branch Office assisted neighboring communities by conducting six weed-clearing operations across approximately 700 meters along surrounding roads and drainage ditches, preventing blockages in the drainage system and reducing the risk of waterlogging and flooding during torrential rains.

Contact with Stakeholders

To fulfill the commitments to society and stakeholders, and to respect and safeguard their legitimate rights and interests, we enable stakeholders to give suggestions by email, in addition to using the following communication channels, and we will make prompt arrangements and respond positively

Stakeholder	Contact Person	Contact (Complaint) Method
Supplier	Procurement Section, Logistics Center	Ms. Chang Ext. 936 Jennifer@ttch.com.tw
	Audit Office	Ms. Chen Ext. 869 Gillian@ttch.com.tw
	Legal Affairs Department	Mr. Kung Ext. 826 Enzo.Kung@ttch.com.tw
Shareholders	Spokesperson	Mr. Kao, Vice General Manager of the Public Affairs Office Ext. 813 LeeKao@ttch.com.tw
	Deputy Spokesperson	Ms. Cheng, Audit Office, Ext. 869 Gillian@ttch.com.tw
	Disclosure of Financial and Important Information	Company website: http://www.ttch.com.tw
Client	Customer Service Hotline	Toll-free hotline 0800-089-288
Government/Mass Media	Public Affairs Office	Mr. Kao, Vice General Manager of the Public Affairs Office Ext. 813 LeeKao @ttch.com.tw
Employee	Labor-Management Conference (Labor Representative)	Ms. Chen Ext. 808 Mr. Kung Ext. 826 Ms. Chen Ext. 836 Ms. Chen Ext. 937 Ms. Hu Ext. 837
	Executive Secretary of the Employee Welfare Committee	Mr. Niu, Information Room, Ext. 969
	Guarantee of Gender Equality in Right-to-Work and Approach to Sexual Harassment Claims	Ms. Wan, Administration Division, Ext. 806 113@ttch.com.tw

List of Material Topics and Value Chain Boundary

Aspect	Material Topics	Value Chain Boundary Impacts			Corresponding SDGs
		Upstream	TTC Operations	Downstream	
Governance / Economy	Corporate Governance and Ethical Management	•	•	•	
	Product Quality and Safety	•	•	•	
	Customer Service Quality	•	•	•	

• Direct impact
• Indirect impact

Aspect	Material Topics	Value Chain Boundary Impacts			Corresponding SDGs
		Upstream	TTC Operations	Downstream	
Society	Occupational Safety and Health		•		
	Talent Development and Human Rights		•		

• Direct impact
• Indirect impact

Aspect	Material Topics	Value Chain Boundary Impacts			Corresponding SDGs
		Upstream	TTC Operations	Downstream	
Environment	Greenhouse Gas and Energy Management	•	•	•	
	Waste Management		•		

• Direct impact
• Indirect impact

1.3 Corporate Governance and Ethical Management

Material Topics	**Corporate Governance / Ethical Management**
Responsible Unit	BOD Secretariat Office, Legal Affairs Section, Development Section, Asset Section, Marketing Section
Impact description	Actual positive impact: Good corporate governance and operating performance strengthen the trust of investors and employees in the Company's sustainable development. With environmental protection, operational enhancement, stakeholder protection, and corporate governance at the core, TTC generates positive impacts on the economy, environment, and people (including human rights). Leveraging long-term strategic deployment and land asset advantages, the Company expands market presence and enhances competitiveness, while promoting steady growth, improving environmental performance, and enhancing social well-being.
	Potential negative impact: Poor corporate governance and operating performance may create career uncertainty among employees, thereby increasing turnover risk. At the same time, fluctuations in raw material and energy prices, rising labor and agricultural input costs, and requirements such as third-party inspections also increase operational pressure. A decline in market demand or intensified competition may weaken profitability, and business expansion or adjustment may impose financial burdens and operational risks.
Policy / commitments	TTC is committed to upholding ethical governance as its core, strengthening sustainable competitiveness in the three major businesses of tea, tourism and leisure, and asset development. The Company complies with relevant laws and regulations, provides high-quality, safe, and traceable tea materials, expands cross-sector applications, and deepens domestic and international channel cooperation. Through the tourism and leisure business, the Company promotes targeted marketing, distinctive products, and experiential services to enhance the value of the business location and enhance talent cultivation and sustainable agriculture. In asset development, the Company inventories and revitalizes land assets, reinforces stable revenues through leasing rather than selling, and implements carbon inventory and forest/bamboo forest management in terms of carbon credits. Overall, the Company is committed to enhancing the performance of business operations within controllable risks, fulfilling governance responsibilities, and balancing employee well-being, consumer health, and environmental sustainability.
Actions	• Selling safe and worry-free tea leaves with comprehensive traceability management, certified by third-party standards such as TGAP (production and marketing history), FSSC22000, HACCP, Rainforest Alliance certification, and halal certification. • We provide customers with comprehensive services such as new product development, customized packaging, and quality management, aiming to cultivate long-term and stable customer relationships. • Actively collaborate with leading or well-known brands to launch co-branded or sponsored tea beverage products, in order to gain market visibility and enhance brand recognition. • Continue to develop cross-industry partnerships to boost product sales and build brand image. • Establish a demonstration base of tea culture and comprehensively enhance brand influence through R&D innovation, experiential marketing, digital integration, and membership management. • Continue to revitalize and effectively utilize agricultural and buildable land to enhance revenue through joint development, leasing, or sale, while inventorying land resources in alignment with the trend of the leisure industry and the policy of the government to maximize land-use efficiency. • Strictly adhere to plans and commitments in terms of development projects, implement environmental protection and facility management, and fulfill environmental governance responsibilities. • Internally implement an electronic contract review system by encouraging employees to submit electronic contract files for review via email, thereby saving time and labor, facilitating efficient retrieval, and laying the groundwork for the future deployment of a contract management system. • Smart agriculture and automation technologies were implemented in production to enhance operational precision and efficiency, while supporting the maintenance of a zero work-related accident record. • Tea farms adopted new pruning techniques and a pesticide application program in line with domestic and international standards to increase tea leaf yield per unit and improve export compliance, in the hope of meeting European pesticide application standards in the future. • Establish an IFRS Sustainability Disclosure Standards Project Team, with the Executive Assistant General Manager acting as convener and representatives from various functional units as members to build a cross-departmental governance and execution mechanism.

<table>
<tr><td>Tracking and evaluation mechanism</td><td colspan="2">
• Conduct the performance evaluation of the Board of Directors continuously and comply with laws and regulations for the implementation of the corporate governance.
• Conduct regular legal compliance training to enhance employee awareness of regulatory and internal control requirements, while reviewing internal audit results annually to identify and address any non-compliance issues.
• Regularly analyze the categories and trends of non-compliance cases, and set a management target of zero major violations throughout the year.
• Conduct risk identification and risk management assessments across all business locations annually, and track the participation rate and implementation coverage at each location.
• Compile quarterly and incident-driven (e.g., natural disaster) price forecast and demand reports for raw materials and energy to proactively respond to market volatility.
• ESG performance and risk indicators were integrated into the annual business report to enhance transparency in sustainable governance and improve internal coordination efficiency.
• Plan relevant training topics for directors to keep the directors abreast of the latest regulations, system development, and policies every year.
</td></tr>
<tr><td rowspan="2">Management goal</td><td>Short-term Objective (within 3 Years)</td><td>Med-term Objective (more than 3 Years)</td></tr>
<tr><td>
• Maintain zero material violations and zero major occupational safety accidents.
• Achieve a 90% participation rate of all managers and supervisors in management training (including basic risk identification).
• Achieve a 90% adoption rate of the internal electronic contract review system.
• Enhance the corporate governance framework: Convene regular meetings of the Board of Directors and functional committees (e.g., Audit Committee, Compensation Committee), and ensure transparent and timely disclosure of meeting minutes.
• Amend the “Sustainability Report Preparation and Assurance Procedures” and the “Regulations for Sustainable Information Management Control” to ensure appropriate oversight of sustainability-related risks and opportunities.
• Ethical corporate management training: Continue promoting ethical management training and increase the coverage and participation rate of directors and employees to over 80% in related training sessions.
• Enhance disclosure quality: Improve disclosure transparency across annual reports and sustainability reports to ensure consistency between financial and non-financial information.
• Maintain a sound whistleblowing system: Establish independent and diversified reporting channels (e.g., external independent email accounts and dedicated hotlines) and formulate clear whistleblower protection policies to ensure zero retaliation against whistleblowers.
</td><td>
• Maintain zero material violations and zero major occupational safety accidents.
• Achieve a 95% participation rate of all managers and supervisors in management training (including basic risk identification).
• Achieve a 95% adoption rate of the internal electronic contract review system.
• Continue promoting ethical management training and increase the coverage and participation rate of directors and employees to over 90% in related training sessions.
• Establish a tax policy, emphasize tax compliance, and implement transparent tax governance.
• Strengthen Board oversight of the Sustainable Development Committee (ESG Committee): Operate under the direct guidance of the Board of Directors to ensure deep integration of sustainability strategies with business strategies.
</td></tr>
<tr><td>Annual performance</td><td colspan="2">
• Zero material violations in 2025
• Zero major occupational safety accidents in 2025
• Zero violations of land-use regulations in 2025
• Zero violations of the Soil and Water Conservation Act in 2025
• Zero violations of the Environmental Impact Assessment Act in 2025
• Establish an IFRS Sustainability Disclosure Standards Project Team, with the Executive Assistant General Manager acting as convener and representatives from various functional units as members to build a cross-departmental governance and execution mechanism. The kickoff meeting of the project was successfully held on December 9, 2025, led by the Vice Chairman and the Executive Assistant General Manager, with representatives and staff from all department as the members to officially launch the project implementation mechanism.
• The Vice Chairman joined the sustainability report and sustainability information teams for supervision.
• All members of the Board of Directors were re-elected on June 18, 2025, to reduce the total number of board seats from 11 to 9 while maintaining 4 independent directors. Since the number of independent directors accounted for more than one-third of total board seats, the operation and function of the Board of Directors were further improved.
• All directors of the Company’s 25th Board have met the requirements of 2025 director training hours.
• In 2025, the full series of Formosa Black Tea products passed Halal certification. Comprehensive quality assurance encompasses hygiene, source management, and religious compliance, and is crucial for entering the Muslim market.
</td></tr>
<tr><td>Stakeholders’ involvement in remuneration</td><td colspan="2">Please refer to The Mechanism of Communication with Stakeholders and Result.</td></tr>
</table>

In 2025, in addition to approving statutory matters required by laws and regulations, such as quarterly financial reports, annual financial statements, business plans, and the assessment of internal control effectiveness, the Board of Directors approved amendments to certain provisions of the articles of incorporation and internal control system, defined the scope of the Company's frontline employees, and passed major resolutions including changes to the Company's certified public accountant and stock transfer agent. Furthermore, the Board approved the list of director (and independent director) candidates for the year, with the re-election successfully completed at the regular shareholders’ meeting.

1.3.1 Governance Framework

The Company persists in ethical management, implements corporate governance actively, and pursues sound discussions at Board of Directors meetings. The Board of Directors is the highest governance unit and decision-making center of the Company. It authorizes the subordinate Compensation Committee and Audit Committee to assist in the fulfillment of its supervision responsibilities. At the same time, with the effective internal audit, internal control and comprehensive internal bylaws and rules, the Company monitors and reduces existing and potential operating risks effectively and takes corresponding improvement measures.

Board of Directors

The Company has held Board of Directors meetings, followed the rules of procedure, audio- and video-recording the whole meeting and prepared meeting minutes in detail pursuant to the Articles of Incorporation and the Rules and Procedures of Board of Directors Meetings. Any important resolution made at Board of Directors meetings shall be disclosed on the Company's website and in the annual report for shareholders' reference, and the information shall be complete.

The Board of Directors shall have the knowledge, technique, and quality needed for the implementation of their duties. To achieve the ideal goals of the corporate governance, the Board of Directors shall overall have the following abilities: the ability to make judgments about operations; accounting and financial analysis ability; business management ability; crisis management ability; knowledge of the industry; international market perspective; leadership ability; and decision-making ability. In addition, the board members take training courses in finance, business, commerce, accounting, auditing, and legal knowledge relevant to corporate governance on an irregular basis.

The concrete management goals of the Board's diversified policy require that at least 1/3 of the directors must have tea-related experience, at least 1/3 of the directors must have the experience in the development of land assets, and at least 1/3 of them have experience in tourism and leisure business; at least 1/3 of the independent directors shall be specialized or have experience in law, finance and accounting and at least one director shall be female.

Nomination and Selection Processes

The Company's nomination and selection processes take into account the stakeholder perspectives, diversity, independence, and the ability to manage organizational impact. The Company completed its 25th Board of Directors election at the shareholders' meeting on June 18, 2025, with a three-year term of office for all directors. The number of Board seats was adjusted from 11 to 9, comprising 5 non-independent directors and 4 independent directors. The number of independent directors accounted for more than one-third of the total Board seats, exceeding the standard of "Corporate Governance 3.0" requiring that independent directors shall constitute no less than one-third of the Board. This demonstrates the Company's significant progress in strengthening the independence of the Board of Directors and the corporate governance mechanism.

The Company values board diversity and currently has one female director, representing approximately 11% of the board. Looking ahead, we aim to increase the representation of female directors to at least one-third (33%). We are actively seeking qualified female candidates with professional backgrounds and experience in related industries to enhance gender balance and board diversity.

Nomination Process	Selection Process
The Company's director election follows a nomination system. On March 13, 2025, the Board resolved to conduct the nomination process in accordance with Article 192-1 of the Company Act. Any shareholder holding 1 percent or more of the total outstanding shares of the company may submit to the company in writing a list of director candidates between April 1 and April 11, 2025. On April 22, 2025, the Company's Board of Directors approved the list of candidates and simultaneously announced it on the Market Observation Post System for investors' reference. The Company completed a comprehensive re-election of directors at the regular shareholders' meeting on June 18, 2025, electing five directors and four independent directors.	The cumulative voting method was used for election of the directors. Unless otherwise provided in the Articles of Incorporation, the number of votes exercisable in respect of one share shall be the same as the number of directors to be elected. The convener shall prepare votes in the number equal to the number of directors to be elected and distribute these votes to each shareholder. (The said votes may be consolidated for the election of one candidate or may be split for the election of two or more candidates.)

The current Board of Directors is in its 25th term, chaired by Ching-Yuan Wu, who is also a member of the management team. To ensure operational independence, directors who have a personal interest or represent a legal entity with an interest in a meeting agenda must disclose conflicts of interest and recuse themselves from discussion and voting, as well as being subject to the oversight of independent directors.

Operation of the Board of Directors and Related Organizations

Members of the 25th Board of Directors			
Title	**Name**	**Educational Background and Work Experience**	**Concurrent posts in the Company or other companies**
Chairman	**Shang-Yang Asset Management Co., Ltd. - Representative: Ching-Yuan Wu**	Master, Department of Architecture & Urban Planning, Chung Hua University Chairman and General Manager of Taiwan Tea Corporation Chairman and General Manager of Sanyang Motor Co., Ltd. Chairman of Nan Yang Industries Co., Ltd.	Chairman and General Manager of Taiwan Tea Corporation Chairman and General Manager of Sanyang Motor Co., Ltd. Chairman of Nan Yang Industries Co., Ltd. Director of APh Corporation
Director	**Shang-Yang Asset Management Co., Ltd. - Representative: Yu-Chang Huang**	Graduated from a vocational high school Director of Taiwan Tea Corporation Director of Sanyang Motor Co., Ltd. Chairman of Quanmei Construction Co., Ltd.	Director of Taiwan Tea Corporation Director of Sanyang Motor Co., Ltd. Chairman of Quanmei Construction Co., Ltd.
Director	**Shang-Yang Asset Management Co., Ltd. - Representative: Chun-Hui Hsieh**	Department of Mechanical Engineering, National Cheng Kung University Sales Engineer, Plant Manager, General Manager, Chairman of CTE TECH CORP.	Director of Taiwan Tea Corporation Chairman of CTE TECH CORP.
Director	**Shang-Yang Asset Management Co., Ltd. - Representative: Hui-Ting Wu**	Master, University College Birmingham Senior Audit of KPMG Manager of Accounting Department, Sanyang Motor Co., Ltd. Supervisor of Nan Yang Industries Co., Ltd.	Vice Chairman of Taiwan Tea Corporation Manager of Accounting Department, Sanyang Motor Co., Ltd. Supervisor of Nan Yang Industries Co., Ltd.

Members of the 25th Board of Directors			
Title	**Name**	**Educational Background and Work Experience**	**Concurrent posts in the Company or other companies**
Director	**YSC Marketing Co., Ltd. Representative: Wei-Lin Shao**	Department of Chemical Engineering, National Cheng Kung University Director of Taiwan Tea Corporation Chairman of Vitalon Foods Co., Ltd. Chairman of VITALON Foundation Chairman of YSC Marketing Co., Ltd.	Director of Taiwan Tea Corporation Chairman of Vitalon Foods Co., Ltd. Chairman of VITALON Foundation Chairman of YSC Marketing Co., Ltd.
Independent director	**Sheng-Tsheng Lee**	Master, Institute of China Studies, National Sun Yat-sen University Bachelor of Laws, College of Law and Business, National Chung Hsing University Judge and Division-Chief Judge of Taiwan Taitung District Court Judge of Taiwan Kaohsiung District Court Independent Director of Taiwan Tea Corporation Independent Director of Tatung Co., Ltd. Independent Director of D-Link Corporation Partner of Yuan, Chen & Partners Attorneys-at-Law	Independent Director of Taiwan Tea Corporation Convener of the Audit Committee of Taiwan Tea Corporation Convener of the Compensation Committee of Taiwan Tea Corporation Partner of Yuan, Chen & Partners Attorneys-at-Law Director of Kaohsiung Bank Co., Ltd. Independent Director of D-Link Corporation
Independent director	**Chung-Ho Sung**	Master, Institute of Law, Central Police University Doctor, Institute of Crime Prevention and Corrections, Central Police University Prosecutor of Taiwan Hsinchu District Prosecutors Office Head of Chung - Ho International Law Office Independent Director of Taiwan Tea Corporation	Independent Director of Taiwan Tea Corporation Member of the Audit Committee of Taiwan Tea Corporation Member of the Compensation Committee of Taiwan Tea Corporation Head of Chung - Ho International Law Office
Independent director	**Shen-Lung Wang**	Ph.D. in Criminal Law, China University of Political Science and Law Prosecutor, Taiwan Tainan and Kaohsiung District Prosecutors Office Independent Director of Taiwan Tea Corporation Director of Bioptik Technology, Inc Independent Director of Kuo Toong International Co., Ltd. Managing Attorney of CLASSIC AND SUPERIOR ATTORNEYS AT LAW. Arbitrator of Beihai Court of International Arbitration	Independent Director of Taiwan Tea Corporation Member of the Audit Committee of Taiwan Tea Corporation Member of the Compensation Committee of Taiwan Tea Corporation Director of Bioptik Technology, Inc Independent Director of Kuo Toong International Co., Ltd. Managing Attorney of CLASSIC AND SUPERIOR ATTORNEYS AT LAW.
Independent director	**Li-Chi Yeh**	Master, College of Law, University of Southern California Independent Director of Taiwan Tea Corporation Assistant Partner of Formosan Brothers Attorneys-at-Law	Independent Director of Taiwan Tea Corporation Member of the Audit Committee of Taiwan Tea Corporation Member of the Compensation Committee of Taiwan Tea Corporation Assistant Partner of Formosan Brothers Attorneys-at-Law

Board Diversity Status

Name	Gender	Foreigner or disadvantaged minority	Impact related ability							
			Professional knowledge & skills					Industry experience		
			Business management ability	Finance & accounting	Law	Environmental protection	Marketing	Tea	Land assets	Tourism & leisure
Ching-Yuan Wu	Male	No	V	V		V	V	V	V	V
Hui-Ting Wu	Female	No	V	V		V	V		V	
Yu-Chang Huang	Male	No	V	V		V	V	V	V	V
Chun-Houei Hsieh	Male	No	V	V			V		V	V
Wei-Lin Shao	Male	No	V	V			V	V		V
Sheng-Tsheng Lee	Male	No	V	V	V		V	V	V	V
Chung-Ho Sung	Male	No	V	V	V		V	V		
Shen-Lung Wang	Male	No	V	V	V		V			
Li-Chi Yeh	Male	No	V	V	V		V	V		

The Important Resolutions of the Board of Directors

Currently, only internal related parties participate in the design of the remuneration policy and the decision-making of remuneration. Please refer to the 2025 Annual Report for resolutions regarding remuneration. The compensation is paid in accordance with the Articles of Incorporation. Employee compensation and director remuneration must be resolved by the Board of Directors with at least two-thirds of the directors present at the meeting and approved by a majority of the directors present; employee compensation must be reported to the shareholders' meeting. As the Company incurred a net loss in 2025, no employee remuneration or director remuneration was distributed for 2025 in accordance with the Articles of Incorporation. Please refer to the Company's 2025 Annual Report for major annual resolutions of the Board of Directors.

Role of the highest governance body in overseeing the management of impacts

The Board of Directors is the highest governance body of the Company. It directly participates in the supervision of the Company's performance and risk management across economic, environmental, and social topics, and makes final decisions.

When resolving material matters, the Board of Directors considers economic, environmental, and social topics along with their impacts, risks, and opportunities, as well as stakeholder feedback. For details on stakeholder engagement, please refer to the "Stakeholder Identification and Communication" section of the Report.

The Company's Sustainable Development Committee is responsible for the management of impacts and shall report the Company's sustainability performance to the Board of Directors annually.

Board Recusal due to Conflict of Interest

Where any director, managerial officer and any other stakeholder participating in or attending a Board meeting, or the juridical person that he/she represents, has any interest in a proposal discussed at the Board meeting, that director, managerial officer and any other stakeholder has the responsibility to state the substantial aspect of such interest at the current Board meeting. Where the possibility of damage to the interest of the Company exists, or the person involved or his/her spouse, parents, children or any other stakeholder is likely to obtain improper benefits as a result, the person shall avoid participation in the discussion and voting of related proposals. Please refer to the 2025 Annual Report for details on directors' recusal from proposals involving conflicts of interest.

Evaluation of Board Performance

The performance of the Board of Directors may be evaluated by an external professional institution or an expert and scholar team every three years. The scope of the evaluation extends to the entire Board of Directors, individual directors and functional committees. The evaluation approaches include internal self-evaluation of the Board of Directors, self-evaluation of Board members, peer evaluation, and other appropriate evaluation methods.

Procedures Description

Procedures for Evaluation of Board Performance	Independence Description	Evaluation frequency
In the first quarter of each year, self-assessment questionnaires for director performance are distributed at the first Board meeting, and director performance self-evaluation is conducted in accordance with the Company's "Performance Evaluation of the Board of Directors."	The BOD Secretariat Office collects information on Board activities and distributes self-assessment questionnaires, including the "Board Performance Evaluation Self-Assessment Questionnaire" and the "Board Member (Self or Peer) Evaluation Self-Assessment Questionnaire." It then compiles the response and prepares the results report based on the scoring criteria for each evaluation indicator, which is submitted to the Board of Directors for review and improvement.	Annual performance evaluations are conducted in the first quarter of the subsequent year.

2025 Board Performance Evaluation Results

Assessment subject	Assessment criteria	Assessment Results	Actions taken in response to the assessment results (including changes to the composition of the highest governance body and organizational practices)
Board of Directors	These include participation in the Company's operation, improvement of the Board of Directors' decision quality, formation and structure of the Board of Directors, election and continuing education of the directors, internal control, and the submission of relevant proposals to the Board of Directors in accordance with laws.	The assessment results for 2025 indicate that the Board of Directors has fulfilled the responsibilities of providing relevant instruction and supervising the Company's strategies, major business activities and risk management, and has been able to establish appropriate internal control systems, actively implement corporate governance and fulfill the Company's corporate social responsibility. The overall implementation status was good and conformed to corporate governance requirements.	Going forward, when appointing new directors, the Company will not only provide guidance on precautions regarding insider trading but will also enhance communication on corporate governance, internal controls, ethical management, and ESG-related matters through reports to the Board of Directors.
Individual board members	Six dimensions, including the understanding of the Company's goals and tasks, knowledge of directors' duties, involvement in the Company's operation, internal relation maintenance and communication, directors' professional qualification and continuing education, and internal control.	The evaluation results indicated that directors mainly achieved and exceeded the stated performance indicators, thereby conforming to corporate governance requirements, strengthening the Board of Directors' function, and maintaining shareholders' equity. All directors of the Company have completed their annual continuing education in terms of hours, and the scores across all evaluation dimensions improved significantly compared to the previous period, demonstrating continuous enhancement in the Board of Directors' overall operational efficiency and governance quality.	In the future, we will enhance communication regarding directors' continuing education and proactively gather relevant course offerings from various training providers on topics such as ESG, corporate governance, cybersecurity, and internal controls for their consideration. Thereby enhancing their competencies and safeguarding shareholder interests.
Compensation Committee	Five aspects, including the involvement in the Company's operation, knowledge of the functional committees' duties, improvement of the functional committees' decision quality, formation and member election of the functional committees, and internal control.	The results show 19 indicators were scored as "Excellent (5)," and 1 indicators were scored as "Good (4)," indicating that the status of the Compensation Committee's overall implementation was good and conformed to the requirements of corporate governance. The result also showed that the Compensation Committee was effectively enhancing the function of the Board of Directors.	Currently, there are no proposed improvements for the Compensation Committee.
Audit Committee	Five aspects, including the involvement in the Company's operation, knowledge of the functional committees' duties, improvement of the functional committees' decision quality, formation and member election of the functional committees, and internal control.	The results show 19 indicators were scored as "Excellent (5)," and 4 indicators were scored as "Good (4)," indicating that the status of the Audit Committee's overall implementation was good and conformed to the requirements of corporate governance. The result also showed that the Compensation Committee was effectively enhancing the function of the Board of Directors.	Currently, there are no proposed improvements for the Audit Committee. The Company has submitted the implementation of the risk management in 2025 to the first meeting of the Audit Committee and reported to the Board of Directors.

Continuing Education of Directors in 2025

The BOD Secretariat Office organizes corporate governance courses covering topics such as finance, risk management, business, commerce, law, and accounting, sustainable development, or courses on the internal control system and responsibility of financial reporting.

Name of the Educational Course	Number of participants	Total hours (hr)
Common Fraud Risks in Procurement and Sales Activities	3	9
Carbon is Connected: Discussing Carbon Fees, Carbon Taxes, Carbon Rights, and Carbon Trading	2	6
International Trends and Experience Sharing of Ethical Corporate Management and Senior Executive Accountability Systems	1	3
Board of Directors and Corporate Governance Practices	2	6
Connections? No connections? Find connections - IAS 24 Reveal of Related Parties	1	3
Legal Liability Analysis for Misleading Sustainability Information Disclosure (Greenwashing)	1	3
Corporate Governance - Fintech through the Lens of Stablecoins: Practice and Future of the Blockchain	3	9
Senior Management - Fair Treatment Principles in the Financial Services Industry (Including Accessible Financial Services and CRPD)	1	2
How Can Enterprises Optimize Innovative Intellectual Property Management and Link It to Sustainable Governance in the Face of the Digital Trend?	1	3
Practical Analysis of Illegal Conduct and Sexual Harassment at the Workplace	1	2
A Deep Dive into the Bank's Information Security Strategy from an ESG Point of View	1	3
Future-oriented Strategic Planning	1	3
Senior Management Workshop on Anti-Money Laundering and Counter-Terrorism Financing	1	2
Operational Practices of Functional Committees under the Board of Directors	1	3
[Professional Course for Corporate Governance Officers]: Corporate Governance Officers and Board Members	1	3
Corporate Governance - The First Lesson on Avoiding Virtual Currency Risks: A Strategic Guide for Directors and Supervisors.	1	3
M&A Due Diligence in Practice - Analysis of the Risks and Opportunities behind Financial Figures	1	3
[Professional Course for Corporate Governance Officers]: Duties and Roles of a Corporate Governance Officer	1	3

Courses for chief corporate governance officers

Name of the Educational Course	Number of participants	Total hours (hr)
Governance and Management of Cybersecurity in the Geopolitical Landscape	1	3
[Professional Course for Corporate Governance Officers]: Duties and Roles of a Corporate Governance Officer	1	3
Trump 2.0: Corporate Strategies for Global Tax Reforms and Supply Chain Reorganization.	1	3
The Miracle of Nvidia's Three Trillion Empire: The Semiconductor Industry Revolution Behind Artificial Intelligence. Trends in Applications and Governance of Generative AI	1	3

Functional Committee

Compensation Committee

The Company established the "Rules of Compensation Committee of Taiwan Tea Corporation" based on the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" announced by the Financial Supervisory Commission.

Independent Directors Sheng-Tsheng Lee, Chung-Ho Sung, Li-Chi Yeh and Shen-Lung Wang were appointed as the members of the 6th Compensation Committee according to the resolution made at the 1st meeting of the 25th Board of Directors. The term of the four members is the same as the term of the directors of the 25th Board of Directors, namely from June 20, 2025 to June 17, 2028.

Responsibilities

1. Assist the Board of Directors in the implementation and assessment of the compensation for the directors and managerial officers of the Company.
2. Review the Rules of Compensation Committee on a regular basis and raise revision proposals.
3. Establish and regularly review the annual and long-term performance goals for the directors and managerial officers and the policy, system, standard and structure of the compensation.
4. Regularly evaluate the achievement status of the performance goals of the directors and managerial officers and establish the scope and amount of the compensation individually.

The remuneration for the directors and senior managerial officers is reviewed by the Compensation Committee and submitted to the Board of Directors for approval. When evaluating remuneration, the Committee considers not only overall operational performance but also links performance to ESG implementation results, with the achievement of performance goals as a key basis for the determination of remuneration. The relevant evaluation indicators include financial and management indicators. Financial indicators focus on corporate operating results and performance. Management indicators cover the establishment and implementation of the environmental, social, and corporate governance (ESG) system, as well as the implementation of ethical management, compliance with laws and regulations, risk management, and ESG policies. The retirement benefit system for senior managerial officers is identical to that for general employees and is administered in accordance with applicable laws and regulations. For detailed information on remuneration, bonuses, severance pay, and pensions for directors and managerial officers, please refer to the 2025 Annual Report.

The weights of the financial and management indicators, respectively, in the performance evaluation of senior managerial officers are distributed as follows:

Financial indicator: This indicator accounts for 70% of the weight and primarily measures revenue growth, profitability, product sales performance, and overall operating performance.

Management indicator: This indicator accounts for 30% of the weight with the ESG performance as the core and considering the characteristics of the tea industry, including:

I. Environmental aspect (E) (approx. 10%)
- Sustainable tea plantation management (e.g. reduced pesticide, eco-friendly farming)
- Improvement of efficiency in the use of water resources and energy (energy conservation in the tea making process)
- Resource recycling (reuse of tea residues, reduction of packaging materials)
- Carbon management practices (such as carbon inventories, afforestation, or carbon sink project promotion)

II. Social aspect (S) (approx. 10%)
- Tea farmer cooperative relations and local procurement
- Talent development (tea-making technique inheritance, professional training)
- Employee safety and occupational health

III. Corporate governance aspect (G) (approx. 10%)
- Implementation of ethical corporate management and business ethics
- Legal compliance and food safety management
- Supply chain management and traceability Mechanism (Tea leave source management)
- Risk management and implementation of the internal control system

In addition, a comprehensive evaluation is conducted on the level of participation in sustainable development (e.g., cross-departmental projects), implementation result of major strategies, and whether any major negative incidents occur (e.g., food safety incident, violation of environmental protection regulations, or damage to brand reputation). The performance rating is adjusted depending on the level of the impact.

By integrating financial performance and ESG management indicators into the performance evaluation mechanism for senior executives, the Company has established a management framework that balances short-term operational results with long-term sustainable development. This ensures that business decisions simultaneously advance corporate value growth, industry sustainability, and stakeholder interests, thereby reinforcing overall governance effectiveness and sustainable competitiveness.

Approval and adjustment of compensation

1. The compensation for the directors, supervisors, and managerial officers (including financial officer, Assistant General Manager, and General Manager) is approved by the Committee and submitted to the Board of Directors for resolution.
2. The compensation for the employees (lower than the level of directors) is submitted by the Human Resources Department to the General Manager/ Chairman for approval pursuant to the “Taiwan Tea Corporation Employee Title, Level, and Remuneration Approval Table" based on their educational background, work experience, professional knowledge and technique (The compensation for the personnel higher than the manager level is submitted to the Chairman for approval).
3. The Company has established the “Performance Evaluation Regulations”. The employee and his/her supervisor conduct bilateral communication at the end of the year to determine the coming year goals and carry out the personal performance evaluation meeting at the end of the current year. The result of the performance evaluation, the work attitude during the year, and the training performance of the employee affect his/her interim dividend payment, year-end bonus, and promotion.
4. A special year-end bonus will be granted in accordance with the status of the participation in the social welfare events of the Company in the current year.
5. On August 11, 2025, the Board of Directors approved the "Scope of the Frontline Employees" proposal, defining frontline employees as those who are not managerial officer and whose salary level falls below a specified threshold. During the same meeting, the Board also approved the corresponding Labor and Wage Cycle under the "Internal Control System."

* For the details of our remuneration policy for the Board of Directors and managerial officers, please refer to the 2025 Annual Report.

Operation of the Compensation Committee

1. The Company's 6th Compensation Committee consists of 4 members.
2. The term of the members of the 5th Compensation Committee: May 26, 2022 - June 18, 2025
3. The term of the members of the 6th Compensation Committee: June 20, 2025 - June 17, 2028

The 5th and 6th Compensation Committees have held 3 meetings in 2025. The attendance of the members is described below:

Title	Name	Actual attendance (B)	Proxy attendance	Actual attendance rate (%)	Remarks
Convener	Sheng-Tsheng Lee	3	0	100%	2022.05.26 (Reelected) 2025.06.18 (Reelected)
Committee member	Chung-Ho Sung	3	0	100%	2022.05.26 (Reelected) 2025.06.18 (Reelected)

Title	Name	Actual attendance (B)	Proxy attendance	Actual attendance rate (%)	Remarks
Committee member	Li-Chi Yeh	3	0	100%	2022.05.26 (Reelected) 2025.06.18 (Reelected)
Committee member	Shen-Lung Wang	3	0	100%	2022.05.26 (Newly elected) 2025.06.18 (Reelected)

* Please refer to the Company's 2025 Annual Report for major annual resolutions of the Compensation Committee.

Audit Committee

The Company elected independent directors and established the Audit Committee in 2017 pursuant to the regulations. All the board members' early reelection was conducted to appoint three independent directors at the extraordinary shareholders' meeting on September 29, 2016. The Audit Committee was established in lieu of the supervisors. At the extraordinary shareholders' meeting on August 1, 2019, all members were re-elected to form the 2nd term of the committee. On May 20, 2022, four independent directors were elected at the shareholders' meeting, establishing the 3rd Audit Committee. At the annual general meeting on June 18, 2025, four independent directors were elected to form the 4th Audit Committee. In 2025, the 3rd and 4th Audit Committees convened a total of 6 meetings. Please refer to the Company's 2025 Annual Report for major annual resolutions of the Audit Committee.

The Audit Committee is mainly responsible for the supervision of the following matters:

(1) Fair presentation of the Company's financial statements
(2) Appointment (dismissal) of CPAs and evaluation of their independence.
(3) Effective implementation of the Company's internal control system.
(4) The Company's compliance with the relevant regulations and rules.
(5) Control over the Company's existing or potential risks.

Operation of the Audit Committee

3rd and 4th Audit Committee in 2025:

Title	Name	Actual attendance (B)	Proxy attendance	Actual attendance rate (%)	Remarks
Convener	Sheng-Tsheng Lee	5	1	83%	2022.05.20 (Reelected) 2025.06.18 (Reelected)
Audit Member	Chung-Ho Sung	4	2	67%	2022.05.20 (Reelected) 2025.06.18 (Reelected)
Audit Member	Li-Chi Yeh	6	0	100%	2022.05.20 (Reelected) 2025.06.18 (Reelected)
Audit Member	Shen-Lung Wang	6	0	100%	2022.05.20 (Newly elected) 2025.06.18 (Reelected)

Communication of Critical Concerns

In addition to regular committee meetings and reports submitted to the Board of Directors, the management regularly provides directors with important reports and information (as detailed below) and communicates any critical concerns on an ongoing basis.

Communication of Critical Concerns in 2025			
Unit	Item	Communication Frequency	Number of Communications
Accounting Department	Financial Information / Report	Monthly / Quarterly	4 times
Internal Audit Department	Internal audit report	Quarterly	4 times
BOD Secretariat Office	The Company's planning for GHG emission inventories and audits.	Quarterly	4 times
	Sustainability Report	Annually	1 times
	Report of the implementation status of intellectual property management (ethical management).	Annually	1 times
	Risk management implementation status	Annually	1 times
	The implementation status of corporate social responsibility	Annually	1 times

1.3.2 Financial performance

Operating performance

In 2025, the Company's paid-in capital was NT$7,900,000 thousand, and the employees totaled 192, including 9 directors who did not concurrently serve as employees. The business revenue totaled NT$503,155 thousand. The operating revenue, including the revenue from the sale of products, construction contract revenue, rental income and other operating revenue, totaled NT$472,652 thousand. The non-operating revenue, including the earnings from the disposition of property and interest income, totaled NT$30,503 thousand.

Direct economic value generated (parent-company-only financial statements) increased by 8.95% compared to 2024, with earnings per share of NT$-0.15 in 2025.

Unit: NT$ thousand

Item	Basic Element	2023	2024	2025
Direct economic value generated	Revenue (including net sales, income from financial investment, income from assets sale)	428,213	461,822	503,155
Economic value allocated	Operating cost	292,902	306,452	316,988
	Employee compensation and welfare	211,002	186,821	174,898
	Invest in community	180	200	195
Economic value retained	"Direct economic value generated" minus "economic value allocated"	-75871	-31651	11,074

(Note) The "economic value retained" figure in the 2023 financial disclosures has been corrected in this report due to a sign error (a negative value was mistakenly reported as positive). This amendment is purely a presentational adjustment and does not have any material impact on other financial data or sustainability disclosures.

Ratio of Operating Revenue

Year	2023	2024	2025
Sale of land	-	-	-
General goods trading	94.80%	80.71%	69.52%
Leases	2.58%	8.59%	9.89%
Engineering	0.48%	-	-
Biotechnology	-	-	-
Others	2.14%	10.70%	20.59%
Total	100.00%	100.00%	100.00%

Note: The data are all from the separate financial statements. The sale of land referred to here means the operating revenue excluding the non-operating disposition of investment property.

Production Volume/Value in the Recent Three Years

Unit: Kg/NTD thousand

Year	Production quantity/value	Tea	Coffee
2025	Capacity	953,237	3,951
	Volume	953,237	3,951
	Value	156,923	7,963
2024	Capacity	961,428	-
	Volume	961,428	-
	Value	154,520	8,016
2023	Capacity	1,093,125	-
	Volume	1,093,125	-
	Value	148,649	9,861

Note 1: Capacity means the quantity of production that a company creates using existing production equipment under normal operation in consideration of downtime and holidays.

Note 2: If the production of products is replaceable, it can be incorporated in the calculation of the capacity and a note of description is needed.

Sales Volume/Value of Tea and Coffee over the Past Three Years

Unit: Quantity - kg
Value - NT$ thousand

Year	2023		2024		2025	
Domestic sales	Quantity	Value	Quantity	Value	Quantity	Value
Tea	589,458	269,831	626,601	276,653	618,160	263,058
Coffee	1,195	17,076	967	14,649	527	12,698

The regions where TTC sold products in recent three years was Taiwan; unit: NT$ thousand:

Year	2023		2024		2025	
Sales region	Amount	Sales amount percentage	Amount	Sales amount percentage	Amount	Sales amount percentage
Taiwan	379,507	100%	433,108	100%	472,652	100%

Tax Governance

Upholding the principle of integrity and pursuing sustainable development, the Company has established tax policies and related management measures to ensure the effective operation of its tax governance mechanism. The Financial Division is the responsible unit for our tax governance and conducts annual reviews of relevant matters. When filing various taxes in accordance with tax laws and regulations, all submissions are reported and approved in compliance with such regulations.

Tax Policy:

1. Comply with tax laws and regulations, file and pay taxes honestly within prescribed statutory deadlines, and fulfill social responsibilities as a corporate taxpayer.
2. Disclose tax information in financial statements in accordance with applicable regulations to ensure transparency.
3. Refrain from utilizing tax havens or low-tax jurisdictions for tax planning with the intent of tax avoidance.
4. Related-party transactions comply with internationally recognized transfer pricing guidelines issued by the Organisation for Economic Co-Operation and Development (OECD) and adhere to the arm's-length principle.
5. Maintain sound communication channels with the tax authority and engage in timely discussions on tax-related matters.
6. For major corporate transactions and decisions, assess associated tax risks and adopt appropriate strategies, engaging or consulting external professional advisors when necessary to effectively manage and control tax risks.

Tax Information

Income Tax Information

(Unit: NT$ million, %)

Year		2023	2024	2025
Net profit (loss) before tax		-292	-175	-118
income tax expense	Current tax	-1	-1	0
	Deferred tax	6	1	2
Effective tax rate (%)		-1.71%	0.00%	-1.69%
Tax payment		0	0	0
Cash tax rate (%)		0.00%	0.00%	0.00%

2025 subsidies from the government

(Unit: NT$)

Item	Amount
Council of Agriculture, Executive Yuan - TAP Agricultural and Environmental Subsidies	7,033,710
Workforce Development Agency - Subsidies for Education and Training on Enterprises Human Resource Upgrade Program	27,000
Workforce Development Agency - Youth Employment Flagship Program	144,000
Workforce Development Agency – Subsidies for Hiring Senior Workers	123,000
Subsidiaries from Occupational Safety and Health Administration	609,334
Executive Yuan - Green Environmental Payment Program	365,364
Executive Yuan - Organic Agriculture Incentives	337,813
On-site Health Service Subsidies	34,335
Top 100 Taiwan Culture Base Subsidies	675,000
Total	9,349,556

Shareholders' meeting

The Company is a listed company and regularly holds annual meetings of shareholders pursuant to the Company Act and relevant laws and regulations. The Company's annual meetings of shareholders are held in accordance with the Rules of Procedure for Shareholders' Meetings. The shareholders have the right to take part in the decision-making on material matters and the election of the Board of Directors' members. All the information related to the Board of Directors is disclosed on the Market Observation Post System and the Company's website.

Dividend Policy

The company's dividend policy in considering the future need for funds and meet the requirement: If the Company has a profit at the year's final accounting, it shall first pay the income tax and make up any cumulative losses in accordance with laws, and then make a 10% contribution of the balance to the legal reserve, unless the legal reserve reaches the amount of the Company paid-in capital, and also make provision/reversal of special reserves pursuant to laws. The residual balance shall be added to accumulated undistributed earnings as earnings to be allocated that may be retained by the Board of Directors, depending on operational requirements. The Board of Directors shall also draft a motion for allocation of the residual balance plus the undistributed earnings, and submit the same to a shareholders' meeting to resolve whether shareholder bonus shall be allocated.

The Company may allocate shareholder bonus in cash or shares, and the dividend in cash shall not be less than 10% of the total shareholder bonus. The Company did not distribute dividends from 2019 to 2025.

1.3.3 Ethical Management and Legal Compliance

Ethical Management

We believe that providing the most competitive products and services is the best way to maintain long-term partnerships. The Company selects the best suppliers in the aspects of products, services, quality, price, delivery period and after-sale services. It establishes long-term partnerships with them based on the ethical and fair principles that we always uphold. The suppliers of the Company do not need to present any gifts or offer any entertainment. According to the "Procedures for Ethical Management and Behavior Guidelines" and "Ethical Management Best Practice Principles", we absolutely prohibit sales representatives and their family members from receiving or asking improper kickbacks, commissions, capital contributions, gifts, bribes, travels, entertainments, or other private interests from any suppliers.

All the employees and suppliers shall observe this integrity policy and create fair and transparent business relationships. The Company communicates the importance of "integrity and honesty" to the Board of Directors, officers at different levels, and employees on an irregular basis. Since 2014, the Company has organized internal and external education training courses on ethical management and disclosed its implementation and training status in our annual report.

To achieve sound ethical corporate management, the Company established the BOD Secretariat Office, a dedicated unit subordinated to the Board of Directors. It is responsible for formulating ethical management policies and prevention programs, and for supervising their implementation, together with the Human Resources Department and the Legal Affairs Department. It reports to the Board of Directors at least once a year on the implementation progress of the ethical management, including relevant training, guidance on regulations, and implementation status of ethical management. The report was submitted at the 3rd meeting of the 25th Board of Directors.

For the ethical management policy of the Company, please refer to the official website.

Ethical Management Educational Training

In 2025, the Company conducted onboarding training for new hires covering employee obligations, contract fundamentals, and review submission guidelines, recording a total of 23 participants and 80.5 training hours. In addition, participation in ethical management-related training courses in 2025 totaled 117 participants and 252.3 hours (including 16 participants and 129 hours of external training, and 101 participants and 123.3 hours of internal training). Course topics encompassed insider trading prevention, ethical management regulatory compliance, food safety and hygiene management and inspection, accounting systems, labor laws and regulations, and internal controls. For detailed course content, participant numbers, and training hours, please refer to 3.2.4 Talent Cultivation.

Anti-Corruption (Report and Complaint System)

The System is established to govern the professional conduct of the directors, supervisors, management personnel, and employees of the Company, and encourage them to strictly observe relevant laws, industry regulations and guidelines, professional ethics, and the rules and bylaws of the Company to create good practices of integrity, diligence and professionalism, and avoid the occurrence of any conduct that may affect the interests of the Company and shareholders, such as acting in violation of ethical management regulations, pursuing improper benefits, and receiving or offering bribes in business occasions. The reported party may also file a complaint through the same channel for clarification of the facts. Please visit TTC's official website - Corporate Governance for details.

Consultation and Whistleblowing Channels	
Mailing Address	No. 3, Zhonghua Road, Hukou Township, Hsinchu County
Anti-Corruption (Report and Complaint Mailbox)	999@ttch.com.tw

Overview of Whistleblowing Handling Process

1. Acceptance
   The Chairman Office is responsible for receiving and documenting whistleblowing reports, including emails, letters, and interview records, and maintaining proper archives. Reported matters are first assessed to determine whether they meet investigation criteria. If a case does not meet the criteria, the reasons must be documented and submitted to the Chairman for review.
2. Investigation
   For cases that meet the investigation criteria, the Chairman appoints a project lead to form a dedicated task force and handle the cases by tier according to their nature:
   - Level A: Involving directors, independent directors, senior managerial officers, or material management deficiencies; the Board of Directors or independent directors shall determine the investigation approach and provide recommendations for resolution.
   - Level B: Involving general employee misconduct or operational management deficiencies; the Chairman Office designates dedicated personnel to conduct the investigation and submits handling recommendations to relevant departments.
   - Level C: Malicious reports or false accusations; depending on the severity of the impact, disciplinary actions may be taken or the case may be referred to judicial authorities.

   During the investigation process, whistleblowers may inquire about progress through the designated person in charge of the case involved to minimize direct contact and reduce the risk of exposure.
3. Investigation results
   If a report is substantiated and involves illegal conduct, it will be referred to judicial authorities by the Legal Affairs Department.
4. Appeal
   Internal personnel who are punished or are informed parties of a whistleblowing case may file an appeal through the same procedure to clarify facts.

   In 2025, TTC received no whistleblowing reports regarding business ethics violations, and there were no substantiated cases requiring disciplinary actions.

Protection of Privacy and Intellectual Property Rights

The Company reports matters on intellectual property to the Board of Directors every year on an irregular basis. In addition to reporting the establishment of the Intellectual Property Rights Management Regulations at the Board meeting on May 12, 2020, the implementation status of intellectual properties was reported on August 12 in the same year and in January every year thereafter. For the details of the policy, please visit TTC's official website - Corporate Governance.

(I) Trademark management

The Company currently holds 84 registered trademark categories. In 2025, two leisure tea factories added trademark categories 34, 41, and 43, and the "TTES Trademark Design Pattern" was formally approved for registration. In addition, two trademark categories will expire in 2026, with renewal applications scheduled to be submitted in the first quarter of 2026.

(II) Trade Secret Management

To manage trade secrets, the Company has regulations in place regarding file encryption and management rights in the established Intellectual Property Rights Management Regulations. When taking office, employees are required to sign employment contracts that include confidentiality obligations, ensuring the protection of business information both during and after their employment.

(III) Copyright and Patents Management

To prevent intellectual property infringements resulting from improper software usage, the Company established the Intellectual Property Rights Management Regulations, which stipulate provisions governing the lawful use and management of computer software. The Company also stipulates in employee employment contracts that all creations, inventions, and designs produced during employment, whether invested in by the Company or conducted under its direction, along with all associated intellectual property rights, are the exclusive property of the Company. All works, inventions, and research outcomes related to new models and designs developed during an employee's course of duties shall be the exclusive property of the Company, which holds the corresponding copyrights or patents. In June 2024, the Legal Affairs Department compiled and published standard contract templates commonly used across various departments, including trademark and copyright licensing agreements. The Department also developed educational materials addressing common legal risks and key precautions, which were presented to employees during a training session on September 1, 2025.

(IV) Education and training

To enhance the concept and awareness of the protection of intellectual property, we organize education and training on ethical management every year on an irregular basis. The courses include basic patent knowledge, strategies for the avoidance of infringement upon patent rights, legal practices, and management of trade secrets. In 2025, in addition to employees across all departments attending the "Marketing Risks in Response to the Newly Amended Personal Data Protection Act" training given by Attorney Chien-Cheng Chen of Join Law on May 23, the Legal Affairs Department hosted training on Corporate Ethical Management (Trade Secrets, Personal Data Protection, and Prevention of Insider Trading) on December 29 of the same year.

Date	Instructor	Course Topics	Number of Participants	Training Hours
2025.05.23	Attorney Chuan-Cheng Chen, Join Intl Law Offices	Marketing Risks in Response to the Newly Amended Personal Data Protection Act	25 persons	2.5 hours
2025.12.29	Tzu-Yuan Kung, Legal Affairs Department	Corporate Ethical Management (Trade Secrets, Personal Data Protection, and Prevention of Insider Trading)	39 persons	1 hours

Legal Compliance

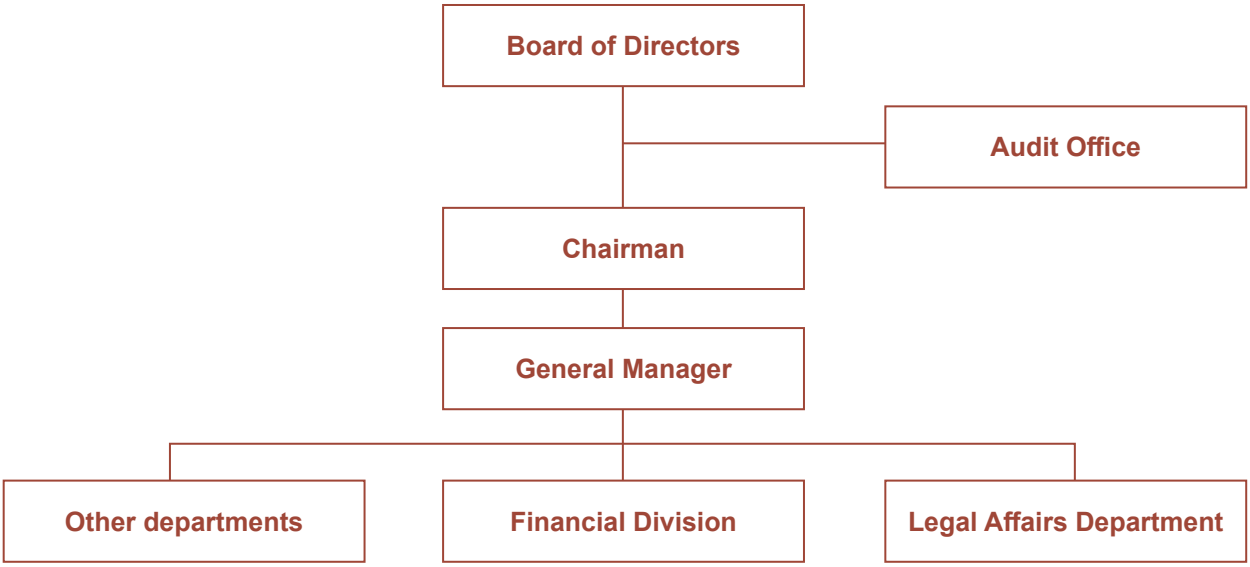
The daily operation of the Company complies with domestic and international laws. Attention is paid to developing domestic and international policies and the changes to the laws and regulations. Relevant information is collected and used as a reference for the management. The 21st Board of Directors of the Company adopted the revised edition of the "Matters Relating to Compliance with Applicable Laws, Regulations, and Bylaws" at its 4th meeting on November 11, 2014 pursuant to Article 13 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies" promulgated by the Financial Supervisory Commission with its Order Jin-Guan-Zheng-Shen-Zi No. 1030036318 on September 22, 2014. In 2025, the Company had no material non-compliance incidents or legal violations, nor were there any fines or product recalls (material violations are defined as those involving an impact of NT$300 million or more).

Planning in the future

2025 Objective	Med-term and Long-term Objective
The Company consistently upholds the principle of “prevention is better than cure” in legal compliance, implementing the following measures across the daily operations and related activities of each department. 1. Identify key legal risk areas, develop training materials for dissemination, and cultivate a habit among employees of proactively confirming legal compliance in advance, adhering to regulations during implementation, and promptly reporting and rectifying any issues that arise afterward. 2. Through education, training, and cross-departmental communication, the Company compiles feedback to revise internal operating procedures where necessary, thereby ensuring compliance with applicable laws and regulations. 3. In daily operations, further strengthen the preliminary clarification of requirements across departments. This ensures that requesting departments are aware of relevant laws and regulations while enhancing the efficiency and effectiveness of Legal Affairs Department tasks, such as providing advisory opinions and reviewing contracts.	1. Internally implement an electronic contract review system by encouraging employees to submit electronic contract files for review via email, thereby saving time and labor, facilitating efficient retrieval, and laying the groundwork for the future deployment of a contract management system. 2. Enhance the common legal knowledge of the employees through education and training to achieve the goal of “comply beforehand” and control the legal risk of the Company by tracing to the source. 3. Implement legal compliance and enhance the legal awareness among the employees to achieve the goal of keeping “zero major violation cases”.

1.3.4 Risk Management

Risk management structure



Risk management policy

The Board of Directors is the highest risk decision making organization of the Company. It takes the final responsibility for the risk management system and implementation, and prevents any and all potential losses according to the operating policy of the Company within the scope of acceptable risk exposure. The Board of Directors is also responsible for increase of shareholders' wealth under the prerequisite of balanced risk and return, in addition to optimizing capital allocation, developing risk management policies and guidelines, establishing the “Regulations on Risk Management Policies and Procedures of Taiwan Tea Corporation”, and supervising individual departments to implement risk management mechanisms. The Audit Office under the Board of Directors is responsible for assessment of the internal control system, measurement of the operating efficiency, and raising proposals in a timely manner.

Responsible risk management units and their responsibility

Segment	Responsibility
Board of Directors	The Board of Directors is the highest risk decision making organization. It takes the final responsibility for the risk management system and implementation, and prevents any and all potential losses according to the operating policy of the Company within the scope of acceptable risk exposure. The Board of Directors is also responsible for increase of shareholders' interests under the prerequisite of balanced risk and return in addition to optimizing capital allocation.
Top management (Chairman, General Manager and Assistant General Manager)	1. Implement risk management decisions. 2. Coordinate for inter-department risk management interaction and communication. 3. Implement review of operating outcomes at the monthly business management meeting.
Audit Office	Supervise executive departments to follow the approval authority and related management regulations and procedures; also be responsible for internal control and audit and raise deficiency review reports on an irregular basis to ensure the Company implements effective operation risk management.

Segment	Responsibility
Legal Affairs Department	Provide legal advice and take responsibility for the drafting and review of the Company's external contracts and legal documents, coordination and handling of litigations, mediation or negotiation to resolve disputes, and management of all trademarks of the Company to protect its rights and interests.
Financial Division	1. Be responsible for fund procurement for all the business departments and review of the fund utilization status of each business unit. 2. Follow the International Financial Reporting Standards (IFRSs), International Accounting Standards (IAS), and the laws and regulations of the government. 3. Assist the competent authority in the annual financial audit. 4. Assist in the review of operating outcomes at the monthly business management meeting. 5. Prepare quarterly and annual financial statements on a regular basis. 6. Report important financial activities to the Board of Directors for reviewing according to relevant regulations and internal control systems.
Department heads	1. Summarize the implementation results of risk management activities. 2. Assist in and supervise risk management activities of each department. 3. Determine risk types and propose risk-taking methods depending on changes in external environment and internal strategies. 4. Conduct performance measurement and coordination after risk adjustment.
Heads of units subordinate to departments	1. Implement routine risk management activities. 2. Conduct self-assessment with respect to risk control activities.

Risks' impacts and opportunities

Financial risk

Risk impact	Interest and exchange rate changes, inflation, bad debts
Risk management mechanism	1. The Company will pay attention to the market information at any time, judge the trend and make measurements to reduce the impact of the interest and exchange rate changes and inflation on the Company. 2. We stay in close contact and partnership with our banks. The relevant information are reported to the Company's management to identify, assess and avoid financial risks. 3. The Company selects banks with good credit and reasonable interest rates. 4. Customer credit management guidelines are established to allow the business units to score our customers. The score is used as a reference when offering a credit line and payment terms based on the approval authority.
Opportunity	1. We can avoid foreign exchange losses resulting from a payment term that is too long and use funds in the same currency (if any) to repay loans so as to minimize the exchange rate difference arising from a settlement. 2. We visit our customers on a regular basis to create opportunities to develop new customers or boost sales. A payment collection notice is sent to the sales representatives to collect payments as soon as possible to avoid overdue payments. 3. If the interest rate increases/decreases by 1%, the annual profit or loss of the Company decreases/increases by NT$50,854 thousand; the changes in exchange rate and the inflation did not have a significant impact on the Company.
Roles of the Board of Directors	The Chairman is authorized to address subsequent matters.
Responsible person	Financial Department, General Manager
Reporting frequency	Report to the General Manager whenever there is an abnormality. Report to the Board of Directors at least once a year.

Information risk

Risk impact	Interruption of the operation due to failure of the hardware or system crash; disclosure of data due to malware or man-made deliberate destruction; failing to work due to interruption of the operation; damage to the interests of the Company due to disclosure of data.
Risk management mechanism	1. Execute backup of data every day on a regular basis, check the usability of the backup data and the steps of recovery from these data. 2. Update the virus pattern of the anti-virus software to maintain its detection capability. 3. Control computer access and no software can be installed on the computer without permission to minimize the opportunity for the malicious software to invade in the computer of the Company. 4. Use the web IP/MAC control mechanism to manage the IOT equipment of the Company, detect IP conflicts, and no equipment can be connected to the network of the Company without permission to avoid vulnerability in cyber security. 5. To cope with the APT and ransomware that have become commonly seen in recent years, we have introduced a spam filtering mechanism to solve the problem it brought about and prevent virus emails from damaging the Company. 6. Relevant information guidelines are developed and information security training programs are carried out regularly.
Opportunity	1. The Company is dedicated to protecting the information assets from any threats or destructions, regardless of whether they are internal/external or intentional/accidental, to reduce the probability of information security incidents and ensure that the risk arising from management incidents is reduced to the acceptable level, to maintain the Company's operation. 2. Every employee has the alertness and related common knowledge of cyber security to substantially reduce the likelihood of threats.
Roles of the Board of Directors	1. Request the Information Department to implement cyber security policy properly. 2. Prepare a report on the implementation status of cyber security on an irregular basis and the Information Department is requested to report the implementation status to the Board of Directors.
Responsible person	Information Technology Department
Reporting frequency	Report whenever there is an abnormality. Report to the Board of Directors 1~2 times/year.

Legal and intellectual property risk

Risk impact	1. Third parties may occupy the land of the Company or dump waste thereon without permission and thus infringe upon the property right of the Company. The Company may be hindered in use, gain and disposition of the land or the right thereon and thus its economic value may be reduced. 2. When executing contracts and other legal documents, if the Company lacks sufficient information for objective evaluation or if the counterparty leverages its stronger socio-economic standing to forcibly impose conditions on the Company, the Company may face an increased default risk or incur higher compliance and performance costs. 3. Improper communication by employees with consumers, external suppliers, or government agencies may result in a negative impact on the goodwill and image of the Company, and may even lead to liability for damages. Such as loss of business opportunities due to damage to the goodwill and corporate image, responsibility for damage compensation to consumers, and penalties imposed by government agencies.
Risk management mechanism	1. Keep contact with the personnel of the Assets Department and each branch. Conduct daily inspection and, if there is any abnormalities, collect evidence and report to the head office without delay. The Legal Affairs Department works with the personnel of the Assets Department to analyze the evidence and determine countermeasures. 2. Take legal remedies such as sending legal attest letters, reporting to the police and initiating a lawsuit. 3. Uncover all the areas that may be invaded easier. It is advisable for the Company to set up railings and signs to reduce the opportunity of others to enter without permissions. 4. Through training programs and daily operational communication, the Company fosters key practices among employees, including "gathering comprehensive information on relevant personnel, timeline, location, and factual context prior to decision-making" and "rationally communicating the Company's position to vendors and consumers to establish equitable, mutually beneficial legal relationships and dialogue channels." 5. Enhancement of education and training: Conduct education and training on a regular basis to help employees understand laws and regulations and SOPs and thus provide them with a reference to follow when they serve consumers. When the Company is involved in a dispute, evidence can be preserved in a timely manner and proper communication can be ensured to protect the rights and interests of the Company and the employee.
Opportunity	The cases of unlawful occupation and unauthorized use of the Company's real estate have decreased significantly. In addition, employees' legal literacy and compliance awareness have improved, enabling proactive risk prevention and timely evidence preservation in alignment with legal compliance principles.
Roles of the Board of Directors	1. The Assets Department and Legal Affairs Department are requested to have a handle on the status of the land properly. 2. The Chairman is authorized to address subsequent matters.
Responsible person	Legal Affairs Department
Reporting frequency	Report to the head of the Executive Assistant General Manager whenever necessary. Report to the Board of Directors 1–2 times/year.

Operation risk of land assets

Risk impact	1. The changes in the land utilization policy may lead to restrictions on the use method and intensity of the agricultural land, forest land and building land. 2. The adjustment of the policy may lead to adjustment and restriction related to the planning and design of the development. 3. The changes in the operational policy may affect the application strategy of human resources and countermeasures.
Risk management mechanism	1. Comprehensively check the conditions and characteristics of the land resources and conduct assessment, planning and application in advance. 2. Introduce a professional consultation mechanism, pay close attention to the direction of the government’s policy, the implementation schedule and the implementation practices. 3. Regularly conduct employee training and technical knowledge transfer to mitigate impacts. 4. Maintain the channels of communication with experts and scholars to understand the arguments of the scholars and the direction of the implementation.
Opportunity	Operational advantages of TTC's land assets: Leveraging scarce market resources, such as carbon sink potential, ecological and biodiversity value, renewable energy integration, the circular economy, and regional revitalization, enables flexible and diversified business models to enhance market competitiveness and maximize overall operational benefits.
Roles of the Board of Directors	The business unit refers to risk items and reports to the Audit Committee and the Board of Directors for risk impact assessment.
Responsible person	Asset Development Department
Reporting frequency	Irregular reporting depending on the changes in the policy and the impact.

Supply chain risk

Risk impact	1. Weather-related risks: Climate change may increase the frequency of extreme weather events such as floods, droughts, and typhoons, impacting crop yields and the stability of supply chain costs. 2. Price increase risk: Fierce fluctuations in material prices may lead to rising costs. For example, political factors, natural disasters, rising global energy prices, fluctuations in monetary exchange rates, or changes in global market supply and demand may result in higher costs and affect the profitability and global competitiveness of the Company. 3. Delivery delay risk: The supplier that is not able to deliver required materials or products on time or the logistics company that delays in transport may lead to disruptions or postponement of the production plan or impossibility of on-time delivery to customers and thus affect customer satisfaction and goodwill on the market.
Risk management mechanism	1. Increase backup suppliers and optional products, identify suppliers across diverse regions, and diversify sourcing channels to mitigate single-source dependency, thereby addressing potential supply disruptions, delays, or vendor issues. 2. Establish supplier evaluation standards that encompass past performance, pricing, product quality, delivery reliability, and after-sales service to effectively identify and anticipate potential risks, enabling dynamic adjustments in response to market and supplier shifts to safeguard supply chain stability. 3. Implement safety stock management protocols to prevent shipment delays from disrupting production and sales operations. 4. Increase the proportion of domestic procurement to reduce reliance on external markets. 5. Execute well-defined contracts with suppliers that clearly delineate mutual rights, responsibilities, and risk-sharing mechanisms, incorporating performance guarantee provisions to ensure suppliers fulfill contractual obligations on schedule. These fulfillment guarantee rules can be financial punishment or other corresponding binding measures to encourage the supplier to observe the provisions of the agreement. 6. Ask the supplier to provide a performance bond in the form of a promissory note or check for the situation where the supplier acts in violation of the agreement or cannot fulfill it.
Opportunity	Supplier diversification can reduce risks, enhance the stability and resilience of supply sources, and enable the potential identification of new, competitive suppliers.
Roles of the Board of Directors	Prepare a report on the safety status of the supply chain on an irregular basis and the relevant department is requested to report the implementation status to the Board of Directors.
Responsible person	Procurement Section
Reporting frequency	1~2 times/year

Quality risk

Risk impact	Quality problems of products or services may lead to customer complaints, return of goods or compensation claims. These may damage the goodwill of the Company and affect the loyalty of the customer and market share.
Risk management mechanism	1. Obtained certifications for FSSC 22000, ISO 22000:2018, HACCP, Rainforest Alliance, and Halal certification. 2. Prioritize quality control of product packaging materials and strictly implement the annual supplier audit management system. 3. Enhance the integration of the pesticide residue testing results of our tea leaves (commissioned for testing to SGS, a third-party testing institution) and disclose the results in the TTC section on My Safety Net for the public's reference.
Opportunity	Effectively implement quality management to stabilize operations and gain a competitive edge in the market.
Roles of the Board of Directors	Relevant departments report the implementation status of quality management to the Board or Director on an irregular basis.
Responsible person	R&D Section
Reporting frequency	1~2 times/year

EHS risk

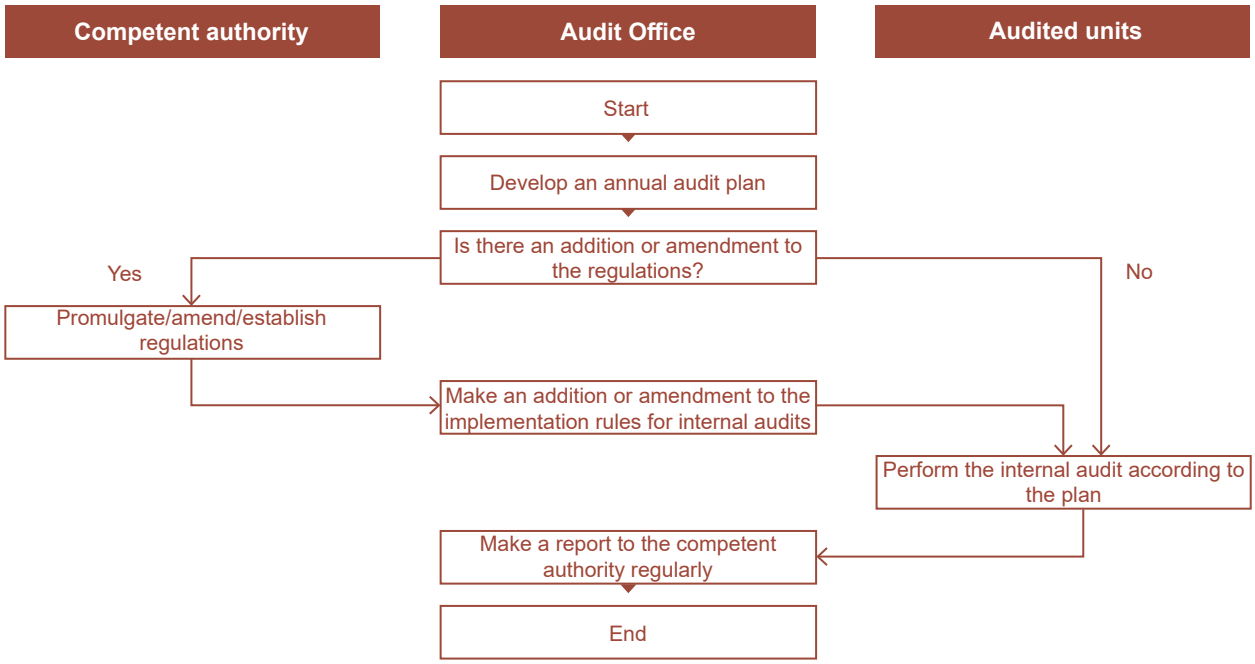
Risk impact	1. In addition to the impact on the physical and mental health of the employees, workforce shortages, delays in the work, and non-compliance risks (fines) are possible consequences. 2. The higher payment of claims arising from the group insurance that the Company takes out for the employees may affect the premium of the next year and result in a higher premium cost.
Risk management mechanism	1. Provide education and training on occupational safety before work, supervise employees in the work safety, improve environmental sanitation continuously and maintain the sanitation properly to avoid any accidents. 2. Set the goal of reducing occupational and commuting accidents every year to zero.
Opportunity	In addition to reducing occupational accidents, enhance the awareness of health and safety among the employees and thus assist in the improvement of their commitment to the Company to create a healthy and safe workplace.
Roles of the Board of Directors	The Board of Directors regards ensuring a safe working environment and protecting employees' physical and mental health as fundamental elements. The Company convenes occupational safety and health management meetings on a quarterly basis and regularly reports progress to the Board of Directors.
Responsible person	The head responsible for occupational safety and health and the head of the Human Resources Department
Reporting frequency	Irregular

Labor shortage risk

Risk impact	Inadequate employment or labor shortage in the industry affects the operations of the units.
Risk management mechanism	Internal retention of talents (adjustment of the remuneration and welfare) and external recruitment through multiple channels. Make the employees be proud to work for TTC.
Opportunity	Improve the stability of all the employees and thus increase the operations benefits.
Roles of the Board of Directors	Explain the remuneration and welfare of the Company to the directors when reporting the corporate governance at the Board meeting. Whenever necessary, the Board of Directors review the utilization of labor force in accordance with the operational status.
Responsible person	The head of the Human Resources Department
Reporting frequency	At least 1–2 times per year.

1.3.5 Internal Audit

Internal audit process



The Audit Office of the Board of Directors is responsible for assessing the Company's internal control system and measuring the operating efficiency. It proposes the upcoming year's audit plan at the end of each year. After the Board approves the audit plan of Directors, the Office of Audit Service audits each unit based on the transaction cycle in each month. A report will be delivered to the independent directors before the end of the next month and submitted to the Audit Committee and Board of Directors. Follow-up reports are prepared on a quarterly basis. The Company included the sustainability information management in the annual audit program in 2025

Transaction cycle	Audited unit	Audited Item
Property, Plant and Equipment	All units of the head office, recreational locations, branch offices and tea factories	• General asset change management and records (checklist and inventory) • Land change management and records (checklist and inventory) • Land accounting management • Lease management and rent collection • Insurance • Asset management guidelines
Production	Tea factory Tea Sales Department	• Purchase requisition and procurement • Cost calculation • Sales payment collection
Trading	Tourism & Leisure Business Division Key Account Channel Department	• Credit and accounting control • Procurement, payment requisition, payment • Sales payment collection • Stock management
Payroll and personnel	Human Resources Department	• Personnel appointment/dismissal, attendance and reward/ punishment management, performance evaluation, personnel management rules, pensions, labor and health insurance, tax withholding
Investment	Financial Division	• Investment assessment • securities inventory

Transaction cycle	Audited unit	Audited Item
Financing	Financial Division	• Financial statement preparation and management, accounting consistency • Cashier procedures
Compliance with laws and regulations	Entire Company	• Matters in compliance with laws and regulations
Compliance with the Ethical Management Best Practice Principles	Directors, top managerial officers	• Ethical Corporate Management Best Practice Principles for TWSE/ GTSM Listed Companies
Board of Directors/Audit Committee/Remuneration Committee	BOD Secretariat Office	• Operation of the Board of Directors • Operation of the Audit Committee • Directors and managerial officers' remuneration and the operation of the Compensation Committee
Information	Entire Company	• Information security • Disaster drills • Operation authority review • Internal authority review
Sustainability information management	Sustainable Development Team	• Verification of the completeness, accuracy, and traceability of the sustainability information



CH2 Products and Services

2.1 Product Quality and Safety
2.2 Customer Service Quality

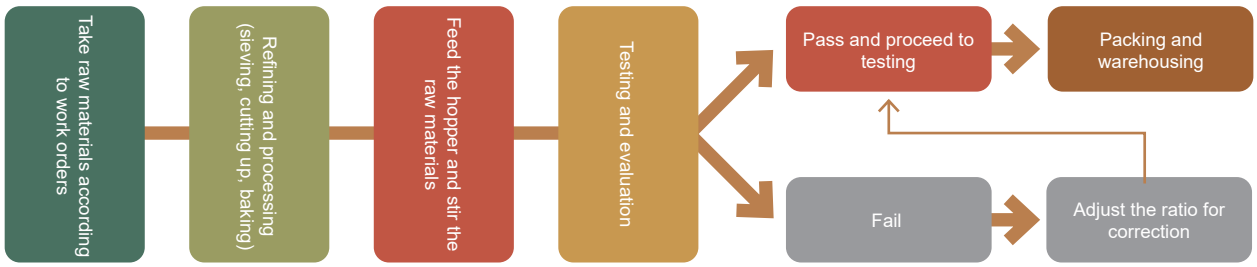
2.1 Product Quality and Safety

Material Topics	Product Quality and Safety
Responsible Unit	Procurement Section, BOD Secretariat Office, Human Resources Department, Laopi Tea Farm, Tea Sales Department, E-commerce Department, Marketing Planning Section
Impact description	**Actual positive impact:** By enhancing process transparency and management technologies, TTC strengthens product quality and safety controls while advancing relevant technological and product development in response to rising health awareness, thereby expanding market opportunities. The Company also requires supply chain partners to comply with corporate social responsibility and ethical standards, collaborating with upstream and downstream partners to promote a green supply chain and ensure both environmental protection and product quality. In addition, TTC continues to advance sustainability practices and enhance brand value through diversified products and environmentally friendly processes. **Potential negative impact:** Any deficiencies in product quality and safety would compromise consumer rights and undermine market trust, thereby impacting revenue and brand goodwill. Management failures or environmental incidents within the supply chain may also lead to associated risks and regulatory liabilities.
Policy / commitments	Adhering to the "from farm to table" quality management principle, TTC has fully implemented food safety control systems, such as HACCP, to ensure product safety and consistent quality across all stages, from raw materials and production to inspection and sales. Product R&D emphasizes natural formulations and traceability management, while continuously enhancing the health value of tea and blended products. The Company also requires the supply chain to comply with corporate social responsibility, environmental, health, and safety standards, working collaboratively to build a green supply chain. In response to market trends and regulatory requirements, the Company invests in high-quality, high-value-added products and packaging innovation, dedicated to delivering safe and healthy products.
Actions	• Diversifying raw material sources to effectively mitigate supply risk. • Have efficient monitoring measures and conditions to prevent, reduce and eliminate the factors that may cause hazards in food products. • Comply with food safety regulations (appointment of food safety and health management personnel for each factory). Laopi Tea Farm in Pingtung will undergo the “FSSC 22000”, “HACCP”, “Rainforest Alliance”, “TAP” certification and “Halal Certification” processes to ensure the thorough implementation of the food safety management system, strict hazard control and analysis throughout the process from raw material to product, application of control measures at critical control points, and preventive monitoring of the production process. • Introduce a digital food safety and quality control system to reduce human management errors. • The suppliers who have passed any relevant management system certifications, such as ISO9001 and ISO14001, will be first taken into account. • Ask the suppliers to provide the certificates issued by SGS, HACCP, ISO, FSC. • Adopting green procurement to effectively prevent the environmental pollution and the waste of resources.
Tracking and evaluation mechanism	• Lot-by-lot inspection is implemented for purchased raw materials, and SGS test reports are provided alongside finished product shipments in accordance with customer requirements.. • Implement pesticide residue testing. • Continuously supervise suppliers through supplier corporate social responsibility self-assessments and on-site audits.
Management goal	Short-term Objective (within 3 Years): • 100% food safety training coverage. • 100% completion rate of annual CSR self-assessments by key raw material suppliers. • Achieve 60% coverage for annual on-site audits. • Zero market-end food safety incidents. • 100% compliance rate in pesticide residue testing. Med-term Objective (more than 3 Years): • Zero major food safety incidents (for three consecutive years). • Receive at least five external recognitions or awards annually (covering food safety, sustainability, branding, etc.). • Achieve a 7% share of sustainability-certified suppliers. • Innovative products account for 30% of new product development.
Annual performance	• The Production Division worked with the Institute for Information Industry to develop the [Smart Agri-management Platform System for Farms] to ensure pesticide safety at the initial stage and keep the quality stable. • Obtained certifications for FSSC 22000, ISO 22000:2018, HACCP, and Rainforest Alliance certification. • We conduct evaluation of suppliers with whom we have transacted more frequently in terms of the quality, delivery performance, after-sales service. In 2025, 172 suppliers were evaluated, accounting for 65.4% of our total suppliers. The Company assessed the quality of their materials, their delivery performance, cooperation with us, after-sales service and environmental/safety and health compliance. All of the suppliers passed the evaluation. • Procurement costs were reduced by 6.8% in 2025. • In 2025, work with suppliers to develop recycled paper made from black tea waste, reduce deforestation of primary forests, lower waste and pollution, achieve resource recycling, and mitigate the environmental impact of paper making in line with sustainable development goals. • Since 2025, LuGao Cafe has adopted wood-plastic composite decking certified under the GRS certification for outdoor flooring to conserve forest resources and reduce environmental impact. The durability of wood-plastic composites reduces replacement frequency and maintenance costs, curtails resource consumption, and mitigates the impact of plastic waste on ecosystems. Adopting GRS-certified materials demonstrates the coffee estate's commitment to sustainable development and responsible sourcing, thereby enhancing brand image and market competitiveness.
Stakeholders' involvement in remuneration	Please refer to The Mechanism of Communication with Stakeholders and Result.

We value the quality and hygiene of our products beyond all things. Our products are produced under the strictest control and supervision. Their quality is also ensured through external verification. TTC applies high standards to the production and manufacture of products complying with food safety regulations. With such a strict control mechanism, we did not incur any related penalty in 2025. We actively provide safe and secure products and allow the consumers to use them safely.

The quality control is carried out by taking the seven production steps shown in the following figure. In response to the pesticide residue issue in tea leaves concerning the consumers the most, we commission SGS (SGS Taiwan Limited), a trusted entity, to conduct relevant tests to ensure the Food's quality.

QC Acceptance Process



To meet our product quality standards, we established the quality requirements in 2025. The details are shown as follows:

Quality Management Objectives and Achievement Status

Team	2025 Quality Objectives Setting	2025 Achievement
Quality Control Department	12 hygiene defects during hygiene inspections per year	Only 6 deficiencies occurred during the year
Production Team	(Rough) 2 foreign matter contamination incidents/month	No related foreign matter contamination incidents
Production Team	(Refinery) 2 customer complaints/month	Fewer than 2 cases each month
Storage and Transportation Section	2 abnormal returns or exchanges/month	No related foreign matter contamination incidents
Procurement Section	2 abnormal incidents related to raw materials/month	Fewer than 2 cases each month

In 2025, all quality management targets were met. Any identified deficiencies or anomalies were duly addressed and resolved, and we will continue to uphold rigorous quality control to safeguard consumer interests.

2.1.1 Food Safety

Food safety incidents are the least desirable outcome for both the food industry and consumers. Therefore, TTC places a strong emphasis on food safety, applying food quality and food safety system standards across raw material management and manufacturing processes. In September 2025, the crude tea and refined tea processing plants at the Company's Pingtung Laopi Tea Farm renewed their certifications for FSSC 22000, ISO 22000:2018, and HACCP, with a three-year validity period. Under this food safety management system, the Company implements related operations for raw material management, environmental controls, plant and facility sanitation, and personnel hygiene management. Tea products produced by certified facilities accounted for 99.01% of total production. Going forward, TTC will continue its efforts to obtain relevant certifications for its remaining tea factories.

Under the aforementioned food safety management system, the Company has established standardized management procedures and verification mechanisms across raw material management, workplace environment, facility and equipment hygiene, quality control systems, and personnel hygiene and training. These measures ensure that products meet all food safety and quality requirements throughout production, processing, and packaging. In addition, all Formosa Black Tea products obtained Halal certification with a one-year validity period in October 2025, ensuring that the entire process from raw material procurement and production to sales complies with Shariah requirements. Sales of this product series from October to December 2025 accounted for approximately 1.75% of total annual tea beverage sales.

As for tracking and tracing domestic tea, the Company obtained TGAP production and sales traceability certification from the Council of Agriculture in July 2021 and renewed the certification in July 2024, for a period of three years. The certified area covers 465.3586 hectares. Strict control is maintained over the identity of domestic tea in accordance with the regulations governing pesticide use in tea cultivation and food safety risk management. Production records, from tea farms to tea factories, are publicly available to consumers through the Agriculture and Food Administration's information system. Implementation and verification of Taiwan Good Agricultural Practices encompass not only pesticide safety but also food safety, environmental hygiene, and sustainable production practices, along with the establishment of a traceability system. The certification scope encompasses tea garden production record tracking, personnel training, workplace and facility hygiene management, agrochemical management, and quality assurance systems, ensuring that tea production processes strictly meet Taiwan Good Agricultural Practice (TGAP) requirements. By ensuring the transparency and traceability of agricultural production and marketing information, the Company aims to safeguard consumer safety. The Company currently does not track statistical data regarding the proportion of total tea production certified under TGAP (production and marketing history). Moving forward, it will evaluate the establishment of relevant classification and tracking mechanisms based on management needs to enhance data capture and reporting completeness.

Furthermore, TTC's Laopi Tea Farm obtained Rainforest Alliance certification in 2022 and passed recertification in July 2025 with a three-year validity period, demonstrating its commitment to preserving the surrounding environment and ensuring sustainable forest development. This reflects TTC's dedication to sustainable agricultural practices, ecological conservation, and social responsibility, while continuously enhancing the sustainability and traceability of its raw material sourcing.

In 2025, the Company recorded zero incidents of non-compliance with regulations concerning product and service health and safety, zero incidents of non-compliance regarding product and service information and labeling, and zero product recalls.



Certificate TW21/10423
The Food Safety Management System of
TAIWAN TEA CORPORATION
PINGTUNG BRANCH

COID: TWN-1-4567-225859
No. 1, Zhongsheng Rd., Neipu Township, Pingtung County 912, Taiwan (R.O.C.)

has been assessed and determined to comply with the requirements of
Food Safety System Certification FSSC 22000

Certification scheme for food safety management systems consisting of the following elements:
ISO 22000:2018, ISO/TS22002-1:2009 and Additional FSSC 22000 requirements (version 6).

This certificate is applicable for the scope of
1. Processing and packing of loose tea leaves
2. Processing of tea leaves packed in tea bags

EXCLUSIONS: N/A

This certificate is valid from 22 October 2024 until 22 October 2027 and remains valid subject to satisfactory surveillance audits.
Date of Certification decision 13 October 2024
Issue Date: 15 October 2024
Issue 3. Certified since 22 October 2021
Date of the last unannounced audit: 04-05 August 2022
At least one (1) surveillance audit is required to be undertaken unannounced after the initial certification audit and within each three (3) year period thereafter.

L. Moran

Authorised by
Liz Moran
Business Manager
SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350 6666 - www.sgs.com

The authenticity of this certificate can be verified in the FSSC 22000 database of certified organizations available on www.fssc.com

SGS FSSC 22000 UKAS

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FSSC 22000 third-party verification (for Pingtung Laopi Tea Farm)

TTC's Laopi Tea Farm acquired the Rainforest Alliance certification in 2025.


雨林联盟认证证书


Rainforest Alliance Certification Certificate

Pesticide Safety Management and Third-Party Inspection

TTC not only is persistently dedicated to its tea business, but also takes the quality and safety management of the products' packaging materials seriously. All the (SGS) pesticide residue testing results of our tea leaves are disclosed in the TTC section on My Safety Net for the public's reference.

Pursuant to the Act Governing Food Safety and Sanitation, the Company built a food safety laboratory in 2016 to protect the health of the consumers.

Establishment	The TTC's laboratory was put into use in 2016.
Main planning	• TTC's food safety laboratory is intended for measurement of moisture in tea leaves and sensory evaluation. • Personnel hand swab testing and plant area settle plate tests • Since 2022, laboratory personnel have participated in and passed annual proficiency testing organized by the Food Industry Research and Development Institute. In 2024, an environmental monitoring program (EMP) was established to conduct sampling and testing across the tea factory and its surrounding environment, applying more stringent standards for preventive monitoring and taking effective corrective actions to ensure production areas remain free from contamination. Additionally, to enhance the credibility of product pesticide residue testing, the laboratory commissions SGS annually to perform relevant tests and maintain records for inspection. Annual in-plant water quality testing is also conducted, alongside internal calibration (semi-annually) and external calibration (annually) of on-site instruments.
Input	From January to December 2025, cumulative laboratory-related expenses reached NT$2,682,714.







TTC's food safety laboratory for measurement of moisture in tea leaves and the sensory evaluation.

Testing Item	Pass Rate (including re-testing)
Personnel hand swab testing	100%
Plant area settle plate tests	100%

Laboratory-related expenses and the percentage thereof to the net operating revenue

Year	Total net operating revenue	Laboratory-related expenses	Percentage
2025	472,651,904	2,682,714	0.57%
2024	433,108,466	2,537,966	0.59%
2023	379,507,022	5,328,623	1.40%

Addition of laboratory equipment in the recent three years

Year	New equipment	Expenditure
2025	No new equipment was added in 2025.	
2024	No new equipment was added in 2024.	
2023	Bar room drainage and power distribution project (including water purification equipment)	119,200

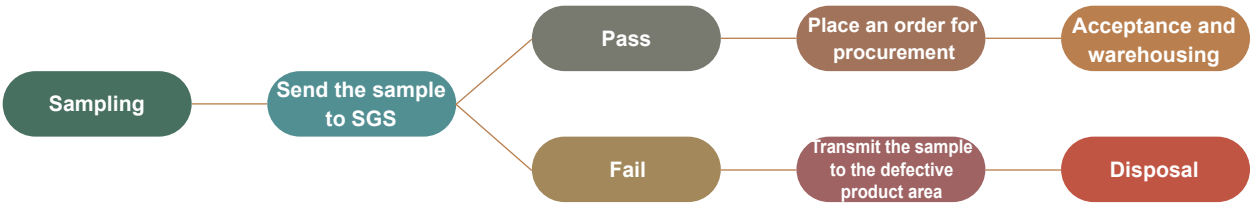
Taiwan Tea Corporation has long adopted the highest standards to ensure food safety. Raw tea materials are commissioned to SGS for multi-residue pesticide testing, and SGS's food laboratory is accredited by the Taiwan Food and Drug Administration (TFDA) and ISO/IEC 17025. For both externally sourced tea raw materials (such as Ceylon and Indian teas) and self-owned tea gardens, samples are selected and subjected to sensory evaluation. Samples meeting quality criteria are subsequently submitted to SGS for pesticide residue testing; procurement is only finalized upon verifying full compliance with Taiwan's pesticide residue tolerance standards. Furthermore, all procurement data are accurately registered on the “FTMI” system.

Prior to or following the procurement, each batch of externally sourced raw materials is sampled for pesticide residue testing, regardless of batch size. Production only begins after the tea leaves pass inspection. Furthermore, finished products are tested quarterly for heavy metals and plasticizers. Annually, TTC spends over NT$1 million on testing, averaging 299 items per year. This contrasts with common market practices, where companies set their own testing rates and may lack consistent standards during the acceptance process.

We mark the products that failed the tests and send them to the accounting personnel of the Administration Division for the disposal process. TTC implements unified pesticide safety control and third-party inspections to ensure effective and safe quality assurance. In 2025, a total of 256 products were tested, achieving a 100% pass rate. Over the past three years, the Company has submitted 899 tea samples to SGS for inspection.

Laopi Tea Farm has obtained FSC22000 certification. During the 2025 FSC22000 external audit, a total of 93 items were audited, identifying 3 minor non-conformities (representing a 3% non-conformity rate). All items have been fully rectified, achieving a 100% corrective action completion rate. The Company has implemented the GFSI-recognized FSSC 22000 food safety management system, with external audits conducted by SGS. The certification remained valid throughout the reporting period.

Product Testing Process



2.1.2 Technical Tea Farm

Traditional tea farms require manual checking and picking as the area for cultivation is limited or the relief is high and thus, such tea farms are labor-intensive. As a result, the lack of labor becomes the biggest worry for the tea farms in Taiwan. Moreover, the technology of the tea industry has been passed on within tea masters for a long time. However, the processing methods suitable for the tea leaves can vary due to different species and different quality. Such methods are identified not only according to the geographical location of the tea factories, but also with the assistance of experienced tea masters. Talent cultivation can be more difficult, and the scale of the industry can be hard to expand due to the lack of digital and smart management mechanisms. This will further impact the model of management and experience inheritance in the future. If we want to maintain the tea industry in Taiwan, we have to make a shift towards mechanization and smart transformation.

TTC engaged in technical cooperation with the Institute for Information Industry (III) and Netafim, the world’s largest automatic drip irrigation equipment supplier in Israel, to introduce big data technologies, drip irrigation equipment and automatic technologies in order to make Laopi Tea Farm in Pingtung to be the first smart tea farm in Taiwan. In 2020 Q1. We had 14,000 drip holes per hectare to precisely drip the liquid fertilizer and water needed by tea seedlings, thereby reducing nearly 70% of water consumption and 50% of fertilizer usage. Furthermore, integrated with Internet of Things (IoT) technology, the system utilizes micro weather stations to monitor atmospheric data, such as temperature, humidity, rainfall, and wind speed, alongside soil sensors that track soil temperature, moisture content, and electrical conductivity (parameters indicating plant water and nutrient uptake) across different plots, enabling automated analysis of optimal cultivation conditions. In case of rain, the drip irrigation equipment will automatically stop watering to avoid water waste.

In addition, the tea factory was transformed to semi-automation at the beginning of 2022. A centrally controlled conveyor was launched and the tea manufacturing process was program-controlled at the backend. With these, the employees do not need to take too much time to handle raw materials. Instead, they focus on the reading, judgment and control between different processes. With the improvement in the intelligent process, the production rate can be controlled precisely and the work value of the employees is increased.

In the tea industry chain, TTC conducts production, manufacture, and sale on our own to increase the reliability of tea production records and the accuracy of tea manufacturing quality, and to promptly meet the needs of the market.

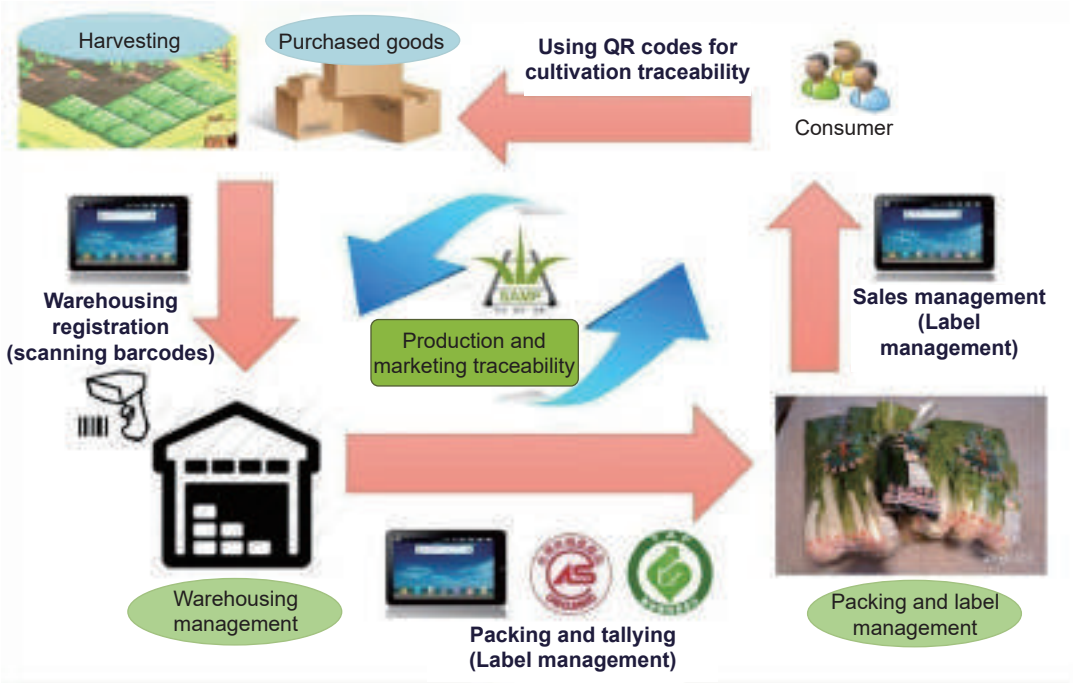
Tea Production Management

People in Taiwan have increasingly cared about food safety in recent years. In order to allow the consumers to consume our products without worry and smartly manage the tea production process, TTC developed “Shennong Knowledge” exclusively for the Laopi Tea Farm in Pingtung. We utilize big data technologies of software to record the production process from field to table. As long as producers do the right things and consumers can directly access the information they need through technologies, relevant risks can be reduced and the consumers’ confidence and stickiness can be increased.

Shennong Knowledge	
System / Main functions of the platform	The main functions are recording field operations in detail, collecting the data of manpower utilization, machine dispatch, material usage, etc. Other than proper recording for the TGAP traceable agricultural products certification uploads, the most important function is tracing and mastering the material safety. The Company’s management can identify the best management mode by utilizing the backend analysis data, and further improve the efficiency of decision-making and reduce the costs effectively.
Benefits	Farmers can use technologies for sales management to enhance the reliability of production records and improve consumers’ confidence to enable the general public, as the consumers, to know the origin of the food they eat. The platform allows the farmers to manage their production and marketing processes in an one-stop manner. The information about the planting processes can be gathered to create a data analysis mode to facilitate data management. The whole process can also be recorded so as to gain experience in cultivation and share agricultural knowledge with others to discuss problems together.
Application	This system is for internal use. It allows production teams to collect data to analyze the outcomes of farming practices and pesticide/fertilizer application, identify control points to reduce production costs (such as pesticide/fertilizer usage and labor allocation) and control pesticide residue risks, and develop core technologies.

The Company also utilizes a field dispatch system developed in collaboration with the Institute for Information Industry. Each work team provides real-time task reporting to monitor and ensure production progress across all field plots. This system is integrated with the Smart Agri-management Platform to establish a comprehensive data management database for field operations.

Shennong Knowledge Inventory Management Process



Tea Manufacturing Management

The traditional tea manufacturing process fully relies on personal experiences, and the principles of tea manufacturing vary with the equipment, factories and environment. TTC adopted an automated tea manufacturing process in 2021, conducted central management on machines in the factories, and produced different species of tea by adjusting the backend machine parameters. In addition, the cloud-based system collects equipment data and monitors idle machinery to achieve energy savings. The semi-automated tea factory officially commenced production in 2022, and the primary processing plant began continuously refining tea processing parameters in 2024 based on operational experience gained from the new production line equipment to improve product quality. Most of the tea products produced have achieved strong sales, effectively reducing inventory levels and enhancing operational efficiency. In 2025, the refining production line was further optimized by modifying the process of the production line and adding conveyor belt systems. While maintaining original production volumes, this reduced labor hours by approximately one-third, effectively lowering production costs.

Tea Tasting Management

Through daily tea tasting training and participation in the initial and intermediate tea sensory evaluation courses jointly organized with the Tea and Beverage Crop Research and Extension Station of the Ministry of Agriculture, Executive Yuan, we gradually cultivate employees' appreciation ability according to the official standards, enhance their proficiency in assessing tea color, aroma, and taste, and deepen their professional artisan expertise.


茶葉感官品評專業人才能力鑑定合格證書
Certificate for Professional Talent of Tea Sensory Evaluation
茲證明下列應試者參加農業部茶及飲料作物改良場舉辦之「茶葉感官品評專業人才能力鑑定」初級考試，達到鑑定項目的授證標準。
This is to certify that the examinee has passed the Elementary level of the Certification for Professional Talent of Tea Sensory Evaluation held by the Tea and Beverage Research Station, MOA.
姓 名：陳世龍
Name：Shi-Long Chen
身分證字號 ID No.：
生 日 Date of birth：
鑑定等級：初級
Certification level：Elementary
證書號 Certificate No.：E0187-2025
農業部茶及飲料作物改良場
場長
蘇宗振
發證日期 Date of issue：2025.04.26


FTMA
茶葉感官品評初級班
Tea Sensory Evaluation- Elementary Course
結訓證書
Certificate of Completion
吳昱德 君 參加農業部茶及飲料作物改良場委託本公司辦理「茶葉感官品評-初級班」課程30小時，研習期滿，特頒證書。
This certifies Mr/Ms YU DE WU for the completion 30 hours of training in "Tea Sensory Evaluation- Elementary Course" hosted by ILHA FORMOSA TEA COMPANY LIMITED under the official sponsorship of Tea and Beverage Research Station(TBRS), MOA.
受訓地點：福爾摩沙調茶師研習所
Location of Training：Formosa Tea Masters Association
受訓日期：114/04/12-04/13、04/19-04/20
Period of Training：2025/04/12-04/13、04/19-04/20
福爾摩沙股份有限公司 董事長
ILHA FORMOSA TEA COMPANY LIMITED
中華民國 114 年 04 月 20 日

2.1.3 Local Procurement

As a general principle, all of the Company's external procurement prioritizes domestic suppliers across categories including production machinery and equipment, vehicles, raw materials, packaging materials, retail store supplies, administrative equipment, tea plantation agricultural machinery, and agricultural materials. International procurement is conducted only for specialized raw materials or equipment not yet developed or supplied by domestic suppliers (e.g., ride-on tea harvesters, drip irrigation systems, and selected tea raw materials). In 2025, the proportion of domestic and international procurement was 82.26% and 17.74%, respectively.

Procurement Ratio by Business Locations in 2025

Location of operations	Procurement ratio in 2025
Head office	12.36%
Sanxia Branch Office	0.27%
Daxi Tea Factory	1.39%
Tongluo Tea Factory	0.60%
Miaoli Branch Office	0.21%
Sun Moon Lake Antique Assam Tea Farm	4.86%
LuGao Cafe	1.31%
Nantou Branch Office	3.38%
Pingtung Branch Office	75.62%
Total	100%

The Company's Laopi Tea Plantation in Pingtung utilizes an Israeli drip irrigation system that precisely controls water volume to reduce waste and lowers demand for groundwater resources, thereby conserving water resources and preventing over-extraction.

In 2025, the Company utilized recycled paper made from black tea stems for the carrier bags and instruction cards of selected gift boxes. This initiative reduced the demand for virgin packaging materials while making full use of residual tea materials, thereby enhancing the reuse of agricultural residual materials. The Company is dedicated to packaging materials certified by the Forest Stewardship Council (FSC) to ensure that the wood utilized originates from sustainably managed forests, thereby protecting ecosystems and advancing environmental sustainability.

Since 2025, the Company has fully adopted copy paper bearing the carbon footprint label, used recycled carbon-footprint-certified paper to reduce deforestation and, compared to virgin pulp manufacturing processes, reduced air pollution by approximately 75% and water pollution by approximately 35%. Furthermore, the outdoor flooring across the Company's recreational sites has been progressively upgraded from traditional solid timber (ironwood and southern yellow pine) to wood-plastic composite decking certified under ecological and recycled green building material labels. This initiative promotes resource circularity, alleviates environmental burdens, reduces reliance on forest resources, conserves energy, and fulfills the Company's commitment to corporate environmental sustainability.

TTC's Top Five Upstream Suppliers				
Type (wholesale, contracting, etc.)	Estimated quantity	Service/product type	Estimated amount paid to supplier	Geographic location
Wholesale	72,000	Tea leaf raw material	$8,792,161	Sri Lanka
Wholesale	13,392	Tea leaf raw material	$6,239,561	Nantou county
Wholesale	42,500	Tea leaf raw material	$5,892,543	Sri Lanka
Wholesale	18,774	Tea leaf raw material	$4,937,957	Nantou county
Wholesale	12,978	Tea leaf raw material	$3,905,842	Nantou county

The Company not only focuses on food safety and quality, but also hopes to make efforts to protect the Earth. Over the past three years, the Company selected five printing suppliers that used FSC-certified paper to produce packaging for our products, to a total purchase amount of NT$3,184,355, accounting for 3.75% of the total procurement value, an increase of 0.84% compared to 2024, thereby effectively advancing sustainability and resource conservation.

Procurement of FSC-certified Products			
Year	Amount	International accreditation or standardization bodies	Procurement percentage
2025	$3,184,355	FSC	3.75%
2024	$2,575,513	FSC	2.91%
2023	$2,308,785	FSC	2.67%

Note: Purchase amount percentage = annual FSC purchase amount / total annual raw material purchase amount

Statistics on Products Certified by International Bodies				
Year	Procured items	Amount	International accreditation or standardization bodies	Procurement percentage
2025	PLA Thread PLA Mesh Aluminum foil bags/PET bags Packaging material - Cardboard boxes Packaging material - Colored boxes Packaging material - Stickers Packaging material - Gift boxes Packaging material - Handbags Copy paper Thermal paper	$12,515,641	SGS HACCP FSSC ISO_14001 ISO_9001 ISO_22000 ISO14064 FSC Green building material label Carbon footprint	14.74%

Note: Purchase amount percentage = purchase amount of internationally certified products / total annual raw material purchase amount.

The Company currently does not procure agricultural products from GFSI-recognized suppliers.

Proportion of Suppliers by Certification in 2025								
Item	ISO9001	HACCP	FSSC	FSC	ISO14001	ISO22000	ISO14064	SGS
Total suppliers	4	5	3	5	2	5	1	1
Ratio	1.52%	1.90%	1.14%	1.90%	0.76%	1.90%	0.38%	0.38%

Note:
1. Only FSSC 22000 is a GFSI-recognized food safety certification; the other listed management systems or verification items are not GFSI-recognized certifications.
2. The percentage is calculated as: the number of certified suppliers / total number of suppliers (262 in total).

2.1.4 Supplier Management

Supplier Management Policy
In July 2024, the Company amended the “Guidelines for Supplier Management” by adding a chapter on “Supplier Sustainability Management.” This chapter clearly defines the principles suppliers must follow concerning labor rights, human rights, occupational safety and health, environmental protection, and ethical management, forming the foundation for sustainable supply chain management. In addition, the Company utilizes sustainability risk assessment questionnaires to understand the ESG management status of the partners. We started to implement sustainable management of suppliers in 2025. The Company internally collected the information of sustainability related to the Company and the procurement department designed the “Supplier Sustainability Risk Questionnaire”. The survey items include environmental assessment of suppliers, labor practice assessment of suppliers, human rights assessment of suppliers, social impact assessment of suppliers, and product responsibility impact assessment. In 2025, a total of 32 questionnaires were distributed, achieving a 100% response rate. Future plans include conducting risk level analysis and classification.

TTC’s Supplier Management Approach	
1. Except under special circumstances such as exclusive supply or sole agency arrangements, the Company maintains at least 2–3 suppliers for each material category. The procurement unit develops new suppliers for the materials that do not meet the Company's standards.	
2. Suppliers with whom we have a business relationship can be listed as long-term partners when necessary if they have good reputation, good after-sales service, reasonable prices, stable quality, and no poor delivery history. We shall investigate market conditions and compare prices from time to time, if needed.	
3. If the situations stated on the right side occurs to a long-term supply partner, the procurement personnel shall discuss with the supplier for improvement. If the coordination fails, cancelation of the long-term partnership may be taken into account and find other suppliers for transactions.	The price of the same goods or services is higher than that of other suppliers.
	The frequency of delivery delays is high.
	The delivery quality is poor and cannot not be improved.
	Other circumstances in which the rights and interests of the Company may be damaged.

In 2025, the Company collaborated with a total of 262 suppliers. The primary procurement category is raw materials, namely tea leaves. Critical suppliers are identified based on the criteria such as purchase amount and criticality. A "critical supplier" is defined as a major supplier that accounted for 5% or more of total purchases in either of the past two years. There were 4 such suppliers, representing approximately 1.53% of all suppliers. The total purchase amount in 2025 was approximately NT$84,885 thousand, with raw materials (tea leaves) representing the largest share of procurement spending. Compared with the previous reporting period (2024), there were no significant changes in the operation, value chain, or business relationships of the Company in 2025.

Supplier Selection Criteria

We have established definite screening criteria for suppliers to make sure whether suppliers have stable quality and check whether they have the equipment and technical capabilities to produce products and can provide adequate productivity. After inquiry, comparison and negotiation of the price to ensure the reasonableness of the quotation, we then determine the acceptable cost price through bilateral negotiations.

TTC’s procurement personnel and the QA department distribute self-assessment questionnaires to long-term supplier partners for audits and conduct irregular on-site inspections. Document reviews are conducted at the end of each year, covering supplier performance in the areas such as quality, delivery, pricing, responsiveness, after-sales service, and certifications from international accreditation or standardization bodies related to environmental protection, safety, and health. Suppliers who meet the required standards are retained, while those who do not are removed.

As of 2025, the Company had a total of 262 suppliers, of which 33 were newly added. Although the Company has not yet fully adopted environmental and social criteria for screening at the new supplier selection or onboarding stage, 32 out of 262 suppliers were selected for internal risk management reviews this year to strengthen supply chain risk management. This included one new supplier, accounting for 3.03% of all new suppliers in the current year. The above percentage is calculated as: (1/33) × 100%. This percentage reflects the coverage of supplier risk management reviews and does not represent the proportion of suppliers screened against environmental and social criteria at the onboarding stage.

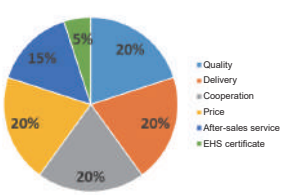
The Company’s environmental standards are evaluated through internal document reviews and questionnaires to confirm whether suppliers meet relevant environmental management requirements. Review items include, but are not limited to, whether suppliers have obtained ISO 14001 Environmental Management System certification and ISO 9001 Quality Management System certification, as well as their environmental regulatory compliance records and pollution prevention measures. Social criteria evaluation items include, but are not limited to compliance with labor-related laws and regulations, prohibition of child labor and forced labor, protection of occupational health and safety, implementation of human rights protection and anti-discrimination principles, and the establishment of grievance and communication mechanisms.

Going forward, the Company will continue to review and strengthen supplier management processes in line with relevant regulatory trends and international standards. We plan to incorporate environmental and social assessment mechanisms into the supplier selection and management stages, while progressively building data collection and disclosure capabilities to enhance the transparency and integrity of supply chain sustainability management.

Supplier evaluation

To ensure the implementation of the qualified suppliers' quality and management system, TCC verifies their consistency in quality performance and evaluates their production equipment, technical capacity, and production capacity. TTC arranges an evaluation at the end of every year to evaluate their product quality, delivery performance, product price, cooperation with us and after-sales service, etc. All suppliers evaluated in 2025 met our evaluation criteria.

Supplier Evaluation Result in the Recent Three Years

Year	Evaluation frequency	Number of evaluated suppliers	Total suppliers	Supplier evaluation rate	Evaluation item	Pass rate (%)
2025	Once a year	172	262	65.65%	Supplier evaluation items 	100%
2024	Once a year	173	281	61%		100%
2023	Once a year	164	238	69%		100%

In the evaluation of the quality, delivery performance, cooperation, price, after-sales service, and EHS certification of the suppliers, we classified the evaluation results into three levels of A, B, and C, and formulated response measures. If defects are found during the annual evaluation, we immediately ask the suppliers to propose appropriate improvement plans. We also ask them to establish specific and clear methods and the time needed for improvement. By carrying out the evaluation, we show the suppliers how much we care about the quality and safety of food products.

For suppliers that do not fully meet evaluation requirements, we require them to propose and complete improvement plans within a specified time frame based on the identified deficiencies. If they fail to meet these requirements, no business relationship will be established.

Evaluation Grading	Grading Basis	Response Measures	2025 Evaluation Results
Grade A	80-100 points	Continue to maintain cooperative relations	172 stores
Grade B	60-80 points	Assist the supplier to become an outstanding supplier	0 stores
Grade C (failed)	Under 60 points	Seek an alternative supplier	0 stores

Aspects and Contents of TTC's Supplier Sustainability Risk Questionnaire	
Environmental Assessment of Suppliers	This mainly focuses on the impact of the organization on living and non-living natural systems, including land, air, water, and ecosystems. The impacts included in the environmental category are related to various inputs (such as energy and water) and outputs (such as emissions, effluents, and wastes). In addition, impacts related to biodiversity, transportation, products and services, compliance with environmental regulations, and environmental expenditures are also included.
Labor Practice Assessment of Suppliers	Based on internationally recognized general standards, labor practices include employment practices, health and safety practices, incidents (such as verbal, psychological, physical, or sexual abuse, coercion, or harassment), labor-management relations, wages and remuneration, and working hours.
Human Rights Assessment of Suppliers	The considerations include relevant procedures implemented, human rights violations, and the extent of the stakeholders' ability to enjoy and exercise their human rights. Human rights issues include non-discrimination, gender equality, freedom of association, collective bargaining, child labor, forced and compulsory labor, and indigenous peoples' rights.
Social Impact Assessment of Suppliers	The focus is the impact of an organization on the society and local community.
Product Responsibility Impact Assessment	The direct impact of products and services on stakeholders, especially customers.

The Company recognizes that the procurement of goods (raw material suppliers) may involve environmental and social risks, such as water management, the use of agricultural inputs, and labor conditions. To gain an initial understanding of relevant risk profiles, the Company currently conducts questionnaire-based random surveys of selected raw material suppliers regarding their environmental and social management practices, serving as a reference for identifying potential risks and guiding future management directions. These practices are being implemented progressively and are continuously reviewed and refined in line with the Company's operational needs.

Percentage of Each Evaluation Item Subject to On-site Investigation	
Warehouse control	22%
Process and quality control	18%
Management of biological and chemical substance and related appliances	6%
Disposal of waste	4%
Transport control	2%
Customer complaint or finished product recall control	4%
Traceability system	4%
Price	15%
Cooperation status and willingness	15%
Product testing	5%
International certification items or standards	5%

In 2025, TTC conducted on-site audit and evaluation of eight suppliers, all of which were rated as "qualified."

Traceability management

TTC's Product Traceability Management in 2025

In accordance with the Regulations Governing Traceability of Foods and Relevant Products, the Company rigorously implements a product trace and track management mechanism and registers product data in the food traceability and tracking system on a monthly basis. All manufactured products are tracked and managed through a batch numbering system. For example, black tea-related products imported from Sri Lanka are registered monthly in the Food Traceability Management Information System (FTMI System), and all finished products are tracked and traced through the batch numbering system.

Product	Percentage to all products produced with tea leaves
RG18990325000001 Sri Lanka Black Tea Strips FBOP	6.78%
RG18990625000001 Sri Lanka Black Tea Strips BOP	3.08%
RG18990625000002 Sri Lanka Black Tea Flakes BOP	2.19%
RG18990325000002 Sri Lanka Black Tea Strips FBOP	1.01%
RG18990825000001 Sri Lanka Black Tea Tea Fannings	0.07%

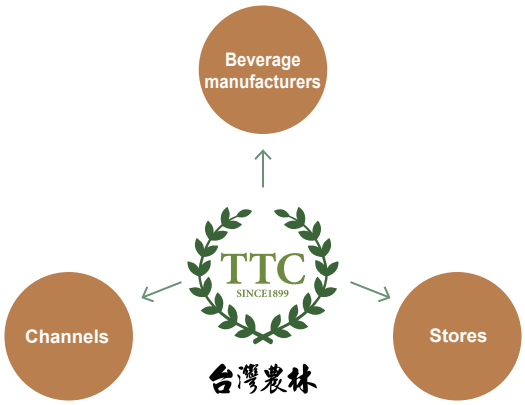
Note 1: The percentage is calculated based on the total semi-finished product production volume in 2025, using the formula: (usage in 2025 / total production volume of semi-finished products volume in 2025).

Note 2: As black tea imported from Sri Lanka is used exclusively for production at the Pingtung Laopi Tea Farm, the percentage is calculated based on the usage and total production volume of semi-finished products of the Farm.

2.1.5 Development and Marketing of Products

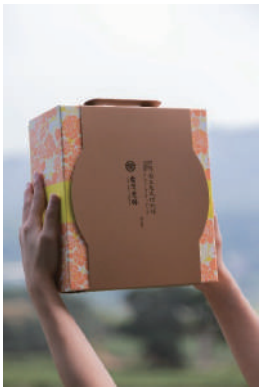
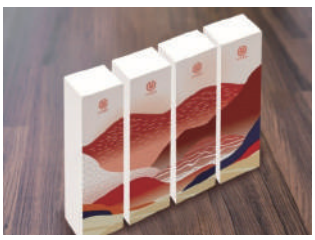
As consumers' tastes and preferences change rapidly, satisfying their varied needs and developing novel products are two of our main priorities. We conduct market surveys to understand the consumers' needs and utilize our advantage of producing materials on our own to cooperate with drink brands, distributors and stores in the market in developing novel products. Our brand's reputation is improved through online and offline promotion using social media. We also offer our beverage manufacturing partners suggestions related to tea leaves and flavor combinations to highlight our role as a professional "tea manufacturing partner".

Figure of Communication Between TTC and Its Partners



To bring a different sensory feeling to consumers, we developed and launched new product items in the tea, gift box, and coffee categories in 2025. We will innovate continuously to satisfy the taste of the consumers.

Product Item	Innovation and Effectiveness	
Jincui Gift Box	Selected Taiwan Tea specialty teas and LuGao Coffee, combined with advanced freeze-drying technology and slow sublimation at -40°C, with zero additives to perfectly preserve the aroma and taste. Enjoy the exceptional flavor anytime and anywhere. Paired with local fresh fruits that are dried at low temperatures to retain their natural sweet and tart flavors. Effortlessly enjoy the goodness of nature anytime, anywhere.	
Yueyun Gift Box	A single cup offers boundless flavor! Carefully selected TTC specialty tea and LuGao Estate Coffee, Utilize advanced freeze-drying technology through slow sublimation at -40°C, Free from maltodextrin and artificial flavors or colors, fully preserving the pure aroma of the original ingredients. Simply add hot water to enjoy a freshly brewed experience. A lightweight, premium choice for travel, the office, or gifting.	
Oriental Beauty Tea with a Set of Six Postcard Tea Bags	A collectible touch of warmth and heartfelt sentiments. Write a message, brew a cup of tea, and send your best wishes to someone special. The "Oriental Beauty Tea with Postcard Tea Bags" creatively combines tea with a postcard design, allowing recipients to read handwritten wishes while savoring the rich tea aroma. The back is writable and ready to be mailed with a postage stamp, making it a heartfelt and refined gift.	
10 types of sustainable packaging for LuGao coffee beans	The outer packaging is designed around the theme of "environmental sustainability," incorporating visual elements such as forest conservation, resource circulation, and ecological preservation to convey LuGao Cafe's philosophy of coexisting with nature. From eco-friendly cultivation to environmentally conscious design, each bag of coffee represents not only a flavorful experience but also a commitment to forests, ecosystems, and the future of the planet.	

Product Item	Innovation and Effectiveness	
Coffee & Tea Gift Box	Adventurers assemble! Embark on a journey of taste exploration Coffee & Tea brings together TTC's finest teas and coffees into a 3x3 flavor map With each compartment representing an island Waiting to be discovered one after another	
Taiwan Tea & Coffee Selection Gift Box	**Co-branded design: National Museum of History × TTC** Inspired by the large peony motif from the "Flower and Bird Embroidery Banner" in the National Museum of History's collection, the gift box interprets Eastern aesthetics through lush floral forms and delicate lines, symbolizing prosperity and enduring auspiciousness. **Five Key Locations • Mountain and Forest Terroir** Carefully selecting tea and coffee from Xiong Kong Tea Plantation, Daxi Tea Factory, Tongluo Tea Factory, Sun Moon Lake Antique Assam Tea Farm, and LuGao Cafe, this collection transforms each origin into chapters of a letter, delivering the unique terroir aromas of the island's mountains and forests.	
Ochashiyo Gift Box	The gift box features a dual-layer structure comprising an outer sleeve and an inner box, with the box incorporating the silhouettes of the mountain peaks surrounding Taiwan's Sun Moon Lake. The phrase "LÂI LIMTÊ • OCHASHIYO" inscribed across the mountain silhouettes represents the phonetic symbols of "Let's drink tea!" in Taiwanese and Japanese, conveying warmth, hospitality, and goodwill. As the inner box is pulled out, the mountain and sea motifs subtly transform into the visual imagery of hands serving tea.	
TTC Classic Tea Bag Heritage Edition	Recreating the classic tea bag packaging of Taiwan Tea Corporation's historic "Mingshi Series," this edition combines a century of tea-making craftsmanship with signature brand flavors to bring traditional tea aromas into contemporary daily life.	
Hong Yun Black Tea	Xi Ya: Fresh; Wu Lu: Mellow; Chen Ling: Deep; Mu Yun: Gentle The content of all four tea products is identical. Drawing on a century of tea-making heritage, TTC selects 100% Taiwanese tea from the Laopi Tea Farm, honoring traditional craftsmanship to capture the essence of four distinct moments of the day through black tea. The four distinct packaging designs symbolize the flavor profile and ambiance of different times of day, inviting consumers to appreciate the poetic passage of time and the lingering notes of tea while savoring Chen Yun black tea.	

2025 TTC offline brand promotion activities

By integrating the resources of the public sector, we organized marketing events at our leisure locations, promoted tourism factories and cafes, assisted tourists in understanding the connotation of the tea and coffee culture, promoted local industries to effectively improve the popularity of these locations and our brand image effectively, and increase the real operating revenue.

We will actively participate in related activities, such as the Chocolate Coffee Festival, to let consumers understand the connotation of the coffee culture and promote the local coffee industry together.

Cross-industry collaboration		
Item	**Partners for collaboration**	**Photo**
Taipei 101 Ambi Space Event Taiwan Scenery and Local Products Map – An Immersive Journey Through Time	Ambi Space Inc.	
TEAM HAKKA Summer Camp	Taiwan Hakka Museum	
Top 100 Cultural Fairs	Ministry of Culture	
1st Food and Agriculture Education Exhibition	Ministry of Agriculture	
Tea service at the International Robotic Festival opening ceremony	Sha Yang Ye Industrial Co., Ltd.	

Cross-industry collaboration		
Item	**Partners for collaboration**	**Photo**
Integration and Creation – Immersive Experience Exhibition Tea service at the opening press conference	National Museum of History	

Physical marketing activities		
Project	**Location of operations**	**Photo**
Taoyuan Cold Drink Festival	Daxi Tea Factory	
2026 International Travel Fair		
2026 International Travel Fair	Sun Moon Lake Antique Assam Tea Farm	
Two internal tea-making competitions	Tongluo Tea Factory Sun Moon Lake Antique Assam Tea Farm	 

Physical marketing activities		
Project	**Location of operations**	**Photo**
Coffee Bean Sun-Drying Festival	LuGao Cafe	

Top 100 Taiwan Culture Base Outcomes

TTC's Daxi Tea Factory, Tongluo Tea Factory, and Sun Moon Lake Antique Assam Tea Farm were honored in the Ministry of Culture's inaugural "Top 100 Taiwan Culture Bases" initiative, recognizing the three tea factories' dedication to cultural preservation, industrial translation, and public engagement. Through the spatial revitalization and cultural curation, these century-old tea production facilities have been transformed into cultural hubs that integrate the tea industry, local culture, and environmental education, extending TTC's tea heritage from industrial history into contemporary life and cultural exchange.

In terms of outcomes, each site developed distinct cultural initiatives tailored to its local characteristics. Daxi Tea Factory focuses on its century-long tea-making heritage, promoting cultural guided tours such as "Daxi Walk & Reading" to connect local industries with historical memory. The Tongluo Tea Factory integrates Hakka village culture and family education to develop tea garden experiential activities, while engaging local farmers to share and promote traditional straw-weaving crafts. Additionally, the Tongluo Tea Factory partnered with a domestic paper manufacturer to develop applications such as recycled tea-stalk paper. The Sun Moon Lake Antique Assam Tea Farm leverages its black tea origin culture to develop food and agriculture education curricula, integrating biodiversity and ecological conservation to serve as a demonstration site for biodiversity credit assessments. By integrating culture, education, and sustainability initiatives, the three sites continue to expand the social impact of these tea culture hubs.

2.1.6 Collaboration with Channels

Since 2019, the Company has partnered with convenience store chains and affiliated enterprises to develop tea products, consistently planning and launching new offerings for consumers. Details of these collaborations are as follows:

Product	Collaborative unit	Launch time	Convenience store	2025 sales
TTC Osmanthus Sijiching Tea	Related enterprises	September 2023–present	All stores	NT$3.39 million
TTC Sun-Moon Lake Black Tea				NT$3.82 million
TTC Cassia Black Tea		August 2020 – Present		NT$5.14 million







TTC launched Osmanthus Sijiching Tea, Sun-Moon Lake Black Tea, and Cassia Black Tea at convenience stores

- Cooperation with Carrefour Taiwan

Product	Collaborative unit	Launch time	Carrefour channels	2025 Sales
Sun-Moon Lake Black Tea 3D tea bag	Carrefour	August / 2014	313 stores	NT$747,000



TTC and the Carrefour dual-brand department launched 3D black tea bags

- Other collaborations

(1) Collaboration with airport duty-free channels

Product	Collaborative unit	Launch time	Airport duty-free channels	2025 Sales
Mini Cup Gift Box – Oolong Green Tea Freeze-Dried Tea Powder (5-Pack)	Related enterprises	December / 2025	7 stores	NT$65,000
Mini Cup Gift Box – Red Jade Black Tea Freeze-Dried Tea Powder (5-pack)				NT$65,000



TTC collaborated with airport duty-free shops to launch mini cup gift boxes

(2) Cooperation with Hayashi Department Store

Product	Collaborative unit	Launch time	Hayashi Department Store	2025 sales
Hayashi Department Store x Sun Moon Lake Antique Assam Tea Farm [Ochashiyo Gift Box]	Hayashi Department Store	July / 2025	Hayashi Department Store – physical store Hayashi Department Store – online shopping	NT$310,000



TTC collaborated with Hayashi Department Store to launch the Ochashiyo Gift Box

(3) Collaboration with food wholesale and retail channels

Product	Collaborative unit	Launch time	YIZHAO ZHUANG Distribution Channels	2025 Sales
TTC x Milkcow – Sun Moon Lake Black Tea and Sun Moon Lake Milk Tea.	YIZHAO ZHUANG CO., LTD.	2024–Present	Shopee, momo, Mia C'bon	NT$360,000



TTC x YIZHAO ZHUANG to launch Milkcow – Sun Moon Lake Black Tea and Sun Moon Lake Milk Tea.

2.1.7 TTC Shop

The “TTC Shop” develops a series of products made from local ingredients produced on the basis of the core spirit, “entirely made in Taiwan, without adding any artificial colors, preservatives, or sweeteners.”



LuGao Coffee - Yellow Catuai - honey-processed medium roasted coffee



Elegant Taiwan tea - Small-leaf Honey Flavor Black Tea



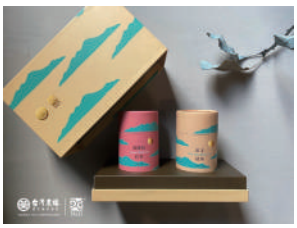
Selected roasted Assam (refill pack)



Selected roasted Assam



Sun-Dried Small-leaf Honey Flavor Black Tea



Elegant Forest



Spring Rabbit



Cold brew coffee - sun-dried and medium roasted



Cold brew coffee - honey-processed medium roasted



Moon Tea Taste giftbox



Beautiful Taiwan



Daily Tea giftbox



Moon & Tea giftbox



Classical Treasure



Nongsi giftbox



Nongxin giftbox



Tea and Music Ceremony giftbox



Charm of Tea giftbox



Taiwan Tea series ice cream



Tea sets



LuGao hanging ear drip tea bag



Benyao Mid-Autumn Festival Gift Box



Jinzhan Mid-Autumn Festival Gift Box



Coffee & Tea Gift Box
(2025 Mid-Autumn Festival Gift Box)



Taiwan Tea & Coffee Selection Gift Box
(2025 Mid-Autumn Festival Gift Box)



Jincui Gift Box
(2025 Chinese New Year Gift Box)



Yueyun Gift Box
(2025 Chinese New Year Gift Box)

2.1.8 Awards and Certifications

Awards

In 2025, the Yuchi Tea Factory participated in the Sun Moon Lake Black Tea Evaluation and Taiwan Organic Tea Classification and Grading TAGs Evaluation events held by the Yuchi Township Farmers' Association. The award-winning products originated from TTC's black tea cultivated in Yuchi Township, Nantou, and TTES No. 8 (Assam black tea), TTES No. 18 Red Jade Black Tea, and TTES No. 21 Honyun Black Tea cultivated on TTC's own land. These products are renowned for their rich aroma and smooth, mellow taste.

The tea plantations adhere to the pollution-free management and natural farming. Hand-plucking of one tip and two leaves is adopted to ensure tea flavor. Furthermore, we adopt sustainable ecological planting and organic cultivation to protect the environment. By upholding our ESG green commitments, we produce healthy and safe premium tea while advancing environmental protection and sustainable agricultural development.

Number of Awards in the Sun Moon Lake Black Tea Evaluation Competition	
Award	**Sun Moon Lake Black Tea Evaluation Competition**
Gold Award 5%	1
Excellence Award	1
Total Number of Awards in 2025	2

Number of Awards in the Taiwan Organic Tea Classification and Grading TAGs Evaluation	
Award	Taiwan Organic Tea Classification and Grading TAGs Evaluation
Outstanding	1
Total Number of Awards in 2025	1



In 2025, the Company participated in the Quality Miaoli Black Tea Evaluation, Miaoli Oriental Beauty Tea Evaluation, and National Winter Oriental Beauty Tea Evaluation. The award-winning products were sourced from Taiwan Tea's Tongluo and Sanyi tea gardens. After the tender shoots of Oriental Beauty tea are bitten by the small green leafhopper, tea farmers hand-pluck the one tip and two leaves, which tea masters then craft using traditional techniques into premium white-tip Oolong tea. The tea leaves feature an elegant five-color blend of white, green, yellow, red, and brown, producing an amber tea liquor with natural aromas of honey and ripe fruit.

Number of Awards in the Quality Miaoli Black Tea Evaluation Competition	
Award	Quality Miaoli Black Tea Evaluation
Bronze Award	4
Excellence Award	20
Total Number of Awards in 2025	24

The number of awards in Miaoli Oriental Beauty Tea Evaluation		
Award	**The number of awards in Miaoli Oriental Beauty Tea Evaluation**	**Number of Awards in the National Winter Oriental Beauty Tea Evaluation Competition**
Second Prize	0	3
Third Prize	0	3
Second Plum Award	0	1
First Plum Award	5	0
Total Number of Awards in 2025	5	7

- Outcomes in Promoting Diversity and Inclusion, Friendly Employment, and Corporate Social Responsibility

The Company is committed to creating a supportive workplace characterized by diversity, equity, and inclusion, and continues to advance initiatives in employee care, workplace equality, and talent development. The Company participated in the 22nd Golden Wingspan Award organized by the Ministry of Labor in 2024 and was shortlisted in the Workplace Inclusion category as announced in August 2025, demonstrating the accomplishments in promoting diversity and inclusion, fostering a friendly employment environment, and implementing corporate social responsibility. Looking ahead, the Company will continue to enhance relevant systems to foster a more inclusive and sustainable workplace environment.

第二十二屆金展獎表揚活動複審入圍名單

一、 職場共融組：

序號	縣市	單位名稱
1	新竹縣	台灣農林股份有限公司
2	彰化縣	*****有限公司
3	彰化縣	****科技用品有限公司
4	臺中市	****工業股份有限公司
5	彰化縣	***食品工廠
6	新北市	****股份有限公司新莊分公司
7	臺南市	****股份有限公司
8	高雄市	****股份有限公司
9	臺北市	*****之友協會
10	高雄市	******股份有限公司
11	雲林縣	****有限公司
12	屏東縣	***股份有限公司
13	花蓮縣	**行
14	雲林縣	****股份有限公司
15	屏東縣	**********醫院
16	高雄市	****股份有限公司
17	南投縣	**********幼兒園
18	雲林縣	*******有限公司
19	臺北市	****會計師事務所
20	臺北市	******企業股份有限公司
21	臺中市	****股份有限公司
22	新竹縣	****股份有限公司

For the information of the awards that we have received, please refer to the 2024 TTC Sustainability Report.

Certifications

TAP certification





The TAP verification system refers to the fact that agricultural operators follow standardized operating procedures, implement Taiwan Good Agricultural Practice during the production, disclose and trace the self-management information, and pass the inspection conducted by a third-party verification organization to provide consumers with safe and ensured agricultural products and promote the sustainability of resource circulations in the agricultural environment.

Verification item: Tea leaves; the area of the tea plantation is 465 hectares.

ISO22000:2018, FSSC 22000, HACCP







FSSC 22000 is a food safety program accredited by the Global Food Safety Initiative (GFSI) of the International Organization for Standardization (ISO).

Its main goal is to strengthen global food safety, enhance consumer trust, establish necessary food safety programs, and improve performance through the food supply chain. Through the knowledge exchange platform, organizations (i.e. food retailers, suppliers, manufacturers, and certification/verification bodies) can discuss food safety issues to reach consistent and objective compliance standards and reduce unnecessary duplication of certification and evaluation, in the hope to ultimately achieve the goal of "one evaluation and one certificate applicable all over the world."

Verification item category: Production of crude tea, production of refined tea (including tea bags)

Rainforest Alliance certification





Rainforest Alliance certification ensures that products from a farm or forest operator meet comprehensive sustainability standards in order to protect the environment and promote the rights and well-being of the workers, their families, and communities.

The Rainforest Alliance is committed to protecting forests, mitigating climate change, protecting wildlife, reducing poverty, transforming business practices to be more sustainable, and conserving forests.

Verification item category: Tea plantation and labor safety

Halal Certification



The Halal certification ensures that every stage of a product, from raw material procurement, production, processing, and warehousing to transportation, complies with Shariah requirements, ensuring it is free from prohibited (Haram) ingredients such as pork, alcohol, blood, and unlawful animals (e.g., venomous snakes), with zero cross-contamination.

By ensuring there is no worry for Muslim consumers to enjoy, this certification serves as a comprehensive quality assurance framework encompassing hygiene, source management, and religious compliance.

See the certifications at:
https://epv.afa.gov.tw/Home/OrganicResult?Field=0&Word=%E5%8F%B0%E7%81%A3%E8%BE%B2%E6%9E%97

- 2025 Highlight Story: Internal Tea-Making Competitions for Craftsmanship Transfer and Employee Motivation

To promote the craftsmanship of TTC tea masters and pass on tea-making expertise, the Company organized two internal tea-making competitions in 2025, bringing together skilled tea masters from four tea factories across northern, central, and southern Taiwan.

1. July 16–17, 2025: An internal Oriental Beauty tea-making skills competition – Tea Aroma Showdown – was held at the Sanyi Tea Factory and Tongluo Tea Factory in Miaoli.
2. October 16–17, 2025: A competition titled "Tea-Making Showdown – Ready to Ignite!" was held at the Yuchi Tea Factory and Sun Moon Lake Antique Assam Tea Farm in Nantou. Tea-Making Skills Competition of TTC's "Red Jade Black Tea (Aroma of Taiwan)"

Through these internal tea-making competitions, the Company facilitates the preservation and transfer of tea-making craftsmanship while advancing talent development. In addition to the participation of the tea factory employees, the support and participation of the personnel from the head office's logistics, administration, and marketing departments, along with the staff from various branch companies demonstrated cross-departmental collaboration and team integration. Industry experts and scholars were invited to provide guidance and exchange insights. Alongside internal tea-making specialists, judging was conducted in accordance with industry standards. Through professional exchange and practical experience-sharing, the Company continues to advance tea-making techniques and strengthen its professional talent development mechanisms.

By attaching great importance to the preservation of tea-making heritage and talent cultivation, the Company welcomed the Chairman to both internal competitions to present trophies and cash awards, thereby recognizing employees' dedication and achievements in tea-making craftsmanship. The cash awards were personally sponsored by the Chairman, underscoring the Company's high regard for technical heritage and the spirit of craftsmanship.

The CTO Explains Key Points of Picking Oriental Beauty tea





Tea Aroma Showdown – Poised for the Challenge! | Tea-Making Skills Competition of TTC's "Red Jade Black Tea (Aroma of Taiwan)"





2.2 Customer Service Quality

Material Topics	Customer Service Quality	
Responsible Unit	Tea Sales Department, E-commerce Department, Marketing Planning Section	
Impact description	**Actual positive impact:** High-quality customer service, including comprehensive complaint handling processes and diversified communication channels, enables the Company to promptly identify customer needs and enhance service efficiency. At the same time, sound grievance and communication mechanisms facilitate stakeholder engagement, strengthen two-way communication, and enhance the completeness and effectiveness of corporate strategic planning. In addition, transparent and compliant marketing and product labeling help clearly communicate the corporate sustainability principles and enhance consumer trust in product information.	
	Potential negative impact: Inaccurate or incomplete product labeling may raise food safety concerns and lead to consumer distrust in products. A lack of consistent internal management concepts and effective communication mechanisms may lead to operational and governance gaps; furthermore, failing to fully understand the needs and expectations of external stakeholders could weaken market confidence and create economic risks.	
Policy / commitments	TTC is committed to providing safe, healthy, and compliant products, with R&D and QA units continuously tracking regulatory changes to ensure lawful disclosure of product information and maintain high-quality standards. Concurrently, we collect and respond to customer feedback via our website and social media platforms to strengthen the protection of customer rights and interests, while driving continuous improvements in our products and services.	
Actions	• Accurately label product information in accordance with relevant regulations to enhance the accuracy and transparency of marketing content. • Implement the principle of good faith to safeguard consumer rights and cultivate long-term trusting relationships. • Establish a comprehensive complaint and feedback logging mechanism, and regularly review resolution efficiency and customer satisfaction. • Summarize complaint cases for internal training and preventive management, thereby reducing the risk of recurrence. • Proactively collect customer feedback to serve as a basis for optimizing products and services. • Deploy AI-powered customer service and digital management systems to enhance response efficiency and customer experience. • Continuously enhance product quality and innovation capabilities to meet market demands. • Develop customized services and long-term collaboration mechanisms to enhance customer stickiness and loyalty.	
Tracking and evaluation mechanism	• Regularly monitor regulatory changes in product labeling and review the compliance of marketing and labeling. • Disclosures of product information and storage methods must undergo internal spot checks, obtain SGS international certification, and pass pesticide-free residue inspection. • Follow up on the loyalty, trust, and repurchase rate of the customer. • Monitor the response timeliness of the 0800 toll-free hotline and LINE customer service via the customer service response system. • Review case types, processing progresses, and case closure rates monthly through the customer complaint record and tracking system. • Follow up and review each case and reduce the customer complaint rate, increase the consumers' trust in the Company and their repurchase rate, boost the revenue of the Company, and improve the corporate image and customer satisfaction	
Management goal	Short-term Objective (within 3 Years)	Med-term Objective (more than 3 Years)
	• Achieve a consumer product satisfaction rate of 92%. • Respond to customers within three business days to improve customer service response efficiency and achieve a response rate of over 90%. • Achieve a customer complaint resolution rate of at least 95%.	• Achieve a brand trust (survey) percentage of 85%. • Increase the market repurchase rate by 3%–5% year-on-year. • Sustain continuous positive growth of customer loyalty.
Annual performance	• Achieved a repurchase rate of 40% in 2025. • Achieved an after-sales satisfaction rate of 92% in 2025.	
Stakeholders' involvement in remuneration	Please refer to The Mechanism of Communication with Stakeholders and Result.	

2.2.1 Consumer protection

TTC ensures food safety for the consumers to maintain their health. Improvements and adjustments are also made according to the feedback from them. The Company has taken the products and services seriously and adhered to ethical marketing. The information transparency and safety of our products and services are ensured throughout the R&D, procurement, production, operational and service processes by formulating and disclosing the consumer policies of the products and services. 100% of TTC products are labeled with ingredient information in accordance with applicable laws and regulations. As of 2025, there were no incidents of non-compliance with regulations concerning product and service labeling or marketing communications.

Consumer Rights and Interests Protection Policy

The Company prioritizes consumer health and rights. We have established comprehensive management systems and operating procedures aligned with relevant food safety and health regulations throughout the entire process – from tea farm management, rough processing, refinery processing, raw material acceptance, sensory evaluation, inspection and analysis, storage and transportation, to sales. We have also implemented the FSSC 22000 third-party certification management system to strengthen risk control, effectively prevent food safety risks, and enhance product quality and customer trust.

At the same time, to protect consumer rights and enhance communication, the Company has established a customer complaint handling system to address customer feedback and suggestions, and to continuously improve our products and services. In addition, the Company has established a personal data protection policy covering customers, employees, and other relevant stakeholders to manage and protect collected personal data in compliance with applicable laws and regulations. In 2025, the Company had no substantiated complaints concerning breaches of customer privacy and losses of customer data.

- Building Sustainable Connections with Consumers through Experience, Marketing, and Digital Transformation

1. Tongluo Tea Factory's Hands-on Experiences Integrated with ESG/SDGs Education

The Tongluo Tea Factory developed diverse hands-on experiences and educational activities and integrated ESG and SDG sustainability principles into its curriculum design. Through tea-picking experiences, guided tea culture tours, summer night tea plantation explorations, and partnerships with local smallholders on straw-weaving crafts, participants were guided to appreciate tea plantation ecology and local cultural values. The courses combined family and environmental education, enabling participants to understand the importance of sustainable development through practical experience. By integrating cultural experiences with environmental education, the Tongluo Tea Factory not only deepened public understanding of the tea industry, but also raised awareness of environmental protection and sustainable living, fulfilling corporate sustainability responsibilities in cultural preservation and social education.








2. Advancing Green Economy Goals through E-Commerce and Electronic Ticketing

In response to retail digitalization trends, TTC actively drives brand e-commerce and smart retail transformation. By partnering with CYBERBIZ to adopt the Online-Merge-Offline (OMO) model, the Company integrates the official brand website, retail stores, and membership system to establish an interconnected online-offline digital operating framework. By integrating member data, payment flow, and back-end management systems, the Company addressed previous challenges associated with fragmented channels and data integration difficulties, enabling the brand to more effectively understand consumer behavior and optimize marketing strategies.

Through data analytics and member engagement, TTC has progressively enhanced official website traffic, referral rates, and conversion rates, while strengthening long-term relationships between the brand and consumers. The result indicates that following digital transformation, the overall repurchase rate approached 50%, with significant increases in membership scale and online sales performance. In 2025, e-commerce platform revenue reached approximately NT$12 million, demonstrating that e-commerce channels have increasingly become a vital source of revenue. This transition to e-commerce and smart retail not only enhanced operational efficiency but also enabled the century-old tea brand to integrate cultural experiences, tourism venues, and online sales, thereby establishing a more resilient business model while continuing to promote Taiwan's tea culture to a broader market.

In addition, to further promote a green economy and paperless consumption models, future plans involve introducing experiential activities across various locations onto the e-commerce platform. These will be sold as electronic vouchers and paired with on-site redemption mechanisms to reduce paper ticket usage (promissory note), enhance consumer convenience, and improve operational efficiency.

3. ESG-Related Marketing Activities

Through brand campaigns and cultural promotion, TTC integrates environmental protection, cultural preservation, and sustainability principles into the brand communications, continuously raising consumer awareness of sustainability issues. Key initiatives include:

Promotion of Tea Culture and Environmental Education

Guided tours on tea culture, food and agriculture education, and hands-on experiential activities are organized at Daxi Tea Factory, Tongluo Tea Factory, and Sun Moon Lake Antique Assam Tea Farm, allowing the public to gain insights into tea garden ecology and eco-friendly agriculture through participatory learning.

Circular Use and Application of Sustainable Materials

By integrating the concept of tea industry by-product upcycling, materials such as tea stems are converted into recycled paper and materials for DIY sachet experiences. Through sustainable design and hands-on activities, the Company promotes resource circularity while conveying the principles of waste reduction and environmental friendliness.









Cultural Collaboration and Sustainable Brand Initiatives

Through cultural exhibitions, brand collaborations, and local partnership programs, the Company integrates Taiwan's tea culture with sustainability issues to promote cultural preservation, regional revitalization, and sustainable consumption.

4. Sustainability Initiatives in Collaboration with the Public Sector

The Company actively collaborates with government agencies and public cultural institutions to advance cultural preservation, environmental education, and local industry development. For example, by participating in the Ministry of Culture's "Top 100 Taiwan Culture Base" program, the Company promotes cultural asset revitalization and public engagement through tea culture guided tours, local walking tours, and educational experiences. We collaborate with local governments to organize food and agriculture education and industry promotion initiatives, such as participating in the Sun-Drying Bean Festival and various travel fairs, to enhance public awareness of local agricultural products and tea culture through market exhibitions, cultural experiences, and brand promotion. By partnering with the public sector, the Company continues to expand the social impact of Taiwan's tea culture and sustainability principles.

2.2.2 Customer Service

Five Consumer Protection Principles

(I) To further develop our core business of tea leaves, we are dedicated to integrated tea production and sales and work together with the Tea Research and Extension Station to improve our tea cultivation and production techniques. In addition, a tea leaf safety system is built by obtaining the certification of the Tse-Xin Organic Agriculture Foundation and the TGAP production traceability certification of the Council of Agriculture.

(II) All the raw materials that we outsource undergo the “Standard Procedure for the Inspection and Management of Incoming Materials” and meet the requirements and regulations of the CNS and Act Governing Food Safety and Sanitation. Our raw material suppliers must provide the relevant SGS test reports on a regular basis, such as the test reports for pesticide or heavy metal in the raw materials and heavy metal, plasticizers or fluorescent brighteners in the packaging materials. In 2014, the Company started to progressively cancel the sale of imported tea leaves and shifted towards integrating the production, manufacturing, and sale for food safety.

(III) The goods of our suppliers must comply with the “Commodity Labeling Act” of the Ministry of Economic Affairs, the “Act Governing Food Safety and Sanitation and its Enforcement Rules” of the Department of Health, the “Fair Trade Act and its Enforcement Rules” of the Executive Yuan, and other relevant government regulations. The suppliers should also take full responsibility for the matters related to their goods.

(IV) The Company’s products or the goods that we sell as an agent surpass (comply with) the health and safety regulations. 0800 toll-free customer service or complaint hotlines are in place to provide timely service and assistance and protect the interests of the consumers.

(V) The Company assures product safety, protects the consumers and forbids the sale of controversial products.

Meeting our customers’ needs is our first priority. To specifically satisfy their requirements and respond to their expectations, we hold business meetings in accordance with the response of the customers to review their feedback and satisfaction. The frontline sales representatives and assistants must report on the customers’ needs, develop corresponding improvement plans, and follow up the implementation to ensure that all the consumer satisfaction goals are met.

Our customer satisfaction indicators reflect our product quality, delivery performance, and after-sale service and our performance in fulfilling our corporate social responsibility. The issues such as labor rights, environmental management, and energy management arising from food and labor safety issues have drawn the attention of the global supply chain, and these issues have recently become a concern and significant requirement of our corporate customers. As such, we set up a dedicated department to regularly gather TTC’s CSR information for communication and response.

Daxi Tea Factory conducts questionnaire surveys on consumer satisfaction among the visitors who have tasted its buffets to convey the idea that we offer them meals made from healthy and local ingredients and non-GMO food products and use their suggestions as a reference for future adjustments and improvements. Moreover, we take the initiative to invite the customers to participate in our service satisfaction surveys on an irregular basis after offering them our services. For customers who give negative feedback in the surveys, we reach out to them and help them solve their problems. We accomplish the commitments and goals that satisfy our customers by taking action.

If there is a recall message or an incident that may lead to a recall, such as customer complaints, consumers or customers’ requests, health authorities or government agencies’ notices or factory problems, the relevant personnel should be informed of the message or incident immediately. The food safety team leader serves as the general coordinator to ask the related departments to deal with the message or incident instantly.

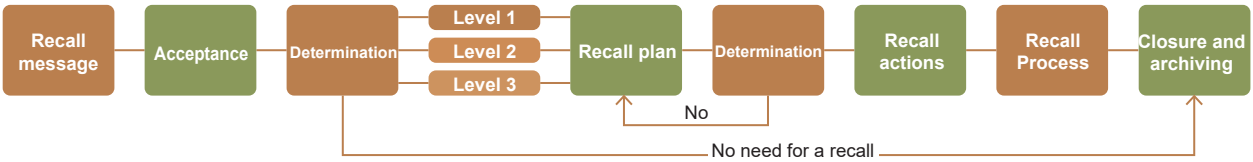
Consumer Complaint Handling Process	
Consumer Service Center	The center accepts customer complaints, finds the truth, and explains the subsequent handling process to the consumers.
Marketing Department determines the accountability	The department asks the production unit (R&D Section or the supplier) responsible for the product to perform a quality inspection and find the reason for the problem.
R&D Section or the supplier conducts analysis	The section or supplier carries out quality inspection for the product receiving complaints and determines the cause of the problem.
Tell Marketing Department the result	The R&D Section or the supplier confirms the cause of the problem, reviews the problem, develops an improvement plan and solution, and then informs the Marketing Department of the investigation result.
Give a response to customer service personnel	The Marketing Department notifies the customer service personnel of the cause and subsequent actions.
Respond to the consumer	The customer service personnel makes a response to the consumer.
Close, archive and follow up the complaint	The details of the complaint are documented. The consumer is followed up with continuously. Lastly, the complaint is closed and archived. The Company established and announced the “I LAW 003 Personal Data Protection Policy” standard operating procedure on April 9, 2025, as the basis for employees’ collection, processing, and use of personal data. The policy covers customers, employees, and other relevant stakeholders. As part of our current practices, we notify individuals of their rights and interests at the time of data collection, in accordance with applicable laws. We maintain strict internal confidentiality and refrain from using personal data without the data subject’s consent. We will also continue to strengthen education and training, and refine relevant protection measures in line with the latest regulatory developments.

Customer Complaint in 2025		
Case	Complaint Count	Action and Improvement
Related to product	5 cases	Mainly related to the difference in the perception of tea flavor and quality. Upon receiving a complaint, we requested the customer to return the product or conduct an on-site inspection to verify product condition, followed by clarifying brewing methods or batch variations. Product replacements or reshipments were provided where necessary. Concurrently, the quality control and relevant departments reviewed the manufacturing process and batch quality to ensure product consistency and stability.
Related to experience in a physical store	8 cases	The complaints were related to tea plantation visit experiences, service attitude, indoor air conditioning, meal quality, trail facilities, telephone service, and communication regarding event coordination. Corrective actions included providing immediate guided tours and interactive briefings, strengthening employee training and service management, upgrading and regularly maintaining air-conditioning equipment, promptly communicating ingredient quality issues to catering suppliers, enhancing warning signage and maintenance for outdoor facilities, and establishing dedicated contact windows and logging mechanisms to streamline event collaboration.

To ensure the protection on the consumers' health and safety, TTC holds a drill annually for product recalls according to the finished product recall process, and enhances the emergency response capabilities for product recall emergencies. By conducting the drills, we achieve the goal of preventing and reducing the damages of emergencies and on the customers. TTC held a drill for product recalls in 2025, and we achieved a 100% product recall rate. We gained an excellent result of the drill.

2025 Result of the Drill for Product Recalls	
Date of the drill	2025.10.13
Recalled product in the drill	Formosa Black Tea
Level of recall	Level 3
Aspect of recall	Consumer
Results	A 100% recall rate

Figure Finished Product Recall Process



Determination of Levels and Description

Level 1	Applies to food products that are expected to cause death or severe harm to public health. Immediate action is required, with products recalled to distributors within 24 hours and returned to the factory within 3 days.
Level 2	Applies to food products that are expected or likely to cause harm to public health. The recall must be completed within the time frame mandated by the competent health authority, or recalled to distributors within 3 days and returned to the factory within 5 days.
Level 3	Applies to the food products that are expected not to bring about hazard to the health of the public, but their quality does not meet the standard. The recall must be completed within the time frame mandated by the competent health authority, or recalled to distributors within 7 days and returned to the factory within one month.

2.2.3 Multiple Communication Channels

Digitization has become a trend in recent years. Many e-commerce platforms have merged in this period and the consumer habit has changed as a result. We listen to the consumers and established an e-commerce department in 2022 to set up more interactive platforms and communication channels between TTC and consumers. In addition to implementing TTC's core values of health, leisure and environmental protection, the new department is dedicated to promoting local tea aroma and protecting the vision of the century-old tea factory. We actively develop multiple online marketing channels and help consumers of tea and coffee become aware of these new purchase channels and drink good tea without concerns. We hope to communicate to the public an upright, honest and soothing image that TTC operates the business directly, controls the quality of the tea for food safety, and ensure transparency of information.

TTC established an e-commerce department at the end of 2022 and has since been actively expanding its online sales channels. Overall trends in 2024 show growth compared to 2023, and we will continue to expand our e-commerce market presence to better serve customer needs. TTC adopted LINE OA in 2024, acquiring 20,000 members and integrating a shopping cart with guided selling features. The Company has optimized the shopping cart system by 2025. After data collection through the LINE OA and shopping cart integration is complete, advertising campaigns are expected from 2026 to drive conversions and sales in 2026.

In terms of social media marketing, we've continued to manage our Facebook page and promote products by incorporating tea factory experiences. We've also enhanced our Instagram presence with visually appealing content centered around product aesthetics and the tea lifestyle. Our LINE official account continuously promotes new product information and exclusive member discounts, thereby strengthening customer loyalty.

In addition, we deepen brand value through cultural experience marketing. For example, Sun Moon Lake Antique Assam Tea Farm, Daxi Tea Factory, Tongluo Tea Factory, and LuGao Cafe all offer comprehensive guided tours and tea tastings. These activities, combining storytelling with on-site shopping, have received recognition from the Ministry of Culture, the Tourism Bureau, and local revitalization initiatives. TTC also actively pursues co-branding and cross-industry collaborations, such as launching in-flight tea with an airline and jointly developing a co-branded gift box with a dessert brand. Furthermore, Daxi Tea Factory has attracted younger generations and boosted social media engagement through its "Fluffy Tea Factory" art exhibition, successfully enhancing brand appeal and generating buzz, showcasing innovative marketing within the traditional tea industry.

CH3 Happy Workplace

3.1 Talent Development and Human Rights
3.2 Occupational Safety and Health



3.1 Talent Development and Human Rights

Material Topics	Talent Development and Human Rights
Responsible Unit	Secretariat Office of the Board of Directors and Human Resources Department
Impact description	**Actual positive impact:** Good talent development alongside competitive compensation and benefits systems helps attract and retain talent and mitigate the impact of labor shortages on operations. The Company values every employee and is committed to providing a safe, friendly, and equitable workplace environment, enhancing employee engagement and human capital resilience. **Potential negative impact:** If talent development, compensation, and benefits fall below the industry standard, the workplace environment is unsupportive, or promotion mechanisms lack transparency, recruitment challenges will increase and lead to talent loss. Furthermore, if employee dissatisfaction arises from a lack of psychological safety and job security, it may not only reduce work efficiency but also disrupt team operations and potentially trigger labor compliance risks.
Policy / commitments	The Company is committed to establishing comprehensive talent development, compensation, and benefits systems, including insurance, retirement plans, and various employee welfare programs, to support employees' quality of life. In addition, the Company promotes career development and capability-building mechanisms to ensure clear, sustainable growth pathways for all employees. Concurrently, TTC is committed to fostering a safe workplace characterized by diversity and inclusion, zero discrimination, and zero harassment. We safeguard labor rights and working conditions while actively listening to employee voices through multifaceted communication and grievance channels to ensure fair treatment and a sound working environment.
Actions	• We provide all employees with competitive market-aligned compensation and stable annual salary adjustments, while fostering a fair, respectful, and inclusive workplace to enhance employee retention. • To encourage employees to obtain job-related professional certifications and enhance their expertise and work quality, the Company has established a dedicated certification allowance system. • To encourage employees to share professional knowledge and practical experience, the Company has instituted internal instructor management guidelines and provides lecturing fees based on course delivery. • Perform dissemination and provide education to teach the employees that there should not be any illegal infringement, and the employee who encounters such infringement should be brave to file a complaint. • To enhance the independence and impartiality of processing procedures, the Company collaborates with third-party institutions, such as external consultants, to ensure that its mechanisms comply with international standards. • The Company has fostered a culture of trust and established open communication channels to encourage employees to express their needs. • We encourage employees to take sustainability courses and exams offered by external organizations, thereby enhancing employees' awareness and professional knowledge of environmental sustainability.
Tracking and evaluation mechanism	• We implement employee training in accordance with the annual training plan and track participation and completion rates to enhance employees' required core competencies. • The Company follows up on the response and investigation progress of employee grievance cases to ensure that initial responses are provided within 5 business days and investigations are closed within 30 days. If necessary, the period may be extended by one month with prior notice to the complainant; the Company also monitors the on-time case resolution rate. (In cases of sexual harassment or workplace bullying, the grievance procedure and time frame shall be handled separately in accordance with the “Handling Rules for Sexual Harassment Complaint and Investigations” or applicable workplace bullying regulations.) • We find out whether concrete remediation plans are formulated for major grievance cases and monitor the implementation effectiveness of corrective measures to ensure the effective operation of the grievance mechanism and uphold workplace fairness.
Management goal	Short-term Objective (within 3 Years): • Implement human rights due diligence training: Offer "Human Rights and Labor Standards" courses for managers and HR personnel to ensure management understands the legal baselines prohibiting forced labor, child labor, and workplace bullying. • Ensure accessibility of training resources: Review existing training resources. Ensure that remote workers, frontline staff, and employees with disabilities have equal access to digital and in-person learning resources. • Establish internal talent development mechanisms and a learning passport system to align education and training with employee growth, thereby strengthening sustainable talent development. • Workplace anti-harassment dissemination: Continue conducting the "Anti-Bullying and Workplace Sexual Harassment Prevention” by increasing the number of training and awareness events annually to enhance employee awareness of workplace respect, equality, and the prevention of unlawful infringement. Establish and maintain safe, confidential, and accessible grievance channels and investigation procedures to ensure employees can report issues promptly and have them properly addressed. • Target the employee participation in sustainability-related courses to exceed 5% of total training participants. • Maintain zero major labor disputes and occupational safety incidents. Med-term Objective (more than 3 Years): • Diverse Talent Pipeline: Increase the proportion of women and minority groups (e.g., diverse ethnicities, cross-disciplinary talent) in succession plans for mid- to senior-level managers to a targeted level (e.g., 30%–40%). • Lifelong Learning and Transformation Empowerment (Reskilling & Upskilling): In response to AI and digital transformation, ensure that frontline employees affected by technological disruption have access to training opportunities to mitigate the risk of unemployment. • Psychological Safety and Inclusive Culture (Psychological Safety): Achieve year-over-year score improvements for "workplace psychological safety" and "sense of inclusion" in employee engagement surveys. • Cultivate empathetic leadership and integrate human rights principles into performance appraisals, and evaluate not only KPIs but also managers' demonstrated commitment to inclusivity. • Supply Chain Talent and Human Rights Impact: Extend the positive impact of talent development throughout the supply chain. Assist critical suppliers in establishing internal training systems to ensure supply chain workers also receive foundational job competency training, fulfilling corporate social responsibility.
Annual performance	• There were no major labor disputes or occupational safety incidents in 2025. • Steady salary adjustments have been implemented for four consecutive years to support employees' well-being. • The Board of Directors approved the proposal defining the scope of the Company's frontline employees. • The Company established the Certification Allowance Regulations in 2025, which took effect on July 1 of the same year. • The Company established the Internal Instructor Regulations in 2025. • In 2025, the Company promoted one manager and one director of division, and the Board of Directors approved the promotion of one executive assistant general manager, to a total of three management positions. The Company has established a talent inheritance mechanism through performance evaluation, education and training, professional development, and work performance. Through project assignments and on-the-job training, they are gradually being prepared to assume key management roles in the future.
Stakeholders’ involvement in remuneration	Please refer to “The Mechanism of Communication with Stakeholders and Result” section for details.

3.1.1 Staff structure

The labor force of the Company is comprised of full-time, contracted and non-contracted employees. There were 277 full-time and temporary employees and 0 non-contracted employees in 2025. During the reporting period, and in comparison with the previous period, there were no significant fluctuations in the numbers of contracted employees and non-contracted employees.

Category			2024		2025	
Total Number of Employees	Total Number of Employees	Female	173		149	
		Male	133		128	
Contract	Full-time	Female	97	56.07%	90	60.40%
		Male	102	76.69%	102	79.69%
	Part-time	Female	0	-	0	-
		Male	0	-	0	-
	Contractor	Female	76	43.93%	59	39.60%
		Male	31	23.31%	26	20.31%
	Non-guaranteed hours	Female	0	-	0	-
		Male	0	-	0	-
Non-contract		Female	0	-	0	-
		Male	0	-	0	-

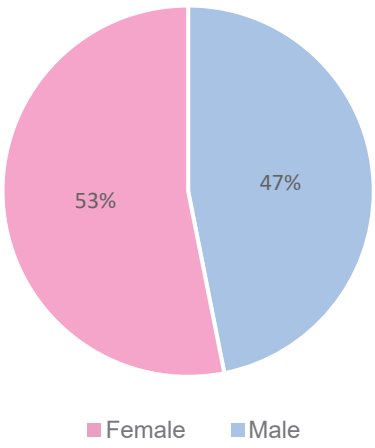
Note 1: Non-contracted employees are workers who are not employees, including security service personnel, cleaning personnel, contractors, dispatched workers, apprentices, subcontractors, and volunteers.

Note 2: The formula for calculating the percentage of the contracted employees by gender = full-time employees - female/total employees - female (and so forth).

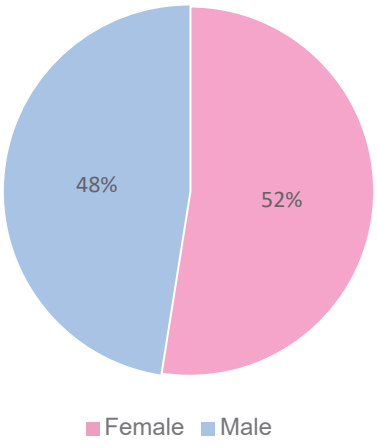
Note 3: The headcount is calculated based on the actual number of personnel as of December 31 of the reporting year.

Up to the end of December 2025, TTC had a total of 192 full-time employees, of which 90 were female and 102 were male. There are 40 managers at section-level (grade 8) and above, consisting of 21 females and 19 males. The male-to-female employee ratio was approximately 53:47. During the 2025 reporting period, and compared to the previous period, there were no significant fluctuations in headcount.

Employee Distribution by Gender

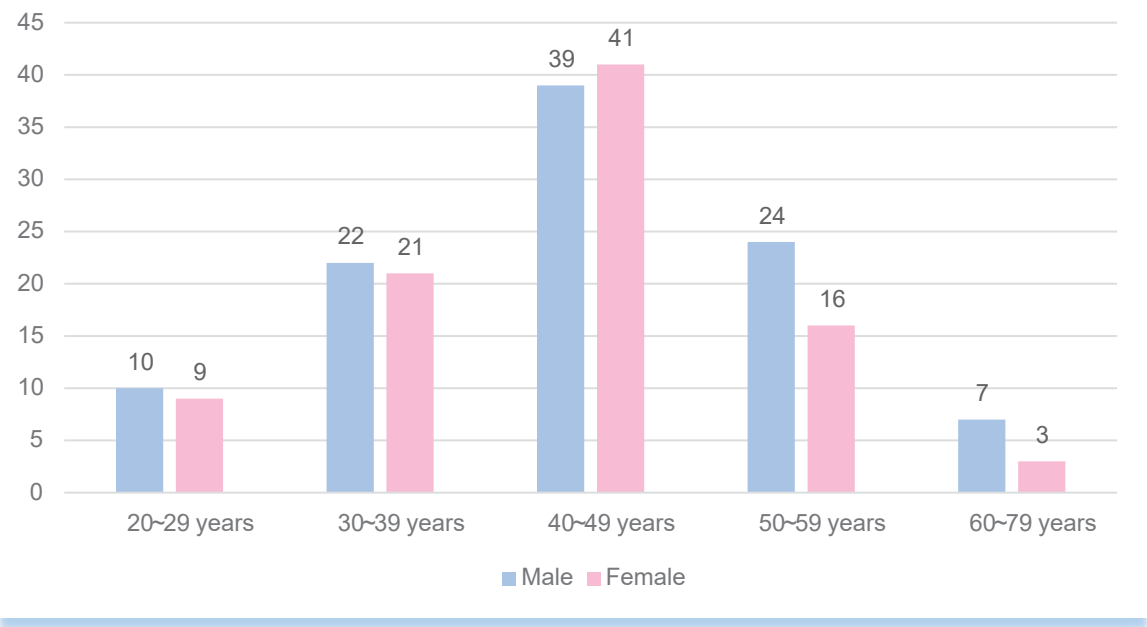


Supervisor Distribution by Gender



Areas		2024	2025
Total Number of Employees	Hsinchu	47	45
	Taipei	1	1
	New Taipei	8	7
	Taoyuan	13	13
	Miaoli	18	14
	Nantou	28	29
	Pingtung	84	83

Employment by Age and Gender



Distribution by grade and gender

Job grade	Title	2024 Number of personnel		2025 Number of personnel	
		Male	Female	Male	Female
Grade 11 or higher	Chairman, general Manager, assistant general manager, director	3	4	3	4
Grade 10	Consultant, manager, special assistant, project manager	4	4	3	4
Grade 9	Factory director, assistant manager, senior specialist, engineer	8	3	7	3
Grade 8	Assistant factory director, section manager, intermediate specialist, deputy engineer	6	10	6	10
Grade 7	Executive, junior specialist, assistant engineer	6	7	5	8
Grade 6	Section assistant, recreational store manager, technician, sub-division chief, 1st- to 3rd-level senior technicians	7	9	7	8
Grade 5	Clerk, assistant recreational store manager, assistant technician, deputy sub-division chief, 1st- to 3rd-level intermediate technicians	12	4	14	1
Grade 4	Assistant, recreational store salesperson, store manager, team leader, associate technician, foreman of tea makers, junior technician, 2nd- and 3rd-level senior technical workers	15	25	16	24
Grade 3	Employee, recreational store salesperson, assistant store manager, tea maker, technical worker, assistant team leader, recreational store personnel, 1st-level senior technical worker, 3rd-level intermediate technical worker	17	10	18	13
Grade 1-2	Shift manager, 1st- and 2nd-level intermediate technical workers, junior technical worker, assistant clerk, operator, packer, cleaner	24	21	23	15

3.1.2 Overview of employee turnover

In 2025, there were 42 new hires, accounting for 21.88% of the 192 full-time employees, with a turnover rate of 25.00%.

The Company's employee turnover rate in 2025 was 25.00%, down 4.15 percentage points from 29.15% in 2024. The overall slowdown in turnover reflects improved workforce stability.

In terms of gender composition, turnover remained predominantly female, with a lower proportion of male employees. An analysis of new hires shows that the new employee turnover rate for female employees was higher than that for male employees (approximately 60% for females and 20% for males in 2025). This suggests that different genders may encounter distinct challenges regarding onboarding support and retention mechanisms. The Company will continue to review and refine relevant management practices.

Regarding age distribution, turnover was primarily concentrated among employees aged 30 to 50, followed by those under 30, while turnover among employees aged 50 and above was relatively low. Compared with 2024, there were no significant abnormal changes in turnover across age groups, and the overall distribution trend remained stable.

Regarding recruitment and retention, the Company recruited 40 new employees in 2025, representing a new hire rate of 20.83%, a notable increase from 11.06% in 2024, and reflecting expanded recruitment to support operational needs. As shown in the table below, the new employee turnover rate rose slightly compared with the previous year, accompanied by a decline in the retention rate. This indicates room for improvement in new hire stability, and the Company continues to monitor its impact on the overall workforce structure.

An analysis of departure reasons indicates that turnover in 2024 involved a higher proportion of involuntary discharge, such as severance and retirement, reflecting the implementation of organizational restructuring and workforce optimization during that year. In 2025, departures were primarily voluntary resignation, led by "personal career planning," "alternative employment opportunities," and "family factors," alongside reasons such as health/recuperation and a small number of severances. This indicates that the overall turnover pattern has shifted from structural adjustments to dynamics driven by market competition and talent mobility.

In summary, while the Company's overall turnover rate has trended downward over the past two years, the rise in the new employee turnover rate and the higher proportion of voluntary resignation indicate that talent retention remains an ongoing challenge. Going forward, the Company will continue to refine its recruitment and selection mechanisms, strengthen onboarding training and mentoring programs, enhance career development pathways, and periodically review compensation, benefits, and the working environment. These initiatives aim to improve employee retention and organizational stability, thereby supporting the Company's long-term operational and strategic development.

Region	Age	2024								2025							
		New employee				Departed employee				New employee				Departed employee			
		Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
Taiwan	<30 years	3	1.51%	5	2.51%	9	4.52%	5	2.51%	4	2.08%	7	3.65%	3	1.56%	10	5.21%
	30~50 years	6	3.02%	4	2.01%	15	7.55%	20	10.05%	8	4.17%	17	8.85%	9	4.69%	21	10.94%
	>50 years	3	1.51%	1	0.50%	5	2.51%	4	2.01%	3	1.56%	1	0.52%	2	1.04%	3	1.56%
Total number of full-time employees		199								192							
Total number of new employees		22								40							
Total new hire rate (%)		11.06%								20.83%							
Total number of departures		58								48							
Total turnover rate (%)		29.15%								25.00%							

Note 1: The formula for calculating the percentage of new employees: Number of new employees in each category / total number of employees in the region.

Note 2: The formula for calculating the percentage of departed employees: Number of departed employees in each category / total number of employees in the region.

Note 3: This table includes only full-time employees and excludes temporary staff. Due to the nature of the Company's industry, temporary personnel experience a relatively high turnover. Therefore, including them in the statistics could cause short-term data fluctuations that fail to accurately reflect the Company's human resource management status.

New employee turnover and retention rate in 2025

Year	Item	Gender		Age				Total
		Female	Male	Under 30 years	31-40 years	41-50 years	Over 51 years	
2025	Resigned newcomer	15	3	5	4	7	2	18
	New employee turnover rate	60.00%	20%	45.45%	40.00%	46.67%	50.00%	45.00%
	New employee retention rate	40.00%	80.00%	54.55%	60.00%	53.33%	50.00%	55.00%
2024	Resigned newcomer	3	6	1	3	5	0	9
	New employee turnover rate	30.00%	50.00%	12.50%	60.00%	100.00%	0.00%	40.91%
	New employee retention rate	70.00%	50.00%	87.50%	40.00%	0.00%	100.00%	59.09%

Note 1: Turnover rate = (Number of new employees who resigned during the year, by age group) / (Total number of new employees during the year, by age group).

Note 2: Retention rate = 1 - (Turnover rate).

3.1.3 Employee remuneration, welfare and communication

Compensation to employees

The Company has established work rules in accordance with the Labor Standards Act and the Labor Pension Act to safeguard employee rights. Employees' regular earnings comply with relevant laws and regulations and do not fall below the minimum wage. Furthermore, non-regular compensation, such as year-end bonuses and bonuses for the three major traditional holidays, is provided to enhance overall remuneration levels. For student interns and temporary workers, a 6% pension contribution is allocated to their individual labor pension accounts in accordance with the law. Also, TTC responds to the government's policy of encouraging employment, and hires employees with disabilities more than the disability employment quota specified. Regarding the rights of leaves, reward/punishment, promotion, etc., there is no discrimination against any employees in the Company.

Indicator	Ratio
2025 starting salary in TTC: Minimum wage in Taiwan	1:1
2024 starting salary in TTC: Minimum wage in Taiwan	1:1

Taiwan Tea Corporation does not discriminate against employees because of their gender in the case of paying wages. Up to the end of 2025, the ratio of wages between the female and male supervisory employees was 1 : 1.12, while the ratio of wages between female and male employees who were not supervisory employees was 1 : 0.98. The differences in wages mainly resulted from the years of service and scope of management.

Item	2024		2025	
Ratio of wages	Supervisory employees	Non-supervisory employees	Supervisory employees	Non-supervisory employees
Female (as 1 in the ratio)	1	1	1	1
Male (as the multiple)	1.11	0.94	0.98	1.12

Note 1: Annual total compensation includes salary, bonuses, stock awards, option awards, compensation under non-equity incentive plans, and pension payment.

Ratio of the Company's highest annual total compensation to the median wage of all the employees

Annual Total Compensation Ratio					
Item	2024	2025	Item	2024	2025
The highest annual total compensation of the organization	1,590,791	1,642,383	Increase of the highest annual total compensation of the organization in percentage	5%	3.24%
Annual total average wage of all the employees (excluding the person with the highest compensation)	556,354	561,323	Increase of the annual total average wage of all the employees (excluding the person with the highest compensation) in percentage	4%	0.89%
The annual total median wage of all the employees (excluding the person with the highest compensation)	506,839	487,546	Increase of the annual total median wage of all the employees (excluding the person with the highest compensation) in percentage	4%	(3.81)%
Annual total compensation ratio	3.14%	3.37%	Annual total compensation variable ratio	1%	(0.85)%

Note 1: Annual total compensation ratio = the highest annual total compensation of the organization/the annual total median wage of all the employees (excluding the person with the highest compensation).

Note 2: Annual total compensation variable ratio = increase of the highest annual total compensation of the organization in percentage/increase of the annual total median wage of all the employees (excluding the person with the highest compensation) in percentage

Note 3: The annual compensation ratio is calculated based on data for full-time, non-supervisory employees.

Note 4: The average and median wages of full-time non-supervisory employees, along with the year-on-year changes in the aforementioned figures, have been filed and disclosed by the Company on the Market Observation Post System (MOPS). The navigation path is as follows: Market Observation Post System > Summaries > Corporate Governance > Employee Benefits Compensations > Salary of Full-time Non-Managerial Employees > Information about Salary of Full-time Employees Who Are Not in a Managerial Position. For details, please visit the Market Observation Post System (https://mops.twse.com.tw/mops/#/web/t100sb15).

In 2025, the "increase in the annual total median wage" and the "annual total compensation variable ratio" were negative. This was primarily due to the resignation of several management-level employees with higher compensation during the year, which altered the overall compensation structure. Concurrently, while some mid-level personnel received promotions, their salary adjustments had not yet fully reflected their new roles. Additionally, the relatively lower compensation levels of new hires contributed to decreases in both the median compensation level and the related indicators of overall compensation performance.

We continue paying attention to the development trends of compensation and welfare and making adjustment in the light of the market demand and the performance of the Company to ensure that employees can receive reasonable and competitive compensation and welfare. Currently, the Company steadily adjusts the compensation by 3.7%~3.8% every year.

Item	2023	2024	2025
Number of full-time non-supervisory employees	260 persons	197 persons	188 persons
Average wage of full-time non-supervisory employees	NT$543 thousand	NT$616 thousand	NT$628 thousand
Median wage of full-time non-supervisory employees	NT$489 thousand	NT$528 thousand	NT$541 thousand

Employee performance evaluation

The Company implement a new performance evaluation system in 2025 to reduce the previous subjective component and establish a more effective and systematic evaluation procedure in order to ensure reflecting the work performance of the employees more accurately.

1	The General Manager determines the organization's rating based on annual operating performance
2	The Human Resources Department announces the performance evaluation schedule
3	Self-evaluation of performance
4	Performance evaluation interviews, initial evaluations, and reevaluations shall be conducted. The supervisor of the center rates the unit according to the grade approved by the General Manager. Each unit approves the evaluation results according to the grade assignment table. For the employee whose performance rating is A+ or C, the supervisor shall provide specific deeds or evidence and attach them to the performance evaluation form for future reference.
5	Submit to the Human Resources Department for sorting
6	Submit to the General Manager for approval
7	The Human Resources Department notifies heads of each division about the result of the approved evaluation.
8	Provide the target setting for the next year.

Two Key Features of Employee Performance Evaluation

1	**Link Sustainability Issues to Employee Performance**	Sustainability evaluation fields have been introduced to enable employees to self-report their contributions to sustainability initiatives.
2	**Enhance objectivity in performance evaluation**	A new performance evaluation system and process have been adopted, incorporating performance review meetings, initial evaluations, and final reviews. At the same time, performance evaluations should exclude personal conduct unrelated to job responsibilities to ensure their effectiveness.
		When an employee receives a performance rating of A+ or C, supervisory employees are required to provide specific examples or supporting evidence, which should be attached to the performance evaluation form. In 2025, the performance ratings of three employees were documented for future reference.

Employee welfare system

The Company provides a complete welfare system to attract and retain talent. Benefits include performance bonuses; holiday allowances for the Dragon Boat and Mid-Autumn Festivals; birthday and Lunar New Year cash gifts; as well as maternity and medical allowances. In 2025, 109 employees of the Company underwent meal service inspections, and 5 employees aged 65 and above received annual health checkups.

Welfare	Implementation status
Work environment - relocation of head office	The head office was moved to No. 3, Zhonghua Rd., Hsinchu Industrial Park, Hukou Township, Hsinchu County on December 19, 2022, close to the exit of the Hsinchu Interchange. There are restaurants and financial institutions in the vicinity. It is convenient with great amenities. The factory area is full of greenery and beautiful scenery with flowers and trees. An ecological pool is available to protect the natural environment. It is spacious and equipped with comprehensive facilities such as employee cafeteria and convenience stores, vending machines and ATM machines, gymnasium, and employee activity center.
Provision of premium dormitories to the employees from other regions	Premium dormitories with air conditioners, wash machines, TV sets, networks, kitchens, recreation rooms, and other facilities are available in Daxi (Taoyuan), Hukou (Hsinchu), Sanyi and Tongluo (Miaoli) and Pingtung.
Meal allowance	In line with the "Income Tax System Optimization and Preferential Measures" approved by the Ministry of Finance, the Company chanted the tax-free limit of the meal allowance from the current NT$2,400 to NT$3,000 per person every month. To reduce the tax burden on the employees, the Company plans to adjust the compensation structure by increasing the meal allowance received by the employees every month from NT$2,200 to NT$3,000 to ensure the well-being of employees.
Employee safety	Security service personnel assure the safety when employees enter and leave the office area, where security service personnel were stationed during holidays and workdays. An identification card is required for access. there are no dangerous workplaces, contaminants, waste or any substances harmful to the environment. Thus, there is no significant threat to the personal safety of the employee. The Company emphasizes the health of the employees and provides them with regular free health checkup. Smoking is prohibited in the office according to the Tobacco Hazards Prevention Act of the government and dissemination is arranged to for this purpose. We implement the Act of Gender Equality in Employment by setting up a “sexual harassment reporting system” to protect the safety of the employees at the workplace.
Employee welfare measures	(1) For the employees who participate in and effect labor and health insurance according to the regulations of the government, the Company will transfer the application for the maternity, injury or sickness, disability, old-age, survivor, or retirement benefits to the Bureau of Labor Insurance according to the Labor Insurance Act and Enforcement Rules of the Labor Insurance Act. (2) The Company provides group insurance and occupational injury insurance for all employees. (3) Travel safety insurance at an insured amount of NT$10 million is effected for the employees on overseas business travel without regard to their rank. (4) After the expiration of the probation period, employees join the Employee Welfare Committee of the Company and enjoy all of the welfare measures when they are officially appointed, including allowances for the three festivals, Double Ninth Festival gifts for dependents, company trips, physical examinations, and the year-end party and prize draw. In addition, the Company provides employees and their children with scholarships, wedding/bereavement support payments, and compensation for any occupational accident. Regulations on consolation money for employees have also been established. Partial medical subsidies are also available for immediate family members and spouses. (5) The Company guarantees the safety at work of temporary workers and working students, and applies for the group accident insurance for them. (6) Marriage measures: (a) The Company has partnered with Taipei City Private Shiping Preschool to offer one hour of free extended childcare per day. In addition, employees may apply for flexible working hours to accommodate family caregiving needs; no employees applied for this measure in 2025. (b) The Company provides a marriage subsidy of NT$16,000 for each employee and a wedding gift of NT$6,000 upon the marriage of an employee's child. A childbirth subsidy of NT$6,000 is provided for female employees, and a subsidy of NT$3,000 is provided for employees' spouses upon childbirth. Please refer to the table below for details on the number of recipients of marriage and childbirth subsidies in 2025.
Employee education	We encourage employees to make the best use of time for further education. In addition to application for in-service education, employees are arranged to participate in relevant courses of the Bureau of Labor Insurance, Securities and Futures Bureau, and Taiwan Stock Exchange, if needed for the business.

Welfare	Implementation status
Employee training	New employees must take general training courses (including finance, protection of personal data, work rules, and occupational safety) depending on their tasks and the location where they work. The head of each unit, if needed for the work, may arrange professional training (such as training on professional knowledge of tea leaves for the recreational store, training on food safety control system for the R&D and food safety units, and periodical training for the head of the finance unit, auditor, and occupational safety and first-aid personnel).
Retirement system	The Company's regulations on retirement surpass the retirement conditions under the Labor Standards Act. A TTC employee who has a sum of his/her years of service and his/her age over 60 may apply for early retirement. An employee with years of service under the old pension system applying for early retirement may receive two more months of pension. In accordance with the implementation of the new labor pension system on July 1, 2005, for employees who chose the old system, the Company continues to make monthly contributions of 8.58% to the pension reserve fund pursuant to the Labor Standards Act, deposited with the Department of Trusts, Bank of Taiwan to accrue interest. Currently, the Company's old-system pension reserve fund is fully funded and sufficient to cover pension obligations for all employees under the old system, with the balance reaching NT$39,942 thousand as of December 2025. Additionally, for employees who selected the new system, the Company contributes 6% of their monthly wage to their individual pension accounts at the Bureau of Labor Insurance. For employees who make voluntary pension contributions, the Company deducts the designated amount from their monthly salary based on their voluntary contribution rate and deposits it into their individual pension account at the Bureau of Labor Insurance.
Code of conduct or ethics for employees	The Company has established the "Code of Conduct or Ethics for Employees." The employees shall faithfully perform their duties, observe all reasonable rules and regulations of the Company, and follow the reasonable instructions of the chief officers at all levels. The chief officers shall instruct employees friendly and teach them attentively. Any leave or business trip shall be subject to the attendance management regulations and business trip regulations of the Company. Employees shall work seriously, take good care of public property, reduce waste of resources, improve the quality and efficiency of products, and shall not swagger and swindle in the name of the Company or disclose trading secrets outward.
Communication (complaint) channels	The Company established the Employee Grievance Regulations on December 22, 2015. In January 2026, it revised and published written statements prohibiting workplace violence (including grievance channels) and workplace sexual harassment to ensure widespread employee awareness. Employees may file grievances or express opinions through labor representatives at labor-management meetings, the Executive Secretary of the Employee Welfare Committee, or the Manager of the Human Resources Department, ensuring open and accessible communication channels.

Staff dormitory in the Laopi Tea Farm of the Pingtung Branch Office





Taiwan Tea Corporation makes efforts to create mutual trust between the employers and employees, and attaches importance to internal communication. The Company's Labor-Management Committee was established in May 2014. The employees select five labor representatives and five representatives are assigned by the Company to hold a labor-management conference every three months for the discussion on the working conditions and employee welfare issues. Besides the regular conferences, the employees may also express their opinions through various communication channels. With a good communication mechanism, we have developed harmonious labor-management relations. There have not been any labor-management disputes that caused loss and impacted the relationship between the employees. In 2025, the head office, Nantou Branch Office, and Pingtung Branch Office held four labor-management meetings, respectively, in March, June, September, and December to establish effective communication channels and enhance employees' sense of identification with the Company.

Activities of the Employee Welfare Committee in 2025	
Activity	**Number of Participants/Recipients**
Scholarship for the employees and their family members (two semesters)	**22**
Allowance for the Dragon Boat Festival	**188**
Allowance for the Moon Festival	**192**
Birthday cash gift	**194**
Lunar New Year cash gift	**194**
Birthday gift voucher	**194**
Double Ninth Festival cash gift	**41**
Wedding cash gift for the employees and their children	**2**
Maternity benefit for the employees	**1**
Funeral subsidy for the death of the employee, employees' parents, children or spouses	**4**
Retirement, severance, and seniority-based subsidies	**16**
Medical subsidy for the employees and their family members hospitalized due to illnesses or injuries.	**31**
Medical checkup for employees	**5**
Health checkup for catering personnel	**109**

Note (1): The expenses for the medical checkups for employees and the catering personnel are covered with the Company's budget.

3.1.4 Talent development

In 2025, a total of 1,094 male and 939 female employees participated in newcomer and internal training sessions conducted by the Company's lecturers. The average training hours of male employees (person) were 1.21 while the average training hours of female employees (person) were 1.3. Compared with the previous year, both total training hours and average training hours increased, highlighting TTC's investment in and commitment to employee development.

Employee education training										
	2024					2025				
Focus of training	Male		Female		Total hours	Male		Female		Total hours
	Participants	Average hours	Participants	Average hours		Participants	Average hours	Participants	Average hours	
Training for newcomers and internal lecturers	1,139	0.65	914	0.74	1,416	1,094	1.21	939	1.3	2,551.5
Individual external training in specialized knowledge	50	6.66	63	9.66	816	71	9.73	43	6.6	975.5

In November 2020, the Company passed the evaluation under the "Talent Quality Management System" (TTQS) Enterprise Edition conducted by the Workforce Development Agency, Ministry of Labor. To continuously enhance human resource development, the Human Resources Department actively encourages employees to participate in the TTQS training courses, achieving a 50% certification rate for the TTQS Enterprise Edition in 2025.

Training for newcomers

After being registered, our newcomers receive complete training for new employees, covering finance, procurement, information, basic knowledge of law, knowledge of tea, and the introduction of work rules, work environment, employee welfare, etc. We help the newcomers to get used to Taiwan Tea Corporation as soon as possible.

Internal training by the Company's lecturers

Under the lead of the internal executives, the Company conducts internal educational training. The courses cover three main aspects: professional skills, ethical management, and labor safety. Training topics included greenhouse gas inventory, occupational safety and health, and ethical management. In 2025, 590 employees participated in internal training by the Company's lecturers, for a total of 1,443.4 hours.

Category	Topic	2025	
		Number of participants	Total hours (hr)
Professional skills	Income Statement and Break-Even Training	10	15
	Interview Skills and HR Regulations	9	4.5
	Oriental Beauty Tea Processing Training	10	160
	Tea Industry Education and Training	9	18
	High-Quality Interaction Skills	15	45
	POS Troubleshooting Capability	10	20
Ethical Management	Cross-Departmental Communication Strategies	41	123
	Performance Appraisal Briefing	55	31.3
	Sustainability Report Optimization	23	69
	Climate Scenario Analysis in the Sustainability Report	23	23
	Ethical Management (Trade Secrets and Insider Trading)	39	39
Labor Safety	Emergency Response to Daily Use of Natural Gas and Liquefied Petroleum Gas	7	9.1
	Occupational Safety On-The-Job Training and Fire Drills	242	741
	Fostering Empathy for a Worry-Free Workplace	97	145.5
Total		**590 persons**	**1,443.4 hours**

Labor Safety – Training on Fire Protection Grouping



Ethical Management – Training on Insider Trading Prevention



Coffee CVA Certificate



Intermediate in Tea Sensory Evaluation Certificate



Internal Auditor Training Completion Certificate



Accounting Manager Training Completion Certificate



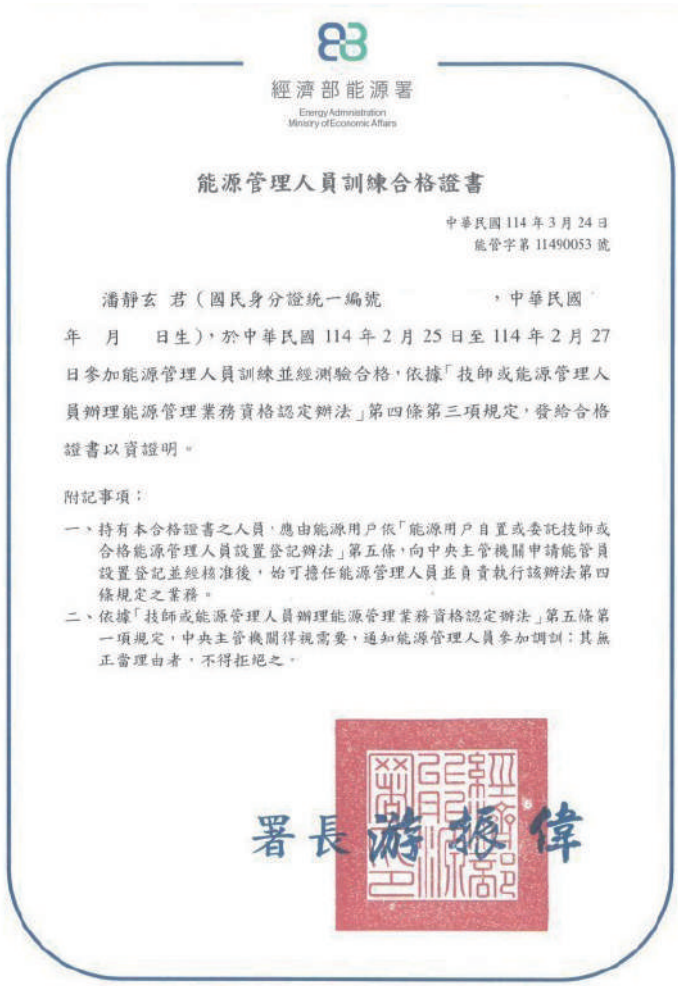
External professional training

Category	External Course Topic	2025	
		Number of participants	Total hours (hr)
Professional skills	TTQS Training Institution Edition: Indicator Context and Case Analysis	1	24
	Basic Tea Sensory and Evaluation Class	1	30
	Basic Tea Sensory and Inspection Class	2	60
	Initial Aerial Work Platform Training	5	80
	Tea and Beverage Crop Research and Extension Station	1	20
	E-commerce Beginner Training: Layout Optimization and Campaign Scenario Applications	2	6
	Retraining on the Operation of Forklift Trucks	4	12
	First-Aid Personnel Retraining	1	3
	Miaoli Plant Study and Observation Tour	4	48
	Gas Tungsten Arc Welding Technician Training	1	38
	2025 Basic Training for Food and Agriculture Education Outreach Personnel	1	12
	114 Tainan City Pesticide Management Personnel Refresher Retraining Workshop	1	8
	2025 Oriental Beauty Tea Evaluation Workshop	3	7.5
	Initial Aerial Work Platform Training	1	16
	Taiwan Cup of Excellence (COE) International Cupping Experience Sharing Session	5	10
	Oolong Tea Production Craft Transmission and Specialized Roasting Workshop	3	21
	2025 Miaoli Oriental Beauty Tea Processing Technique Workshop	4	48
	Intermediate Tea Sensory and Evaluation Course	1	24
	Oxy-Acetylene Welding Personnel Training	1	16
	Rapid Proposal Generation with AI	1	6

Category	External Course Topic	2025	
		Number of participants	Total hours (hr)
	Subtotal	43	489.5
Food Safety	Directions and Practical Analysis for Promoting Food and Agriculture Education	1	5
	2025 Hygiene Seminar for Food Manufacturers	1	8
	Educational Training on Food Safety and Health	2	12
	HACCP Continuing Education and Training	4	32
	Curriculum and Teaching Aids Design for Food and Agriculture Education	1	6
	Food Safety Course of the Food and Drug Administration	6	24
	Nantou County Government Sanitation Seminar	1	8
	Sanitation Seminar (ISHA Sustainable Safety Development)	1	8
	Subtotal	17	103
Ethical Management	Energy Management Personnel Training Class	1	19
	2025 Corporate Governance Evaluation Briefing	1	3.5
	Labor Standards Act Seminar	1	6
	Efficient Procurement Operations and Supplier Management Practices	1	6
	International Trade Dispute Case Study Workshop	1	3.5
	Continuing Education Course for Chief Accounting Officers at Issuers, Securities Firms, and Stock Exchanges	1	12
	2025 Seminar on Traceability Certification in Packaging, Distribution, and Processing for Food Service Channels	1	4
	2025 Refresher Training for Agri-Food Traceability Advisors	1	4
	CDP Training Course on IFRS S2-Aligned Question Set Analysis – Taipei Session (Monday, 9/8)	1	3
	Auditing Ethics and Professional Choices in the Age of AI: Technological Risks, Ethical Dilemmas and New Governance Challenges	1	6
	Continuing Education Course for Chief Accounting Officers at Issuers, Securities Firms, and Stock Exchanges	1	12
	Information Business Audit Practice Workshop	1	6
	Audit Practice Discussion on the Preparation of Annual Business Plans and Budgets	1	6
	Subtotal	13	91
Labor safety	Retraining on the Operation of Forklift Trucks	7	21
	Occupational Safety and Health Training for First-Aid Personnel	1	3
	2025 Occupational Safety and Health Seminar on Return to Work for Workers with Occupational Injuries	1	6
	2025 Workplace Equality and Sexual Harassment Prevention Seminar	1	6
	Coffee Value Assessment (CVA) System Certification Course	1	12
	Class C Occupational Safety Supervisor	2	42
	Class C Occupational Safety and Health Affairs Manager	1	6
	Class A Occupational Safety and Health Manager	1	42
	Fire Prevention Manager	3	34
	Fire Prevention Manager Refresher Training	2	12
	Explosion-Proof Safety Practices Seminar (Labor Safety and Health On-The-Job Training)	1	6
	Workplace Bullying Prevention and Types of Bullying	1	6
	First-Aid Personnel	1	12
	First-Aid Personnel Retraining	3	9
	Pesticide Application Safety Protection Training Course	1	3
	Occupational Safety and Health Seminar on Return to Work for Workers with Occupational Injuries in the Manufacturing Industry	1	6
	Retraining of Occupational Safety Management Personnel	3	18
	Seminars on the 16 Items of the Occupational Safety and Health Management Plan	1	6
	Workplace Sexual Harassment Prevention Training Course	2	21
	Subtotal	34	271

Category	External Course Topic	2025	
		Number of participants	Total hours (hr)
Sustainable development	2025 Stock Affairs Seminar – Sustainable Development Policy	1	3
	2025 HR × ESG Corporate Culture and Sustainability Action Forum	1	3
	Key Elements and Audit Priorities for Establishing an Internal Control System of Sustainable Information Management	1	6
	2025 IFRS Sustainability Standards Conference	1	3
	2026 ESG Assessment Promotion Conference	2	6
	Subtotal	6	21
Total		**113 persons**	**975.5 hours**

Energy Manager Certificate



經濟部能源署
Energy Administration
Ministry of Economic Affairs

能源管理人員訓練合格證書

中華民國 114 年 3 月 24 日
能管字第 11490053 號

潘靜玄 君（國民身分證統一編號　　，中華民國　年　月　日生），於中華民國 114 年 2 月 25 日至 114 年 2 月 27 日參加能源管理人員訓練並經測驗合格，依據「技師或能源管理人員辦理能源管理業務資格認定辦法」第四條第三項規定，發給合格證書以資證明。

附記事項：

一、持有本合格證書之人員，應由能源用戶依「能源用戶自置或委託技師或合格能源管理人員設置登記辦法」第五條，向中央主管機關申請能管員設置登記並經核准後，始可擔任能源管理人員並負責執行該辦法第四條規定之業務。

二、依據「技師或能源管理人員辦理能源管理業務資格認定辦法」第五條第一項規定，中央主管機關得視需要，通知能源管理人員參加調訓；其無正當理由者，不得拒絕之。

署長 游振偉

The Company actively provides employees with training across multiple areas, including professional skills, food safety, ethical management, labor safety, sustainable development, and related activities. In 2025, TTC conducted external educational training totaling 975.5 hours.

Category	2024		2025	
	Participants	Total hours	Participants	Total hours
Professional skills	18	168	43	489.5
Food Safety	17	56	17	103
Ethical Management	10	108	13	91
Labor safety	11	108	34	271
Sustainable development	26	73	6	21
Other Activities	15	68	0	0
Total	**97 participants**	**581 hours**	**113 participants**	**975.5 hours**

Industry-academia collaboration

TTC has actively developed professional technicians and enhanced the professional knowledge related to water and soil conservation, food management, and tea leaf cultivation in the Laopi Tea Farm to cultivate and retain talents. We provide our Laopi Tea Farm as a place for internship for relevant department students of universities and colleges. It can also serve as a place to research and discuss the development of agricultural techniques in order to enhance the agricultural techniques in Taiwan.

In 2025, a total of 11 students from the Department of Plant Industry, National Pingtung University of Science and Technology, completed internships at the Company's Laopi Tea Farm. A total of NT$362,858 in scholarships were awarded. Through industry-academia collaboration, we hope to attract more passionate young talent by offering opportunities for learning and growth.

Compliance with international conventions to protect human rights

The Company's Board of Directors serves as the highest-level human rights governance body, with the "Business Management Team" under the "Sustainable Development Committee" handling human rights management matters. TTC respects and protects internationally recognized human rights and treats all the employees equally regardless of their gender, race, religion, political stand, and marital status. Multiple communication channels are provided to ensure respect and fair treatment for all related parties. In support of the UN's "Universal Declaration of Human Rights" and the "ILO Convention", the Company ensures laborers' (workers') safety at work, takes human rights seriously, and prohibits all forms of forced labor and child labor in accordance with the provision related to the ILO's C155, the "Occupational Safety and Health Convention", in the "International Covenant on Economic, Social and Cultural Rights."

On March 16, 2018, TTC established its "Policy of Labor Human Rights" pursuant to the Social Accountability 8000 International Standard. The policy covers nine key areas – child labor, forced labor, health and safety, freedom of association, non-discrimination, disciplinary measures, working hours, wages, and management systems – to ensure fundamental employee rights and foster a safe, equitable, and respectful work environment.

The Company has established a human rights policy applicable to all managers, employees, and key stakeholders, including affiliated enterprises, related parties, suppliers, contractors, and partners (customers and communities), and is committed to eliminating any human rights violations.

Looking ahead, the Company will continue to monitor human rights issues and promote relevant education and training to raise human rights awareness and mitigate potential risks. To put corporate respect for human rights into practice, Taiwan Tea strictly complies with domestic labor and relevant laws and regulations, and plans to formulate and implement a human rights due diligence process in the future. (Note: For additional details and specific provisions, please refer to the Corporate Governance section of Taiwan Tea Corporation's official website)

Focus on human rights and high-standard professional ethics

We highly value labor rights and pay equity at TTC without giving different treatment based on gender. On top of that, the Company offers equal employment opportunities and smooth promotion channels to support the government's disability employment policies.

Our employees may voice their opinions to their supervisors through the Company's stakeholder mechanism at any time. It is also a good way to convey their thoughts to their supervisors at the annual face-to-face target setting interview and performance evaluation interview.

(1) Diverse employment and equal promotion opportunity

The Company values workplace diversity and gender equality, and protects employees from discrimination or unfair treatment. In addition to the "Regulations Governing Prohibition of Child Labor" and the "Measures, Complaint and Punishment Guidelines for Sexual Harassment Prevention," the Company has also issued a "Written Statement Prohibiting Sexual Harassment in the Workplace" and established a reporting channel. These actions reflect the Company's zero-tolerance policy towards sexual harassment. Regular training sessions on gender equality, prevention of employment discrimination, and workplace communication are conducted to foster a diverse and inclusive work environment.

To support the government's policy and fulfill the corporate social responsibility of hiring people with disabilities, we employ disabled people and give them equal opportunities for promotion. Our tea factories (farms) also have part-time vacancies for them. Up to the end of 2025, the Company had 6 full-time with disabilities.

The Company employed a total of seven people aged 65 years and above. Three of them were the employees who have retired at the age of 65 and been hired continuously. We continue to hire the elderly to ensure stable employment of the middle-aged and the elderly people.

The Company persists in the business philosophy of caring for employees, securing employment for employees, protecting consumers' health, and growing with the land. We support government policy by providing employment opportunities to minorities and hiring extra indigenous people. The Company hires indigenous people and provides independent, developed spaces and a friendly work environment to protect their chance to fairly participate in social life. In compliance with government regulations, the Company grants Indigenous employees "indigenous ceremonial holidays" (which were expanded from one day to three days in 2025). We forbid unreasonable restriction and discrimination, and pay equal wages for equal work to protect the wages and working conditions of indigenous people. In 2025, the Company recorded zero incidents involving violations of the rights of indigenous peoples.

(2) Anti-discrimination and anti-harassment

We treat our employees on the basis of the principles of equity and anti-discrimination. Thus, there are equal and fair employment opportunities provided to all. The Company does not discriminate because of race, gender, age, disability, religion, nationality, political stand or any other status protected by the related laws when it comes to hiring talents.

In addition to the maternity leave required by the Labor Standards Act, we grant 5 days of paid leave for pregnancy checkups and paternity pursuant to the Act of Gender Equality in Employment. Female employees may take one day of half-pay leave for menstruation each month if it is difficult for them to work because of their menstruation. Moreover, to maintain gender equity at work and give our employees a work environment free of sexual harassment, we amended the "Measures, Complaint, and Punishment Guidelines for Sexual Harassment Prevention." We developed the “Handling Rules for Sexual Harassment Complaints and Investigations,” which were disclosed on our website in 2015. In 2026, the Company also updated its Plan for the Prevention of Unlawful Infringement in the Performance of Duties. These relevant regulations and plans are published on the Company website. A sexual harassment complaint hotline and mailbox are also provided for all employees, and sexual harassment prevention posters are displayed on the bulletin boards in the Company.

In 2025, the Company organized an online seminar titled "Opening Up Empathy for a Worry-Free Workplace." The session aimed to help employees cultivate empathetic mindsets and skills, complemented by cognitive interpersonal competencies such as communication techniques and constructive interaction formulas. It further guided employees through the behavioral progression of "cognition, emotion, volition, and action," providing comprehensive learning opportunities on unlawful infringement, including awareness, emotional empathy, practical communication, and seeking assistance when targeted, to foster a friendly, respectful, and supportive workplace environment.

Complaint Channel	Gender Equality Online Seminar
Complaint hotline: (03) 659-0546 Complaint Fax: (03) 659-1199 Complaint mailbox: 113@ttch.com.tw	

In 2025, one complaint was received (case type: suspected verbal bullying; cause: poor emotional management). Upon receipt, the Company completed the formal acceptance, investigation, and case-closure procedures in accordance with relevant regulations. Throughout the process, in addition to implementing necessary protective measures for both parties, the Company arranged for the occupational health nurse to provide psychological counseling and support to ensure a thorough and rigorous procedure.

(3) Prohibiting the employment of children

TTC forbids all branches and locations to employ children not over 15 years of age. All the people we hire are required to present their identifications showing their age in order to ensure compliance with the Labor Standards Act and other relevant regulations. All of our employees are over the legal working age.

(4) Parental leave without pay

According to the Labor Standards Act, Act of Gender Equality in Employment, and Regulations for Implementing Unpaid Parental Leave for Raising Children, the Company develops a leave system to support the government’s policy for unpaid parental leave, enable all of our female workers to apply for leave for parental checkups and maternity, and allow employees eligible for paternity leave to take such leave. Employees who are unable to work temporarily may apply for unpaid parental leave to take care of their family and go back to work once they feel ready to do so. When an employee applies for unpaid parental leave, the Human Resources Department will inquire the employee about the renewal of his/her labor and health insurance during the unpaid leave and help apply to the Bureau of Labor Insurance for a subsidy for unpaid parental leave.

In 2025, one employee applied for unpaid parental leave, while one employee returned from parental leave taken in 2024, with a 100% retention rate.

Item	2024			2025		
	Female	Male	Total	Female	Male	Total
A: Total employees applying for unpaid parental leave during the year	2	0	2	0	1	1
B: Employees planning to return to work during the year	1	0	1	2	1	3
C: Employees returning to work during the year	1	0	1	1	1	2
D: Employees applying for postponing the date when they were supposed to return to work during the year	1	0	1	0	0	0
E: Employees who returned to work from unpaid parental leave in the previous year and worked for a year afterward	3	1	4	1	0	1
F: Number of employees who returned to work from parental leave in the previous year	3	1	4	1	0	1
Return rate % C/(B-D)	0%	0%	0%	50%	100%	67%
Retention rate % (E/F)	100%	100%	100%	100%	0%	100%

3.2 Occupational Safety and Health

Material Topics	Occupational Safety and Health
Responsible Unit	Secretariat Office of the Board of Directors and Human Resources Department
Impact description	**Actual positive impact:** Through a comprehensive occupational safety and health management system and ongoing safety education and training, TTC effectively enhances employees' safety awareness and operational quality, reduces occupational accident risks, and strengthens operational stability. Implementing safety measures not only safeguards employees' physical and mental health, but also improves organizational efficiency and reduces operating costs, thereby fostering a safe and trusted workplace culture and enhancing the Company's sustainable competitiveness. **Potential negative impact:** If occupational safety management is not effectively implemented, workplace accidents may occur, resulting in employee injuries, increased psychological stress, and labor shortages, which may in turn lead to operational delays and reduced efficiency. In addition, occupational accidents may lead to regulatory fines and increased insurance premiums, and could even damage corporate reputation and employee trust, posing material risks to the Company's operational stability and sustainable development.
Policy / commitments	TTC pays attention to the performance of occupational safety management and strives to offer our employees and customers a comfortable and safe environment. Our employment contracts and Code of Practice on Safety and Health at Work specify the rights and obligations related to labor safety and health according to the Occupational Safety and Health Act, Labor Standards Act, Regulations of the Labor Health Protection, and Regulations of the Maternity Health Protection at the Workplace. Occupational safety management is integrated into our organizational management system. We also appoint occupational safety personnel at each location to draw out plans, carry out occupational safety and health promotion measures, make regular reports, and submit proposals in relation to working conditions and health promotion to labor-management conferences for discussion to make continuous improvements and reduce occupational injury.
Actions	• TTC prioritizes the prevention of occupational hazards as a key aspect of worksite management. Potential risks are addressed through training both prior to and during operation, and appropriate protective measures and management controls are implemented to prevent workplace accidents and minimize their impact. • To strengthen our ability to respond to occupational safety risks, we arrange the occupational safety personnel, doctors and nurses to perform on-site assessment as well as hazard identification and analysis on the sites where our employees work and give the corresponding improvement suggestions and measures. With risk assessments, observations or interviews, specific measures are taken to improve facilities and progressively lower the risks. • Furthermore, the Company has established the “Regulations on Compensation and Consolation for Occupational Accidents” to deal with the compensation for any physical disability, damage and disease of the employees resulting from occupational accidents, and the consolation for the death of employees due to occupational accidents or ordinary injury or sickness. • In compliance with laws and together with labor representatives, we have established the “Code of Practice on Safety and Health at Work of Taiwan Tea Corporation.” We enhanced “safety and health management,” “education and training in safety and health,” “emergency response,” and “medical and health care” to comprehensively prevent occupational accidents.
Tracking and evaluation mechanism	• With the core objective of achieving zero workplace safety incidents throughout the year, the Company tracks safety incidents and improvement progress on a monthly basis to ensure safe, accident-free operations. • The Executive Assistant General Manager and the Head of Human Resources pay regular on-site visits to the Pingtung Branch Office to oversee working conditions and occupational safety, while strengthening two-way communication through the Occupational Safety and Health Committee. • We provide concrete responses and feasible improvement plans for concerns raised by employees, and establish the response rate and improvement completion rate to ensure the continuous effectiveness of occupational safety management.
Management goal	Short-term Objective (within 3 Years): • Reduce the disabling injury frequency rate (FR) and disabling injury severity rate (SR): establish annual targets to achieve year-on-year reductions. • 100% safety education and training coverage: ensure that new hires, current employees, and contractors complete all mandatory occupational safety and health training. • Optimize operating environment monitoring: conduct regular monitoring of noise, lighting, and dust levels, achieving a 100% improvement rate for identified abnormalities. Med-term Objective (more than 3 Years): • Promote a near-miss reporting culture: encourage employees to proactively report near misses and provide incentives, rather than focusing solely on incidents that have already resulted in injuries or fatalities. • Embed a "Safety Culture" DNA: Achieve a standard of "autonomous management" where employees not only protect themselves but also proactively intervene to correct unsafe behaviors of colleagues, while incorporating occupational health and safety performance as a key weighting in managerial evaluations. • Employee Assistance Programs (EAP): Integrate human rights into occupational health and safety by establishing comprehensive psychological counseling and stress management mechanisms, recognizing "psychological safety" as an integral component of workplace safety. • Health-driven productivity management: Shift the focus from merely "preventing illness" to fostering "vitality and well-being," reducing the absence rate through health promotion initiatives and enhancing overall organizational efficiency. • Introduce ISO 45001 verification: Establish a standardized management system and obtain third-party certification.
Annual performance	In 2025, the Company recorded a total of 2 work-related injury incidents (excluding commuting accidents) and zero fatalities, resulting in a disabling injury severity rate (SR) of 137 and a disabling injury frequency rate (FR) of 4.16. TTC will actively implement educational training to reduce the occurrence percentage of occupational accidents, make continuous improvements and provide the employees with safe and hygiene work environment. In 2025, the Company recorded zero work-related deaths, zero cases of occupational diseases, zero major non-compliance incidents, and zero major industrial safety accidents.
Stakeholders' involvement in remuneration	Please refer to The Mechanism of Communication with Stakeholders and Result.

3.2.1 Occupational safety and health

TTC is committed to providing a safe and healthy work environment. Therefore, we appoint occupational personnel in each unit to implement relevant training programs and management measures according to the occupational safety regulations and hold meetings to improve occupational safety and health and working conditions. Currently, the I HRM 024 Code of Practice on Safety and Health at Work is in place to maintain an equal and healthy workplace. The Code of Practice on Safety and Health at Work is applicable to the Company's head office, branch offices and factories, including all the employees in the organization, outsourcing suppliers, contractors and visitors.

TTC has been recognized as a Top 10% Outstanding Enterprise in the "Occupational Safety and Health Indicator Proactive Evaluation for Sustainable Corporate Reports" organized by the Occupational Safety and Health Administration, Ministry of Labor, in 2023. This demonstrates our efforts in the maintenance of the occupational health and safety In 2025, the Company continued to implement occupational safety and health policies and initiatives, earning the Certificate of Workplace Health Promotion Self-Assessment from the Ministry of Health and Welfare to ensure a safe working environment and favorable working conditions for all employees.



In 2023, the Company was recognized by the Ministry of Labor as an outstanding company in the "Occupational Safety and Health Indicator Proactive Evaluation for Sustainable Corporate Reports".



We received the Certificate of Workplace Health Promotion Self-Assessment from the Ministry of Health and Welfare in 2025

(1) Occupational safety and health policy

TTC pays attention to the performance of occupational safety management and strives to offer our employees and customers a comfortable and safe environment. Our employment contracts and Code of Practice on Safety and Health at Work specify the rights and obligations related to labor safety and health according to the Occupational Safety and Health Act, Labor Standards Act, Regulations of the Labor Health Protection, and Regulations of the Maternity Health Protection at the Workplace. Occupational safety management is integrated into our organizational management system. We also appoint occupational safety personnel at each location to draw out plans, carry out occupational safety and health promotion measures, make regular reports, and submit proposals in relation to working conditions and health promotion to labor-management conferences for discussion to make continuous improvements and reduce occupational injury.

To strengthen our ability to respond to occupational safety risks, we arrange the occupational safety personnel, doctors and nurses to perform on-site assessment as well as hazard identification and analysis on the sites where our employees work and give the corresponding improvement suggestions and measures. With risk assessments, observations or interviews, specific measures are taken to improve facilities and progressively lower the risks.

Organizational chart of the occupational safety and health team

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Head Office occupational safety personnel	Head Office contracted doctor or nurse providing basic occupational health services	Sanxia Branch Office occupational safety personnel	Miaoli Branch Office occupational safety personnel	Nantou Branch Office occupational safety personnel	Pingtung Branch Office dedicated occupational safety personnel	Pingtung Branch Office contracted doctor or nurse providing basic occupational health services	Stores occupational safety personnel

Active prevention of occupational accidents

TTC prioritizes the prevention of occupational hazards as a key aspect of worksite management. Potential risks are addressed through training both prior to and during operation, and appropriate protective measures and management controls are implemented to prevent workplace accidents and minimize their impact. Furthermore, the Company has established the “Regulations on Compensation and Consolation for Occupational Accidents” to deal with the compensation for any physical disability, damage and disease of the employees resulting from occupational accidents, and the consolation for the death of employees due to occupational accidents or ordinary injury or sickness. Since 2015, we have mainly focused on the improvements on “safety and health management,” “education and training in safety and health,” “emergency response,” and “medical and health care” to comprehensively prevent occupational accidents. In compliance with laws, we revised our Code of Practice on Safety and Health at Work and changed the title to the “Code of Practice on Safety and Health at Work of Taiwan Tea Corporation” and the worker representatives.

In 2025, a total of 2 employees of our Company suffered work-related injuries, and 0 employees died. We will actively implement educational training to reduce the occurrence percentage of occupational accidents, make continuous improvements, and provide the employees with a safe and hygienic work environment. The Company had no work-related death and occupational disease cases in 2025.

Year	Gender	Occupational injury			Absence			Disabling injury frequency rate		Disabling injury severity rate		Severe work-related injury rate		Recordable work-related injury rate	
		Number of the injured	Number of the dead	Total working hours	Total absence days	Total working days	Absence rate (A.R.)	Number of disabling injuries	Disabling injury frequency rate (F.R.)	Total working days lost from injury	Disabling injury severity rate (S.R.)	Severe work-related injuries	Severe work-related injury rate	Recordable work-related injuries	Recordable work-related injury rate
2025	Female	1	0	205,936	24	250	9.60%	1	4.85	4	19	0	0	1	4.85
	Male	1	0	273,888	30	250	12.00%	1	3.65	62	226	0	0	1	3.65
	Total	2	0	479,824	54	500	10.80%	2	4.16	66	137	0	0	2	4.16
2024	Female	3	0	186,378	60.7	747	8.13%	3	16.09	41	219	0	0	3	16.09
	Male	1	0	277,534	28.7	249	11.53%	1	3.60	26	93	0	0	1	3.60
	Total	4	0	463,912	89.4	996	8.98%	4	8.62	67	144	0	0	4	8.62

Note:

1. The absence rate is calculated on the basis that employees become absent due to loss of the working capacity without limitation to occupational injury or illness and excluding the holiday that has been approved, such as festivals, training, maternity leave/paternity leave and funeral leave.
2. The “days” that have been “lost” because a worker is not able to do daily work due to an occupational accident or illness.
3. The determination of an occupational illness is subject to the diagnosis performed by a specialist of the occupational medicine in a hospital. In 2024 and 2025, no employees of the Company suffered from any work-related diseases.
4. The Company did not engage any workers who are not employees in 2024 or 2025; therefore, disclosure requirements regarding the number of occupational injuries and occupational diseases, working hours, and other occupational health and safety information related to workers who are not employees are not applicable.
5. The calculation formula is described below, applicable to formal employees only.
   (1) Total working hours = total number of working employees x daily working hours x actual working days in a year
   (2) Absent rate = total absent days/total working days x 100%
   (3) Occupational injury category: Bee sting, falling and fall-over (excluding traffic accident occurring when going to work and retuning to home)
   (4) Disabling injury frequency rate (FR) = (Number of occupational injuries / Total working hours) × 1,000,000, calculated to two decimal places with the third decimal place and beyond truncated.
   (5) Disabling injury severity rate (SR) = (Lost workdays / Total working hours) × 1,000,000, calculated as an integer with decimals truncated.
   (6) Severe work-related injuries: Refers to injuries from which a worker cannot recover (e.g., amputation) or cannot recover to their pre-injury health status within six months.
   (7) Severe work-related injury rate (SR) = (Severe work-related injuries / Total working hours) × 1,000,000, calculated to two decimal places with the third decimal place and beyond truncated.
   (8) Recordable work-related injuries: Refers to the number of recordable work-related injuries (including commuting accidents as defined by the GRI Standards), including fatalities and high-consequence work-related injuries.
   (9) Recordable work-related injury rate = (Recordable work-related injuries / Total working hours) × 1,000,000, calculated to two decimal places with the third decimal place and beyond truncated.

(2) Health promotion educational courses

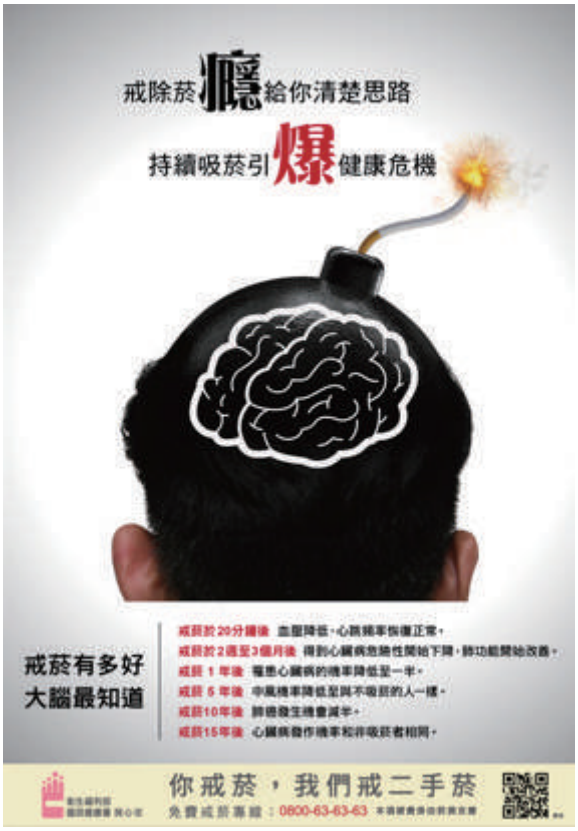
To safeguard employees' physical and mental well-being and foster a healthy workplace culture, TTC has enhanced employee training programs focused on recognizing and responding to illegal infringement at the workplace. Training topics include sexual harassment prevention, anti-bullying measures, and anti-discrimination practices. The Company are dedicated to create a safe and healthy working environment without discrimination to protect the interests and welfare of the employees. In 2025, the Company held 1 seminar with a total of 97 participants and 145.5 hours.

Health promotion courses	Description of the Course	Number of participants (person)	Total hours (hr)
Fostering Empathy for a Worry-Free Workplace	The campaign aims to raise awareness of illegal infringement and bullying at the workplace, and work together to foster a positive workplace culture.	97	145.5

In addition, TTC will also issue health promotion announcements and share health education materials with employees.

Course Topics	Description of the Course
Online Health Promotion Announcement / Health Education Material Sharing	Prevention of biological hazards from snakebites: The "Five Dos and Five Don'ts" principle
	Traffic safety awareness: "Compliance + Concentration + Courtesy" driving principles
	Snakes and wasps/bees awareness: Prevention of biological hazards
	Hazard prevention for high-temperature outdoor work and safety awareness for rooftop operations
	Summer Thunderstorms: Lightning Strike Prevention / Dengue Fever Prevention Measures
	Enhancing Electrical Safety Awareness Electrical Fire Prevention
	Tobacco and Betel Nut Cessation: Free Smoking Cessation Hotline
	Healthy Low-Sugar Diet: Sugar-Reduction Wednesdays to Mitigate Health Risks

Online Health Promotion Poster –



The Company has proactively provided training in labor safety and fire safety to minimize the risk of occupational accidents and established a reporting mechanism. During the new employee training and general training sessions, we reminded the employees of their duty towards safety and health and the matters to be paid attention to during their work and highlighted the importance of self-protection. The employees were taught to get to a safe place when facing a risk of danger and report such danger to the chief officers and the Human Resources Department as per the reporting mechanism. In 2025, there was no possible safety issue reported. In addition to the education and training on occupational safety, the Company is actively engaged in health promotion business such as offering health checkups and on-site doctor and nurse services to employees.

Accident Reporting Process

Accident Reporting Process

Occurrence of accident	When an accident occurs, it should be handled in compliance with the Accident Reporting Process.
Immediate report	According to the Code of Practice on Safety and Health at Work, any incident or accident, regardless of the severity level or whether any of the personnel got injured or whether the equipment got damaged, shall be handled right away based on the scope of responsibility and reported to the director on-site, director of the unit and the Human Resources Department.
Response and investigation regarding the accident	After the director receives the report, he or she shall take necessary actions to deal with the accident according to the situation and the rules under the Code of Practice on Safety and Health at Work right away and report the matter to relevant personnel. When any following occupational accidents happen at the workplace, the on-site director shall instantly report to the occupational safety and health management personnel and the employer. The accident site shall not be disturbed or damaged without the permission of the appropriate judicial body or inspection agency, unless for the necessary first aid or emergency rescue. Besides, the on-site director shall report such occupational accidents to the local inspection agency within 8 hours. (1) Accidents involving death. (2) Accidents causing injuries to three people or more. (3) Accidents causing injuries to one person or more that require hospitalization. (4) All other categories of accidents designated and officially announced by the central competent authority.
Investigation into the cause of the accident	The unit responsible for the accident will investigate the cause of the accident.
Improvement for the accident	The unit responsible for the accident shall provide improvement plans to prevent accidents from happening again.
Improvement completed	The accident report form shall be completed within 10 working days upon the accident and sent to the Human Resources Department by fax after being signed as approved.
Closure	The case should be recorded, closed and archived.

(3) Health checkup

Taiwan Tea Corporation currently provides medical check welfare that surpasses the checks specified in the laws and regulations. Through the implementation of various initiatives in 2025, 109 food service personnel underwent health examinations at a total cost of NT$80,520, and four employees aged 65 and above received annual health examinations totaling NT$5,875. In total, expenditures for 2025 annual health examinations and food service personnel examinations amounted to NT$86,395.

(4) Health education for employees

The head office employed a contracted nurse and a doctor to provide on-site labor health services thrice a month during the period from January to December 2025. On-site doctor services were provided thrice a year. Starting in April 2025, the head office and Pingtung Branch Office consolidated these operations, increasing on-site worker health services to four times per month and on-site physician services to four times per year. In addition, the head office regularly organizes health promotion activities. In 2025, it held one health promotion seminar alongside several health promotion awareness sessions and published notices on health promotion and epidemic prevention, actively fostering a healthy workplace environment.

On-site services:

- Supporting the work assignment so that appropriate work are assigned to employees.
- Providing follow-up management and health guidance for the employees with abnormal health check results.
- Giving assessment and case management for the employees with high occupational health risks.
- Planning and introducing measures for labor health education, health guidance, physical and mental health protection, etc.
- Preventing work-related illnesses and injuries and offering health counseling services.
- Lending supports for the identification and assessment of risk factors of the working environment, operation and the internal organization that may impact the physical and mental health of employees, and making suggestions for the improvement measures or plans.
- Assisting with the investigation into the relationship between labor health and operation.
- Offering counseling and suggestions for the competence assessment, job redesign or adjustment of the employees returning to work.
- Others: Helping with the Prevention Plan for Ailments Induced by Exceptional Workload in the factories and the setup of related forms.

The forms related to the Prevention Plan for Ailments Induced by Exceptional Workload include: health management flowchart for the prevention of ailments induced by exceptional workload, brief fatigue inventory for individual and work, assessment form for the prevention of ailments induced by exceptional workload, improvement, follow-up and management form for the prevention of ailments induced by exceptional workload, and statistics form of the implementation effectiveness for the prevention of ailments induced by exceptional workload.





▲ Regular on-site nurse services

We are also concerned about the issues related to maternity in the workplace. Therefore, we assess the risks of the working environment and operation for maternal health protection and collect suggestions through discussion about the appropriate arrangement of jobs.

Health education course: Health education for employees delivered with four promotion plans in conjunction with four steps.

- Prevention Plan for Unlawful Assaults During the Performance of Duties
- Protection Plan for Maternal Health in Workplace
- Prevention and Protection Plan for Ergonomic Hazards
- Prevention Plan for Ailments Induced by Exceptional Workload

Four Health Education Steps

Questionnaire distribution → Questionnaire collection → Questionnaire classification → Employee interview

(5) Smoke-free working environment

In response to the government's policy on the tobacco-free workplace, Taiwan Tea Corporation has established regulations on tobacco control and taken measures corresponding to the government's promotion of the tobacco-free workplace policy. We have imposed no-smoking rules in offices and factories. We have irregularly disseminated information about the health benefits of smoking cessation for employees with smoking habits to encourage them to voluntarily quit smoking. No-smoking posters have also been hung up to disclose smoking cessation information, with positive effects produced by these actions. Furthermore, in accordance with government policy, the Company transitioned from its previously obtained "Tobacco Control Label System" to "Health Workplace Certification" starting in 2025, continuously advancing a smoke-free workplace. In 2025, the Company continued to promote relevant occupational safety and health policies and measures, receiving the Workplace Health Promotion Self-Assessment Certificate of Qualification issued by the Ministry of Health and Welfare. In the future, the Company will continue to promote the concept of a smoke-free workplace, ensuring that every employee can work in a healthy and safe environment.

(6) Insurance for employees

- Group insurance: Group insurance is provided for full-time employees, with accidental injury insurance coverage of NT$5 million. We also get the accident insurance at an insured amount of NT$1 million for the part-time employees (working students).
- The employers' liability insurance is also obtained, and all the workers (full-time and part-time workers, tea pickers, working students in the shops) are covered. The current insured amount is NT$3 million per person.
- For head office employees, the Company provides group accidental injury insurance (insured amount of NT$5 million) with additional coverage for major burns and scalds (NT$1.5 million) to enhance protection against employee commuting risks.

Putting ourselves in the employees' place

(1) Valuing employees' family reunion time – All our recreational sites closed on Lunar New Year's Eve and the day before Lunar New Year's Eve.

Lunar New Year is an important holiday for family reunions, and Taiwan Tea Corporation values the family life of all the employees. Although the Lunar New Year holiday is a prime business opportunity for leisure stores, the Chairperson values employees' hard work and family time. Consequently, as early as 2013, leisure stores began closing on Lunar New Year's Eve and the day before. Starting in 2026, in response to visitor demand during the holiday period and festive gift-purchasing needs, leisure locations will operate on Lunar New Year's Eve and the preceding day to serve visitors; however, all operating locations will close early to allow employees to prepare for the holidays and spend time with their families.

(2) Concerned about employee safety - Employees are allowed to not attend work or get off work earlier on the day of a natural disaster (typhoon) or the day before the disaster if necessary.

Our employees are allowed to not attend work in the event of natural disasters (typhoons) that meet the business suspension standards announced by the local city/county governments. Meanwhile, to make sure that our employees can go back home safely, we let the employees get off earlier when necessary according to the severity of the disaster to ensure employee safety.





CH4 Green Environment

4.1 Greenhouse Gas and Energy Management

4.2 Sustainable Circularity and Waste Management

4.3 Water resource management

4.4 Biodiversity

4.5 Green Products and Innovative Services

4.1 Greenhouse Gas and Energy Management

As optimizing the use of energy can also reduce the impact of climate change upon Taiwan Tea Corporation, we have been endeavored to take relevant energy saving measures as well, ranging from the basic promotion of energy saving concept to the equipment replacement, and even to the afforestation work and the setup of renewable energy. It is our hope to contribute to the improvement of climate change through the measures taken. Besides, proactively working towards the energy saving goals, the Company reduced 3% of the objective value of energy management cost compared to the previous year for the energy saving plan to review the energy saving performance.

Material Topics	Greenhouse Gas and Energy Management	
Responsible Unit	BOD Secretariat Office, Human Resources Department, General Affairs Section, Laopi Tea Farm	
Impact description	**Potential positive impact:** Through greenhouse gas reduction, energy efficiency improvements, and the adoption of renewable energy, the Company helps lower carbon emissions, mitigate the impacts of climate change on natural environments and ecosystems, and advance sustainable resource utilization. The Company's active promotion of a low-carbon transition encourages supply chain partners and stakeholders to participate in carbon reduction initiatives, raises climate awareness, drives sustainable development in agriculture and society, and strengthens overall societal resilience and adaptive capacity to climate risks.	
	Potential negative impact: Extreme weather events may lead to rising temperatures and increased electricity demand, potentially causing power shortages and disrupting business operations. Climate change also increases the frequency of natural disasters such as torrential rains, floods, and super typhoons, thereby heightening operational and asset exposure risks. Furthermore, extreme weather driven by climate change may adversely affect tea production, increase operating costs, and undermine the stability of sustainable agriculture. Long-term climate instability poses continuous threats to tea plantations and agricultural supply chains, where crop failures may drive up procurement costs and disrupt strategic planning for long-term sustainable agriculture. In the short term, implementing renewable energy systems, carbon management practices, or other sustainability initiatives may affect profitability due to increased capital expenditure and resource allocation.	
Policy / commitments	TTC assesses climate risks with reference to the TCFD framework and conducts annual greenhouse gas inventories to track emissions data and formulate targeted reduction strategies. Concurrently, each plant continues to phase out heavy oil equipment, upgrade to low-energy-consumption machinery, and implement energy management measures to lower carbon emissions and enhance energy efficiency.	
Actions	• The "Greenhouse Gas Inventory Team" has been established under the Board of Directors. It shall report to the Board of Directors every quarter on the GHG inventory implementation status and operational risks. • In 2022, the Company began collaborating with a greenhouse gas inventory advisory team to conduct its corporate GHG inventory operations, and starting in 2026, we will initiate third-party verification of the GHG inventory. • Advocate energy conservation and carbon reduction, and reduce greenhouse gas emissions from business operations. • Energy management reduction plans have been implemented in the factory to manage energy consumption and reduce CO2 emissions. • Actively introduce international standard certification, participate in assessments, organize relevant education and training, and encourage employees to take sustainability courses and exams offered by external organizations. • Lease land or partner with enterprises for afforestation to achieve carbon neutrality goals. • Improve energy efficiency by upgrading to energy-saving equipment across our farms and factories, including LED lighting and smart grids. • At Laopi's rough manufacturing plant, the Company implemented source-level process management by revising finished tea specifications and optimizing processing workflows. By removing unnecessary machinery, one screening unit, and four sets of conveying equipment across both the black and green tea processing lines, the plant lowered energy consumption and effectively reduced electricity waste.	
Tracking and evaluation mechanism	• Greenhouse gas inventory progress and results are reported to the Board of Directors on an annual basis. • Scope 1 and Scope 2 greenhouse gas emissions are calculated annually and undergo third-party verification to ensure data authenticity and accuracy. • An annual greenhouse gas inventory is conducted, with boundaries covering a total of 13 sites, including the Hukou Head Office, regional branches, tea factories, and leisure stores.	
Management goal	Short-term Objective (within 3 Years)	Med-term Objective (more than 3 Years)
	• Complete third-party verification of the greenhouse gas inventory by the end of 2027. • Audit legacy equipment with high energy consumption and low efficiency across all plant sites and formulate energy conservation plans. • Implement a cloud-based carbon inventory platform to minimize error rates associated with manual data entry and spreadsheet maintenance. • Achieve an annual greenhouse gas emissions reduction of at least 3% compared to the previous year.	• Apply for carbon credit certification from domestic institutions through carbon reduction projects, such as renewable energy adoption and afforestation. • Continuously enhance carbon reduction strategies and evaluate the implementation of supply chain (Scope 3) greenhouse gas inventories in line with international trends to realize value chain decarbonization. • Assess the planning and establishment of the ISO 50001 Energy Management System based on operational conditions and requirements, and progressively integrate it into plant operations. • Achieve an annual greenhouse gas emissions reduction of at least 3% compared to the previous year.
Annual performance	• We have completed the greenhouse gas inventory reports for 2022 through 2025. • In 2025, there were no business interruptions caused by sudden climate events. • In 2025, greenhouse gas emissions decreased by 53.75% compared to the 2022 base year, primarily driven by a 51.90% reduction in emissions at the Pingtung Branch Company relative to the base year. • In 2025, energy-saving equipment upgrades across farms and plants improved energy efficiency by 2%. • Since 2025, the Company has fully adopted copy paper bearing the carbon footprint label, used recycled carbon-footprint-certified paper to reduce deforestation, and, compared to virgin pulp manufacturing processes, reduced air pollution by approximately 75% and water pollution by approximately 35%. This initiative reduces carbon emissions and fulfills our environmental responsibility.	
Stakeholders' involvement in remuneration	Please refer to The Mechanism of Communication with Stakeholders and Result.	

TCFD Climate Change and Risk Management

As the tea industry is greatly associated with nature, Taiwan Tea Corporation pays close attention to the quality and safety of the products and environmental protection. We make efforts to promote environment-related policies, continually replace old equipment with low efficiency. We proactively seek ways to facilitate sustainable and green development for the application of the Company-owned land, so as to show how the Company values environmental protection and make early preparation for the adaption to and corresponding measures against climate change.

The effects of climate change on the world have become serious, and natural disasters have led to increasing loss of life and property. The World Economic Forum's (WEF) Global Risks Report 2022 analyzed the risks according to the impact and likelihood of occurrence, and it turned out that the environment-related risks almost dominated the top five global risks. In the era of climate emergency, we pay more attention to the climate change related topics and identify potential opportunities hidden in the risk accordance with the Task Force on Climate-related Financial Disclosure (TCFD). In addition to establishing mechanisms and implementing enhancement practices, we have formulated the management strategies and action plans for the risk and opportunity in the climate change based on the four TCFD aspects of “governance”, “strategy”, “risk management”, and “metric and target”, in the hope to reduce the impact of the climate change through different mitigation and reduction measures, further develop a sustainable tea industry, and grasp the opportunities in the low-carbon transformation.

Description of TCFD implementation and planning for the future

Aspect	Planning
Governance	The General Manager shall be a member of the Sustainable Development Committee and shall review and report regularly to the Board of Directors on ESG-related policies and decisions, including those related to climate change, major risks, and business opportunities. Solutions to climate change and environmental issues and their performance shall be presented in a sustainability report, which shall be completed by the end of August each year.
Strategy	The objectives are: to promote professionalism and environmental protection, to promote lean production, to improve resource efficiency, to use environmentally friendly materials and green equipment, to supply ecologically safe products, to grow sustainably, to meet stakeholders' expectations, and to improve the disclosure of climate information.
Risk Management	Management solutions shall be produced to reduce the risk of loss in the event of a major risk event. All possible options should be analyzed, targets set (elimination of risk, reduction of risk, diversification of risk, etc.) and a meeting held to decide on the final solution to be implemented.
Metric and target	1. Improve the ability of the Company to mitigate and adapt to risks. 2. Calculate the potential financial impact of the climate risk and establish avoidance measures. 3. Establish an energy saving and carbon reduction plan to facilitate the development of the low-carbon economy.

Climate risk management procedure

Taiwan Tea Corporation's climate risk management process consists of five steps, including information collection of relevant climate risks, analyses and assessment, development of corresponding strategies, and regular review of the implementation effectiveness, so that the Company can get a clear direction for future improvement.

01 Collect data, and research risk-related reports

02 Identify events and risk factors that may have influencing power

03 Sort out risk impact procedures

04 Develop risk management measures and policies

05 Review their effectiveness and set directions for improvement

Climate governance

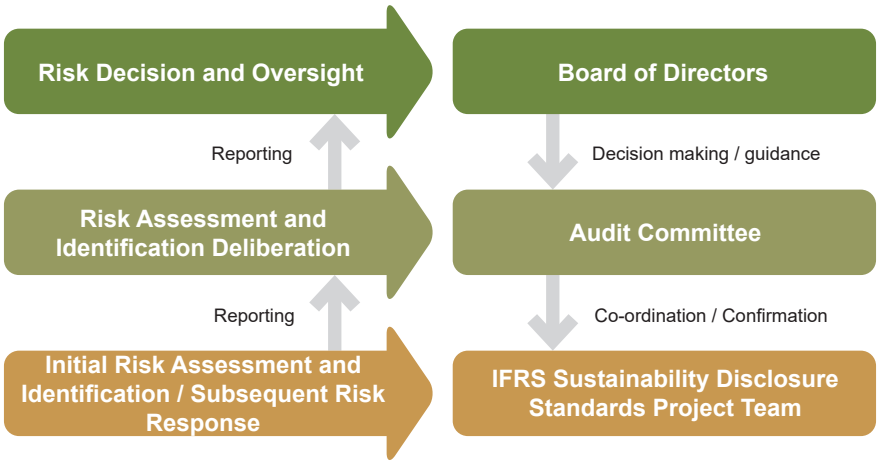
TTC's climate governance structure



- The IFRS Sustainability Disclosure Standards Project Team is the risk monitoring unit. It assesses and identifies risks, which are then reviewed and approved by the Audit Committee before being submitted to the Board of Directors. The Board of Directors subsequently makes decisions on, guides, and supervises climate risks.
- The IFRS Sustainability Disclosure Standards Project Team conducts risk assessment and identifies issues that may pose risks to the Company, submits these to the Audit Committee for deliberation, and reports the results to the Board of Directors.
- The IFRS Sustainability Disclosure Standards Project Team reports to the Board of Directors and is responsible for collecting all the risk issues, conducting risk assessment and identification, submitting these to the Audit Committee for deliberation and adoption, and responding to the risks after the highest decision-making unit (the Board of Directors) gives further instructions.

Internal communication process

The following is the internal communication process of the Taiwan Tea Corporation in terms of the climate risk identification and responses:



Climate risk management and strategy

TTC's climate topic identification process

In response to the risks and opportunities in the climate change, TTC incorporates climate change in the daily operations and long-term strategies. To identify the type of the risk, time interval of the impact, extent of loss, likelihood of occurrence, and nature of the business and establish a climate risk identification process.

STEP 1 Collection of climate related topics	We followed the TCFD principles to collect domestic and international climate-related research reports and summarized these to TTC's 10 climate risk topics and 6 climate opportunity topics.
STEP 2 Assessment of the interactivity between the climate related topics and the impact on business	Based on the nature of the business, each business unit of TTC assesses how climate risk and opportunity topics affect its daily operations.
STEP 3 Assessment of the extent of impact produced by the climate risk and opportunity	The opinions on the extent of impact, likelihood of occurrence, and time interval of impact of the risk and opportunity is collected from each unit through a questionnaire survey. The scores of the climate risk and opportunity are calculated based on two dimensions of "extent of impact" and "likelihood of occurrence" to define the order of the climate risk and opportunity in terms of the materiality.
STEP 4 Establishment of corresponding strategies and targets	We establish management approaches and subsequent climate action plans for the risk items identified.

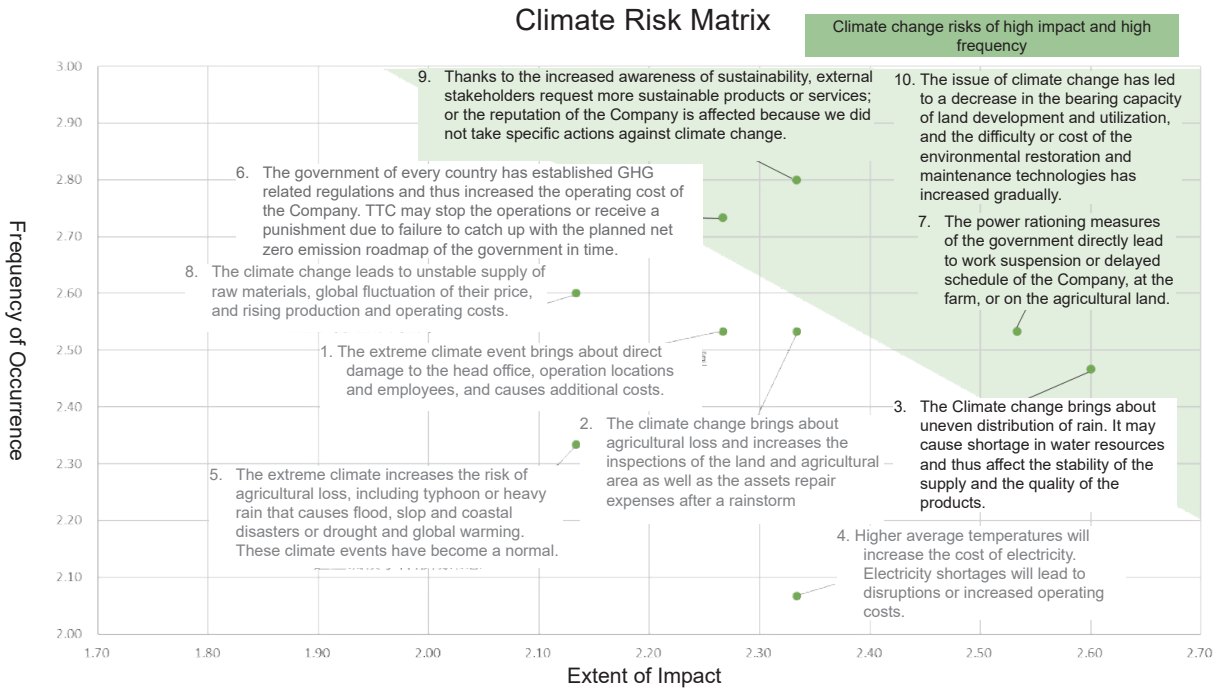
Climate risk identification result

TTC collected 10 climate related risk topics based on the consideration aspects under the TCFD, and defined the order of these risks in terms of their materiality based on the relative comparison made by the head of each unit with respect to their likelihood of occurrence and extent of impact. The Top-5 risks identified are material climate risks. We ascertain the impact of these risks on the business of the Company and establish countermeasures.

TTC's Climate Related Risk Topic		
Risk factors	**Risk aspect**	**Topic**
Physical risks	Acute risks	1. The extreme climate event brings about direct damage to the head office, operation locations and employees, and causes additional costs.
		2. The climate change brings about agricultural loss and increases the inspections of the land and agricultural area as well as the assets repair expenses after a rainstorm
	Long-term risks	3. The Climate change brings about uneven distribution of rain. It may cause shortage in water resources and thus affect the stability of the supply and the quality of the products.
		4. Higher average temperatures will increase the cost of electricity. Electricity shortages will lead to disruptions or increased operating costs.
		5. The extreme climate increases the risk of agricultural loss, including typhoon or heavy rain that causes flood, slop and coastal disasters or drought and global warming. These climate events have become a normal.
Transformation risk	Policy and Legal risk	6. The government of every country has established GHG related regulations and thus increased the operating cost of the Company. TTC may stop the operations or receive a punishment due to failure to catch up with the planned net zero emission roadmap of the government in time.
		7. The power rationing measures of the government directly lead to work suspension or delayed schedule of the Company, at the farm, or on the agricultural land.
	Market risk	8. The climate change leads to unstable supply of raw materials, global fluctuation of their price, and rising production and operating costs.
	Reputational risk	9. Thanks to the increased awareness of sustainability, external stakeholders request more sustainable products or services; or the reputation of the Company is affected because we did not take specific actions against climate change.
	Technical risk	10. The issue of climate change has led to a decrease in the bearing capacity of land development and utilization, and the difficulty or cost of the environmental restoration and maintenance technologies has increased gradually.

TTC's climate risk matrix

The Top-5 risks on the upper right corner are identified from the 10 climate risks as the material climate risks of "high frequency" and "high impact".



Climate risk management approach

Risk item (I)	**Technical risk - The issue of climate change has led to a decrease in the bearing capacity of land development and utilization, and the difficulty or cost of the environmental restoration and maintenance technologies has increased gradually.**
Risk impact description	Climate change has altered rainfall patterns, including increases in rainfall volume, rainfall intensity, and the frequency of extreme rainfall incidents. This directly impacts land capacity and development conditions, subsequently affecting the land-use intensity and the scale of investment required for environmental protection facilities and resources.
Impact duration	Long-term impact
Potential operational impact	(1) Reduced land bearing capacity – increased surface runoff resulting from higher rainfall levels not only directly affects topsoil erosion, but also diminishes the permeability and bearing capacity of the base soil. (2) Adjustment of land use planning – the development plan is adjusted to reduce environmental impact by lowering development density and intensity, or by increasing reserved open spaces and green belts (3) Change of land use patterns – If the trend of the changing rainfall patterns is confirmed, the development intensity of some slope fields or areas assessed as sensitive will be reduced and more areas will be designated as green and open spaces or disaster prevention areas. (4) Introduction of low-impact development measures: To reduce surface runoff and enhance on-site water retention capacity, relevant plans will incorporate water permeability standards and flood detention and regulation capacity measures. (5) Increase in development cost—long-term investment in environmental protection and disaster prevention facilities will increase the overall development cost.
Stakeholder	Affected stakeholders include TTC and local communities.
Response strategy	1. Enhance the capacity of the drainage and regulation system (1) During the land planning period, adjustments are made to the field space plan and the density of use to increase surface rainwater infiltration capacity. (2) Inspect the planned drainage system based on a 50-year return period rainfall intensity, and design drainage ditches, detention basins, and rainwater regulation facilities with corresponding capacity to ensure adequate drainage capacity. (3) Keep close communication with professional technical consultants to ensure the parameters used in hydraulic calculations meet the current standards for the water conservation system. 2. Increase the frequency of inspection to be conducted during the construction in heavy rain. (1) Taiwan's flood season varies regionally between April and October each year. Regular inspection and cleaning are carried out to ensure completed drainage systems function properly. (2) Pre-flood inspection of drainage facilities is regularly conducted. Grass and debris are cleared from February to March each year. (3) Inspect during the rainy season or before and after heavy rain. Increase the frequency of inspections during periods of heavy rain to confirm there are no blockages or damage. Damaged facilities are repaired immediately and temporary disaster prevention measures are implemented, followed by the submission of a maintenance and improvement plan to enhance facility protection.
Financial impact of the response measures	1. Additional civil engineering funds are required and these increase the project construction cost. 2. Maintenance costs are increased for drainage, flood detention, and sand sedimentation facilities. 3. Manpower costs for inspection and monitoring are increased. 4. Extension of the construction period may increase labor and equipment standby costs.
Result and performance	**2025 result:** The substantial construction of the Sanyi Technology Logistics Park began with the soil and water conservation plan, as follows: 1. During the construction period, to reduce the impact of terrain disturbance on the environment, a stormwater runoff reduction plan was established based on the nature of each construction item. This plan included measures such as rainwater diversion, sand traps, temporary earthworks placement, facility and material storage areas, and temporary disaster prevention facilities. 2. By the end of 2025, constructions of water conservation and surface vegetation facilities were completed. The acceptance inspection is planned to carried out in 2026. **2026 objective:** Following the four principles for ecological and environmental protection measures – avoidance, minimization, mitigation, and compensation – we act responsibly towards the environment and continuously reduce the environmental risks associated with development projects.

Note: The impact period is defined as follows: short term refers to a period within 3 years, medium term within 3–5 years, and long term within more than 5 years.

Risk item (II)	**Reputational risk - Thanks to the increased awareness of sustainability, external stakeholders request more sustainable products or services; or the reputation of the Company is affected because we did not take specific actions against climate change.**
Risk impact description	As for the global carbon reduction trend, low carbon products demonstrate strong market demands. Customers have higher awareness of low energy consumption or green products, and place more importance on the sustainability awareness and strategy of a company. This risk has high impact.
Impact duration	Medium-term impact
Potential operational impact	1. The investment on R&D and manufacture costs of a company as well as the cost for recruitment of professional talents may increase. 2. The operating revenue of a company may drop if it is not able to catch up with the trend of sustainable products and services, or fails to meet the requirements of the stakeholders in time.
Stakeholder	Stakeholders affected by this risk may include the Company, our employees, and upstream and downstream enterprises in the supply chain, such as agricultural product suppliers, product processors, sales channels, and customers.
Response strategy	• Provide education and training and cultivate professional talent. • Continue to invest in sustainable products, process optimization, and greenhouse gas reduction to enhance competitiveness and meet sustainability requirements of the customer.
Financial impact of the response measures	• Increased budgets for education, training and cultivation of professional talent. • Investment in related technologies such as sustainable product development, energy-saving process improvements, and alternative materials to increase our R&D costs.

Result and performance	**2025 result and performance:** 1. Since 2022, the Company has consistently implemented a company-wide salary adjustment policy. At the Laopi Tea Plantation, farm work is organized based on the agricultural calendar, with employees rotating through tasks, including weed and pest control, irrigation, fertilization, and harvesting. These activities are supported by agricultural equipment like backpack brush cutters and bar-type sprayers, which help to improve practical skills and work efficiency. In addition, we promote the rotation and training of tea farm employees to improve their sustainable agricultural operation capabilities, gradually implement environmentally friendly farming methods and internal human resource sustainable management, strengthen the job agent system in tea factories, and ensure the stable operation of the production line. In terms of education, training, and talent development, a budget has been allocated annually to encourage participation in external programs, provide certification bonuses, and develop certified employees to serve as internal instructors. 2. Plant protection and quality assurance personnel continued to participate in education and training on sustainable farming practices in 2025. The Direction and Practice Analysis of Food and Agricultural Education; Food and Agricultural Education Teaching Tool and Curriculum Design; Food and Drug Administration Food Hygiene and Safety Courses; and Agricultural and Food Production and Sales Tracer Personnel Retraining are all components of food and agricultural education and training. Participation in these workshops can impart knowledge and provide an important practice in promoting sustainable agriculture. These courses effectively deliver long-term environmental, social, and economic benefits by linking production, ecology, and daily life. Ecological dimension: Conveying awareness of environmentally friendly agricultural practices. Social dimension: Building responsibility throughout the agricultural supply chain. 3. Use of pesticide at Laopi Tea Farm in Pingtung: 8,134 liters in 2023 and 7,090 liters in 2024, with a reduction of 1,044 liters and a further reduction of 6,959 liters in 2025. (The cultivated area increased from 100 hectares to 130 hectares, and despite the increase in area, the amount of pesticide used was reduced steadily.) The five-year pesticide reduction plan from 2021 to 2025 is complete. The average annual pesticide use decreased from 134.25 kg/hectare in 2020 to 53.53 kg/hectare in 2025, a reduction of approximately 60%. In terms of pesticide toxicity, current use focuses primarily on pesticides with low and mild toxicity, and the proportion of moderately toxic pesticides is kept below 10%. In the environment aspect, as a result of the pesticide reduction program, the biodiversity has gradually increased and the number of bird populations in the tea farm has been steadily growing. In addition to quails and nightjars nesting there, bamboo partridges were also observed under the tea trees to be harvested in 2024. Reptiles began to forage boldly on tea tree canopies. 4. Starting in 2025, outdoor decking at the Company's self-operated leisure locations has been progressively transitioned from traditional timber (ironwood and Southern pine) to wood-plastic composite decking certified under ecological and recycled green building material labels. This initiative protects forest resources and reduces environmental burdens, while the material's high durability lowers replacement frequency and resource consumption. 5. We have been using photocopy paper with a carbon footprint label since 2025. Compared to traditional production methods, this can reduce approximately 75% of air pollution and 35% of water pollution, and lower carbon emissions. 6. In addition, leisure stores have held tea stem reuse experience events. Through hands-on workshops such as tea-mallet crafting, tea-bag silk-screening, soup-dumpling-shaped sachet making, and tea-leaf pillow assembly, waste tea stalks are transformed into practical and educational products to significantly improve the resource efficiency and strengthen the consumer's recognition of the sustainability principles.

Note: The impact period is defined as follows: short term refers to a period within 3 years, medium term within 3–5 years, and long term within more than 5 years.

Risk item (III)	**Policy and Legal risk - The power rationing measures of the government directly lead to work suspension or delayed schedule of the Company, at the farm, or on the agricultural land.**
Risk impact description	Being affected by the environmental or climate policy of the government, extra power sources may be needed (e.g. use of green electricity), or there is a risk of production schedule adjustment or work suspension.
Impact duration	Medium-term impact
Potential operational impact	1. Punishment is received because of failure to follow government regulations. 2. Insufficient power supply could disrupt operations, reduce production efficiency, and increase labor costs.
Stakeholder	The stakeholders that may be affected by this risk include TTC, supply chain, customer, and community.
Response strategy	1. To address climate anomalies and business needs, we adopted appropriate pruning methods to stabilize harvest yields and minimize disruptions to factory production schedules. Schedule early work shifts during non-production periods to reduce electricity demand and enhance energy efficiency. 2. Improve production line processes, including installing a lever at the green tea frying pan discharge area, optimizing the withering feed conveyor, and improving dust control in the refining area to enhance production resilience during the period of power shortages. This ensures production lines maintain a high level of production stability and unit output even during government power restrictions. Simultaneously, it ensures operating environment compliance and protects annual output targets and the value of farmland raw materials from policy fluctuations. 3. Increase the equipment cleaning and maintenance frequency to enhance operational resilience during power rationing. Through preventive maintenance, wear on mechanical and electronic components caused by frequent starts and stops is significantly reduced to effectively control the failure rate and extend the service life. This not only reduces the time needed to prepare generators for restart after a power outage, but also eliminates the risk of unplanned downtime, ensuring annual production targets are met even with limited power availability. 4. The warehouse roof is leased to a solar energy company for the installation of solar panels, with a total approved device capacity of 513.96 KW.
Financial impact of the response measures	1. Increased costs for improvement and installation of the production line process equipment. 2. Increased frequency of equipment cleaning and maintenance to increase short-term maintenance costs. 3. Installation of solar power generation equipment to increase related construction costs.
Result and performance	**2025 result and performance:** 1. The tea factory optimized the design of the green tea production line's conveyor belt discharge system to minimize material buildup. The factory adopted a pin buckle conveyor belt, improving cleaning and maintenance efficiency. 2. Complete the refinery line upgrade, improve energy-saving equipment, and increase energy efficiency by 2%. 3. The rooftop solar energy system was successfully implemented. In 2025, and the actual power generation for the entire year totaled 595,532 degrees (the tea factory and dormitory rooftops generated 521,470 degrees and 74,062 degrees annually, respectively). By providing a stable site, the Company has helped increase the total output of social renewable energy and contributed substantial influence on Taiwan's energy transition. This move has not only enhanced asset utilization efficiency but also yielded the dual benefits of reduced indoor temperatures and improved environmental sustainability. 4. We effectively reduced factory production schedule delays and overtime costs by 59.97% due to uneven production volumes. 5. The Laopi Tea Farm's total plant power consumption decreased with peak-off adjustments, significantly improving energy efficiency. In 2025, power usage was reduced by 176,331 kWh compared to 2024, representing an annual energy savings of approximately 4.98%. 6. We improved the production line processes to increase production stability by 15% and reduce non-essential downtime. There were no production shutdowns or losses during the year due to government power rationing or power supply constraints. 7. There was no production loss this year due to equipment failure caused by frequent start-ups and shut-downs resulting from power rationing.

Risk item (IV)	**Long-term risks - The Climate change brings about uneven distribution of rain. It may cause shortage in water resources and thus affect the stability of the supply and the quality of the products.**
Risk impact description	Lead to reduced tea leave production volume, worse quality, slow product growth, and damage to quality to affect the supply stability and quality of purchased products.
Impact duration	Long-term impact
Potential operational impact	Uneven rainfall may lead to worse quality of tea leaves or damage to product quality. Increase of quality inspection and QC measures may be needed and management cost may increase as a result.
Stakeholder	Upstream and downstream companies of the supply chain (e.g. agriculture product and wood processing factories), customers (who may have higher requirements for product quality), local communities (which may be affected by water resource shortage, resulting in difficulty in livelihood and finance).
Response strategy	1. Supply chain diversity: Reduction of the dependence on the region where water resources are in shortage, diversity of the supply chain, and prevention of the risk arising from a single supply source, including development of new supply channel and reduction of product purchase from the region where water resources are in shortage. 2. Proper planning and scenario analysis for the use of TTC's resources.
Financial impact of the response measures	Adjusting product procurement for water-scarce regions may potentially increase the procurement costs.
Result and performance	**2025 result and performance:** 1. The use of the irrigation system combined with IoT soil moisture monitoring has enabled the efficient allocation of limited water resources during droughts. Precisive watering has increased the yield by 200%. 2. Tea tree pruning creates a natural ground cover of branches and leaves that suppresses weeds and functions as compost, increasing soil organic matter by 59.3% and reducing the need for purchased organic fertilizer. 3. By adapting to weather conditions and using precise pesticide application while maintaining the small green leafhopper population, we enhanced honeydew production on tea leaves and successfully increased the raw material yield of honey flavor black tea by 19.5%. 4. In 2025, we hired 18 new suppliers. This not only strengthened our environmental resilience against water shortages, but also established a more resilient value chain system, ensuring the brand can continue to provide stable, high-quality products even as extreme weather becomes the new normal.

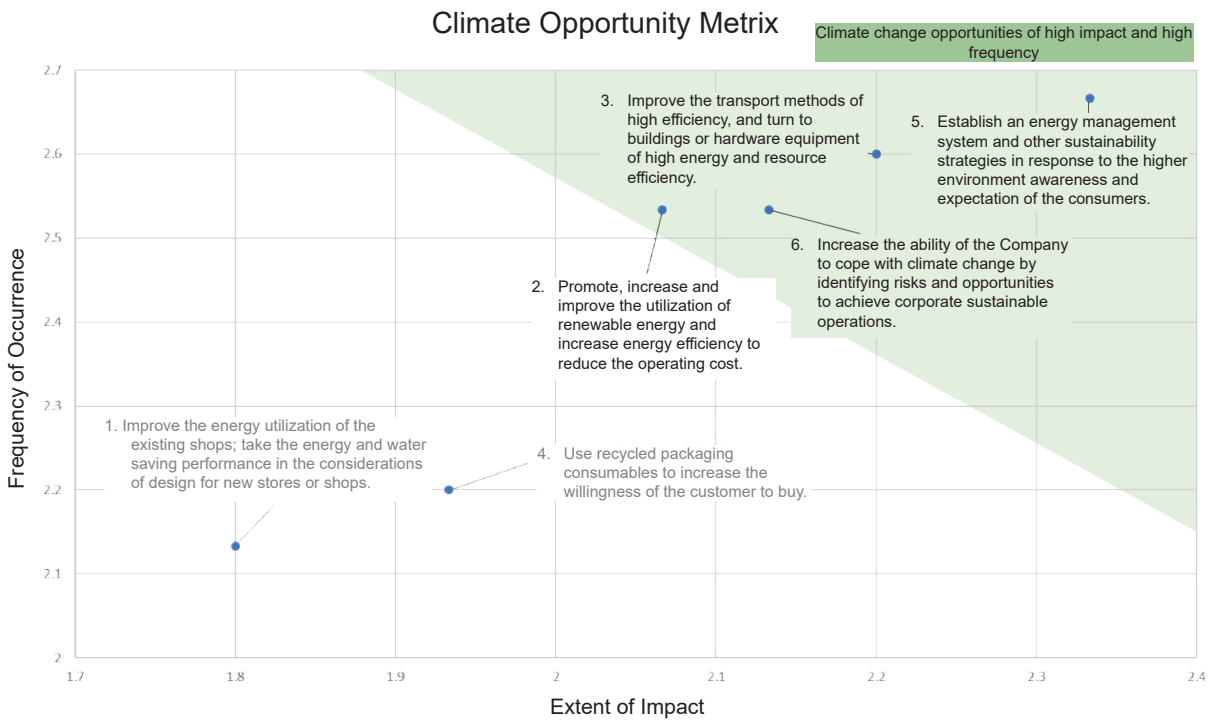
Risk item (V)	**Policy and Legal risk - The government of every country has established GHG related regulations and thus increased the operating cost of the Company. TTC may stop the operations or receive a punishment due to failure to catch up with the planned net zero emission roadmap of the government in time.**
Risk impact description	The government is revising greenhouse gas regulations, and companies are required to comply with these regulations by gradually disclosing data based on their capital and revising their rules. The designs and packaging materials of the selected suppliers and products must comply with the low-carbon principle.
Impact duration	Medium-term impact
Potential operational impact	1. The government has revised the regulations and established a timeline that companies must follow to conduct carbon inventories and obtain external assurance. Operating costs will be incurred regardless of whether companies seek guidance from a professional team, conduct the inventory independently, or engage a third-party institution for assurance. 2. Require existing service providers to conduct carbon inventories or provide carbon footprint labeling, and commit to carbon reduction initiatives. However, these efforts are expected to increase product purchase prices and result in higher operating costs for the Company. 3. Searching for vendors and products that meet sustainability and low-carbon criteria has increased procurement time and purchase costs, which in turn led to higher operating and personnel costs for the Company.
Stakeholder	The stakeholders that may be affected by this risk include TTC, supply chain, customer, supplier, community, and employee.
Response strategy	1. The Company has established the Greenhouse Gas Inventory Team, provided education and training from time to time, and encouraged employees to participate in external courses to strengthen their understanding of greenhouse gas inventory and reduce greenhouse gas emissions. 2. Enhance the communication and collaboration with the government and all sectors of society, actively participate in the establishment and implementation of the net zero emission roadmap, and strive for political support and resource security.
Financial impact of the response measures	1. To enhance employees' professional capabilities in greenhouse gas inventory and carbon reduction, it is necessary to invest in relevant courses from external organizations and the time cost of the training. 2. Costs for external third-party verification agencies, inventorying tools and systems.
Result and performance	**2025 result and performance:** In addition to continuous promotion of greenhouse gas management, a Carbon Inventory Team was formed in 2024, and internal training sessions were conducted. Employees were encouraged to participate in external courses to enhance their knowledge of carbon management. Two employees obtained the "iPAS Net Zero Carbon Emission Planning Administrator-Associate Level" certification issued by the Ministry of Economic Affairs. Furthermore, we actively collaborated with the government and various sectors of society to plan and advance net-zero emission pathways, while also seeking policy and resource support. 1. Internal rules were established in accordance with government regulations to meet the requirements of the greenhouse gas inventory roadmap. 2. The Company will continue to advance its greenhouse gas inventory efforts, building on the external consulting initiated in 2023. 3. Using 2022 as the base year, the 2025 greenhouse gas inventory data was obtained in March 2026. 4. A third-party verification agency commenced verification of greenhouse gas inventory data across all plant sites at the end of May 2026.

Climate opportunity identification result

TTC collected 6 climate related opportunity topics based on the consideration aspects under the TCFD and the development trend of the industries related to global climate change and sustainability, and defined the order of these opportunities in terms of their materiality based on the previous experiences of the head of each unit and the relative comparison made thereby with respect to their likelihood of occurrence and extent of impact. The Top-4 opportunities identified in terms of their benefits are material climate opportunities. We ascertain the impact of these opportunities on the business of the Company and design development guidelines.

TTC's Climate Related Opportunity Topic	
Opportunity aspect	**Topic**
Resource efficiency	1. Improve the energy utilization of the existing shops; take the energy and water saving performance in the considerations of design for new stores or shops.
Energy source	2. Promote, increase and improve the utilization of renewable energy and increase energy efficiency to reduce the operating cost.
Products and Services	3. Improve the transport methods of high efficiency, and turn to buildings or hardware equipment of high energy and resource efficiency.
	4. Use recycled packaging consumables to increase the willingness of the customer to buy.
Market	5. Establish an energy management system and other sustainability strategies in response to the higher environment awareness and expectation of the consumers.
Resilience	6. Increase the ability of the Company to cope with climate change by identifying risks and opportunities to achieve corporate sustainable operations.

TTC's 2025 climate opportunity matrix



Opportunity item (I)	**Market - Establish an energy management system and other sustainability strategies in response to the higher environment awareness and expectation of the consumers.**
Impact duration	Long-term impact
Potential operational impact	Due to the rising awareness of sustainable development, the products of the Company are gradually transformed into environmentally friendly materials. Sustainable, environmentally friendly manufacturing processes are implemented to reduce environmental risks. Low-carbon products are being developed to align with carbon reduction targets and to meet current consumer preferences for sustainable and environmentally friendly products.
Response strategy and financial impact of the response measures	1. The Company develops and establishes sustainability strategies and manufactures sustainable and environmentally friendly products. These can increase the willingness of the consumers to purchase, improve the flow of people in the stores, and thereby enhance the profitability. 2. Reducing product packaging and using low-carbon, environmentally friendly materials can reduce carbon emissions and lower the costs thanks to the use of simpler packaging materials. 3. Gradually replace high energy-consuming equipment and develop energy-saving plans to improve energy efficiency and reduce operating costs.

Result and performance	**2025 result and performance:** 1. Introduction of recycled materials (such as tea stalk regenerated paper) into product packaging and gift box design was implemented to promote resource recycling. Approximately NT$ 320,000 was invested in the development and procurement of tea stalk regenerated paper as a foundational investment in sustainable transformation. 2. LuGao Cafe was selected by the Ministry of Agriculture as a sustainable coffee farm, strengthening the brand's sustainability profile and market confidence. 3. Through equipment replacement and energy-saving management, the Pingtung Branch Office's Category 2 indirect energy emissions accounted for the majority in 2025 (1,566.553 tCO_2e), reflecting its significant power consumption. However, compared to the 2022 baseline (3,256.810 tCO_2e), emissions were reduced by 1,690.257 tCO2e. This progress directly reflects the substantial contribution of the low-carbon energy to the reduction of the environmental costs.

Note: The impact period is defined as follows: short term refers to a period within 3 years, medium term within 3–5 years, and long term within more than 5 years.

Opportunity item (2)	**Products and Services - Improve the transport methods of high efficiency, and turn to buildings or hardware equipment of high energy and resource efficiency.**
Impact duration	Medium-term impact
Potential operational impact	Improvement of the transport and energy efficiency may increase the competitiveness of TTC in the supply chain and reduce GHG emissions.
Response strategy and financial impact of the response measures	1. The adoption of dedicated freight for bulk commodity shipping has reduced the freight cost. 2. The unit cost of the product decreases by increasing the process efficiency, and the revenue grows due to conformance to low carbon operations and popularity of products among the consumers. 3. Finding feasible solutions together with the partners in the supply chain and developing effective energy saving technology in collaboration with them can enhance the closeness with the supply chain.
Result and performance	**2025 result and performance:** 1. In 2025, the Company optimized bulk commodity transportation by using dedicated vehicles for consolidated deliveries to the same recipient, which proved more cost-effective than individual piece-based pricing. 2. For the regularly sold 36kg bulk packaging of raw materials, deliveries are now handled by a dedicated carrier, reducing freight costs by more than 50% compared to traditional shipping methods. 3. The adoption of dedicated freight for bulk commodity shipping has reduced both freight costs and the carbon footprint.

Opportunity item (III)	**Resilience - Increase the ability of the Company to cope with climate change by identifying risks and opportunities to achieve corporate sustainable operations.**
Impact duration	Short-term impact
Potential operational impact	1. By monitoring trends and continuously developing sustainable practices, TTC is better positioned to navigate climate risks and opportunities. This fosters greater confidence among investors and customers, enhances collaboration, strengthens its reputation, and improves operational performance and visibility. 2. The Company is dedicated to reducing the use of power-consuming appliances and equipment, and to using packaging products with environmentally friendly materials. These efforts aim to significantly reduce the energy consumption of products, lower the impact on the environment in line with our sustainable development goals, and make customers more satisfied with our products. 3. TTC identifies opportunities arising from climate change risks to effectively leverage the Company's sustainable development advantages and establish clear directions and goals.
Response strategy and financial impact of the response measures	1. The Company established the Greenhouse Gas Inventory Team. We can clearly understand the carbon emissions of each branch through annual greenhouse gas inventory, and, based on the risk and opportunity analysis, formulate a clear sustainable development direction and management policy, define a clear reduction goal. 2. Land and farming areas should be built with enhanced capacity for effective soil and water conservation facilities to improve the ability of land and farming areas to cope with climate risks. Introduce an expert/scholar consultation mechanism for environmental development and include the concepts of environment and conservation at the design stage. 3. By lowering the carbon emissions and using raw materials produced locally, the fuel consumption and carbon footprint of transportation can be reduced. 4. Laopi Tea Farm in Pingtung uses an Israeli company's water-saving drip irrigation system to save water. This reduces the cost of irrigation water. 5. The Company pays attention to the energy consumption of the agricultural machinery and uses energy-efficient agricultural machines to mitigate air pollution. 6. We are devoted to afforestation as planned and change tree species every year. The total area of the Company's afforestation has reached about 475 hectares. 7. The Israeli drip irrigation system used to cultivate tea trees in Laopi Tea Farm in Pingtung has lowered the water consumption by 70% and reduced the use and waste of fertilizer, thereby saving the expense for purchasing fertilizer and the wages to workers for applying the fertilizer, and protecting the environment. The coverage rate of the drip irrigation system reaches 100%. 8. Conduct planting management in a quality agricultural manner. Use liquid fertilizer of aerobic fermentation and trace elements to nourish crops. Grow the trees in a vegetative cultivation manner to provide organic materials needed for the crops whenever necessary. This can reduce the demand for chemical fertilizers and lower fertilizer procurement costs.
Result and performance	**2025 result and performance:** 1. The Company conducts an annual inventory of carbon emissions at each plant, serving as a reference for risk and opportunity assessments. Based on these assessments, specific carbon reduction targets and sustainability strategies are developed and integrated into business operations. 2. We enhanced daily energy-saving practices, such as turning off lights during lunch breaks, adjusting air conditioning temperatures, and encouraging staff to power down lights and computers at the end of the workday. 3. The Company reports to the Board of Directors on the progress of its GHG emission inventories and audit plans at least quarterly. The Board received updates on the inventory and audits during meetings held on March 13, May 12, August 11, and November 12, 2025. 4. In 2025, the Company continued to engage a consulting team to complete the greenhouse gas emissions inventory in March 2026 in accordance with ISO 14064-1 standards. A third-party verification organization commenced data verification at the end of May 2026 (2026/5), and the Company plans to disclose its 2026 greenhouse gas assurance information by the end of 2027 in accordance with the Financial Supervisory Commission's sustainability disclosure roadmap for TWSE/TPEx listed companies. 5. At the Laopi Tea Farm located in Pingtung, the total nameplate capacity of the solar photovoltaic system installed on the roofs of the new factory and dormitory is 513.96kW. The actual power generation reached 595,532 kWh in 2025. Based on the latest electricity carbon emission factor of the Bureau of Energy, Ministry of Economic Affairs, this was equivalent to reducing Taiwan's carbon dioxide emissions (CO_2e) by approximately 294 tons, substantially contributing to the nation's carbon reduction goals. 6. Based on the results of the risk assessment, climate change management indicators are established, and targets and performance are regularly reviewed to ensure that risk controls and sustainability goals progress in alignment.

Opportunity item (IV)	Energy source - Promote, increase and improve the utilization of renewable energy and increase energy efficiency to reduce the operating cost.
Impact duration	Short-term impact
Potential operational impact	1. The Company is actively promoting and improving the use of renewable energy, which not only effectively reduces greenhouse gas emissions but also strengthens energy independence and reduces reliance on traditional fossil fuels. 2. The use of low-carbon energy products and efforts to reduce office electricity consumption not only align with international decarbonization trends and ESG disclosure requirements but also enhance corporate resilience and brand image to reduce the operating cost. 3. Simplify the packaging design of products and reduce the energy consumption rate through reduction of manufacturing processes. The revenue grows due to low carbon operations and popularity of products among the consumers. 4. The sales and marketing departments conduct two-way communication with customers to understand their concepts of and demands for sustainable energy conservation, improve product structures, enhance energy efficiency, and increase customers' willingness to purchase.
Response strategy and financial impact of the response measures	1. The Procurement Department shall work with suppliers to find alternative solutions for the manufacturing process, jointly develop technologies and products that can effectively save energy and reduce carbon emissions, and obtain carbon footprint labeling where feasible. 2. Set the goal for reduction of energy consumption (e.g. fuel, electricity, and water) and develop an energy conservation plan. 3. Invest in or replace with energy-saving equipment to gradually phase out relatively energy-intensive process equipment. This will reduce electricity costs in the long run. 4. Promote energy conservation activities among employees and advocate for the reuse of recyclable products. 5. Assess the feasibility of green electricity usage.
Result and performance	1. Sun Moon Lake Antique Assam Tea Farm conducted an ISO 14067 product carbon footprint inventory for black tea (including TTES No. 8) grown in the production area. In late April 2026, it was the first in Taiwan to obtain the carbon footprint label for naturally grown TTES No. 8 (Assam black tea), demonstrating its low-carbon production process and sustainable agriculture practice. 2. We partnered with suppliers to reposition waste tea branches from tea production as a renewable resource, and developed the “TCC paper” with a distinctive design and quality. By incorporating FSC-certified reconstituted fiber technology and fiber restructuring techniques, the consumption of virgin pulp and environmental impact have been effectively reduced. "TCC paper" has already been adopted for packaging Daxi Tea Factory’s 100th Anniversary Gift Box in 2026, with the design embodying the sustainable principle of “resources from the land, value returned to the design.”

Scenario analysis

Physical Risk Scenario Analysis: Landslide and Flooding at the Operating Sites

Analysis methodology

This physical risk scenario analysis used slope disaster and flooding simulations to assess potential disaster impacts at the Company’s operating sites across Taiwan. The analysis considered these risks from two perspectives to provide a comprehensive understanding of potential future events at each location. The analysis methods for each disaster risk are detailed below.

Slope disaster risk

The calculation of physical slope disaster risk is primarily conducted using the Disaster Risk Adaptation (Dr.A) platform provided by the National Science and Technology Center for Disaster Reduction (https://dra.ncdr.nat.gov.tw/). This platform utilizes the latest CMIP6 (Coupled Model Intercomparison Project Phase 6) model data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) of the National Science and Technology Council to assess hazard indicators of the slope disasters and incorporates greenhouse gas emission scenario assumptions (SSP1-2.6, SSP2-4.5, SSP3-7.0, and SSP5-8.5). It simulates rainfall impacts from multiple atmospheric circulation models and employs an multi-model approach (GCMs) to evaluate and reduce uncertainties in climate change scenarios, thereby assessing future slope disaster risk levels across different regions.

The slope disaster refers to the slope, specifically those above 100 meters in elevation or with an average slope exceeding 5%, where soil, rock debris, and rock are vulnerable to the effects of gravity. These materials have experienced soil erosion, collapses, landslides, or debris flows due to the factors such as typhoons, heavy rainfall, earthquakes, and inappropriate land development. When these threaten the structure on or below a slope and result in loss of human life, socioeconomic impact, or ecological damage, it is termed a slope disaster.

The slope disaster simulation model used in this study is based on the risk definition of hazard, vulnerability, and exposure as outlined by the IPCC (2012), and utilizes indicators from previously developed slope disaster risk maps (Chen et al., 2016). Daily rainfall data provided by TCCIP under CMIP6 climate scenarios are used to analyze the probability of extreme rainfall as a hazard indicator. The vulnerability indicator is based on the potential for geological disasters and a nationwide collapse range analysis, while exposure is measured based on the Company’s operating revenue. This analysis assesses the impact of the slope disaster on the Company, with details on each indicator provided below:

1. Hazard: Using future rainfall estimates from CMIP6 in different global warming scenarios, the probability of extreme rainfall events (>350mm/day) is calculated for each grid. Based on the average value of the slope disaster response warning value for Taiwan provided by the NCDR, and the CWA-defined torrential rain as accumulated rainfall reaching 350 mm or more within 24 hours, the threshold for rainfall-induced slope disasters across Taiwan is set at a daily rainfall exceeding 350 mm to estimate the probability of extreme rainfall events.
2. Vulnerability: The slope disaster vulnerability is analyzed using two key indicators of geological hazard potential and bare land area. By overlaying the 2014 and 2016 hazard maps of debris slides, rockslides, rockfalls, and dip slopes (published by the Central Geological Survey and Mining Management Agency, MOEA) with the 2018 island-wide landslide data (provided by the Forestry and Nature Conservation Agency, MOA), the area ratio of townships and districts is used as the slope vulnerability indicator.

3. Exposure: This refers to the target potentially affected by external hazards. In this physical risk scenario analysis method, the revenue of the business location of the company concerned is used as a basis for assessing the affected target. The location with higher operating revenue experiences a relatively greater impact of the disaster.
4. Risk: The slope disaster risk is composed of the hazard, vulnerability, and exposure indicators described above. It refers to the potential of landslides on slopes during extreme rainfall events linked to climate change, which could impact the business location of a company and result in losses. Climate change disaster risk has inherent uncertainties. Risk levels are presented through a tiered system, with the higher tiers indicating greater risk.



Figure 1 Schematic of Slope Disaster Risk Indicator Definitions

Through the above model, analyses are conducted using short-, medium-, and long-term [1]slope disaster simulation results from both the moderate emission scenario (SSP2-4.5) and the extremely high emission scenario (SSP5-8.5). The medium emissions scenario (SSP2-4.5) is characterized with the land use and aerosol pathway that are less extreme than those of other Shared Socioeconomic Pathways (SSPs), as a combination of moderate social vulnerability with moderate radiative forcing. It is more neutral and closely reflects current climate trends compared to other scenarios. The extremely high emissions scenario (SSP5-8.5) represents a very high forcing pathway and is the only SSP scenario projected to produce 8.5 W/m^2 of radiative forcing by 2100. This scenario depicts a more severe climate environment and is therefore used as the basis for assumptions about the most adverse future climate outcomes.

Flooding risk

The calculation method for physical flood risks relies primarily on the overlay analysis based on the third-generation flood potential map provided by the Water Resources Agency, Ministry of Economic Affairs (https://fhy.wra.gov.tw/fhyv2/disaster/downloads). Prediction results are categorized as follows: no impact, 0.3–0.5 meters, 0.5–1 meter, 1–2 meters, 2–3 meters, and greater than 3 meters. The flood potential map incorporates the results of the drainage system, regional flood simulations, and flood-prone area management plans. It also considers the flood process (flow velocity and water level rise rate) as well as the differences in rainfall distribution between plains and mountainous areas. Ten quantitative rainfall scenarios were designed and simulated: 150, 250, and 350 mm every 6 hours; 200, 300, and 400 mm every 12 hours; and 200, 350, 500, and 650 mm every 24 hours.

The flood potential map is created to proactively understand disaster risks. Currently, it cannot simulate the precipitation and flooding associated with future typhoons and floods; therefore, it is made based on hydrological analysis to establish different rainfall amounts and rainfall patterns. The map is intended solely for pre-disaster flood preparedness and emergency response. The map's production process involves numerous considerations and assumptions, and its time and spatial resolution and complexity significantly affect the outcome, leading to inherent uncertainty in the results.

The climate scenarios selected for this analysis are SSP2-4.5 (limiting future warming to within 2°C) and SSP5-8.5 (where future warming exceeds 4°C). Using data from TCCIP, the single-day maximum rainfall for each county and city in Taiwan is determined under a 90% confidence level for both scenarios. This rainfall forecast data for each county and city is then linked to flood potential maps to complete the scenario analysis.

1 Short-term assessments cover the current potential disaster situation in the area; mid-term assessments involve simulations conducted before 2040; and long-term assessments involve simulations conducted before 2060.

Analysis result

The Company currently has 13 business locations. Following slope disaster model analysis, five locations (all company-owned, with three situated in the same complex) are identified as having a slope disaster risk level of 4 or higher under the defined scenarios, and require increased attention. The remaining locations are considered to be at medium or low risk (risk levels 3 or below). The complete statistical analysis results are as follows:

Table 1 Physical Risk Scenario Analysis Results_Slope Disasters

Locations	General scenario SSP2-4.5			Severe scenario SSP5-8.5		
	Short-term	Midterm	Long-term	Short-term	Midterm	Long-term
Hsinchu headquarters	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3
Pingtung Branch Office/Laopi Tea Farm	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3
Nantou Branch Office	Level 5	Level 5	Level 5	Level 5	Level 5	Level 5
Miaoli Branch Office	Level 1	Level 1	Level 1	Level 1	Level 1	Level 1
Sanxia Branch Office	Level 3	Level 3	Level 3	Level 3	Level 2	Level 3
Sun Moon Lake Antique Assam Tea Farm	Level 5	Level 5	Level 5	Level 5	Level 5	Level 5
LuGao Cafe	Level 3	Level 3	Level 4	Level 3	Level 3	Level 3
Daxi Tea Factory	Level 4	Level 4	Level 4	Level 4	Level 4	Level 4
Tongluo Tea Factory	Level 1	Level 1	Level 1	Level 1	Level 1	Level 1
Headquarters Store	Level 2	Level 2	Level 2	Level 2	Level 1	Level 2
Yu Chi Tea Factory	Level 5	Level 5	Level 5	Level 5	Level 5	Level 5
San Yi Tea Factory	Level 1	Level 1	Level 1	Level 1	Level 1	Level 1
Xiong Kong Tea Factory	Level 3	Level 3	Level 3	Level 3	Level 2	Level 3

Based on the overlay analysis of various locations, only one site exhibits potential flood risk under the designated flooding scenarios. The remaining sites are estimated to be unaffected by potential flooding. The statistical analysis results of each location are as follows:

Table 2 Physical Risk Scenario Analysis Results_Flooding Disaster

Analysis result / Locations	Maximum potential flood depth in each scenario.					
	General scenario (SSP2-4.5)			Severe scenario (SSP5-8.5)		
	Short-term	Midterm	Long-term	Short-term	Midterm	Long-term
Hsinchu headquarters	No risk	No risk	No risk	No risk	No risk	No risk
Pingtung Branch Office/Laopi Tea Farm	0.5-1 meter	1-2 meter	1-2 meter	0.5-1 meter	1-2 meter	0.5-1 meter
Nantou Branch Office	No risk	No risk	No risk	No risk	No risk	No risk
Miaoli Branch Office	No risk	No risk	No risk	No risk	No risk	No risk
Sanxia Branch Office	No risk	No risk	No risk	No risk	No risk	No risk
Sun Moon Lake Antique Assam Tea Farm	No risk	No risk	No risk	No risk	No risk	No risk
LuGao Cafe	No risk	No risk	No risk	No risk	No risk	No risk
Daxi Tea Factory	No risk	No risk	No risk	No risk	No risk	No risk
Tongluo Tea Factory	No risk	No risk	No risk	No risk	No risk	No risk
Headquarters Store	No risk	No risk	No risk	No risk	No risk	No risk
Yu Chi Tea Factory	No risk	No risk	No risk	No risk	No risk	No risk
San Yi Tea Factory	No risk	No risk	No risk	No risk	No risk	No risk
Xiong Kong Tea Factory	No risk	No risk	No risk	No risk	No risk	No risk

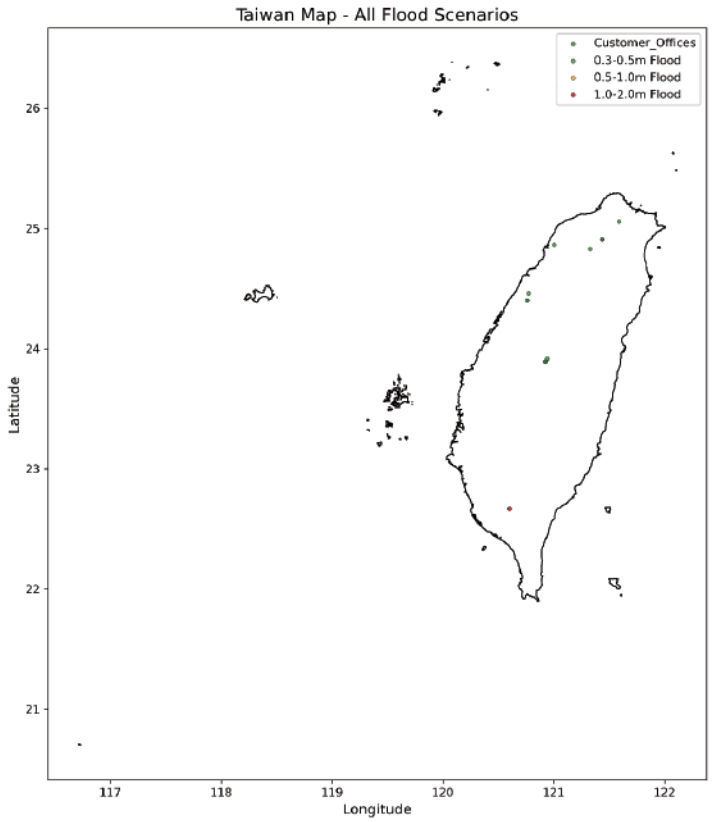


Figure 2: Flood Disaster Potential Map

Because our locations are at higher risk of slope disasters, the Company has continuously and proactively strengthened disaster prevention measures at each operating site. We have ensured thorough disaster preparedness for severe disasters and developed disaster prevention SOPs to effectively respond to and mitigate sudden, unexpected disasters.

Regarding flood risk, currently only the Pingtung Branch is located in an area identified as having relatively higher potential for flooding. In addition to strengthening flood risk management at that location, the Company has continued to enhance climate risk management measures in other areas where flood hazards have not yet been identified.

In addition to the measures above, the Company continuously discloses various climate change risks in the sustainability report and on its official website annually, and has formulated control measures based on the analysis results to strengthen its operational resilience to physical risks.

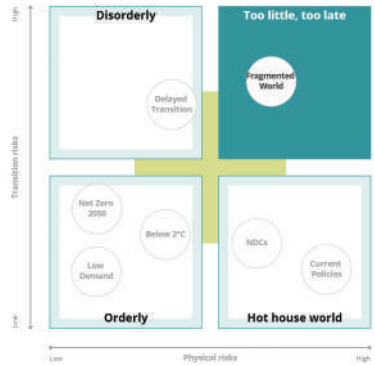
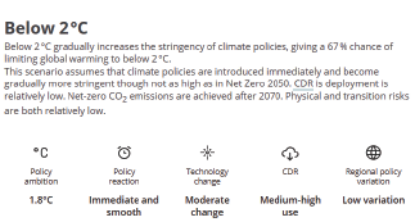
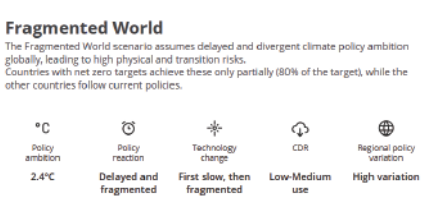
Scenario analysis of transformation risk — Analysis of TTC's carbon reduction

Analysis methodology

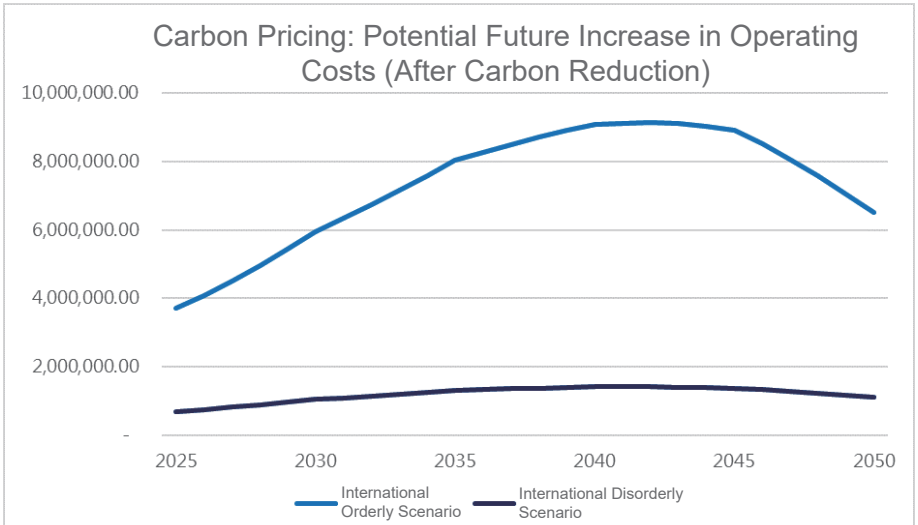
This time, the calculation method continues to build on past practices by referencing international carbon fee estimation parameters. However, this year we shifted to assessing the potential financial impact of transformation carbon costs/expenses under the Company's own carbon reduction pathway in different scenarios to inform the development and adjustment of a carbon reduction strategy more closely aligned with our goals.

This year, with financial considerations in mind, we used as a reference the carbon price parameters provided by the Network for Greening Financial System (NGFS). The focus was on selecting scenarios closer to current expectations: a moderate emission pathway aligned with a below 2°C warming target, and a disorderly transition to a fragmented world scenario (with warming targets of 1.8°C and 2.4°C, respectively) in the event global emission reduction goals were not met. These scenarios served as a basis for developing the company's climate governance strategy. To clearly analyze the reliability of the results, we assumed that the Company maintained the current operating model and carbon reduction plan, and analyzed our own emissions based on an annual reduction rate of approximately 3%.

Table 3 Transformation Risk Climate Scenarios, Parameters, and Assumptions

NGFS Climate Scenario	Scenario Parameters and Corporate Assumptions
	Scenario parameters: Under the NGFS scenario below 2°C, the carbon cost rose to NT$500 in 2025 and is projected to reach approximately NT$4,500 by 2050. The carbon cost of a fragmented world has risen gradually from NT$450 to approximately NT$3,000. Corporate assumptions: Business As Usual (BAU) as the corporate operation assumption.
Scenario Assumptions and Warming Target Reference[2].	
Below 2°C 	Fragmented World 

Analysis result



2 Reference: NGFS website, https://www.ngfs.net/ngfs-scenarios-portal/explore.

Under a climate development scenario aligned with the expectation of limiting warming to below 2°C, and assuming the Company achieves a 3% annual carbon reduction rate, the scenario assumptions indicate higher carbon costs to remain within the 2°C limit. Consequently, costs in 2050 are projected to potentially impact revenue by as much as 2.11%, while the financial impact of transitioning towards existing goals is expected to remain manageable. However, if the world trends toward fragmentation, the increase in carbon costs will be more moderate. With the Company's stable carbon reduction efforts, the impact of these costs will amount to only about 0.33% of the revenue. Should this scenario materialize, as predicted by the forecasting institution, other raw material and energy costs may increase to a greater extent, and energy source risks should be evaluated.

Climate-related risks	Transformation risk						
	Carbon emission scenario	Below 2°C			Fragmented World		
	Time range	2030	2040	2050	2030	2040	2050
Possible additional or corresponding carbon costs may arise from the implementation of new regulations and policies.	**Estimated carbon cost growth range**	$500–$1,300	$1,300–$2,600	$2,600–$4,400	$450–$500	$500–$1,800	$1,800–$3,100
	Incremental costs as a percentage of revenue (2024)	0.38% – 1.38%	1.47% – 2.1%	1.5% – 2.11%	0.14% – 0.24%	0.25% – 0.33%	0.25% – 0.33%

Based on the transition risk analysis results, the Company will continue to monitor its greenhouse gas emissions and international carbon fee trends, and establish energy conservation and carbon reduction policies for Taiwan Tea. In addition to assessing transitions in the energy structure toward renewable energy and rolling adjustments to plans in line with international requirements, the Company will continue to leverage its unique strengths. Key development directions include adopting natural farming or organic cultivation, promoting energy conservation, incentivizing carpooling, purchasing or leasing hybrid corporate vehicles, and replacing conventional lighting.

Metrics and Targets

The Company will continue to pay close attention to its greenhouse gas emissions and international carbon pricing trends. It will establish Taiwan Tea Corporation's energy conservation and carbon reduction policies. The main development directions include leveraging its advantages in natural farming or organic cultivation, increasing afforestation, promoting energy conservation, rewarding carpooling, purchasing oil-electric hybrid official vehicles, and replacing traditional lamps. We are devoted to planned afforestation to plant new types of trees in the forests on a yearly basis. Up to the end of 2025, the total area of the Company's afforestation has reached about 475 hectares.

Short-term	Carbon reduction targets: 1% reduction for Scope 1 and 1% reduction for Scope 2 Waste reduction target: 1%
Midterm	Carbon reduction targets: 3% reduction for Scope 1 and 3% reduction for Scope 2 Waste reduction target: 3%
Long-term	Carbon reduction targets: 5% reduction for Scope 1 and 5% reduction for Scope 2 Waste reduction target: 5%
2025 Achievements	Scope 1 emissions decreased by 23.36% and Scope 2 emissions decreased by 12.16%.
Action Indicators	1. Continue annual greenhouse gas verification (ISO 14064-1) 2. Continuously implement annual process improvement and equipment efficiency enhancement plans 3. Continuously refine operational energy management by establishing "Energy Conservation Codes of Conduct," optimizing air conditioning temperature settings, and enforcing equipment controls during non-production hours to reduce unnecessary power consumption. 4. Continuously strengthen routine maintenance and component optimization for key energy-consuming equipment (e.g., tea processing machinery, HVAC, and compressed air systems) to ensure optimal energy efficiency.

(Compared with TTC's base year of 2022)

4.1.1 Energy Management

In order to effectively reduce the use of energy, we have been taking related energy-saving measures, such as continually promoting the concept of turning off the lights when not using them, and also keeping the lights turned off as well as adjusting the temperature of air conditioners during lunch breaks to achieve energy-saving and carbon reduction. Taiwan Tea Corporation has been performing actions for energy-saving and carbon reduction since 2014. The goal is that the energy-related expenses every year should be reduced by 3% compared to the previous year. In the first year of implementation, the cost for utilities was brought down by up to NT$120 thousand. Furthermore, starting in 2025, the head office, branch companies, and retail stores have procured carbon footprint-certified copy paper while advocating for reduced paper usage. In 2025, copy paper procurement totaled 90 packs, amounting to NT$6,480, representing an 85.5% decrease compared to 2024.

Our electricity is totally purchased to a proportion of 100%. Over the past three years, TTC has based its statistics on the areas of the office building used by the Company. After relocating to Hukou, Hsinchu, all lighting equipment has been fully replaced with energy-saving LED fixtures. To implement energy management and improve power efficiency, the Company continuously monitors and discloses electricity usage.

Energy Consumption within the Organization

Energy Consumption within the Organization			2023		2024		2025	
Energy Type		Unit	Consumption	Consumption (GJ)	Consumption	Consumption (GJ)	Consumption	Consumption (GJ)
Non-renewable fuels	Gasoline Unspecified (92/95)	Liter	66,605.5	2,097.1568	58,173.3	1,831.6585	53,293.6	1,678.0142
	Diesel	Liter	79,498.4	2,872.2472	59,209.0	2,139.1988	36,342.6	1,313.0446
	LPG	Liter	9,186.0	229.1553	8,564.6	213.6538	7,713.7	192.4271
	Domestically produced natural gas	Cubic meter	267.3	6.6301	267.3	6.6301	174.8	4.3365
	Bituminous coal – thermal coal	kg	688.5	16.9971	937.2	23.1370	1,001.0	24.7112
Purchased for use	Electricity	kWh	5,022,285	18,084.3443	4,363,899	15,713.6148	3,899,263	14,040.5449
Total energy consumption within the organization:		(GJ)	23,306.53		19,927.89		17,253.08	

Note:

1. Statistical scope for 2023–2025: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
2. No renewable fuels were used during 2023–2025.
3. No energy was sold during 2023–2025.
4. Data are compiled from Taiwan Power Company electricity consumption records; fuel, LPG, and indigenous natural gas data are sourced from monthly billing statements; and bituminous coal for air conditioning and truck maintenance shop records are based on individual filling/refueling logs.
5. Total consumption figures are rounded to two decimal places.
6. Heating value conversion factors for each energy type are based on the common energy unit conversion table published by the Bureau of Energy, Ministry of Economic Affairs.

Energy Intensity

Energy Intensity	Unit	2023	2024	2025
Absolute energy consumption (a)	GJ	23,306.53	19,927.89	17,253.08
Actual metric data (b)	Revenue (NT$ million)	379.51	433.10	472.65
Energy intensity (a)/(b)	GJ/NT$ million revenue	61.41	46.01	36.50

Note:

1. The intensity ratio: Sales intensity (GJ/NT$ million revenue).
2. Statistical scope: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
3. All data are rounded to two decimal places.
4. Energy types covered: non-renewable fuels (gasoline, diesel), liquefied petroleum gas, natural gas, bottled gas, diesel, gasoline, refrigerant methane, purchased electricity, indigenous natural gas, and steam coal.
5. This ratio is calculated based on energy consumption within the organization.

4.1.2 Greenhouse gas management

Energy saving and carbon reduction have been the international mainstream direction for environmental protection and sustainable development for over ten years. The definition of energy saving is to control and reduce all kinds of power consumption or to stop adopting high energy-consuming equipment or engaging in energy-intensive activities, which means avoiding unnecessary consumption of energy from activities to, without overusing the environmental resources, achieve environmental protection and permanent economic development while striking a balance between them.

From Taiwan Tea Corporation's perspective, the Company owns a large amount of land and has wide areas of mountains and forests that totally meet the criteria for GHG reduction measures. With the Company's mountain and forest management aligned with the important policies and measures of the government, the Company can also gain a positive position of making use of the land advantages while focusing on environmental protection instead of simply using the land.

Reduction of Energy Consumption and Greenhouse Gas Emissions

The main objective of the current energy conservation and carbon reduction policy implemented by the Company is to cut the carbon emissions produced by the business operation. Related measures include the "restoration of tea plantations and the use of natural or organic farming methods," "more tree planting," "promotion of energy saving concept of turning off power when not using it," and "encouragement of carpooling and taking public transportation systems." Related measures are as follows:

During the construction of Laopi Tea Farm, the newly built tea processing plant fully adopted energy-saving lighting tubes. In addition, the conveyor belts used for process transport and 80% of the equipment in the plant were equipped with inverters to conserve electricity. Following an annual integrated electricity calculation and assessment, the contracted capacity was lowered by 100 kW in August 2025 (2025/8), and the electricity tariff was switched from a two-tier time-of-use electricity rate to a three-tier time-of-use electricity rate. Furthermore, tea processing hours at the plant are adjusted based on tea harvest conditions (e.g., shifting night-shift work hours to morning shifts) to save electricity and reduce costs. In addition, the old boilers fueled by heavy oil and used as heat sources in factories are replaced with low-polluting gas-powered boilers. The relevant reduction outcomes are evaluated based on actual electricity consumption data and incorporated into the annual energy and greenhouse gas management review mechanism to serve as a basis for continuous improvement.

In addition, when procuring new processing equipment, the Company places particular emphasis on heat recovery and reuse, as well as enhanced insulation to prevent heat loss, effectively conserving fuel. Existing machinery and equipment are also upgraded or phased out year by year, with close monitoring of the energy consumption of agricultural machinery, the adoption of energy-efficient, high-performance farming equipment, and the mitigation of air pollution. In agricultural practices, we improve cultivation to avoid using large amounts of chemical fertilizer, thereby protecting land ecosystems. When designing and packaging our products, the Company primarily uses materials that are simple, eco-friendly, non-toxic and decomposable..

According to the GHG inventory report, Taiwan Tea's Scope 1 direct greenhouse gas emissions in 2025 were 772.482 metric tons of CO2 equivalent (tCO2e), accounting for 29.83% of total Scope 1 and Scope 2 emissions. Scope 2 indirect greenhouse gas emissions totaled 1,817.057 tCO2e, accounting for 70.17% of the Company's total Scope 1 and Scope 2 emissions. For Category 3, the indirect emissions from employee commuting were 187.717 tCO2e.

The Company adheres to the firm commitment to eco-friendliness and sustainable operations. The total emissions in 2025 were 2,589.539 tCO2e and the forest carbon uptake reached 18,640.427 tCO2e

Greenhouse Gas Emissions for the Past Years

Unit: tCO_2e/year

Year / Category	2023	2024	2025
Scope 1 (Category 1)	1,094.204	1,007.973	772.482
Scope 2 (Category 2)	2,486.031	2,068.488	1,817.057
Total	3,580.235	3,076.461	2,630.254
Scope 3 (Categories 3~6)	278.701	247.750	187.717

Note:

1. Scope 1 boundaries: Includes data on four greenhouse gases—carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs)—derived from measured values on billing receipts.
2. Scope 2 statistical boundary: Scope 2 covers indirect greenhouse gas emissions from purchased electricity, heat, or steam. The Company primarily consumes purchased electricity sourced entirely from Taiwan Power Company, with data collected from measured values on Taiwan Power Company electricity bills.
3. Scope 3 accounts only for employee commuting. For employee commuting activity data, the Human Resources Department compiles employees' round-trip commuting mileage and modes of transportation, and calculates emissions based on emission factors from the Ministry of Environment's product carbon footprint database.
4. No biogenic CO2 emissions were generated.
5. Statistical scope: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
6. All data are rounded to three decimal places.
7. The base year is set as 2022: this was the Company's first year of conducting a greenhouse gas inventory across Categories 1 to 6 in accordance with ISO 14064-1:2018 (Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals).
8. Emissions were calculated in accordance with ISO 14064-1:2018 using the latest global warming potential (GWP) values published by the IPCC; therefore, the GWP values from the IPCC Sixth Assessment Report (AR6) published in 2021 were adopted for applicable greenhouse gases.
9. Greenhouse gas emissions = Activity data × Global warming potential (GWP) × Emission factor
10. Restatements of information for 2024: Greenhouse gas emissions data were recalculated following an update to the 2024 electricity emission factor (0.474 $kgCO_2e$/kWh) and the revision of the septic tank methane emission factor from 0.00000159375 to 0.0000007969. For external verification information regarding 2025 greenhouse gas inventory data, please refer to the Appendix.

2025 Greenhouse Gas Emissions

Unit: tCO_2e/year

	Scope 1	Scope 2	Scope 1 + Scope 2	Scope 3 (Accounting only for employee commuting)
Hukou Head Office	89.730	50.333	140.063	91.901
Headquarters Store	0.668	8.270	8.938	0.272
Sanxia Branch Office	20.523	58.146	78.669	10.253
Miaoli Branch Office	34.552	19.824	54.376	21.280
Nantou Branch Office	37.766	113.931	151.697	20.793
Pingtung Branch Office	589.243	1,566.553	2,155.796	43.219
Total	772.482	1,817.057	2,589.539	187.717
Percentage of total emissions	29.83%	70.17%	100.00%	-

Note:

1. Statistical scope: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
2. All data are rounded to three decimal places.

Emission Statistics

Unit: tCO_2e/year

Year	2023	2024	2025
Forest carbon uptake (tCO_2e)	18,524.030	18,685.678	18,640.427
Net carbon emissions	-14,943.795	-15,609.217	-16,050.888

Note:
1. Statistical scope: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
2. 2024 restatements of information: Due to the recalculation of greenhouse gas emission data, net carbon emissions have been adjusted accordingly.
3. All data are rounded to three decimal places.

Greenhouse Gas Emission Intensity			
Greenhouse Gas Emissions	**2023**	**2024**	**2025**
Scope 1	1,094.204	1,007.973	772.482
Scope 2	2,486.031	2,068.488	1,817.057
Greenhouse Gas Emissions	3,580.235	3,076.461	2,589.539
Carbon intensity	9.434	7.103	5.479
Greenhouse Gas Emissions	**2023**	**2024**	**2025**
Scope 3	278.701	247.750	187.717
Carbon intensity	0.734	0.572	0.397
Total Greenhouse Gas Emissions	**2023**	**2024**	**2025**
	3,858.936	3,324.211	2,777.256
Actual metric data / revenue (NT$ million)	379.507	433.108	472.652
Total carbon intensity	10.168	7.675	5.876

Note:
1. The carbon intensity ratio is calculated as sales intensity (tCO_2e/NT$ million in revenue).
2. This includes intensity ratio calculations for Scope 1, Scope 2, and Scope 3 greenhouse gas emissions.
3. Statistical scope: Head office, Sanxia Branch Company, Miaoli Branch Company, Nantou Branch Company, Pingtung Branch Company (including Laopi Tea Farm), and Headquarters Store.
4. All data are rounded to three decimal places.

Environmental Project

As a landowner holding an area of land that covers one-thousandth of the main island of Taiwan in total, Taiwan Tea Corporation regards the efficient use of agricultural land as the fundamental way of performing the land manager's duty when it comes to the use of all the land assets, while being devoted to the development of green energy industries is another aspect of bringing benefits to the land and environment. As a result, the afforestation and the application of the photovoltaic system have become the development direction of our use of land, which shows how Taiwan Tea Corporation values the environment and brings some real earnings to the Company.

Project 1 Afforestation Project

Implementation of the project:

(I) Continuously conduct current status inventories of afforested areas within the land managed by the branch offices.

(II) Actively participating in the enterprise forums related to the planning of the forest carbon sink certification system organized by the Forestry and Nature Conservation Agency, Ministry of Agriculture, to understand the forest status of the Company and whether we meet the conditions of application for carbon credits.

(III) We identify zones suitable for afforestation through the investigation into the managed land areas and continue to add new species of trees each year. We will carry out planned thinning and felling of mixed, select new trees for planting and transplanting, and clear-cut or harvest mature forest areas and incorporate them into the planting plan. Additionally, we will continue evaluating and discussing the selection of base site areas.

(IV) By absorbing carbon dioxide from the air, the growing trees effectively convert CO2 into usable forest resources, which can be used in our forest management program beyond their already substantial role in global carbon reduction.

Implementation Results: We are continuously monitoring and evaluating applicable methodologies. Based on varying land use types and forest growth conditions, we assessed four greenhouse gas reduction methodologies: "Afforestation and Reforestation Carbon Sink Project," "Enhanced Forest Management Carbon Sink Project," "Bamboo Forest Management Carbon Sink Project," and "Low-Stock Forest Carbon Sink Enhancement Project." The most suitable methodology was adopted for planning afforestation or sustainable forest management. In 2025, we continued to screen and evaluate trial sites, determine baseline sites and applicable methodologies by region, and engage in consultations and exchanges with academia and industry partners. Given our extensive jurisdictional area, varying regional elevations, and differences in afforestation species, forest composition, and land conditions, we will continue to assess and refine our implementation planning to advance sustainability while balancing the optimal protection and utilization of natural ecology and biodiversity.

Benefit Analysis Tables

Benefit Item	Detailed Benefits
Profits from carbon trading	Carbon credits (i.e., carbon emission allowances) generated from tree planting have gradually become established as an international trading mechanism. Taiwan's carbon trading scheme officially launched in October 2024. Currently, all submitted and listed reduction projects are fixed-price transactions, with a total capacity of 6,080 tCO2e across six projects, priced between NT$2,500 and NT$4,000 per ton. Future prices will be determined by market forces. Whether carbon prices are reasonable and stable, and whether a price advantage will emerge between carbon rights projects, remains to be observed. With TTC's bases located throughout northern, central, and southern Taiwan, long-term investment and operation are expected to yield even greater benefits than those seen today.
Afforestation area maintenance	Considering that the profits from carbon trading are only possible after the market becomes mature, the Company has set the maintenance and management of afforestation areas as the direction of implementation to create more benefits for the environment. Holding the perspective of land management, we have managed every part of our mountains, forests and lands appropriately, provided zones for new afforestation work or forest form organization, and carried out mountain and forest maintenance year by year and area by area, so that we can immediately get engaged in the carbon credit market to share the outcomes and benefits when the overall mechanism of the market is developed. The volume of woods cut from mature forest forms can also be traded as a wood resource, which allows the Company to keep the motivation of afforestation by investing the capital resources.

Project 2 Setup of Solar Power System

Implementation of the project:

Typically, the photovoltaic system can be divided into three categories by configuration: roof-mounted, ground-mounted, and water-based. Rooftop solar installations have relatively lower technical barriers and setup costs, with shorter application, installation, and construction timelines, as well as additional functional value. These systems can complete application, construction, and operation within a short period and generate related electricity revenue quickly, making them the preferred type of development for the Company after careful consideration.

Ground-mounted, and water-based systems are for laying on unfavorable land, ponds and other sites. They are further divided into all ground type or agricultural type (photovoltaics) green energy agricultural facilities by configuration. The site selection condition is generally a flat and complete land lot. The capacity of the power generation equipment can be maximized in terms of the benefit depending on the land scale. The application procedure for installation of a system is relatively complex and, generally speaking, it takes a long time for the application. The Company started the setup assessment and planning of large photovoltaic systems on the ground in 2023. We will work with solar power operators to set up the system.

Implementation results: The Company worked with a system operator to build solar photovoltaic systems on the roofs of the tea factory and employee dormitory of Laopi Tea Farm in Pingtung. The facility has been officially put into power generation in 2020 (with a total approved installation capacity of 513.96KWh). The total actual power generation in 2025 was 595,532 kWh (with a power generation of 521,470 kWh and 74,062 kWh from the system on the roof of the tea factory and dormitory, respectively).

Benefit Analysis Tables

Benefit Item	Detailed Benefits
Green electricity revenue	The Company has leased sites, including the rooftops of the tea factory and employee dormitories at the Laopi Tea Farm, to a system operator to collaboratively develop a rooftop solar photovoltaic system for green energy generation. Construction of the solar photovoltaic system was completed in 2020, and it was officially connected in parallel with Taiwan Power Company's transmission and distribution network, remaining operational to date.
Life extension of the buildings	To lower the impact of the weight of photovoltaic devices upon the roofs of the buildings, we have taken the load-bearing capacity of roofs and the specification criteria such as wind resistance, waterproof function, etc. of the solar panels into account when designing the structures of the tea factory and the dormitory. It is expected that the protection of the rooftop of buildings can be ensured after the setup of the system.
Reduction in the energy consumption of the buildings	After the solar photovoltaic panels were installed, most of the sunlight can be blocked, and the indoor temperature control can directly reflect the effects of these panels on the roof heat transfer. The air conditioning cost saved due to the lower room temperature is expected to be far higher than the profits from the system, which is an invisible but the most practical benefit of the solar photovoltaic system.

4.2 Sustainable Circularity and Waste Management

Material Topics	Waste Management
Responsible Unit	BOD Secretariat Office, Human Resources Department, General Affairs Section, Laopi Tea Farm
Impact description	**Actual positive impact:** Implementing source reduction significantly reduces the total volume of waste requiring outsourced transportation, incineration, or landfill disposal, directly lowering waste disposal-related expenses and statutory fees. Robust waste management improves resource efficiency, promotes circular utilization, and mitigates the adverse environmental impacts of operations. By implementing waste sorting, reduction, and recycling measures, the Company strengthens its environmental management performance, enhances its sustainability image, reduces disposal costs, and optimizes the value of resource reuse. **Potential negative impact:** Inadequate waste management may lead to resource waste and environmental pollution, potentially triggering regulatory compliance risks, reducing operational efficiency, and compromising the Company's sustainability reputation. Furthermore, plant space occupied by accumulated debris and miscellaneous items impairs operational efficiency and increases maintenance and operating costs. A lack of waste reduction plans results in low material efficiency, driving up procurement costs and increasing overall social and environmental burdens due to rising external treatment demands and escalating annual outsourced disposal fees.
Policy / commitments	To implement resource circulation and environmental sustainability, all of TTC's operational sites have established waste management policies focused on reducing, sorting, and recycling waste to ensure compliance with both environmental regulations and internal company regulations. Additionally, general waste is separated from recyclables (such as paper, metals, batteries, and plastics) to maximize the resource recycling rate.
Actions	• Implement the reuse of agricultural waste, such as producing organic fertilizer and converting it into biomass energy. • At the head office, the waste generated is categorized as either general waste or recyclables. There are waste sorting bins in the tea room, and the cleaning team will take care of the disposal of the waste. Other branches, tea factories, and stores contract with qualified waste disposal companies for regular removal and maintain records. • The tea-making process does not produce waste that requires special treatment. The tea leaves pruned and rough tea leaves unneeded will return to the plantation land and become a kind of organic matter, which is one of the elements of circular agriculture. • The Laopi Tea Farm serves as the primary manufacturing facility, generating general waste and recyclables. Waste sorting facilities are established across pantry areas, the staff cafeteria, and employee break rooms. General waste is collected monthly by qualified clearance contractors and transported to the Kanding Incinerator for final disposal, while recyclables are collected by certified recycling vendors, with all disposal records properly maintained. • Rigorously implement waste sorting to minimize waste generation.
Tracking and evaluation mechanism	• Compile monthly waste generation data to monitor progress toward annual reduction targets. • Establish specific waste recycling targets and clearance schedules, and evaluate target achievement through clearance records and internal audits. • Execute service contracts with qualified clearance contractors that explicitly define clearance procedures and regulatory compliance requirements, ensuring full legal compliance across all waste clearance operations.
Management goal	Short-term Objective (within 3 Years): • Reduce waste by 1% year-on-year • Increase the waste recycling rate by 2% • Implement precise waste sorting to increase recycling sorting accuracy to over 95%, reducing the contamination of recyclables with general waste. • Ensure that all waste removal and disposal streams are documented with waste manifests to achieve 100% legal compliance and prevent regulatory penalties. Med-term Objective (more than 3 Years): • Reduce waste by 5% year-on-year • Achieve a 10% rate of waste reintegration into the circular economy • Through awareness campaigns and administrative measures (e.g., reducing single-use tableware), target an annual reduction of 2%–3% in domestic waste.
Annual performance	In 2024 and 2025, total waste generated at Pingtung Laopi was 236.86 metric tons and 237.81 metric tons, respectively. Of these amounts, recyclable waste accounted for 5.86 metric tons and 6.81 metric tons, resulting in waste recycling rates of 2.47% and 2.86%, respectively. In 2025, the recycling rate at Pingtung Laopi increased by 15.79% compared to 2024.
Stakeholders' involvement in remuneration	Please refer to The Mechanism of Communication with Stakeholders and Result.

Sustainable Circularity

In 2020, TTC initiated a five-year sustainable circular agriculture trial by recycling plant waste generated during tea cultivation and processing back into agricultural production, in the hope to reduce the use of herbicides and fertilizers.

The main sources of plant waste include pruned tea tree branches and leaves, tea branches discarded during tea production, and cut weed residue. Applying these agricultural residues as soil cover in the tea plantation suppresses weed growth and reduces annual herbicide use by 55% per hectare. Furthermore, as the pruned branches, leaves, and weed residues naturally decompose into soil organic matter, consequently, the need for annual purchases of external organic fertilizer is eliminated, with an initial estimate showing a 50% reduction in externally purchased fertilizer per hectare.

In response to company production and sales requirements, waste crushed corn residues have been reduced from 21.6 metric tons to 4.8 metric tons per year, supplying only a small amount of compost for landscape trees surrounding the tea plantation.

TTC continues to deepen its corporate ESG practices by treating discarded black tea stems (tea branches) from the manufacturing process as reusable natural fibers and transforming them into eco-friendly materials. In collaboration with Jinn Yang Paper, TTC developed "TTC Paper," a circular paper material crafted by blending natural tea stem fibers with recycled pulp. Applied to premium packaging such as gift bags, this product integrates circular design with environmental value, advancing sustainable resource reuse.

Composition of Waste	Production of Waste	Direct Disposal of Waste
Tea	Plantation pruning and tea processing	Back to the tea plantations and become organic matter
Weeds	Weeding activity	Back to the tea plantations and become organic matter
Corn cracked	Microbial fermented liquid.	Stock and maintain fish populations in reservoirs to help control mosquito larvae; subsequently returned to native forests as organic fertilizer.
Tea	Discarded black tea stems (tea twigs) from tea processing	Processed into recycled paper for the production of carrier bags and packaging materials

Waste Management Approach

To implement resource circulation and environmental sustainability, all TTC's operational sites have established waste management policies focused on reducing, sorting, and recycling waste. At the head office, waste generated is categorized as either general waste or recyclables. There are waste sorting bins in the tea room, and the cleaning team will take care of the disposal of the waste. Other branches, tea factories, and stores contract with qualified waste disposal companies for regular removal and maintain records to ensure compliance with both environmental regulations and internal company regulations. Additionally, general waste is separated from recyclables (such as paper, metals, batteries, and plastics) to maximize the resource recycling rate.

Locations	Waste types	Treatment
Head office	General industrial waste	General waste generated at the head office is collected and disposed of by the cleaning team.
Branches	General industrial waste	1. Sanxia and Miaoli Branches: Waste is transported by employees to the local township sanitation station and disposed of in garbage bins. 2. Nantou Branch Office: Waste is disposed of by an environmental protection service provider contracted by the Sun Moon Lake Antique Assam Tea Farm 3. Pingtung Branch Office: Domestic waste, excluding recyclables and kitchen waste, is regularly collected by a licensed waste disposal company.
Tea Factory	General industrial waste	The Laopi Tea Farm contracts qualified waste clearance contractors for regular waste treatment, while the remaining tea factories are handled by their respective township offices.
Stores	General industrial waste	• A licensed waste disposal company is contracted to regularly collect domestic waste, excluding recyclables and kitchen waste. • Disposed of by the management committee of the building

Waste generation – non-hazardous waste

Environmental indicator	Unit	2025
General industrial waste – Laopi Tea Farm		
Production of Waste	Metric ton (t)	237.81
Waste diverted from disposal		6.81
Direct Disposal of Waste		231.00
Waste recycling rate • Calculation method = The weight of the recycled waste generated from production / Total weight of the waste generated from production	Percentage (%)	2.86%

Note:
1. Statistical scope: Laopi Tea Farm
2. The Company does not generate hazardous waste.
3. Data are sourced from records of monthly waste disposal handled by qualified contractors.
4. Data are rounded to two decimal places.

Waste diverted from disposal – non-hazardous waste

Environmental indicator		Unit	2025
Preparation for reuse	Off-site	Metric ton (t)	0
Recycling			0
Other recovery operations			6.81
Total			6.81

Note:
1. Statistical scope: Laopi Tea Farm
2. Non-hazardous waste is transported and treated by qualified waste management contractors, with other recovery operations serving as the primary method of disposal.

Waste directed to disposal – non-hazardous waste

Environmental indicator		Unit	2025 (mandatory for the reporting year)
Incineration (with energy recovery)	Off-site	Metric ton (t)	0
Incineration (without energy recovery)			231.00
Landfill			0
Other disposal operations (e.g., dumping, open burning, or deep well injection)			0
Total			231.00

Note:
1. Statistical scope: Laopi Tea Farm.
2. Non-hazardous waste is entrusted to qualified waste clearance and disposal contractors for transportation and treatment, with incineration serving as the primary disposal method.

4.3 Water resource management

As a company with huge water consumption, TTC pays specific attention to the water resource management. We have obtained the water right permit for the irrigation water for crops, keeping in line with the total water consumption control. The current source of agricultural irrigation water at Laopi Tea Farm is extracted groundwater. To ensure an uninterrupted water supply and maintain normal crop growth in the tea gardens, the farm submitted water right application documents in accordance with the Water Act, detailing the irrigation scope, water source, planned water consumption, motorized groundwater pumping methods, and water intake locations. Following review and approval by the competent authority, water right registration was completed and the water right certificate was obtained to ensure the legality and compliance of water sourcing.

In 2025, Taiwan Tea's total water withdrawal was 616.013 million liters, of which groundwater withdrawal for agricultural use at Laopi Tea Farm accounted for 607.272 million liters. Due to an increase in the tending area of 30.222 hectares in 2025 (expanding from 98.667 hectares in 2024 to 128.889 hectares in 2025), the irrigation scope expanded, leading to an increase in overall water withdrawal compared to 2024.

With a view to properly managing the environmental risks, TTC purchases tea leaves from the tea factories with reliable goodwill in the industry, and establishes a mechanism of supplier diversity to compare the prices while assessing the hygiene and safety of the suppliers' factories. The SGS pesticide residue testing has also been implemented in batches to minimize the risk of excessive pesticide residue. In 2025, there has not been any non-compliance with laws and regulations due to water-related matters by the Company.

TTC has adopted the following measures to reduce the potential water resource risk of less groundwater storage due to extreme weather.

- Establishment of wells and water towers as well as the storage of rainwater for farmland irrigation.
- Implementation of water-saving drip irrigation system to lower the water consumption.
- Introduction of the soil sensors in the farms to detect the amount of water needed, so that the over-irrigation can be avoided.

TTC's Business Location	Water withdrawal source / Water quality indicator (Note)	2023 Water Withdrawal	2024 Water Withdrawal	2025 Water Withdrawal
Miaoli Branch (including Jiuhu Warehouse)	Third-party water withdrawal / freshwater – tap water	0.254	0.373	0.508
Nantou Branch (including Sun Moon Lake Antique Assam Tea Farm and Yuchi Tea Factory)		3.056	3.399	2.496
Daxi Tea Factory		4.681	3.421	3.103
Tongluo Tea Factory		5.443	2.512	1.458
Headquarters Store		0.548	0.387	0.582
LuGao Cafe	Groundwater withdrawal / freshwater	1.164	7.823	0.594
Pingtung Laopi Tea Farm (Irrigation)		842.077	545.049	607.272
Total	Thousand cubic meters (million liters)	857.223	562.964	616.013

Note:

1. Freshwater (≤ 1,000 mg/L total dissolved solids); Other water (> 1,000 mg/L total dissolved solids).
2. Water withdrawal is calculated based on Taiwan Water Corporation billing data and actual meter readings of extracted groundwater from wellheads (1 unit = 1 cubic meter = 0.001 million liters).
3. Since the Head Office leases its facilities from Sanyang Motor and does not have an independent water meter, there were no water charges or usage data recorded for 2025. We have discussed the possibility of installing a separate meter with the landlord, Sanyang Motor. However, due to the complexity of the installation process, there are currently no plans to proceed.
4. Reporting scope: Miaoli Branch Company, Nantou Branch Company, Daxi Tea Factory, Tongluo Tea Factory, and Headquarters Store are calculated based on tap water utility bills; Sanxia Branch Company uses mountain spring water and is unmetered; Pingtung Laopi Tea Farm and LuGao Cafe extract groundwater, and their disclosed data represents the volume of groundwater extracted.
5. According to the Aqueduct Water Risk Atlas, the water risk indicator levels for the areas where TTC operates are classified as low to medium (1–2) risk, and none are located in water-stressed areas.
6. Water is primarily used for office and employee domestic purposes. Furthermore, Laopi Tea Farm utilizes a drip irrigation circulation system; thus, water withdrawal equals water discharge.
7. Total water consumption: The Company is currently establishing an effective methodology for calculating water consumption, and the relevant data collection and management mechanisms continue to be refined.
8. Total water withdrawal in 2025 represents the sum of actual water withdrawals at each site (units/cubic meters) converted into million liters. Original withdrawal data have not been restated and were only unified in units and aggregated for disclosure purposes.

4.4 Biodiversity

The land of the Company in Miaoli is used in the hope of promoting effective utilization of land in the area, providing local employment opportunities, driving local prosperity, and performing the development of technology and logistics parks as well as industrial parks. Before development, we will assess environmental impacts and investigate the current ecological environment status (with a range of investigation covering terrestrial flora and fauna, aquatic ecosystems, and special ecosystems; the conservation area of leopard cats is included in the eco-environmental assessment) per relevant regulations, put forward corresponding environmental protection plans, and demonstrate the Company's efforts to minimize the impacts of development activities on the current ecological environment to competent authorities and experts. The scope of this project encompasses economic activities related to the land development of the technology and logistics park in Miaoli, covering pre-development planning, construction, and operational management stages.

Based on the assessment findings, the Company has formulated impact mitigation measures to avoid and reduce impacts on biodiversity, ensuring a balance between economic development and ecological preservation. This approach aligns with the 2030 Action Targets and 2050 Vision of the Kunming-Montreal Global Biodiversity Framework.

Specific mitigation measures encompass Avoid, Minimize, and Restore, along with transformative and additional conservation actions, while strengthening synergistic action and trade-off management. The Company currently prioritizes avoidance and minimization as its primary biodiversity management strategies and has not yet implemented standalone biodiversity offset projects. The specific measures are detailed in the table below:

Under the Company's biodiversity management plan, ecological surveys are conducted across development sites, complemented by ecological protection and management measures implemented throughout construction and operational phases. Currently, conserved or restored areas total 4.7747 hectares (including land for national conservation, conservation, and green space).

Before the Development	Protective Measure	Details of the Measure
Assessment plan	Environmental impact assessment plan and ecological environment investigation	The scope of the environmental impact assessment plan includes the current environmental status surveys and the estimated level of impact in the future. The items to which information should be given and assessment should be made before the development are as follows: **Description of the development items** 1. Land use plan: Outlines the introduction of economic and industrial activities through the development project, methods and intensity of land use, and specifications of buildings and facilities. 2. Transportation planning: Description of the current road system structure within the area and of the nearby areas. 3. Utility plan: maintains utilities and systems necessary for activities, such as water use plans, sewerage systems, power systems, telecom network systems, and waste disposal plans, etc. **Investigation into the current status of the surrounding environment of the area to be developed** The scope of the current status investigation of the environmental impact assessment plan includes the current environment of the base to be developed and the nearby areas, ecological environment, landscape resources, cultural assets and current social and economic status, etc. 1. Investigation into the physical-chemical environment: The meteorological conditions, air quality, noise and vibration, water quality of rivers and groundwater, soil, geological condition, etc. 2. Eco-environmental survey: investigates terrestrial, aquatic, and special ecosystems, including vegetation distribution and naturalness, as well as the activity distribution and habitat utilization of fauna (mammals, birds, reptiles, amphibians, and butterflies), encompassing various protected and notable species such as the leopard cat and pangolin. 3. Investigation into the current status of the landscape and recreational sites: The current status of the natural geographical landscape and recreational tourism sites, etc. 4. Investigation into the current status of the cultural assets: The tangible cultural assets such as monuments, historical buildings, settlements, archaeological sites, etc. in the nearby areas. 5. Investigation into the current status of the society and economy: The economic and industrial structure of the nearby areas and the concerns of the locals. 6. Investigation into the current status of the transportation: The current road systems and the composition of traffic flow, to analyze the smoothness of the current transportation. **The potential environmental impacts of the development on the aforementioned environmental factors will be predicted.** The environmental impact that may be produced by development activities includes surface disturbance, water quality, air quality, noise and vibration, local traffic situation, waste deriving from development activities, ecological environment, landscape and recreation, cultural assets, environment, socio-economy, and other aspects. **Environmental impact mitigation measures** As for the impact of the development activities on different environmental aspects, feasible solutions for the impact before and after the development activities are presented in the environmental impact assessment with respect to each goal in order to make use of resources effectively, take care of the environment and conservation, implement the assessment plan effectively, and satisfy the expectation for a friendly environment.

Before the Development	Protective Measure	Details of the Measure
Stakeholder impact management	Communication with environmental organizations	1. During the implementation of the project, we will exchange opinions with ecological survey and environmental conservation organizations on a frequent basis for discussion and feedback regarding the regional environment and all designed programs. 2. Based on feedback received from these groups, environmental improvement strategies are adjusted in a timely manner to strike a balance between economic activities and ecological conservation. Supplementary surveys or assessment analyses are conducted as necessary according to environmental conditions and incorporated as key references for impact forecasting and mitigation measures within the environmental impact assessment plan. Furthermore, monitoring data and survey findings generated throughout project implementation serve as valuable baseline data for local ecological organizations.
Physical impacts	Reduction in the impacts of the related development projects on the current status	1. To ensure land carrying capacity in light of facilities introduced by development activities and associated changes to topography and landforms, the project plan minimizes the scope and extent of anthropogenic disturbance. Balancing economic development with environmental conservation, existing forests and agricultural lands are appropriately preserved to maintain habitats for local wildlife. 2. During the implementation of the project, site grading and drainage plans will be reviewed and submitted in compliance with regulatory requirements, and environmentally friendly soil and water conservation methods will be adopted to mitigate environmental impacts.
Ecological impacts	Reduction in the impacts of the development on the current status of the flora and fauna	Measures to reduce the disturbance caused by the development activities to the current ecosystem of the flora and fauna: 1. Throughout the project lifecycle, land development will be carefully balanced with ecological preservation to maintain biodiversity and minimize environmental impacts. Implementation measures include the following: (1) Within the development area, priority will be given to preserving zones with healthy forest composition and structure by designating them as conservation areas. This aims to maximize the preservation of forest ecosystems and species diversity, while providing breeding habitats for protected species, migration corridors, and temporary refuges during construction. (2) Within areas potentially subject to construction disturbance, native plants identified in baseline surveys as having ornamental or rare value may be incorporated into a tree and plant preservation plan for transplantation or other conservation measures. 2. At the construction phase in the development area, various mitigation and protective measures will be implemented in accordance with the plan to minimize impacts during high-disturbance periods. Implementation measures include: (1) Install safety and protective barriers, such as fencing, in accordance with the project plan to prevent local wildlife from inadvertently entering the construction site. (2) Implement protective and barrier measures within wildlife activity zones as planned to reduce construction impacts on animal habitats and movements, such as installing reflective devices and traffic warning signs in leopard cat road-crossing hotspots. (3) In the process of transplanting green plants, the species inspection procedures will be adopted to avoid accidentally introducing alien species. 3. Collaborate with academic experts and local environmental advocacy groups through ecological interpretation and educational training sessions to maintain positive engagement with local communities and actively participate in addressing local community concerns, thereby supporting the sustainable development of the local ecological economy.
Transportation impacts	Reduction in the impacts of the development on the transportation system	Post-development traffic mitigation strategies focus on managing the impact of heavy construction vehicles during construction, as well as vehicle access to and from the site on surrounding road networks during the operational phase: 1. During construction, we will control incoming and outgoing routes and transport times for engineering vehicles, and conduct traffic control to minimize environmental disturbance and road safety risks. 2. During operation, we will provide adequate on-site parking facilities for operational and industrial traffic to prevent external parking spillover that could compromise road safety and capacity. We will also install traffic signals and directional signage along adjacent road networks to guide traffic flows, reduce intersection turning conflicts, and enhance overall intersection safety and service efficiency.
Environmental quality database	Long-term understanding of the changes in the environment	In addition to conducting baseline environmental surveys and documentation prior to project implementation as outlined above, the development project will formulate environmental monitoring plans tailored to the operational characteristics of both the construction and operational phases. These plans will systematically track and record environmental metrics, including air quality, water quality, noise and vibration levels, traffic conditions, and ecological parameters, with the collected data serving as a vital basis for evaluating environmental improvements.

The Company's high-tech logistics park development project in Miaoli covers a total site area of approximately 20.6 hectares. Terrestrial, aquatic, and special ecosystem surveys were conducted in accordance with relevant regulations prior to development. These surveys covered protected species, landscapes, cultural heritage, and the socio-economic environment to comprehensively understand the characteristics of the site and its surrounding areas. Based on the assessment, the site is not located within ecologically sensitive or critical areas. Furthermore, avoidance and mitigation measures were implemented during the planning and construction phases to minimize potential impacts on surrounding areas and ecological connectivity.

The primary activities at this site comprise land development and park operations and management. Following a review, the relevant supply chain does not involve products or services that pose high-risk impacts to biodiversity, nor does it encompass economic activities requiring entry into national parks or restricted areas.

As development involves partial land-use conversion, the Company reviewed the conversion status of natural ecosystems based on the environmental impact assessment and related management mechanisms to mitigate the impact of the development scale on the natural environment, as detailed in the table below. Regarding wildlife species, the Company's operational activities do not involve the utilization, harvesting, or collection of any wild species. Surveys indicated that among protected terrestrial mammal species in the development area, although the Class I protected leopard cat has been historically recorded in surrounding areas, no signs of its activity were identified within the development site. Additionally, this project involves no supply chain activities that directly drive the exploitation of wildlife species. Assessment findings are compiled based on environmental impact assessment reports, internal data, and publicly available information.

The Company’s core business encompasses land development and park operations. Operational activities do not involve the acquisition, research, or commercial utilization of genetic resources; therefore, no Access and Benefit-Sharing (ABS) regulations are applicable. Furthermore, the Company has not implemented any voluntary ABS-related initiatives beyond regulatory requirements.

Site	**Location**	Miaoli Technology and Logistic Park Development Base
	Scale (hectare)	20.6 hectares
	Economic activity	Land development, park construction, and operational management
Ecologically sensitive areas within or adjacent to the site	**Whether the site is located within or adjacent to an ecologically sensitive area**	No; although the development area possesses biodiversity value, it is not classified as an ecologically sensitive area (e.g., zones outside ecological restoration areas, core conservation zones of local-level important wetlands, or ecological restoration areas).
	Distance	Not applicable (not located in or near an ecologically sensitive area)
	Type	Areas of biodiversity importance, but not ecologically sensitive areas

Direct drivers of biodiversity loss				
Land and sea-use change	**Natural ecosystem conversion**	**Extent of ecosystem conversion**		15.4144 (hectares)
		Cutoff date / reference date		April 2026
		Ecosystem type prior to conversion		Secondary forest
		Ecosystem type after conversion		a. Secondary forest converted to production business land (industrial land): 12.5654 hectares b. Secondary forest converted to business land (wastewater treatment plant): 0.1637 hectares c. Secondary forest converted to roads: 1.5471 hectares d. Secondary forest converted to water resources land (detention basin): 1.1382 hectares
	Conversion of intensified or modified ecosystems to another ecosystem	**Extent of ecosystem conversion**		4.7747 (hectares)
		Ecosystem type prior to conversion		Secondary forest Note: Secondary forest refers to forest types that develop following human activity, falling between natural ecosystems and plantation forests.
		Ecosystem type after conversion		a. Secondary forest converted to land for national conservation (green land): 4.7102 hectares b. Secondary forest converted to conservation green land: 0.0645 hectares
Overexploitation of natural resources	**Wild species (mammals and birds)**	Leopard cat	Average OI value in the development area (Note): 0.00; actual species population data have not yet been obtained.	
			Risk of species extinction	A Category-I protected species (endangered), referring to rare species whose populations face a risk of extinction.
		Small Indian civet	Average OI value in the development area (Note): 0.05; actual species population data have not yet been obtained.	
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Pangolin	Average OI value in the development area (Note): 0.60; actual species population data have not yet been obtained.	
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Crab-eating mongoose	Average OI value in the development area (Note): 2.41; actual species population data have not yet been obtained.	
			Risk of species extinction	A Category-III protected species (other conservation-deserving wildlife), referring to wildlife whose populations are not extremely rare, but whose survival is under threat and requires protection.
		Taiwan hwamei	Number of shares	A total of 11 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Collared scops owl	Number of shares	A total of 1 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Mountain scops owl	Number of shares	A total of 2 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Swinhoe's pheasant	Number of shares	A total of 1 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Besra	Number of shares	A total of 1 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.

Direct drivers of biodiversity loss				
		Gray-faced buzzard	Number of shares	A total of 3 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-II protected species (rare and valuable species), referring to species with small populations that face threats but have not yet reached the endangered level.
		Taiwan partridge	Number of shares	A total of 1 individuals were recorded across two survey seasons.
			Risk of species extinction	A Category-III protected species (other conservation-deserving wildlife), referring to wildlife whose populations are not extremely rare, but whose survival is under threat and requires protection.
	Water		**Water withdrawal**	Total water consumption was approximately 0.183 million liters (183 CMD).
			Water consumption	Planned water consumption was approximately 0.111 million liters (111 CMD).
Pollution	Air quality, water quality, noise, and vibration monitoring were conducted during construction and operation to minimize ecological impacts. Monitoring and pollution control measures were implemented in compliance with environmental regulations, with no major pollution incidents occurring.			
Invasive alien species	Species inspection procedures are implemented during green space planting operations to prevent the introduction of invasive alien species. Through planting and construction controls, no invasive alien species were identified.			

(Note): The "average OI value of the development area" is a biological activity index coefficient recorded by professional ecological survey personnel.

State of biodiversity	**Forests, ecological green spaces, and farmland**	**Extent of the ecosystem**		4.7747 (hectares)
		Ecosystem condition	**Base year**	Environmental assessment was approved in 2023; ecosystem condition for that year 1. Naturalness of secondary forest within the site is 5b. 2. Development area has a relatively high proportion of grassland, continuing to provide a habitat utilized by numerous mammal species. 3. Secondary forest environment in this area features well-developed shrub and grass layers, and the entire area exhibits a well-structured secondary forest with ongoing ecological succession and a relatively diverse species composition.
			Reporting period	Ecosystem condition in 2025 1. Completed soil and water conservation and land grading works 2. Retained existing forest vegetation in non-developable areas 3. Conversion of secondary forest into conservation green space

The Company uses the results of environmental impact assessments and ecological surveys as base year data for the aforementioned development sites, and tracks changes in ecosystems and biodiversity throughout the development process through continuous monitoring mechanisms. These ecosystems provide critical services, including habitat provision, species diversity maintenance, soil and water conservation, climate regulation, and environmental and landscape quality enhancement, benefiting neighboring communities, local residents, and the Company. During operations, the Company has implemented measures such as preserving natural environments, mitigating construction impacts, and conducting long-term monitoring to minimize potential negative impacts of economic activities on ecosystem services.

Through long-term management of tea plantations, forest lands, and agricultural production bases, the Company deeply recognizes the profound interdependence between natural ecosystems and agricultural sustainability. In recent years, as international attention to climate change, biodiversity loss, and natural capital has grown, the Company has continued to monitor international initiatives such as the Kunming-Montreal Global Biodiversity Framework (GBF) and TNFD. We have conducted inventories of our land resources as well as forest and agricultural management practices, aiming to achieve a balance between commercial operations and ecological conservation.

Certain tea plantations and forest lands have long maintained low-intensity development and minimal chemical fertilizer use, sustaining a solid level of biodiversity and enhancing overall ecosystem value. Looking ahead, the Company will voluntarily evaluate and apply for other effective area-based conservation measures (OECMs) "conservation co-existence site" certification. By adopting a management model that harmonizes production, daily living, and ecological balance, we aim to establish sites dedicated to biodiversity conservation, progressively enhance our natural capital management capabilities, and advance toward sustainable corporate operations and ecological co-prosperity.

4.5 Green Products and Innovative Services

In the leisure business centered on "developing tea ecology and culture," TTC upholds the core philosophy of “health, leisure, environment” and “co-existence with the land” at all sites, including Xiong Kong Tea Plantation in New Taipei City; Daxi Tea Factory in Fuxing, Taoyuan; Tongluo Tea Factory in Miaoli; and Sun Moon Lake Antique Assam Tea Farm in Nantou. Tea leaves from these places are grown through natural farming methods or certified by Tse-Xin Organic Certification, and all are produced and sold directly by these places, winning the great trust of consumers. With the leaves and coffee beans locally cultivated and produced, the fuel consumption of transportation and carbon footprint can be reduced.

▼ Recreational Tea Farm Daxi Tea Factory



▼ Recreational Tea Farm Xiong Kong Tea Plantation

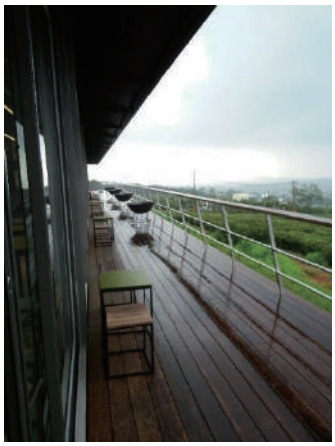




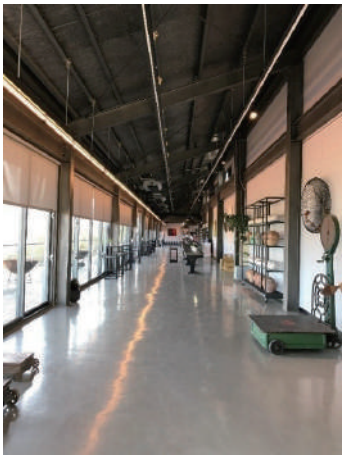


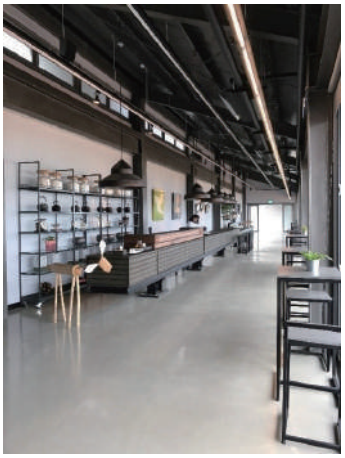


▼ Recreational Tea Farm Tongluo Tea Factory









The Company currently holds more than 3,000 hectares of land in Taiwan, many parts being forest forms and natural ecological areas of native plants. In Xiong Kong Tea Plantation, the natural landscape has been preserved on the principle of low-density development. In addition to the Cryptomeria, Taiwania Cryptomerioides, Formosan Sweet Gum, and Taiwan Incense Cedar growing for over 30 years, there are also more than 20 kinds of protected animals, including Formosan rock macaques, Formosan blue magpies, Pangolins, Crested serpent eagles, Common kestrels, Taiwanese kraits, Taiwanese habus, Yellow-margined box turtles, Günther's frogs, etc., in the plantation.

In recent years, the Company spares no effort in the development of sustainable agriculture and operation of organic tea farms in lieu of the arecas planted by tenant-peasants. The action has made us the only company in the industry that improves the natural eco-environment and the conservation of water and soil by such a method. It is also an indicator that enhances our competitiveness.

Green Actions List

Product	1. Since 2014, the filter bag, cotton thread and label of most of our 3D tea bags have been made of corn starch which is natural, non-toxic, eco-friendly, and decomposable. 2. In 2025, the Company utilized recycled paper made from black tea stems for carrier bags and instruction cards of selected gift boxes. This initiative reduced the demand for virgin packaging materials while making full use of residual materials, thereby achieving the reuse of agricultural residual materials. The Company is dedicated to packaging materials certified by the Forest Stewardship Council (FSC) to ensure that the wood utilized originates from sustainably managed forests, thereby protecting ecosystems and advancing environmental sustainability.
Agricultural affairs	1. Regarding agricultural operations, the Laopi Tea Farm in Pingtung implemented a high-efficiency water-saving system to reduce water consumption. It adopts an Israeli drip irrigation system to precisely regulate water volume, minimize waste, and lower demand on groundwater resources, thereby supporting water conservation and preventing over-extraction. Concurrently, outstanding cultivation practices have replaced the heavy use of pesticides, fostering an agricultural ecosystem centered on water conservation, environmental friendliness, and sustainable operations. By adopting this water-saving system in the Company's self-operated tea plantations, irrigation water consumption is significantly reduced and fertilizer waste is effectively minimized. Implementation results demonstrate water savings of over 70%, which not only lowers fertilizer procurement and application labor costs, but also delivers substantial environmental benefits. 2. We conduct planting management in a quality agriculture manner, use liquid fertilizer of aerobic fermentation and trace elements to nourish crops, cultivate the crops in a vegetative cultivation manner to provide organic materials needed for the crops whenever necessary, improve the soil structure to minimize the impact of extreme weather on the crops, and thereby create a harmonious agricultural environment to produce quality products. 3. The fertilizer management principles are implemented for the planting of our crops in order to prevent eutrophication of rivers, improve the health of the plant as the first priority, increase the safety of the food materials, and not to use too much fertilizer. 4. The Company has developed a sustainable circular agriculture since 2020 in the hope of reducing the expenses of weeding and agricultural pesticides in a long-term manner and being kind to the land. 5. In addition to continuously increasing the cultivation area of the organic tea farms and promoting the natural ecosystem and soil conservation, there are no concerns about pollution during the production of the Company's tea leaves. We are not an industry that will cause environmental pollution and have no records of such polluting activities. 6. Outdoor flooring across the Company's recreational sites has been progressively upgraded from traditional solid timber (ironwood and southern yellow pine) to wood-plastic composite decking certified under ecological and recycled green building material labels. This initiative promotes resource circularity, alleviates environmental burdens, reduces reliance on forest resources, conserves energy, and fulfills the Company's commitment to corporate environmental sustainability.
Administration	Since 2015, the Company has consistently prioritized the use of recyclable and environmentally friendly paper for its annual reports and meeting handbooks. Front and back covers utilize recycled paper with FSC eco-label certification, while inner pages use wood-free paper made from recycled fibers. Furthermore, soy ink is utilized during the printing process to reduce volatile organic compound (VOC) emissions. Through these measures, TTC strives to reduce resource consumption and waste generation, putting green practices and sustainable development goals into action.

CH5 Social Welfare



Since the establishment of Taiwan Tea Corporation, protecting Taiwan and contributing to Taiwan's society has long been our corporate mission. It is our belief that continuously devoting resources and showing love and respect are the ways to offer assistance and bring positive strength to society. In the hope of sending love to every corner of society, the Company will continue to be actively engaged in social services and encourage our employees to take part in social welfare events more in the future to keep on sowing the seeds of love.

Taiwan Tea Corporation has participated in disaster relief actions several times and proactively took part in social development and supported community activities. In 2013, the Public Affairs Office was set up to organize the social welfare events and ensure the implementation and promotion of related corporate social activities. In 2025, the Company was continuously dedicated to public welfare activities, supported local communities, associations and foundations, and took care of the society in a way of donation of funds or materials and purchase of products. Through face-to-face communication or contact by phone, the head of the branch company or the public welfare team of the head office may submit a report and then give assistance to communities and thus realize the social welfare. In addition, in 2025, the Company conducted six community service initiatives in Neipu Township, Pingtung County, clearing weeds along a 700-meter stretch each time to help prevent local flooding. In 2025, adhering to the spirit of good neighborliness and local co-prosperity, the Company provided several parcels of land free of charge to the Sanyi Township Office in Miaoli County for public infrastructure use, including the Xihu Village outer ring connecting road improvement project and the Miaoli Historic Trail restoration, thereby assisting in local traffic improvements, tourism development, and public environmental enhancements. Furthermore, the Company organized, supported, and donated to a total of 10 related project initiatives and organizations, investing NT$217,128 to expand Taiwan Tea's social impact and advance the Company's sustainability philosophy and vision.

TTC 2025 Social Participation Activities

Project Name / Beneficiary Unit	Project Description	Funds Invested (NT$)
Huashan Hukou Station Outreach Activity for Solitary Elderly	On December 12, 2025, the Company's public welfare team participated in a care event at Huashan Hukou Station, visiting solitary elderly residents and individuals in need. The team offered companionship and distributed gifts, including black tea bags, drip coffee, tea noodles, popcorn, and other food items, with the hope of bringing warmth and comfort during the winter season. During the visit, it was learned that the Farmers' Association had previously hired a local cafeteria to prepare meal boxes once a week for elderly individuals with mobility difficulties or difficulty leaving their homes. However, due to budget limits, this service was suspended from the third week of December 2025 to the second week of February 2026 for a total of nine weeks. The Company provided meal support during this period to ensure continued basic care for the elderly. This charity event not only met the immediate needs of the elderly, but also showcased the Company's commitment to social responsibility and care for the disadvantaged in a meaningful way.	7,218
Community Development Association of Xihu, Sanyi Township	In consideration of the development projects in the area, the Company proactively supports community activities, assists in promoting local agricultural products, and extends care to disadvantaged families.	50,000
Community Development Association of Shengxing Village in Sanyi Township		10,000
Community Development Association of Jiuhu Village in Tongluo Township		50,000
Jiuhu Wusheng Temple Committee	In consideration of local development projects and the need to foster positive community relations, the Company provided funding support for the Jiuhu Wusheng Temple's 30th Anniversary Celebration of Reconstruction and Enshrinement, as well as the Yisi Year Blessing and Peace Procession folk event.	20,000
Dongxing Temple in Daxi District, Taoyuan City	To address the parking shortage at the Daxi Tea Factory, the Company arranged for the use of nearby parking lots for visitors and made a monetary offering to the temple.	20,000
Phoenix Volunteer Corp of Nantou County Fire Department	We aimed to facilitate firefighting service operations, recognize the efforts of firefighters, and provide financial support.	20,000
Agricultural Association of Taiwan–Heh-Shou Hsieh Research Scholarship	To facilitate improvements to tea-related technologies and soil conservation techniques on tea farms, relevant research expenses were donated as a form of support.	20,000
Sanyi Senior High School	We provided land in the Bagu Section of Sanyi free of charge for use as a parking lot (estimated annual rental value of approximately NT$20,000 if leased).	Provided free of charge
Shengxing Village, Sanyi	To ensure safe transit for local residents, land was provided free of charge for community use to support local environmental improvements.	Provided free of charge
Total		$197,218





▲ Weed removal community service


感謝

台灣農林股份有限公司

贊助支援本會
熱心公益 特申謝忱

感謝捐贈關懷獨居長輩禮品

支持華山基金會湖口站，深表謝忱

財團法人
華山社會福利慈善事業基金會
中華民國 114 年 12 月 10 日

▲ Donation to Huashan Hukou Service Station for winter relief

Appendix

Appendix 1. GRI 2021 Comparison Table

Appendix 2. Sustainability Disclosure Indicators – Food Industry and Food & Beverage Service Companies with Revenues Accounting for 50% or More of Total Operating Revenue

Appendix 3. Climate Related Information of TWSE/GTSM Listed Companies Climate Related Information of TWSE/GTSM Listed Companies

Appendix 4. SASB Agricultural Products – Food & Beverage Sector (FB-AG) Index

Appendix 5. Independent Third Party Assurance Statement

Appendix 1. GRI 2021 Comparison Table

GRI Statement

Statement on Use of GRI Universal Standards	The 2025 Sustainability Report is published with reference to GRI Standards. The scope of the data covers the period from January 1, 2025 to December 31, 2025.
GRI 1 Version	GRI 1: Foundation 2021
GRI Sector Standards	GRI 13: Agriculture, Aquaculture and Fishing 2022

GRI 2: General Disclosures

Category	Indicator	Disclosure Requirements	Chapter or Omission	Page No.
The organization and its reporting practices	GRI 2-1	Organizational details	1.1 About Taiwan Tea Corporation	7
	GRI 2-2	Entities included in the organization's sustainability reporting	About the Report	4
	GRI 2-3	Reporting period, frequency and contact point	About the Report	4
	GRI 2-4	Restatements of information	About the Report	4
	GRI 2-5	External guarantee/assurance	About the Report	4
Activities and workers	GRI 2-6	Activities, value chain and other business relationships	1.1 About Taiwan Tea Corporation 2.1.4 Supplier Management	7 47
	GRI 2-7	Employee	3.1 Talent Development and Human Rights	69
	GRI 2-8	Workers who are not employees	3.1 Talent Development and Human Rights	69
Governance	GRI 2-9	Governance structure and composition	1.2 ESG Promotion Team 1.3 Corporate Governance and Ethical Management	12 20
	GRI 2-10	Nominating and selecting the highest governance body	1.3 Corporate Governance and Ethical Management	20
	GRI 2-11	Chair of the highest governance body	1.3 Corporate Governance and Ethical Management	20
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	1.3 Corporate Governance and Ethical Management	20
	GRI 2-13	Delegation of responsibility for managing impacts	1.3 Corporate Governance and Ethical Management	20
	GRI 2-14	Role of the highest governance body in sustainability reporting	About the Report 1.3 Corporate Governance and Ethical Management	4 20
	GRI 2-15	Conflicts of interest	1.3 Corporate Governance and Ethical Management	20
	GRI 2-16	Communication of critical concerns	1.3 Corporate Governance and Ethical Management	20
	GRI 2-17	Collective knowledge of the highest governance body	1.3 Corporate Governance and Ethical Management	20
	GRI 2-18	Evaluation of the performance of the highest governance body	1.3 Corporate Governance and Ethical Management	20
	GRI 2-19	Remuneration policies	1.3 Corporate Governance and Ethical Management	20
	GRI 2-20	Process for determining remuneration	1.3 Corporate Governance and Ethical Management	20
	GRI 2-21	Annual total compensation ratio	3.1 Talent Development and Human Rights	69
Strategy, policies and practices	GRI 2-22	Statement on sustainable development strategy	About the Report	4
	GRI 2-23	Policy commitments	1.2 ESG Promotion Team	12
	GRI 2-24	Embedding policy commitments	1.3 Corporate Governance and Ethical Management	20
	GRI 2-25	Processes to remediate negative impacts	1.2 ESG Promotion Team	12
	GRI 2-26	Mechanisms for seeking advice and raising concerns	1.3 Corporate Governance and Ethical Management	20
	GRI 2-27	Compliance with laws and regulations	1.3 Corporate Governance and Ethical Management	20
	GRI 2-28	Membership associations	1.1 About Taiwan Tea Corporation	7
Stakeholder Engagement	GRI 2-29	Approach to stakeholder engagement	1.2 ESG Promotion Team	12
	GRI 2-30	Collective bargaining agreements	As TTC does not have a labor union, no collective bargaining agreements are in place.	

GRI 3: Material Topic 2021

Indicator	Disclosure Requirements	Chapter or Omission	Page No.
GRI 3-1	Process to determine material topics	1.2 ESG Promotion Team	12
GRI 3-2	List of material topics	1.2 ESG Promotion Team	12
GRI 3-3	Management of material topics	1.3 Corporate Governance and Ethical Management 2.1 Product Quality and Safety 2.2 Customer Service Quality 3.1 Talent Development and Human Rights 3.2 Occupational Safety and Health 4.1 Greenhouse Gas and Energy Management 4.2. Waste management approach	20 39 63 69 83

GRI Specific Topics

Material Topic: Corporate Governance and Ethical Management				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Economic	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.3.2 Financial performance	10
		201-4 Financial assistance received from government	1.3.2 Financial performance	10
	GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No related events have occurred.	
	GRI 207: Tax 2019	207-1 Approach to tax	1.3.2 Financial performance	10
		207-2 Tax governance, control, and risk management	1.3.2 Financial performance	10
Material Topic: Product Quality and Safety				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Economic	GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2.1.3 Local Procurement	41
Society	GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2.1.1 Food Safety	41
		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Material Topic: Customer Service Quality				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Society	GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2.2.1 Consumer protection	63
		417-2 Incidents of non-compliance concerning product and service information and labeling		
		417-3 Incidents of non-compliance concerning marketing communications		
	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.2.1 Consumer protection	63
Material Topic: Occupational Health and Safety				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Society	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.2.1 Occupational safety and health	84
		403-2 Hazard identification, risk assessment, and incident investigation		
		403-3 Occupational health services		
		403-4 Worker participation, consultation, and communication on occupational health and safety		
		403-5 Worker training on occupational health and safety		
		403-6 Promotion of worker health		
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
		403-9 Work-related injuries		
		403-10 Work-related ill health		

Material Topic: Talent Development and Human Rights				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Economic	GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	3.1.3 Employee remuneration, welfare and communication	73
Society	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.1.2 Overview of employee turnover	72
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.3 Employee remuneration, welfare and communication	73
		401-3 Parental leave	3.1.4 Talent development	76
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.1.4 Talent development	76
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1.3.1 Governance Framework 3.1 Talent Development and Human Rights	22 69
		405-2 Ratio of basic salary and remuneration of women to men	3.1.3 Employee remuneration, welfare and communication	73
	GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There is no discrimination event.	
	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous people	There were no material incidents involving violations of the rights of indigenous peoples, nor were any related complaints, penalties, or legal cases recorded.	

Material Topic: Greenhouse Gas and Energy Management				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Economic	GRI 201: Economic Performance 2016	201-2 Climate change: financial implications, risks and opportunities	4.1 Greenhouse Gas and Energy Management	91
Environment	GRI 302: Energy 2016	302-1 Energy consumption within the organization		
		302-3 Energy intensity		
		302-4 Reduction of energy consumption		
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		
		305-2 Indirect (Scope 2) GHG emissions		
		305-3 Other indirect (Scope 3) greenhouse gas emissions		
		305-4 Greenhouse gas emission intensity		
		305-5 Reduction of greenhouse gas emissions		

Material Topic: Waste Management				
Category	**Indicator**	**Disclosure Requirements**	**Report Sections**	**Page No.**
Environment	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	4.2 Sustainable Circularity and Waste Management	111
		306-2 Management of significant waste-related impacts		
		306-3 Production of Waste		
		306-4 Waste diverted from disposal		
		306-5 Direct Disposal of Waste		

General Sustainability Topics: Water Resource Management				
Category	**Indicator**	**Disclosure Requirements**	**Chapter or Omission**	**Page No.**
Environment	GRI 303: Water and Effluents 2018	303-3 Water withdrawal	4.3 Water resource management	113
General Sustainability Topics				
Category	**Indicator**	**Disclosure Requirements**	**Chapter or Omission**	**Page No.**
Environment	GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	4.4 Biodiversity	114
		101-2 Management of biodiversity impacts		
		101-3 Access and benefit-sharing		
		101-4 Identification of biodiversity impacts		
		101-5 Locations with biodiversity impacts		
		101-6 Direct drivers of biodiversity loss		
		101-7 Changes to the state of biodiversity		
		101-8 Ecosystem services		
Economic	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported, as well as their impacts	CH5 Social Welfare	121
		203-2 Significant indirect economic impacts	4.4 Biodiversity	114

GRI 13: Agriculture, Aquaculture and Fishing

Indicator	Sector Standard Code	Corresponding GRI Topics	Report Sections	Page No.
Material Topic: Greenhouse Gas and Energy Management				
13.1 Emissions	13.1.1	GRI 3: Material Topic 2021	4.1 Greenhouse Gas and Energy Management	91
	13.1.2	GRI 305-1 Direct (Scope 1) GHG emissions		
	13.1.3	GRI 305-2 Indirect (Scope 2) GHG emissions		
	13.1.4	GRI 305-3 Other indirect (Scope 3) greenhouse gas emissions		
	13.1.5	GRI 305-4 Greenhouse gas emission intensity		
	13.1.6	GRI 305-5 Reduction of greenhouse gas emissions		
	13.1.7	GRI 305-6 Emissions of Ozone-Depleting Substances (ODS)	N/A; none.	
	13.1.8	GRI 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	N/A; none.	
13.2 Climate Adaptation and Resilience	13.2.1	GRI 3: Material Topic 2021	4.1 Greenhouse Gas and Energy Management	91
	13.2.2	GRI 201-2 Climate change: financial implications, risks and opportunities		
General Sustainability Topics: Biodiversity				
	13.3.1	GRI 3: Material Topic 2021	Although being involved in the development within natural ecological areas, the Company conducts environmental impact assessment procedures in accordance with the law prior to development and continuously establishes and optimizes biodiversity management mechanisms. Based on the assessment, the level of impact and stakeholder concern has not reached the materiality threshold; therefore, it was not identified as a material topic for the reporting year.	
13.3 Biodiversity	13.3.2	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI has issued GRI 101 to replace GRI 304. For the relevant response, please refer to 4.4 Biodiversity.	
	13.3.3	GRI 304-2 Significant impacts of activities, products, and services on biodiversity		

Indicator	Sector Standard Code	Corresponding GRI Topics	Report Sections	Page No.
	13.3.4	GRI 304-3 Habitats protected or restored		
	13.3.5	GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
13.4 Natural Ecosystem Conversion	13.4.1	GRI 3: Material Topic 2021	Although being involved in the development within natural ecological areas, the Company conducts environmental impact assessment procedures in accordance with the law prior to development and continuously establishes and optimizes biodiversity management mechanisms. Based on the assessment, the level of impact and stakeholder concern has not reached the materiality threshold; therefore, it was not identified as a material topic for the reporting year.	
	13.4.4	Report the area (in hectares), location, and type of natural ecosystems converted on the land owned, leased, or managed by the organization from the cutoff date.	4.4 Biodiversity	114
Material Topic: Product Quality and Safety				
13.6 Pesticides Use	13.6.1	GRI 3: Material Topic 2021	2.1.1 Food Safety	41
13.10 Food Safety	13.10.1	GRI 3: Material Topic 2021		
	13.10.2	GRI 416-1 Assessment of the health and safety impacts of product and service categories	2.1.1 Food Safety	41
	13.10.3	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
13.23 Supply Chain Traceability	13.23.1	GRI 3: Material Topic 2021	2.1 Product Quality and Safety	39
	13.23.2	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels).	2.1.4 Supplier Management	47
	13.23.3	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.	2.1.3 Local Procurement	45
General Sustainability Topics: Water Resource Management				
13.7 Water and Effluents	13.7.1	GRI 3: Material Topic 2021	Based on the assessment, the level of the impact and stakeholder concern has not reached the materiality threshold; therefore, it was not identified as a material topic for the reporting year.	
	13.7.2	GRI 303-1 Interactions with water as a shared resource	As the Company self-produces and distributes its tea, water for tea cultivation is managed through recycling and reuse. An Israeli drip irrigation system has also been introduced to improve water-use efficiency and reduce water consumption. Based on this assessment, the impact of these operational activities on water resources is relatively limited.	
	13.7.3	GRI 303-2 Management of water discharge-related impacts		
	13.7.4	GRI 303-3 Water withdrawal	4.3 Water resource management	113
	13.7.5	GRI 303-4 Water discharge	The methodology for compiling data is currently being established.	
	13.7.6	GRI 303-5 Water consumption		
Material Topic: Waste Management				
13.8. Waste	13.8.1	GRI 3: Material Topic 2021	4.2 Sustainable Circularity and Waste Management	111
	13.8.2	GRI 306-1 Waste generation and significant waste-related impacts		
	13.8.3	GRI 306-2 Management of significant waste-related impacts		
	13.8.4	GRI 306-3 Production of Waste		
	13.8.5	GRI 306-4 Waste diverted from disposal		
	13.8.6	GRI 306-5 Direct Disposal of Waste		

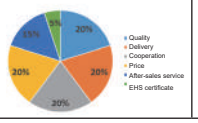
Indicator	Sector Standard Code	Corresponding GRI Topics	Report Sections	Page No.
Material Topic: Talent Development and Human Rights				
13.14 Rights of Indigenous Peoples	13.14.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
	13.14.2	GRI 411-1 Incidents of violations involving rights of indigenous peoples	There were no material incidents involving violations of the rights of indigenous peoples, nor were any related complaints, penalties, or legal cases recorded.	
13.15 Non-Discrimination and Equal Opportunity	13.15.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
	13.15.2	GRI 405-1 Diversity of governance bodies and employees	1.3.1 Governance Framework 3.1 Talent Development and Human Rights	22 69
	13.15.3	GRI 405-2 Ratio of basic salary and remuneration of women to men	3.1.3 Employee remuneration, welfare and communication	73
	13.15.4	GRI 406-1 Incidents of discrimination and corrective actions taken	There is no discrimination event.	
13.16 Forced or Compulsory Labor	13.16.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
	13.16.2	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based on assessments, the Company's operating sites and suppliers have no significant risk of forced or compulsory labor.	
13.17 Child Labor	13.17.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
	13.17.2	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	Based on the assessment, none of the Company's operating sites or suppliers are at significant risk for incidents of child labor.	
13.20 Labor and Management Practices	13.20.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
13.21 Living Income and Living Wage	13.21.1	GRI 3: Material Topic 2021	3.1 Talent Development and Human Rights	69
Material Topic: Occupational Health and Safety				
13.19 Occupational Health and Safety	13.19.1	GRI 3: Material Topic 2021	3.2 Occupational Safety and Health	
	13.19.2	GRI 403-1 Occupational health and safety management system	3.2.1 Occupational safety and health	84
	13.19.3	GRI 403-2 Hazard identification, risk assessment, and incident investigation		
	13.19.4	GRI 403-3 Occupational health services		
	13.19.5	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety		
	13.19.6	GRI 403-5 Worker training on occupational health and safety		
	13.19.7	GRI 403-6 Promotion of worker health		
	13.19.8	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	13.19.9	GRI 403-8 Workers covered by an occupational health and safety management system	The Company has established an occupational health and safety management system; however, as it has not yet obtained third-party external audit certification, relevant information is not disclosed this time.	
	13.19.10	GRI 403-9 Work-related injuries	3.2.1 Occupational safety and health	84
	13.19.11	GRI 403-10 Work-related ill health		
Material Topic: Corporate Governance and Ethical Management				
13.22 Economic Inclusion	13.22.1	GRI 3: Material Topic 2021	1.3 Corporate Governance and Ethical Management	20
	13.22.2	GRI 201-1 Direct economic value generated and distributed	1.3.2 Financial performance	28
	13.22.3	GRI 203-1 Infrastructure investments and services supported, as well as their impacts	CH5 Social Welfare	121
	13.22.4	GRI 203-2 Significant indirect economic impacts	4.4 Biodiversity	114

Indicator	Sector Standard Code	Corresponding GRI Topics	Report Sections	Page No.
Material Topic: Corporate Governance and Ethical Management				
13.25 Anti-competitive Practices	13.25.1	GRI 3: Material Topic 2021	1.3 Corporate Governance and Ethical Management	20
	13.25.2	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The Company had no incidents related to anti-competitive behavior, anti-trust, or monopoly practices.	
13.26 Anti-Corruption	13.26.1	GRI 3: Material Topic 2021	The Company has implemented management measures related to ethical corporate management. However, management and disclosure mechanisms for GRI 205 Anti-Corruption are still being established, and relevant indicator information is not disclosed at this time. Relevant disclosures will be progressively improved as the system is developed.	
	13.26.2	GRI 205-1 Operations assessed for corruption risk assessment		
	13.26.3	GRI 205-2 Communication and training about anti-corruption policies and procedures		
	13.26.4	GRI 205-3 Confirmed incidents of corruption and actions taken		
Not identified as a material topic				
13.5 Soil Health	13.5.1	GRI 3: Material Topic 2021	The Company does not operate in an industry associated with soil contamination. In tea cultivation, an Israeli drip irrigation system has been implemented to effectively reduce water consumption and pesticide use. Furthermore, tea cultivation operations generate no waste and are managed through sustainable circular agriculture practices. Following an impact assessment, this topic was determined to have no material impact and was therefore not identified as a material topic for the reporting year.	
13.9 Food Security	13.9.1	GRI 3: Material Topic 2021	The Company's agricultural activities focus primarily on tea cultivation rather than staple food crops; therefore, relevance to food security is limited. Following an impact assessment, this topic was determined to have no material impact and was therefore not identified as a material topic for the reporting year.	
13.11 Animal Health and Welfare	13.11.1	GRI 3: Material Topic 2021	The Company's agricultural operations focus on tea cultivation and do not involve animal-related activities, resulting in low relevance to animal health issues. Following an impact assessment, this topic was determined not to have a material impact and has not been identified as a material topic for the reporting year.	
13.12 Local communities	13.12.1	GRI 3: Material Topic 2021	Based on our assessment, the Company's operational activities have had no significant impacts on local communities regarding socio-economic, cultural, health, or human rights aspects; therefore, this topic was not identified as a material topic for the reporting year.	
	13.12.2	GRI 413-1 Operations with local community engagement, impact assessments, and development programs		
	13.12.3	GRI 413-2 Operations with significant actual and potential negative impacts on local communities		
13.13 Land and Resource Rights	13.13.1	GRI 3: Material Topic 2021	All land used by the Company is self-owned and involves no disputes regarding land acquisition or land use. Based on assessment, operations have not caused significant impacts on land ownership or human rights issues; therefore, this area was not identified as a material topic for the reporting year.	
13.18 Freedom of Association and Collective Bargaining	13.18.1	GRI 3: Material Topic 2021	Following an assessment of its operating locations and key suppliers, the Company identified no significant risks of restricting or violating freedom of association and collective bargaining rights; therefore, this area was not identified as a material topic for the reporting year. As TTC does not have a labor union, no collective bargaining agreements or negotiations are in place.	
	13.18.2	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
13.24 Public Policy	13.24.1	GRI 3: Material Topic 2021	The Company did not make any financial or in-kind contributions to political parties or politicians, nor did it participate in public policy formulation; therefore, this topic was not identified as a material topic for the reporting year.	
	13.24.2	GRI 415-1 Political contributions		

Appendix 2. Sustainability Disclosure Indicators – Food Industry and Food & Beverage Service Companies with Revenues Accounting for 50% or More of Total Operating Revenue

<table>
<tr><th>No.</th><th>Indicator</th><th>Indicator Type</th><th>Unit</th><th>Disclosure Status</th></tr>
<tr><td>1</td><td>The evaluation and improvement regarding the company's personnel, work environment, hygiene management of facilities and quality control system to improve food sanitation, safety and quality, as well as the significant product and service categories and the percentage affected.</td><td>Quantitative and qualitative descriptions</td><td>Ratio (%)</td><td>1. In September 2025, the crude tea and refined tea processing plants at the Company's Pingtung Laopi Tea Farm renewed their certifications for FSSC 22000, ISO 22000:2018, and HACCP, with a three-year validity period. Under this food safety management system, the Company implements related operations for raw material management, environmental controls, plant and facility sanitation, and personnel hygiene management. Tea products produced by certified facilities accounted for 99.01% of total production. Going forward, TTC will continue its efforts to obtain relevant certifications for its remaining tea factories.
Under the aforementioned food safety management system, the Company has established standardized management procedures and verification mechanisms across raw material management, workplace environment, facility and equipment hygiene, quality control systems, and personnel hygiene and training. These measures ensure that products meet all food safety and quality requirements throughout production, processing, and packaging.
2. The Company obtained TGAP (Taiwan Good Agricultural Practice) certification from the Council of Agriculture in July 2021 and successfully renewed it in July 2024 for a three-year term, covering a total certified area of 465.36 hectares. The certification scope encompasses tea garden production record tracking, personnel training, workplace and facility hygiene management, agrochemical management, and quality assurance systems, ensuring that tea production processes strictly meet Taiwan Good Agricultural Practice (TGAP) requirements. By ensuring the transparency and traceability of agricultural production and marketing information, the Company aims to safeguard consumer safety. The Company currently does not track statistical data regarding the proportion of total tea production certified under TGAP (production and marketing history). Moving forward, it will evaluate the establishment of relevant classification and tracking mechanisms based on management needs to enhance data capture and reporting completeness.</td></tr>
<tr><td>2</td><td>Incidents of non-compliance concerning the health and safety impacts of products and services, and non-compliance with regulations concerning product and service information and labeling, including categories and number of incidents, number of product recalls/ withdrawals, and total weight of recalled products.</td><td>Quantitative and qualitative descriptions</td><td>Quantity, metric ton (t)</td><td>In 2025, the Company recorded zero incidents of non-compliance with regulations concerning product and service health and safety, zero incidents of non-compliance regarding product and service information and labeling, and zero product recalls.</td></tr>
<tr><td>3</td><td>The percentage of the purchase volume in compliance with internationally recognized product responsibility standards., broken down by standard.</td><td>Quantitative</td><td>Ratio (%)</td><td>In addition to prioritizing food safety and quality, the Company is committed to contributing to environmental sustainability. Over the past three years, Taiwan Tea has engaged five printing suppliers that utilize FSC-certified paper to produce product packaging. Procurement of these materials totaled NT$3,184,355, accounting for 3.75% of total procurement.
Procurement of FSC-certified Products
<table><tr><th>Year</th><th>Amount</th><th>International accreditation or standardization bodies</th><th>Percentage of Purchase amount</th></tr><tr><td>2025</td><td>$3,184,355</td><td>FSC</td><td>3.75%</td></tr></table>Note: Purchase amount percentage = annual FSC purchase amount / total annual raw material purchase amount</td></tr>
<tr><td>4</td><td>The percentage of the production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.</td><td>Quantitative</td><td>Ratio (%)</td><td>In September 2025, the crude tea and refined tea processing plants at the Company's Pingtung Laopi Tea Farm renewed their certifications for FSSC 22000, ISO 22000:2018, and HACCP, with a three-year validity period. Under this food safety management system, the Company implements related operations for raw material management, environmental controls, plant and facility sanitation, and personnel hygiene management. Tea products produced by certified facilities accounted for 99.01% of total production. Going forward, TTC will continue its efforts to obtain relevant certifications for its remaining tea factories.</td></tr>
</table>

<table>
<tr><th>No.</th><th>Indicator</th><th>Indicator Type</th><th>Unit</th><th>Disclosure Status</th></tr>
<tr><td>5</td><td>The number and percentage of suppliers audited, and the audit items and results.</td><td>Quantitative and qualitative descriptions</td><td>Quantity, ratio (%)</td><td>
To ensure the implementation of the qualified suppliers' quality and management system, TCC verifies their consistency in quality performance and evaluates their production equipment, technical capacity, and production capacity. TTC arranges an evaluation at the end of every year to evaluate their product quality, delivery performance, product price, cooperation with us and after-sales service, etc. All suppliers evaluated in 2025 met our evaluation criteria.

Supplier Evaluation Result
<table>
<tr><th>Year</th><th>Evaluation frequency</th><th>Number of evaluated suppliers</th><th>Total suppliers</th><th>Supplier evaluation rate</th><th>Evaluation item</th><th>Pass rate (%)</th></tr>
<tr><td>2025</td><td>Once a year</td><td>172</td><td>262</td><td>65.65%</td><td>Supplier evaluation items

</td><td>100%</td></tr>
</table>
In the evaluation of the quality, delivery performance, cooperation, price, after-sales service, and EHS certification of the suppliers, we classified the evaluation results into three levels of A, B, and C, and formulated response measures. If defects are found during the annual evaluation, we immediately ask the suppliers to propose appropriate improvement plans. We also ask them to establish specific and clear methods and the time needed for improvement. By carrying out the evaluation, we show the suppliers how much we care about the quality and safety of food products.

For suppliers that do not fully meet evaluation requirements, we require them to propose and complete improvement plans within a specified time frame based on the identified deficiencies. If they fail to meet these requirements, no business relationship will be established.
<table>
<tr><th>Evaluation Grading</th><th>Grading Basis</th><th>Response Measures</th><th>2025 Evaluation Result</th></tr>
<tr><td>Grade A</td><td>80-100 points</td><td>Continue to maintain cooperative relations</td><td>172 stores</td></tr>
<tr><td>Grade B</td><td>60-80 points</td><td>Assist the supplier to become an outstanding supplier</td><td>0 stores</td></tr>
<tr><td>Grade C (failed)</td><td>Under 60 points</td><td>Seek an alternative supplier</td><td>0 stores</td></tr>
</table>
</td></tr>
<tr><td>6</td><td>The product trace and track management are conducted voluntarily or according to the applicable laws, and the percentage of such relevant products to the whole products.</td><td>Quantitative and qualitative descriptions</td><td>Ratio (%)</td><td>
In accordance with the Regulations Governing Traceability of Foods and Relevant Products, the Company rigorously implements a product trace and track management mechanism and registers product data in the food traceability and tracking system on a monthly basis. All manufactured products are tracked and managed through a batch numbering system. For example, black tea-related products imported from Sri Lanka are registered monthly in the Food Traceability Management Information System (FTMI System), and all finished products are tracked and traced through the batch numbering system.

<table>
<tr><th>Product</th><th>Percentage to all products produced with tea leaves</th></tr>
<tr><td>RG18990325000001 Sri Lanka Black Tea Strips FBOP</td><td>6.78%</td></tr>
<tr><td>RG18990625000001 Sri Lanka Black Tea Strips BOP</td><td>3.08%</td></tr>
<tr><td>RG18990625000002 Sri Lanka Black Tea Flakes BOP</td><td>2.19%</td></tr>
<tr><td>RG18990325000002 Sri Lanka Black Tea Strips FBOP</td><td>1.01%</td></tr>
<tr><td>RG18990825000001 Sri Lanka Black Tea Tea Fannings</td><td>0.07%</td></tr>
</table>
Note 1: The percentage is calculated based on the total semi-finished product production volume in 2025, using the formula: (usage in 2025 / total production volume of semi-finished products volume in 2025).

Note 2: As black tea imported from Sri Lanka is used exclusively for production at the Pingtung Laopi Tea Farm, the percentage is calculated based on the usage and total production volume of semi-finished products of the Farm.
</td></tr>
</table>

<table>
<tr><th>No.</th><th>Indicator</th><th>Indicator Type</th><th>Unit</th><th>Disclosure Status</th></tr>
<tr><td>7</td><td>The food safety laboratories are established voluntarily or according to the applicable laws, testing items, testing results, relevant expenses and the percentage of such expenses to the net revenue.</td><td>Quantitative and qualitative descriptions</td><td>Reporting currency, ratio (%)</td><td>
TTC not only is persistently dedicated to its tea business, but also takes the quality and safety management of the products' packaging materials seriously. All the (SGS) pesticide residue testing results of our tea leaves are disclosed in the TTC section on My Safety Net for the public's reference.

Pursuant to the Act Governing Food Safety and Sanitation, the Company built a food safety laboratory in 2016 to protect the health of the consumers.
<table>
<tr><td>Establishment</td><td>The TTC's laboratory was put into use in 2016.</td></tr>
<tr><td>Main planning</td><td>• TTC's food safety laboratory is intended for measurement of moisture in tea leaves and sensory evaluation.
• Personnel hand swab testing and plant area settle plate tests
• Since 2022, laboratory personnel have participated in and passed annual proficiency testing organized by the Food Industry Research and Development Institute.
In 2024, an environmental monitoring program (EMP) was established to conduct sampling and testing across the tea factory and its surrounding environment, applying more stringent standards for preventive monitoring and taking effective corrective actions to ensure production areas remain free from contamination.
Additionally, to enhance the credibility of product pesticide residue testing, the laboratory commissions SGS annually to perform relevant tests and maintain records for inspection. Annual in-plant water quality testing is also conducted, alongside internal calibration (semi-annually) and external calibration (annually) of on-site instruments.</td></tr>
<tr><td>Input</td><td>From January to December 2025, cumulative laboratory-related expenses reached NT$2,682,714.</td></tr>
</table>
</td></tr>
<tr><td></td><td></td><td></td><td></td><td>
<table>
<tr><th>Testing Item</th><th>Pass Rate (including re-testing)</th></tr>
<tr><td>Personnel hand swab testing</td><td>100%</td></tr>
<tr><td>Plant area settle plate tests</td><td>100%</td></tr>
</table>
Laboratory-related expenses and the percentage thereof to the net operating revenue
<table>
<tr><th>Year</th><th>Total net operating revenue</th><th>Laboratory-related expenses</th><th>Percentage</th></tr>
<tr><td>2025</td><td>472,651,904</td><td>2,682,714</td><td>0.57%</td></tr>
<tr><td>2024</td><td>433,108,466</td><td>2,537,966</td><td>0.59%</td></tr>
<tr><td>2023</td><td>379,507,022</td><td>5,328,623</td><td>1.40%</td></tr>
</table>
Addition of laboratory equipment in the recent three years
<table>
<tr><th>Year</th><th>New equipment</th><th>Expenditure</th></tr>
<tr><td>2025</td><td>No new equipment was added in 2025.</td><td></td></tr>
<tr><td>2024</td><td>No new equipment was added in 2024.</td><td></td></tr>
<tr><td>2023</td><td>Bar room drainage and power distribution project (including water purification equipment)</td><td>119,200</td></tr>
</table>
</td></tr>
<tr><td>8</td><td>Total energy consumption, percentage of purchased electricity, and renewable energy use rate</td><td>Quantitative</td><td>Gigajoules (GJ), percentage (%)</td><td>Total energy consumption: 17,253.08 GJ
Percentage of purchased electricity: 81.38%
Renewable energy use rate: 0%</td></tr>
<tr><td>9</td><td>Total water withdrawal and total water consumption</td><td>Quantitative</td><td>Thousand cubic meter (1,000 m³)</td><td>Total water withdrawal: 616.013 thousand cubic meters
Total water consumption: The Company is currently establishing an effective methodology for calculating water consumption, and the relevant data collection and management mechanisms continue to be refined.</td></tr>
<tr><td>10</td><td>Weight of products sold, number of production facilities</td><td>Quantitative</td><td>Metric ton (t), quantity</td><td>
The tea and coffee products of the Company are produced at four premises. They are Laopi Tea Farm, Yuchi Tea Factory, San Yi Tea Factory, and Xiong Kong Tea Factory.

Sales volume and value of tea and coffee
Unit: Quantity - kg
Value - NT$ thousand
<table>
<tr><th>Year</th><th colspan="2">2025</th></tr>
<tr><th>Domestic sales</th><th>Quantity</th><th>Value</th></tr>
<tr><td>Tea</td><td>618,160</td><td>263,058</td></tr>
<tr><td>Coffee</td><td>527</td><td>12,698</td></tr>
</table>
</td></tr>
</table>

Appendix 3. Climate Related Information of TWSE/GTSM Listed Companies

Risks and opportunities brought about by the climate change and relevant countermeasures taken by the company

Four TCFD aspects	Item	Implementation	Page No.
Governance	1. Describe the supervision and governance that the Board of Directors and the management performed for climate related risks and opportunities.	4.1 Greenhouse Gas and Energy Management	91
Strategy	2. Describe how identified climate risks and opportunities affect the business, strategy and finance of the company (short term, medium term, and long term)	4.1 Greenhouse Gas and Energy Management	91
	3. Describe the impact of the extreme climate event and transformation action on the finance.	4.1 Greenhouse Gas and Energy Management	91
Risk Management	4. Describe how the identification, assessment and management process of climate risks are integrated in the overall risk management system.	4.1 Greenhouse Gas and Energy Management	91
	5. Where scenario analysis is used for assessment of the resilience facing the climate change risk, the scenario, parameter, assumption, and analysis factor used as well as the impact on the finance shall be described.	4.1 Greenhouse Gas and Energy Management	91
	6. If there is any transformation plan in response to the management of climate related risks, describe the contents of the plan and the metrics and targets used for identification and management of physical and transformation risks.	4.1 Greenhouse Gas and Energy Management	91
	7. If the internal carbon pricing is used as a planning tool, describe the basis of the pricing.	The Company has not yet adopted carbon pricing as a planning tool.	
Metric and target	8. If a climate related target is defined, the activities covered, the scope of GHG emissions, the schedule planned, and the progress to be achieved every year shall be described; where carbon offsets or renewable energy certificates (RECs) are used to achieve related targets, the source and quantity of the carbon credits offset or the quantity of the RECs shall be described.	The Company currently does not use carbon offsets or renewable energy certificates (RECs).	
	9. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and concrete action plans.	Detailed in Tables 1-1 & 1-2 below	

GHG inventory and assurance

1-1 The company's greenhouse gas inventory and assurance in the last two years

1-1-1 Information on greenhouse gas inventory
Describe the emission volume (tCO_2e), intensity (tCO_2e/NT$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years Please refer to 4.1 Greenhouse Gas and Energy Management in the Report
1-1-2 Information on greenhouse gas assurance
Describe the assurance status for the last two years as of the date of publication of the annual report, including the scope of assurance, the assurance provider, assurance standards, and assurance opinions: The Company plans to disclose greenhouse gas assurance information for 2026 in 2027.

1-2 GHG reduction targets, strategies, and concrete action plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, and concrete action plans, as well as the achievement of the reduction targets: Please refer to 4.1 Greenhouse Gas and Energy Management in the Report

Appendix 4. SASB Agricultural Products – Food & Beverage Sector (FB-AG) Index

Code	Accounting Metrics	Category	Unit of Measure	Disclosure	Page No.
Topic: Greenhouse Gas Emissions					
FB-AG-110a.1.	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO_2e	2025 emissions: 772.482 tCO_2e	
FB-AG-110a.2.	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	Not applicable.	4.1 Greenhouse Gas and Energy Management	91
FB-AG-110a.3.	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), percentage (%)	Fleet fuel consumed: 817.15 GJ Percentage renewable: 0%	
Disclosure Topic: Energy Management					
FB-AG-130a.1.	(1) Operational energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	Gigajoules (GJ), percentage (%)	(1) Total energy consumption within the organization: 16,435.93 (GJ) (2) Percentage of electrical grid: 85.43% (3) Percentage renewable: 0%	
Disclosure Topic: Water Management					
FB-AG-140a.1.	(1) total water withdrawal, percentage of each in regions with High or Extremely High Baseline Water Stress; (2) total water consumption, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m^3), percentage (%)	(1) In 2025, the Company's total water withdrawal was 616.013 million liters, and the percentage in regions with high or extremely high baseline water stress was 0%. (2) Total water consumption: The Company is currently establishing an effective methodology for calculating water consumption, and the relevant data collection and management mechanisms continue to be refined.	
FB-AG-140a.2.	Description of water management risks and discussion of strategies and practices to mitigate such risks	Discussion and analysis	Not applicable.	4.3 Water resource management	113
FB-AG-140a.3.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Quantity	In 2025, there has not been any non-compliance with laws and regulations due to water-related matters by the Company.	
Disclosure Topic: Food Safety					
FB-AG-250a.1.	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major non-conformances and (b) minor non-conformances	Quantitative	Ratio	During the 2025 FSC22000 external audit, a total of 93 items were audited, identifying 3 minor non-conformities (representing a 3% non-conformity rate). All items have been fully rectified, achieving a 100% corrective action completion rate.	
FB-AG-250a.2.	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage by cost (%)	The Company currently does not procure agricultural products from GFSI-recognized suppliers.	
FB-AG-250a.3.	(1) Number of recalls and (2) Total weight of recalled food products (Note 1)	Quantitative	Number, metric ton (t)	Zero recalls of no metric tons (t) occurred in 2025.	
Disclosure Topic: Labor Health and Safety					
FB-AG-320a.1.	(a) Direct employees and (b) contract workers: (1) total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NFMR)	Quantitative	Ratio	In 2025, the Company had no contract workers (i.e., workers who are not employees); the information for direct employees is as follows: (1) TRIR = 0.83 (2) No fatalities occurred (3) No near-miss incidents occurred	

Code	Accounting Metrics	Category	Unit of Measure	Disclosure	Page No.
Disclosure Topic: Environmental and Social Impacts of Raw Material Supply Chains					
FB-AG-430a.1.	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentage by standard	Quantitative	Ratio	The Company does not procure agricultural products certified to third-party environmental or social standards.	
FB-AG-430a.2.	Supplier social and environmental responsibility audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major non-conformances and (b) minor non-conformances	Quantitative	Ratio	As of 2025, the Company had a total of 262 suppliers, of which 172 were evaluated; all suppliers evaluated in 2025 met TTC's evaluation standards. There were no instances of major or minor non-conformities.	
FB-AG-430a.3.	Discussion of strategies to manage environmental and social risks arising from contract farming and commodity procurement	Discussion and analysis	Not applicable.	Not applicable; the Company is not involved in contract farming or agricultural commodity procurement.	
Disclosure Topic: Management of Genetically Modified Organisms (GMOs)					
FB-AG-430b.1.	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and analysis	Not applicable.	Not applicable; the Company is not involved in the use of genetically modified organisms (GMOs).	
Disclosure Topic: Raw Materials Sourcing					
FB-AG-440a.1.	Identification of the Company's major crops and description of the risks and opportunities of climate change	Discussion and analysis	Not applicable.	Please refer to 4.1 "Greenhouse Gas and Energy Management" for the climate risk identification results, specifically Risk Item (IV) Long-term risks – The climate change brings about uneven distribution of rain. It may cause shortage in water resources and thus affect the stability of the supply and the quality of the products.	
FB-AG-440a.2.	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage by cost (%)	Not applicable; the Company is not located in a region with high or extremely high baseline water stress.	

(Note 1) FB-AG-250a.3: Disclosure shall include a description of notable recalls, such as those affecting a significant volume of products or those related to serious illness or fatality.

Code	Activity Metrics	Category	Unit of Measure	Disclosure
FB-AG-000.A	Production volume of major crops (Note 2)	Quantitative	Metric ton (t)	953 metric tons
FB-AG-000.B	Number of processing sites (Note 3)	Quantitative	Number of shares	4 sites
FB-AG-000.C	Total land area under cultivation	Quantitative	Hectare	150.35 hectares
FB-AG-000.D	The cost of the agricultural products sourced from external parties (Note 4)	Quantitative	Presentation currency	NT$182,630

(Note 2) FB-AG-000.A: Major crops refer to those that accounted for 10% or more of the consolidated revenue in any of the past three fiscal years.

(Note 3) FB-AG-000.B: Processing facilities include sites engaged in the manufacturing, processing, packaging, or storage of agricultural products, but exclude administrative offices.

(Note 4) FB-AG-000.D: Agricultural products are defined as food, feed, and biofuel feedstock sourced for the entity's operations. The scope of agricultural products sourced externally excludes agricultural products grown on land owned or operated by the entity.

Appendix 5. Independent Third Party Assurance Statement

會計師有限確信報告

台灣農林股份有限公司　公鑒：

本會計師接受台灣農林股份有限公司（以下簡稱「台灣農林」）之委託，對台灣農林民國一一四年度（2025年度）永續報告書（以下簡稱「報告書」）中所揭露之特定績效指標（以下簡稱「確信標的資訊」）執行有限確信程序並出具報告。

確信標的資訊與適用基準

台灣農林依據「上市公司編製與申報永續報告書作業辦法」（以下簡稱「作業辦法」）第四條所規定之食品工業及餐飲收入占其全部營業收入之比率達百分之五十以上者應加強揭露永續指標所揭露之確信標的資訊及其適用基準詳列於附件一。

管理階層之責任

台灣農林應設定其永續績效和報導目標，包括辨識利害關係人及重大性議題，並依前述適用基準編製及允當表達民國一一四年度（2025年度）報告書內所涵蓋之確信標的資訊，且負責建立及維持與報告書編製有關之必要內部控制，以確保報告書所報導之確信標的資訊未存有導因於舞弊或錯誤之重大不實表達。

會計師之責任

本會計師係依據財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」規劃並執行工作，以對第二段所述之確信標的資訊是否存有重大不實表達出具有限確信報告。另，本會計師執行有限確信時，對與有限確信攸關之內部控制取得必要之瞭解，以設計當時情況下適當之有限確信程序，惟其目的並非對台灣農林民國一一四年度（2025年度）永續報告書之相關內部控制設計或執行之有效性提供任何確信。

獨立性及品質管理規範

本會計師及所隸屬會計師事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。此外，本會計師所隸屬會計師事務所遵循品質管理準則，維持完備之品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。

所執行程序之彙總說明

本會計師係針對第二段所述之確信標的資訊執行有限確信工作，主要執行之確信程序包括：

- 取得台灣農林民國一一四年度（2025 年度）報告書，並閱讀其內容；
- 訪談台灣農林管理階層及攸關員工，以瞭解用以蒐集及產出確信標的資訊之相關作業流程與資訊系統；
- 基於對上述事項所取得之瞭解，就報告書揭露之特定資訊執行分析性程序，或於必要時檢視核對相關文件，以獲取足夠及適切之有限確信證據。

上述確信程序係基於本會計師之專業判斷，包括辨識確信標的資訊可能存有重大錯誤或不實表達之範圍並評估其潛在風險，設計足夠且適切之確信程序暨評估確信標的資訊之表達。本會計師相信此項確信工作可對本確信報告之結論提供合理之依據。惟本會計師對於有限確信案件風險之瞭解及考量低於對合理確信案件者，所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小，因此有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。

先天限制

台灣農林民國一一四年度（2025年度）報告書內容涵蓋非財務資訊，對於該等資訊之揭露內容可能涉及台灣農林管理階層之重大判斷、假設與解釋，故不同利害關係人可能對於該等資訊有不同之解讀。

結論

依據所執行之程序及所獲取之證據，本會計師並未發現第二段所述確信標的資訊有未依適用基準編製而須作重大修正之情事。

其他事項

本確信報告出具後，台灣農林對任何確信標的資訊或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

安侯建業聯合會計師事務所

會計師：吳政諺

事務所地址：台北市信義路五段七號六十八樓

民國一一五年八月二十八日

附件一：確信標的資訊彙總表

編號	報告書對應章節	確信標的資訊	適用基準
1	附錄二 永續揭露指標	■ 本公司屏東老埤農場之粗製、精製加工廠於 2025年9月取得FSSC22000 、ISO22000:2018、HACCP 認證覆核，效期為3年，依照此食品安全管理系統，執行相關的原物料管理、環境、廠房設施衛生及人員的衛生管理作業。其經認證廠房產出之茶葉產品占總產量99.01%，未來台灣農林也將努力取得其餘茶廠之相關認證。依據上述食品安全管理系統，涵蓋本公司於原物料管理、作業場所環境、廠房與設備衛生、品保制度，以及人員衛生與教育訓練等環節，皆建立標準化管理程序與查核機制，以確保產品於生產、加工及包裝過程符合食品安全與品質要求。 ■ 本公司於2021年7月取得農委會 TGAP 產銷履歷驗證，已於2024年7月展延驗證，期限為三年，產銷履歷驗證面積達465.3586公頃，佔老埤農場總面積約65%。產銷履歷驗證內容除涵蓋茶園生產紀錄之追蹤追溯外，亦包含從業人員教育訓練、作業場所與設施衛生管理、農業用藥管理及品質保證制度等項目，確保茶葉生產過程符合臺灣良好農業規範（TGAP）之要求。希望藉由農產品產銷資訊皆公開透明提供追蹤追溯的方式，使消費者安全有保障。公司目前尚無數據統計經 TGAP 產銷履歷認證之茶葉總產量占比，未來將視管理需求評估建置相關分類統計機制，以提升數據掌握與揭露完整性。	作業辦法第四條 附表一之一編號一 為改善食品衛生、安全與品質，而針對其從業人員、作業場所、設施衛生管理及其品保制度等方面進行之評估與改進及所影響之主要產品與服務類別與百分比
2	附錄二 永續揭露指標	■ 本公司於2025年無違反有關產品與服務的健康和安全法規之事件及未遵循產品與服務之資訊與標示法規之事件，亦無產品下架之情事。	作業辦法第四條 附表一之一編號二 違反有關產品與服務之健康與安全法規及未遵循產品與服務之資訊與標示法規之事件類別與次數 、 產品下架次數及下架產品總重量
3	附錄二 永續揭露指標	■ 本公司除了重視食品安全及品質以外，對於地球環境的維護也希望能盡一份心力，近三年台灣農林選擇使用符合 FSC 認證紙張之印刷廠商製作商品包材共5家，相關項目進貨金額共$ 3,184,355 元，採購金額占比3.75%。 註：採購金額占比為：項目年度 FSC 進貨金額/年度原物料總採購金額。	作業辦法第四條 附表一之一編號三 採購符合國際認可之產品責任標準者占整體採購之百分比，並依標準區分。
4	附錄二 永續揭露指標	■ 本公司屏東老埤農場之粗製、精製加工廠於2025年9月取得 FSSC22000、ISO22000:2018、HACCP 認證覆核，效期為3年，依照此食品安全管理系統，執行相關的原物料管理、環境、廠房設施衛生及人員的衛生管理作業，其經認證廠房產出之茶葉產品占總產量99.01%，未來台灣農林也將努力取得其餘茶廠之相關認證。	作業辦法第四條 附表一之一編號四 經獨立第三方驗證符合國際認證之食品安全管理系統標準之廠房所生產產品之百分比

<table>
<tr><th>編號</th><th>報告書對應章節</th><th>確信標的資訊</th><th>適用基準</th></tr>
<tr><td>5</td><td>附錄二
永續揭露指標</td><td>■ 為確保合格供應商品質及管理系統與實際執行落實程度，確認供應商是否有穩定品質的體質，並檢視具有生產產品的設備與技術能力及具備充足的生產力，農林每年針對供應商進行一次評鑑，評鑑的內容為貨物品質、貨物交期、產品價格、配合度及其售後服務等項目，於2025年受評核之供應商全數皆符合農林之評核標準。
■ 供應商評核成果
<table><tr><th>總供應商家數</th><th>供應商評核家數</th><th>供應商評核比率(%)</th></tr><tr><td>262 家</td><td>172 家</td><td>65.65%</td></tr></table>針對供應商品質、交期、配合度、價格、售後服務以及環保安全衛生證明的評核，我們將評比結果分為A、B、C三級，並制定因應作為。評核中若發現缺失，即刻要求供應商提出合適的改善方案並具體訂出明確的作法和改善時間，透過此方式也讓供應商瞭解，我們對於食品品質與安全之重視程度。
針對未完全符合評核之供應商，將視缺失情形要求其於期限內提出並完成改善計畫；若未能達成相關要求，將不予建立合作關係。
<table><tr><th>評核分級</th><th>分級依據</th><th>農林因應作為</th><th>2025評核結果</th></tr><tr><td>A 級</td><td>80-100分</td><td>持續保持合作關係</td><td>172家</td></tr><tr><td>B 級</td><td>60-80分</td><td>協助其成為優良供應商</td><td>0家</td></tr><tr><td>C 級 (未通過)</td><td>60分以下</td><td>積極尋求替代廠商</td><td>0家</td></tr></table></td><td>作業辦法第四條
附表一之一編號五
對供應商進行稽核之家數及百分比、稽核項目及結果</td></tr>
<tr><td>6</td><td>附錄二
永續揭露指標</td><td>■ 本公司依循相關法規「食品及其相關產品追溯追蹤系統管理辦法」要求，確實執行產品追溯與追蹤管理機制，每月定期將產品資料登錄於食品追溯追蹤系統；所有產出產品均採批號制度進行追蹤管理。例如：每月並將自斯里蘭卡進口之紅茶相關產品登錄於食品追溯追蹤管理資訊系統（非追不可），其產出產品皆透過批號制度進行追溯追蹤管理。
<table><tr><th>產品名稱</th><th>占茶葉生產產品之百分比</th></tr><tr><td>RG18990325000001 斯里蘭卡紅茶條 FBOP</td><td>6.78%</td></tr><tr><td>RG18990625000001 斯里蘭卡紅茶條 BOP 紅茶</td><td>3.08%</td></tr><tr><td>RG18990625000002 斯里蘭卡紅茶片 BOP 紅茶</td><td>2.19%</td></tr></table></td><td>作業辦法第四條
附表一之一編號六
依法規要求或自願進行產品追溯與追蹤管理之情形及相關產品占所有產品之百分比</td></tr>
</table>

<table>
<tr><th>編號</th><th>報告書對應章節</th><th>確信標的資訊</th><th>適用基準</th></tr>
<tr><td></td><td></td><td>
<table>
<tr><td>RG18990325000002斯里蘭卡紅茶條 FBOP</td><td>1.01%</td></tr>
<tr><td>RG18990825000001 斯里蘭卡紅茶角</td><td>0.07%</td></tr>
</table>
註1：百分比之計算方式係以 2025 年度半成品生產總量為基準，計算公式為：（2025 年使用量／2025 年度半成品生產總量）。
註2：因斯里蘭卡進口之紅茶僅用於屏東老埤茶廠生產，故百分比之計算為屏東老埤茶廠之使用量及半成品生產總量。</td><td></td></tr>
<tr><td>7</td><td>附錄二
永續揭露指標</td><td>■ 除了對茶葉本業的持續用心，於產品包裝材料的品質安全管理亦十分重視，整合茶葉農藥殘留(委 SGS-台灣科技檢驗股份有限公司檢驗)之結果，於 SGS 設置安心資訊平台-台灣農林專區以昭各方公信。
依據食品安全衛生管理法，本公司於2016年正式設立食品安全實驗室，為消費者的健康把關。
<table>
<tr><td>成立時間</td><td>農林實驗室於2016年起正式運作</td></tr>
<tr><td>主要規劃</td><td>● 農林食品安全實驗室主要進行茶葉水分與官能品評
● 人員手部塗抹、廠區落菌檢查
● 實驗人員於 2022 年起，每年參加並通過由食品工業發展研究所舉辦能力試驗
於2024年建立環境監控計畫 （EMP）對茶廠及周邊環境進行採樣測試，採用更嚴謹的標準進行預防性的監控，並採取有效的矯正措施以確保生產區域不受汙染。此外，為使產品農藥殘留檢測更具公信力，實驗室每年委由 SGS 執行相關檢測並造冊備查，同時每年度也會進行廠內水質的檢測，以及廠內儀器內校(半年/次)及外校(一年/次)。</td></tr>
<tr><td>投入項目</td><td>至2025年1-12月實驗室相關支出累積花費2,682,714元</td></tr>
</table>
<table>
<tr><td>檢驗項目</td><td>檢驗合格率(含複檢)</td></tr>
<tr><td>人員手部塗抹</td><td>100%</td></tr>
<tr><td>廠區環境落菌</td><td>100%</td></tr>
</table>
實驗室相關支出及其占營業收入淨額之百分比
<table>
<tr><td>年度</td><td>總營業收入淨額</td><td>實驗室相關支出</td><td>佔比</td></tr>
<tr><td>2025</td><td>472,651,904</td><td>2,682,714</td><td>0.57%</td></tr>
</table></td><td>作業辦法第四條
附表一之一編號七
依法規要求或自願設置食品安全實驗室之情形、測試項目、測試結果、相關支出及其占營業收入淨額之百分比</td></tr>
</table>

<table>
<tr><th>編號</th><th>報告書對應章節</th><th>確信標的資訊</th><th>適用基準</th></tr>
<tr><td></td><td></td><td>實驗室新增設備
<table><tr><th>年度</th><th>新增設備項目</th><th>支出金額</th></tr><tr><td>2025</td><td colspan="2">2025年無新增設備</td></tr></table></td><td></td></tr>
<tr><td>8</td><td>附錄二
永續揭露指標</td><td>■ 能源消耗總量：17,253.08 GJ
■ 外購電力百分比：81.38%
■ 再生能源使用率：0 %</td><td>作業辦法第四條
附表一之一編號八
消耗能源總量、外購電力百分比、再生能源使用率</td></tr>
<tr><td>9</td><td>附錄二
永續揭露指標</td><td>■ 總取水量：616.013千立方公尺
■ 總耗水量：本公司目前尚在建置有效之耗水量統計方法，相關數據蒐集與管理機制仍持續完善中。</td><td>作業辦法第四條
附表一之一編號九
總取水量及總耗水量</td></tr>
<tr><td>10</td><td>附錄二
永續揭露指標</td><td>■ 本公司茶葉及咖啡生產設施場所為四處，分別為老埤茶廠、魚池茶廠、三義茶廠及熊空茶廠。
茶葉及咖啡銷售量值
單位：量——公斤
值——新台幣仟元
<table><tr><th>年度</th><th colspan="2">2025 年</th></tr><tr><td>內銷</td><td>量</td><td>值</td></tr><tr><td>茶葉</td><td>618,160</td><td>263,058</td></tr><tr><td>咖啡</td><td>527</td><td>12,698</td></tr></table></td><td>作業辦法第四條
附表一之一編號十
售出產品重量、生產設施場所數量</td></tr>
</table>

大溪老茶廠
DAXI TEA FACTORY






道地台灣茶
自擁茶園採自然農法、無染、安心

台灣農林 股份有限公司
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