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Appendix I | GRI Sustainability Reporting Standards Comparison Table

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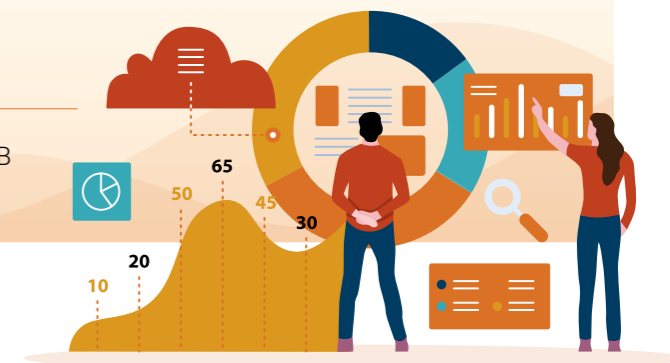
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Statement of Use This report has been compiled in accordance with GRI standards. The disclosure period for this report is 2022 (January 1, 2022 to December 31, 2022).

GRI 1 Used GRI 1: Foundation 2021

Applicable GRI Industry Guidelines As there are no applicable GRI industry guidelines, we have used SASB industry standards as a basis for disclosing relevant information.



GRI 2: General Disclosures 2021

GRI Standards	No.	GRI Disclosures	Corresponding Sections	Page No.	Notes
1. The organization and its reporting practices					
GRI 2 : General Disclosures 2021	2-1	Organizational details	1-1 About EMI	p.4	
	2-2	Entities included in the organization's sustainability reporting	About this Report	p.1	
	2-3	Reporting period, frequency and contact point	About this Report	p.1	
	2-4	Restatements of information		-	No major changes occurred during the reporting period.
	2-5	External assurance	About this Report Appendix IV	p.1 p.113-114	
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1-1 About EMI	p.4-7	
	2-7	Employees	4-1 Human Resources and Employment	p.51	
	2-8	Workers who are not employees	4-1 Human Resources and Employment	p.51	

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GRI Standards	No.	GRI Disclosures	Corresponding Sections	Page No.	Notes
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2-1-1 Corporate Governance	p.22	
	2-10	Nomination and selection of the highest governance body	2-1-1 Corporate Governance	p.22	
	2-11	Chair of the highest governance body	2-1-1 Corporate Governance	p.22	
	2-12	Role of the highest governance body in overseeing the management of impacts	2-1-1 Corporate Governance	p.22-23	
	2-13	Delegation of responsibility for managing impacts	1-3-2 Sustainable Governance	p.11	
	2-14	Role of the highest governance body in sustainability reporting	1-3-2 Sustainable Governance	p.11-12	
	2-15	Conflicts of interest	2-1-1 Corporate Governance	p.23-24	
	2-16	Communication of critical concerns	1-3-2 Sustainable Governance 2-1-1 Corporate Governance	p.11-12 p.24	
	2-17	Collective knowledge of the highest governance body	2-1-1 Corporate Governance	p.23	
	2-18	Evaluation of the performance of the highest governance body	2-1-1 Corporate Governance	p.23	
	2-19	Remuneration policies	2-1-1 Corporate Governance 4-3-4 Remuneration Policies	p.23 p.62	
	2-20	Process to determine remuneration	2-1-1 Corporate Governance 4-3-4 Remuneration Policies	p.23 p.62	
2-21	Annual total compensation ratio	4-3-4 Remuneration Policies	p.62		
4. Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Words from our Chairman	p.2	
	2-23	Policy commitments	1-3 Vision for Sustainability and Development Strategies 4-5 Respect for Human Rights	p.10 p.70-71	
	2-24	Embedding policy commitments	1-3 Vision for Sustainability and Development Strategies 4-5 Respect for Human Rights	p.10-12 p.70-73	

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GRI Standards	No.	GRI Disclosures	Corresponding Sections	Page No.	Notes
4. Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	2-1-2 Legal Compliance and Ethical Management 4-3-3 Corporate Communication Channels 4-5 Respect for Human Rights	p.25 p.61-62 p.71-73	
	2-26	Mechanisms for seeking advice and raising concerns	4-3-3 Corporate Communication Channels 4-5 Respect for Human Rights	p.61-62 p.71-73	
	2-27	Compliance with laws and regulations	2-1-2 Legal Compliance and Ethical Management	p.25	The Corporation incurred no legal violations in 2021.
	2-28	Membership associations	Appendix III. List of Affiliated Public Associations	p.112	
5. Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1-4-1 Stakeholder Engagement	p.13-14	
	2-30	Collective bargaining agreements		-	EMI has not signed any collective agreements, and therefore, a. The proportion of total employees covered by collective agreements is 0, and b. Our organizational employees are not covered under other collective agreements.

GRI 3 : Material Topics 2021

GRI Standards	No.	GRI Disclosures	Corresponding Sections	Page No.	Notes
GRI 3: Material Topics 2021	3-1	Process to determine material topics	1-4 Material Issues and Stakeholder Engagement	p.15	
	3-2	List of material topics	1-4 Material Issues and Stakeholder Engagement	p.16	
Material topic: Corporate governance					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 2-1 Sustainable Operation Management	p.17-18 p.20	

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Material topic: Ethical management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 2-1 Sustainable Operation Management	p.17-18 p.21	
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	2-1-2 Legal Compliance and Ethical Management	p.26	
	205-2	Communication and training about anti-corruption policies and procedures	2-1-2 Legal Compliance and Ethical Management	p.26-28	
	205-3	Confirmed incidents of corruption and actions taken	2-1-2 Legal Compliance and Ethical Management	p.26	
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2-1-2 Legal Compliance and Ethical Management	p.25	
Material topic: Information security and privacy protection					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 5-1 Excellent Products and Services (Contributions of Love)	p.17-18 p.75	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	5-1-3 Customer Privacy and Protection	p.88	
Material topic: Climate change strategies and management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 3-1 Green and Sustainable Values	p.17-18 p.38-39	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	3-1-1 Climate Change Actions	p.42-43	
Material topic: Occupational health and safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 4-4 Occupational Health and Safety	p.17-18 p.63	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4-4 Occupational Health and Safety	p.64-65	
	403-2	Hazard identification, risk assessment, and incident investigation	4-4 Occupational Health and Safety	p.66	

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Material topic: Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	4-4 Occupational Health and Safety	p.67, 69	
	403-4	Worker participation, consultation, and communication on occupational health and safety	2-2-2 Supply Chain Management 4-4 Occupational Health and Safety	p.35-36 p.65	
	403-5	Worker training on occupational health and safety	2-2-2 Supply Chain Management 4-4 Occupational Health and Safety	p.35-36 p.67	
	403-6	Promotion of worker health	4-4 Occupational Health and Safety	p.60,67, 69	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4-4 Occupational Health and Safety	p.65-67, 69	
	403-8	Workers covered by an occupational health and safety management system	4-4 Occupational Health and Safety	p.65	
	403-9	Work-related injuries	4-4 Occupational Health and Safety	p.66, 68	
Material topic: Protection of human rights					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 4-5 Respect for Human Rights	p.17-18 p.70	
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4-3 Employee Benefits and Rights	p.59	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4-5-2 Actions and Solutions	p.72-73	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2-2 Sustainable Supply Chain 4-5 Respect for Human Rights	p.35 p.71-73	

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GRI Standards	No.	GRI Disclosures	Corresponding Sections	Page No.	Notes
Material topic: Protection of human rights					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2-2 Sustainable Supply Chain 4-1-1 Talent Recruitment 4-5 Respect for Human Rights	p.35 p.50 p.71-73	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2-2 Sustainable Supply Chain 4-1-1 Talent Recruitment 4-5 Respect for Human Rights	p.35 p.50 p.71-73	
Material topic: Social participation					
GRI 3: Material Topics 2021	3-3	Management of material topics	1-4-2 Identification and Ranking of Material Issues 5-3 Social Participation (Delivery of Love)	p.17-18 p.94	



Appendix II | SASB Standards Comparison Table

Warehousing business: Food retailers & distributors¹

SASB Category	No.	Accounting Metric	Method of Disclosure	Disclosures
Accounting Metric				
Air Emissions from Refrigeration	FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	Quantitative	20.38 tCO ₂ e/year
	FB-FR-110b.2	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	93.33%
	FB-FR-110b.3	Average refrigerant emissions rate	Quantitative	5.54%
Energy Management	FB-FR-130a.1	(1) Operational energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	3-1-2 Environmental and Energy Management
Data Security	FB-FR-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	Quantitative	5-1-3 Customer Privacy and Protection
	FB-FR-230a.2	Description of approach to identifying and addressing data security risks	Discussion and Analysis	5-1-3 Customer Privacy and Protection
Labor Practices	FB-FR-310a.2	(1) Number of employees with the right to join a union (2) Number of employees who have joined a union	Quantitative	(1) Colleagues at the Taichung and Kaohsiung operational sites for our warehousing business have the right to freely join unions (2) 100% of our colleagues at the Taichung and Kaohsiung operational sites have joined unions
	FB-FR-310a.3	(1) Number of work stoppages and (2) Total days idle	Quantitative	(1) 0 (2) 0
	FB-FR-310a.4	Total amount of monetary losses as a result of legal proceedings associated with: (1) Labor law violations (2) Employment discrimination	Quantitative	Our warehousing business incurred no violations of labor laws or laws related to employee discrimination in 2022.

¹Accounting and activity metrics not disclosed in this table are currently not applicable to our warehousing business.

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Media business: Media & entertainment

SASB Category	No.	Accounting Metric	Method of Disclosure	Disclosures												
Accounting Metric																
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) Management (2) Professionals (3) All other employees	Quantitative	4-1-2 Employee Structure Our media business currently has 664 employees, including 210 managers, 411 professionals, and 43 other employees. <table border="1" data-bbox="2026 485 2602 687"> <thead> <tr> <th></th> <th>Indigenous employees</th> <th>Disabled employees</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>0</td> <td>0</td> </tr> <tr> <td>Professionals</td> <td>2 (0.49%)</td> <td>2 (0.49%)</td> </tr> <tr> <td>All other employees</td> <td>0</td> <td>1 (2.33%)</td> </tr> </tbody> </table> Unit: Number of people (percentages are rounded off)		Indigenous employees	Disabled employees	Management	0	0	Professionals	2 (0.49%)	2 (0.49%)	All other employees	0	1 (2.33%)
		Indigenous employees	Disabled employees													
Management	0	0														
Professionals	2 (0.49%)	2 (0.49%)														
All other employees	0	1 (2.33%)														
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	Discussion and Analysis	5-1-2 Quality Management												
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	Quantitative	No penalties were imposed in 2022												
	SV-ME-270a.2	Revenue from embedded advertising	Quantitative	2-1-4 Operational Performance												
	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) Truthfulness, accuracy, objectivity, fairness, and accountability (2) Independence of content and/or transparency of potential bias (3) Protection of privacy and limitation of harm	Discussion and Analysis	5-1-2 Quality Management												
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	Discussion and Analysis	2-1-2 Legal Compliance and Ethical Management												

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SASB Category	No.	Accounting Metric	Method of Disclosure	Disclosures
Activity metrics				
-	SV-ME-000.A	(1) Total recipients of media and the number of (2) Households reached by broadcast TV (3) Subscribers to cable networks (4) Circulation for magazines and newspapers	Quantitative	(1) Statistics from Google Analytics showed that our media business received an average of 5.193 million daily active users (DAUs) in 2022. (2) Not applicable (3) Not applicable (4) Not applicable
	SV-ME-000.B	Total number of media productions and publications produced	Quantitative	Our media business currently operates 38 Facebook fan pages, 18 Instagram accounts, 8 official LINE accounts, and 35 YouTube channels.

Pet business: Multiline and specialty retailers & distributors

SASB Category	No.	Accounting Metric	Method of Disclosure	Disclosures
Accounting Metric				
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	3-1-2 Environmental and Energy Management
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	Currently seeking external professional consultants.
	CG-MR-230a.2	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	Quantitative	No infringements of customer privacy occurred during the year.
Labor Practices	CG-MR-310a.1	(1) Average hourly wage (2) Percentage of in-store employees earning minimum wage, by region	Quantitative	These two items involve trade secrets and privacy issues, and therefore are not disclosed.
	CG-MR-310a.2	(1) Voluntary (2) Involuntary turnover rate for in-store employees	Quantitative	(1) 24.2% (2) 0.3%
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Our pet business incurred 1 violation of labor laws and incurred a fine of NT\$ 20,000 in 2022. For more information and follow-up procedure, please reach to 2-1-2 Legal Compliance and Ethical Management.

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SASB Category	No.	Accounting Metric	Method of Disclosure	Disclosures												
Accounting Metric																
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) Management (2) Professionals (3) All other employees	Quantitative	4-1-2 Employee Structure Our pet business currently has 950 employees, including 68 managers, 792 professionals, and 90 other employees. <table border="1" data-bbox="2029 419 2605 619"> <thead> <tr> <th></th> <th>Indigenous employees</th> <th>Disabled employees</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>1 (1.47%)</td> <td>1 (1.47%)</td> </tr> <tr> <td>Professionals</td> <td>11 (1.39%)</td> <td>6 (0.76%)</td> </tr> <tr> <td>All other employees</td> <td>0</td> <td>5 (5.5%)</td> </tr> </tbody> </table> Unit: Number of people (percentages are rounded off)		Indigenous employees	Disabled employees	Management	1 (1.47%)	1 (1.47%)	Professionals	11 (1.39%)	6 (0.76%)	All other employees	0	5 (5.5%)
		Indigenous employees	Disabled employees													
Management	1 (1.47%)	1 (1.47%)														
Professionals	11 (1.39%)	6 (0.76%)														
All other employees	0	5 (5.5%)														
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	ET Pet incurred no violations of laws related to employee discrimination in 2022.												
Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	No data compiled.												
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	We have completed factory verification processes for our proprietary and resale products to control product quality.												
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	We have successfully reduced the supply of plastic bags by 95% at retail locations.												
Activity metrics																
-	CG-MR-000.A	Number of: (1) Retail locations (2) Distribution centers	Quantitative	(1) 138 retail locations (2) We currently have two warehouses, the Kaohsiung Nanzi warehouse and the Yangmei Youth warehouse.												
	CG-MR-000.B	Total area of: (1) Retail space (2) Distribution centers	Quantitative	(1) 56,707.52m ² (2) (2) 7,272.73m ² (3)												

²As of year-end 2022, we have 138 retail stores, with a total leased area of 17,154 pings.

³Includes Kaohsiung Nanzi warehouse (1,000 pings) and Yangmei Youth warehouse (1,200 pings).

Appendix III | List of Affiliated Public Associations

Item Number	External Public Associations	Method of Participation	Item Number	External Public Associations	Method of Participation
1	Chinese National Association of Industry & Commerce, Taiwan	Member representative	12	Taiwan International Logistics & Supply Chain Association	Member representative
2	The Real Estate Development Association of Taipei	Member	13	Taiwan Food Industry Foundation	Executive director
3	Taipei Chamber of Commerce	Member representative	14	Asia-Pacific Smart Building Development Association	Supervisor
4	Taichung Cereal Association	Executive supervisor	15	Chunghua New Media Industry Development Association	Executive director
5	Kaohsiung Cereal Association	Member	16	Taiwan Corn Industry Association	Chairman, director, supervisor
6	Kaohsiung International Vessel Association	Supervisor	17	Kaohsiung Warehouse Association	Director
7	Chinese Arbitration Association, Taipei	Member representative	18	Media Business Association of Taipei	Member
8	Cross-Strait CEO Summit	Member representative	19	Taipei Chamber of Commerce	Member
9	Taipei City Rice Business Association	Member representative	20	Taiwan Digital Media and Marketing Association (DMA)	Member
10	Chinese Non-Store Retailer Association	Executive director, member representative	21	Taipei Multimedia Production Association	Member
11	Taiwan Coalition of Service Industries	Executive director	22	Chinese Non-Store Retailer Association	Member

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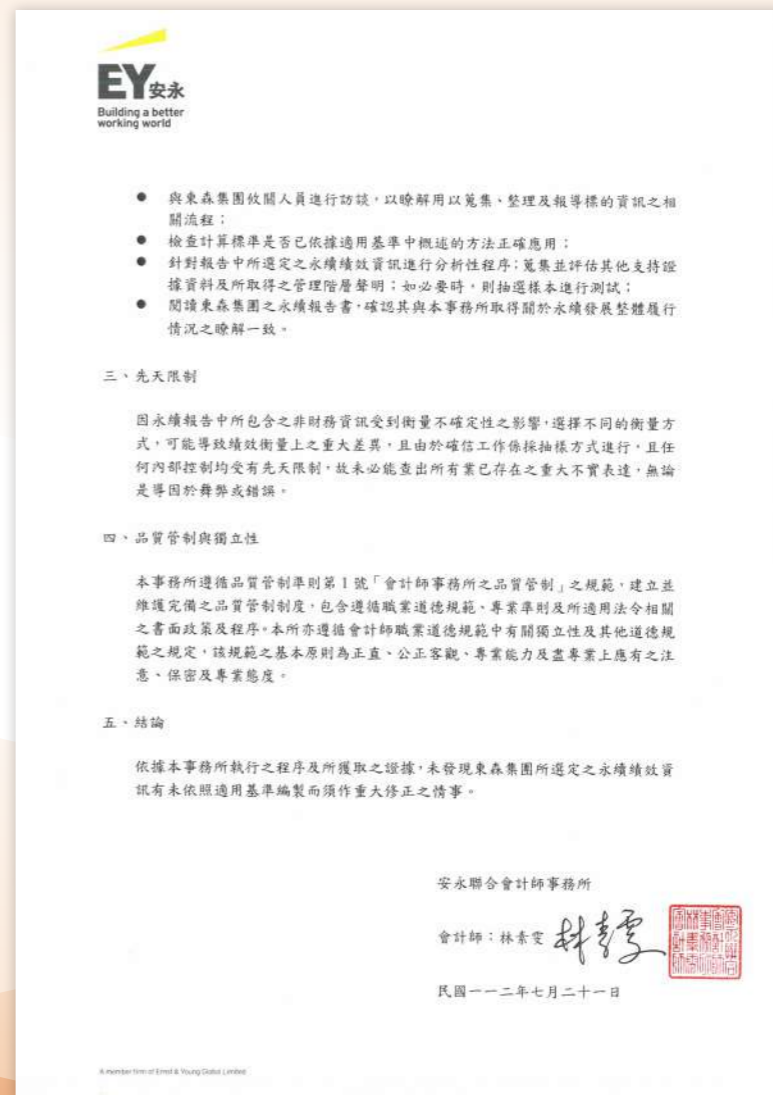
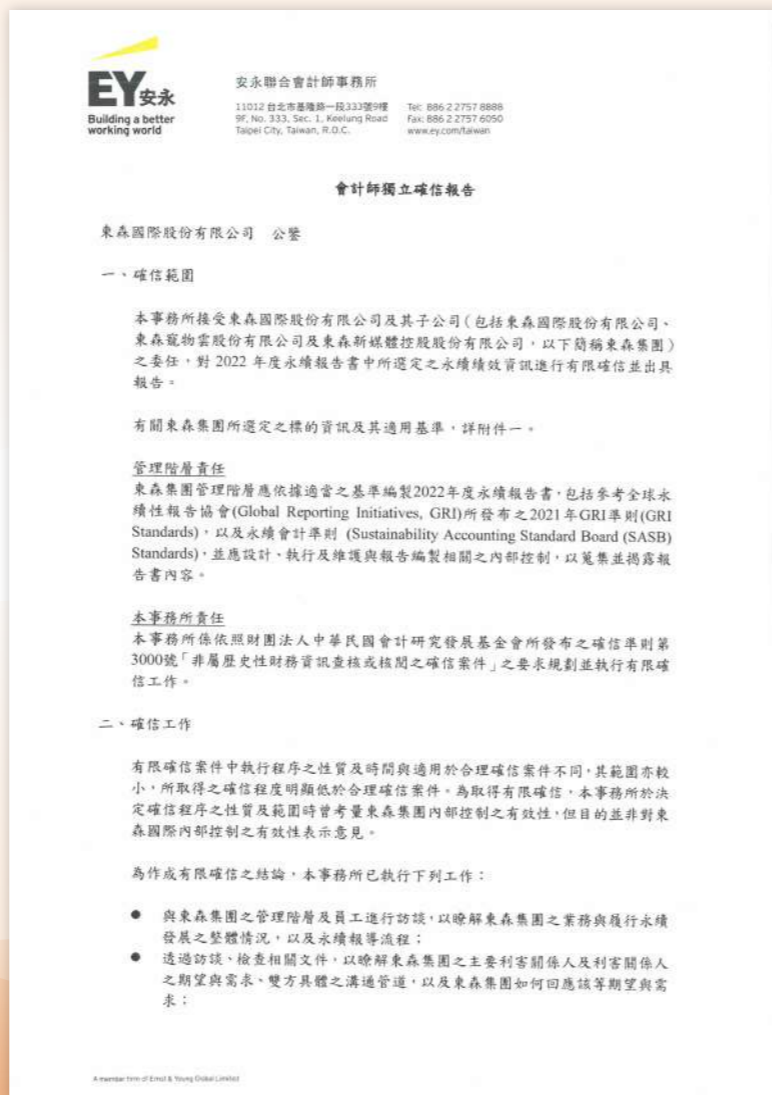
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附件一：

編號	章節	內文標題	標的資訊	適用基準																														
1	第三章	環境與能源管理	2022 年度東森集團之倉儲、媒體及寵物事業能源耗用量：	查證：SASB FB-FR-130a.1 覈物：SASB CG-MR-130a.1 2022 年東森集團能源耗用量，係自台電公司統計之用電資訊、自來水公司統計之用水資訊及柴油供應商之加油量資訊。																														
			<table border="1"> <thead> <tr> <th>類別</th> <th>年度</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>外購電力用電量(度)</td> <td></td> <td>36,060,475</td> </tr> <tr> <td>其他非再生能源(柴油)(公升)</td> <td></td> <td>17,125</td> </tr> <tr> <td>取水量(公噸)</td> <td></td> <td>114,821</td> </tr> </tbody> </table>		類別	年度	2022	外購電力用電量(度)		36,060,475	其他非再生能源(柴油)(公升)		17,125	取水量(公噸)		114,821																		
類別	年度	2022																																
外購電力用電量(度)		36,060,475																																
其他非再生能源(柴油)(公升)		17,125																																
取水量(公噸)		114,821																																
2	第二章	法規遵循與誠信經營管理	東森集團 2022 年度有發生違反勞動法規事件，以致遭受罰款 2 萬元。	查證：SASB FB-FR-310a.4 覈物：SASB CG-MR-310a.3 2022 年東森集團是否有違反勞動法規及員工歧視法規，所受裁罰。																														
			東森集團未有違反員工歧視法規以致遭受罰款等情形。																															
3	第四章	員工結構	2022 年東森國際各員工類別性別組成：	據證：SASB SV-ME-260a.1 覈物：SASB CG-MR-330a.1 2022 年東森集團男性與女性依職位除以報導期間結束時總員工人數之比率。																														
			<table border="1"> <thead> <tr> <th rowspan="2">項目</th> <th colspan="2">男</th> <th colspan="2">女</th> <th colspan="2">小計與比例</th> </tr> <tr> <th>人數</th> <th>佔比</th> <th>人數</th> <th>佔比</th> <th>人數</th> <th>佔比</th> </tr> </thead> <tbody> <tr> <td>行政職位</td> <td>86</td> <td>4.61%</td> <td>128</td> <td>6.86%</td> <td>214</td> <td>11.47%</td> </tr> <tr> <td>專業職位</td> <td>420</td> <td>22.51%</td> <td>880</td> <td>47.16%</td> <td>1300</td> <td>69.67%</td> </tr> <tr> <td>管理職位 (理級以上)</td> <td>147</td> <td>7.88%</td> <td>205</td> <td>10.99%</td> <td>352</td> <td>18.86%</td> </tr> </tbody> </table>		項目	男		女		小計與比例		人數	佔比	人數	佔比	人數	佔比	行政職位	86	4.61%	128	6.86%	214	11.47%	專業職位	420	22.51%	880	47.16%	1300	69.67%	管理職位 (理級以上)	147	7.88%
項目	男		女			小計與比例																												
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編號	章節	內文標題	標的資訊	適用基準		
4	第五章	客戶隱私與保護	2022 年東森集團未有客戶受損之事件：	查證：SASB FB-FR-230a.1 覈物：SASB CG-MR-230a.2 2022 年東森集團是否有洩漏客戶隱私之事件發生。		
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客戶隱私受損件數	0					
5	第五章	創新策略與價值	2022 年東森集團門市及配送中心數量：	覈物：SASB CG-MR-000A 2022 年東森集團門市設立登記核准函是否由東森集團所屬及驗收配送中心承租人是為東森集團。		
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