
JPC connectivity Inc.

# 2024 Sustainability Report

August 2025

# Directory



## 1. Operations and governance



## 2. Create a sustainable value chain



## 3. Drive environmental sustainability



## 4. Building a diverse workplace



## 5. Active social participation



## Appendix

# About this report

Welcome to the Sustainability Report of JPC connectivity Inc.(hereinafter referred to as "JPC", "the Company"), which covers the period from January 1 to December 31, 2024, the same period as the financial annual report. This report is expected to be issued annually.

## Report editing principles and compliance

- ●GRI Sustainability Reporting Standards(GRI Standards)
- ●Sustainability Accounting Standards Board(SASB)
- ●Task Force on Climate-related Financial Disclosures(TCFD)

## Management processes and releases


## Report Assurance

Ernst & Young has conducted limited assurance in accordance with the provisions of the Republic of China Conviction Standard 3000 "Assure Cases Not Historical Financial Information Audit or Review", and the independent assurance report is attached to the appendix to this report.

## Contact information

If you have any comments on the content, comments and advice of this report, please let us know through the following channels, contact unit: JPC International Co., Ltd

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## Scope and organizational boundaries

The data coverage boundary for the first year of this report is set as the main operating base of the head office, and will continue to include other bases in the future to match the boundary of the consolidated financial report, and the location of the bases and the scope of data coverage are detailed in the table below:

| nation | Company name | Address |
|---|---|---|
| Taiwan | JPC International Co., Ltd | 9th Floor, No. 176, Jianyi Road, Zhonghe District, New Taipei City |
| United States | JPCPT INC. | 675 Sycamore Drive, Milpitas, CA, 95035 |
| China | • Dongguan Hongfu Factory<br>• Dongguan Huabao Factory<br>• Kunshan Hongqi Factory | • Zhutang Village, Fenggang Town, Dongguan City, Guangdong Province<br>• No. 1, Xitou Fumin Road, Houjie Town, Dongguan City, Guangdong Province<br>• No. 15 Liandong U Valley, No. 1001 Yuyang Road, Yushan Town, Kunshan City, Jiangsu Province |
| Vietnam | • Ho Chi Minh factory<br>• Beijiang Factory | • Factory No. 3, Lot I-3b-1, N6 Road, Hi-Tech Park, Tan Phu Ward, Thu Duc City, Ho Chi Minh City, Vietnam<br>• Lot CN-10, Van Trung Industrial Park, Van Trung Ward, Viet Yen Town, Bac Giang Province, Viet Nam |

# Preface

## Chairman's Words

### 2024 is a year of keeping pace with the times, continuing to focus on "moving forward, common good, and sustainability".
### Deeply cultivate AI cloud services and intelligent industries, and create value with partners.

Adhering to the principle of "moving forward, common good, and sustainability", we focus on the deep cultivation of AI connectivity and high-speed transmission, and continue to establish the value that JPC can bring in a changing environment.

As global demand for AI servers continues to rise, we are fortunate to work closely with key customers to achieve record revenue in the first half of this year, and both gross profit and profit after tax have also set historical records. More importantly, in the process, we demonstrate the power to make partners feel secure and customers feel trusted.

An enterprise is not only a system of production and operation, but also a whole of people working together, connecting with each other, sharing culture, and collaborating with each other. Only in this way can we achieve each other and JPC.

What I care more about is the company's daily "daily life".

"Power" and "beauty" become part of everyday life. JPC pursues not only products and technology, but also people-oriented, continuously investing in environmental protection and energy saving, education support, and local care for the common good of employees. This is a responsibility, but also a choice: speak with temperature and respond to the needs of the times with actions.

When we talk about ESG, it's not a term in the report, but a choice in life:
Implement environmental responsibility with energy-saving processes and recycled packaging materials.
support the practice of social good through education and support for the weak,
It also protects the foundation of the enterprise with transparent governance and a culture of integrity.
Every action carries our heart for the community and the environment.

There are still many challenges ahead, but we will step out of our own rhythm and enter the hearts of every partner in a transparent, tolerant, and warm way.

Thank you all for walking with us all the way.


Connection, common good

JPC Chairman|Chang Shumei

# Sustainability Highlights

## Sustainable ESG

### Green product innovation

Successfully developed a water-cooled quick connector (UQD) for AI servers, improving data center cooling efficiency and promoting low-carbon transformation.

### Energy conservation and carbon reduction actions

Continuously optimize processes and equipment to improve energy efficiency and reduce carbon emissions, moving towards the goal of carbon reduction in the supply chain.

### Social welfare participation

Yunlin rural school cultural and educational activities, regular charity sales, and convey humanistic care.

### Talent cultivation and sports sponsorship

Sponsor young tennis players and other sports talents, implement corporate social responsibility and youth development support.

### Promote diverse workplaces

More than half of the employees are women, and 44% are female managers.

### Strengthen sustainable governance

Continue to improve the transparency of information disclosure, strengthen the corporate governance structure, and implement board diversity and risk management.

## Operations and finance

### Revenue hit a record high and profits increased significantly

In 2024, consolidated revenue reached NT$6.765 billion, an increase of 36.3% year-on-year, net profit after tax reached NT$1.06 billion, an increase of 66.9% year-on-year, and earnings per share (EPS) reached a record high of NT$8.69.

### Global production capacity layout

The second plant in Vietnam has been put into operation and obtained certification from American customers, improving global supply flexibility and delivery efficiency. Officially entered the NVIDIA GB200 AI platform supply chain, significantly increasing the number of orders for mid-to-high-end products.

### Strategic M&A expansion

Through the joint venture of "Astron Connectivity" and the acquisition of "JPCPT INC." in the United States, it has strengthened its position in the cloud service supply chain (CSP).

### Ranked among the top 100 in the world

It has been selected as Forbes Asia's Best SME, a constituent of the MSCI Global Small-Cap Index, and one of the top 100 foreign investors in Taiwan in 2024.

# Company Profile


## JPC connectivity|Connecting key technology partners in the AI era

Founded in 1992, JPC connectivity (6197-TW) is deeply involved in high-speed transmission and high-power connectivity technologies, covering connectors, wiring harnesses, and module solutions, which are widely used in AI servers, high-performance computing (HPC), data centers, new energy, and cloud services.

We are a trusted partner of cloud service providers (CSPs), original design manufacturers (ODMs), and system integrators (SIs) worldwide, committed to providing high-speed, high-power, and high-reliability connectivity solutions that connect key links in the AI supply chain.

The operating bases span Taiwan (headquarters), the United States (NPI), Vietnam and China (production), and are located in Japan, Germany, and Thailand, combining local support and flexible delivery to strengthen global supply chain resilience and collaborative efficiency.

We believe that good connections come from trust, innovation, and common good.

| | |
|---|---|
| Company Name | JPC International Co., Ltd |
| Ticker Symbol | 6197 |
| Head office Address | 9th Floor, No. 176, Jianyi Road, Zhonghe District, New Taipei City |
| Date of Establishment | May 7, 1992 |
| Capital | NT$1,220,858,820 |
| Market Positioning of Products and Services | Establish long-term cooperative relationships with world-renowned cloud service providers to jointly promote the development of cloud computing and AI technology. |
| Goup Number of Employees | 1,166 (Note) |

Note: The scope and organizational boundaries of this report are detailed.

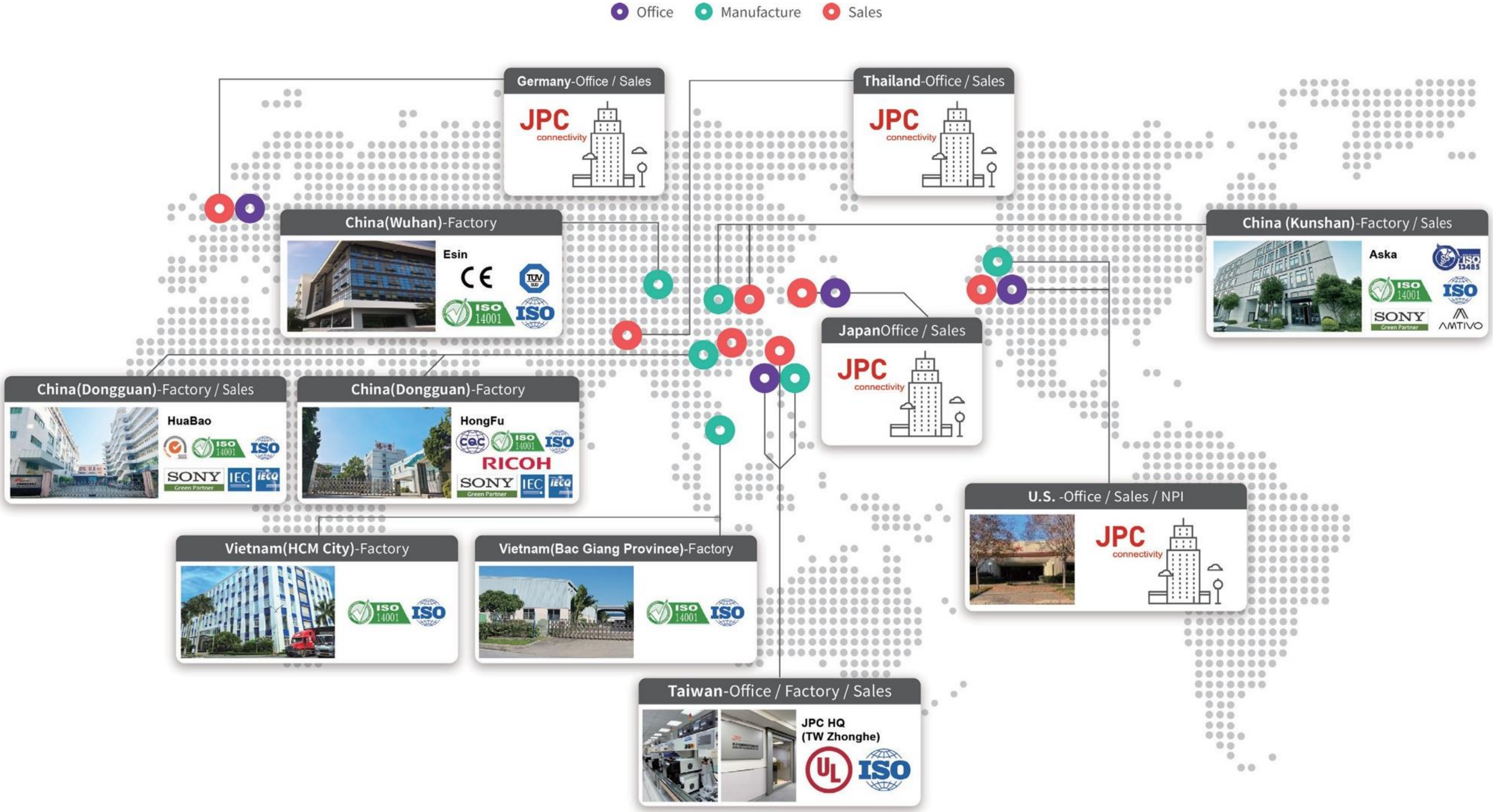
## Value statement

| Technology Exchange | Project Management | End-To-End Manufacturing | Up-To-Date with Market Demands | Quality-Driven | Supplier's Quality Guarantee | Servicing a Wide Range of Markets | Strong Financials |
|---|---|---|---|---|---|---|---|

## Production Sites

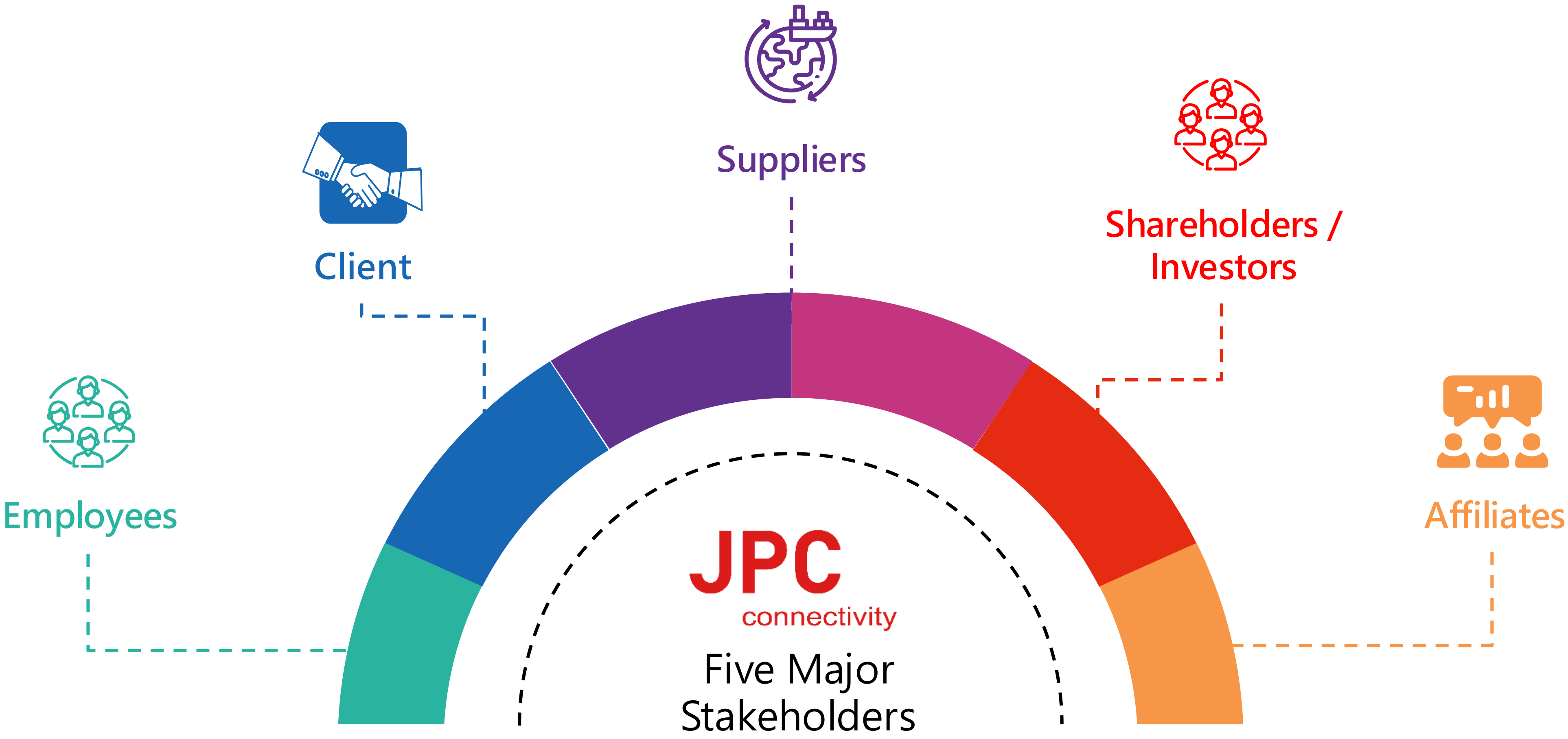
JPC serves markets all over the world, with its main production bases located in Taiwan (New Taipei), China (Dongguan Hongfu, Dongguan Huabao, Kunshan Hongqi) and Vietnam (Bac Giang, Ho Chi Minh City). We have established offices in Japan, Thailand, the United States, and Germany to be closer to our customers, effectively enhance our value chain operations, and promote borderless and time-free services.

### Multi-site manufacturing



## Stakeholder Agreement

In accordance with the Stakeholder Engagement Standard (AA1000 SES) and referring to its five principles, JPC constructs a sustainable development materiality theme identification process, divides stakeholders into five major groups, interacts with various stakeholders through different channels, regularly discloses information on issues of concern, effectively responds to stakeholders' demands, and gains more trust and support.



## Stakeholder Communication and Interaction Mechanisms

### Employees

Responsible Departments

**Management Center**

**Meaning to JPC**

Employees are the most important asset of JPC, providing a healthy workplace environment and creating a positive workplace culture to enhance the company's competitiveness.

**Areas of Concern**

- Product Safety & Service
- Occupational safety and health
- Employee benefits and salaries
- Employee development and training

### Communication Style

- Regular meetings are held in accordance with regulations, and they are also activated at any time according to actual needs to ensure that topics can be discussed in real time.
- There is also a complaint mailbox and a dedicated window to facilitate employees to express their opinions and maintain open communication at any time.

## 2024 Communication Results

### Labor relations

- Remuneration Committee 2 times↑
- Employee Welfare Committee 20 times↑
- Labor-management meetings are held 4 times a year↑
- Managers' strategy meetings are held once a year↑
- On-site health service consultations are 6 times a month↑
- The Safety and Health Committee is held 4 times a month↑

### Diverse communication

- Employee satisfaction survey: 2 times a year
- Club activities
  - Yoga club (weekly regular)
  - Badminton club (weekly regular)
  - Table tennis club, soccer club (irregular)
  - AI application club (discussed according to the project).

### Performance and training

- Performance appraisal interviews: 2 times a year
- Education and training: Total 95 sessions
  - Total hours 9,177 hours
  - Total 585 participants
  - Average 15 hours/person
  - General education / Self-growth / Product and professional category

### Social responsibility

- The Group's charity sale
- The "Dancing Dandelion" activity at Yunlin Gukeng and Donghe Elementary School provides dance education for students in rural areas
- The Mother's Day Book Fair supports local bookstores and communities

## Stakeholder Communication and Interaction Mechanisms

### Client

Responsible Departments
**Global Business Center**

| | |
|---|---|
| Meaning to JPC | Continuously communicate with customers and understand their needs, so that customer trust can be improved to achieve business sustainability and common good. |
| Areas of Concern | • Risk management<br>• Business Ethics and Code of Conduct<br>• Customer relationship management<br>• Information security and customer privacy<br>• Product Safety & Service |

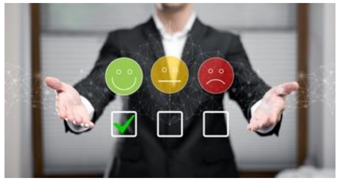
### Communication Style

- Customer satisfaction surveys
- CDP evaluation questionnaire
- Underwriting product liability insurance
- QBR conference
- The official website promotes product information
- International exhibitions, product briefings
- Customer communication, customer satisfaction surveys
- Initiate discussions at any time according to actual needs

## 2024 Communication Results

### Customer satisfaction Continuous and steady improvement

Key customer satisfaction survey results to maintain excellent standards



### Marketing & Technology Interaction goes hand in hand

Regularly publish the official website and LinkedIn exposure

### Joining Professional Associations

OPEN Compute Project, OSFP, PCI EXPRESS, QSFP-DD, CXL Compute Express Link, O-RAN, SNIA, 25GS-PON MSA GROUP, TECA, USB, HDMI, OFC, TCA 台北市電腦公會 TAIPEI COMPUTER ASSOCIATION

### International exhibitor briefings

OPEN Compute Project, DESIGNCON 2024 WHERE THE CHIP MEETS THE BOARD, COMPUTEX TAIPEI, sps smart production solutions, TAIPEI AMPA, E-MOBILITY TAIWAN, AUTOTRONICS TAIPEI, TAIPEI Automation 2024, electronica India

## Stakeholder Communication and Interaction Mechanisms

### Suppliers

Responsible Departments
**Global Manufacturing Hub**

**Meaning to JPC**

Suppliers are partners in the sustainable operation and growth of JPC, ensuring the stability and quality of the supply chain to achieve sustainable supply chain management.

**Areas of Concern**

- Customer relationship management
- Information security and customer privacy
- Economic performance
- Human rights and labor-employment relations

**Communication Style**

- Supplier meetings and evaluations
- Questionnaire survey
- QBR conference
- Supplier visits
- Supplier feedback mailbox
- Initiate discussions at any time according to actual needs

## 2024 Communication Results

**Supplier Evaluation**

Employees included ESG sustainability issues in the supplier evaluation questionnaire
A total of 37 suppliers were identified

**Vendor audits**

- Due to the demand for new products, 38 new suppliers will be added in 2024
- The signing rate of the letter of commitment to integrity and integrity reached 97%

**Letter of commitment and questionnaire**

- In 2023-2024, a total of 583 companies have signed the Integrity Commitment
- Promote the three major raw material green management mechanisms to suppliers and push questionnaire signing with a completion rate of 100%

**Annual QBR Conference**

Promote and share sustainable development concepts and policies with 23 suppliers

**Local sourcing**

Actively coordinate and cooperate with strategic and key suppliers, and promote local factory establishment. It has grown by 2024 72 %

## Stakeholder Communication and Interaction Mechanisms

### Shareholders / Investors

Responsible Departments
**Management Center**

**Meaning to JPC**

Investors are important partners in driving the company's sustainable growth and sustainable operation. JPC actively maximizes shareholder equity, upholds the principle of high transparency in disclosing operational and financial information, and is committed to building a solid foundation of trust and realizing long-term corporate value.

**Areas of Concern**

- Corporate governance
- Risk management
- Economic performance
- Human rights and labor-employment relations
- Social Engagement

**Communication Style**

In addition to regular mechanisms such as shareholders' meetings, board of directors, and annual sustainability reports, the company will also hold corporate briefings as needed, and maintain real-time interaction with investors through public information, press releases, and shareholder service mailboxes.

## 2024 Communication Results

**Investor conference**

- Regular: 3 sessions
- Irregular: Communicate with corporate shareholders' meetings in writing, online or face-to-face (about 2~3 times a week).

**Disclosure of public information**

- 15 employee media reports
- 25 re-messages
- The official website discloses financial and operational report information
- Over the past three years, the dividend payout ratio has consistently exceeded 80%
- return on equity was 28%

**News Highlights**

- Selected as one of the top 100 foreign investors in Taiwan in 2024
- Forbes Asia's Best SMEs
- Listed in the MSCI Small Index

**Issuance of unsecured domestic convertible corporate bonds**

- Invest in new product development
- R&D talents, equipment and software and other R&D capabilities have been upgraded
- Expand capital expenditure of overseas subsidiaries to increase production capacity

## Stakeholder Communication and Interaction Mechanisms

### Affiliates

Responsible Departments

**Management Center**

**Meaning to JPC**

Affiliates are important partners in the company's development, helping the Group expand its business and diversify its operational risks. Through resource sharing, technical cooperation, and market integration, we enhance JPC's sustainable development capabilities.

**Areas of Concern**

- Compliance management
- Business Ethics and Code of Conduct
- Customer relationship management
- Information security and customer privacy

**Communication Style**

- Business meeting
- RBA audit
- Customer audit or factory visit
- Supply Chain / Investment Chain Integration Conference
- Education and training
- Internal communication mailbox
- Initiate discussions at any time according to actual needs

## 2024 Communication Results

**Patents and certifications**

- ISO 9001、ISO 14001、ISO45001、ISO13485
- IATF 16949
- QC080000
- UL certified
- RBA audit

**Education and training**

- ESG/EHS (Environmental Safety and Health) Training:
 Business Ethics and Code of Conduct:
 107 Occupational Safety and Health: 37 Product Safety and Service: 78 people

**Promote sustainable governance Respond to low-carbon transformation**

- The Group collaborated to collect and integrate sustainability and carbon emission data, a total of 5 times↑, 115 people↑.
- Prepare sustainability reports and greenhouse gas inventory reports every year

**Group corporate R&D and technical exchange**

- Marketing meetings: 2 times a month ↑
- Project cooperation meetings: 2 times a week ↑
- Supply Chain / Investment Chain Integration Meetings: 2 times a quarter ↑

## Identification of Major Topics

In order to focus on important issues of concern to external stakeholders and related to the operation of JABQI, based on the specific themes of GRI Standards, in principle, we regularly understand the trends of stakeholders' concerns every year, assess the impact of environmental, social, and corporate governance on the company, and disclose them in the sustainability report, so as to fully convey the management connotation and performance of JABIC on various material topics and respond to stakeholders. The materiality analysis process is as follows:

**STEP 1**
**Understand the organizational context**

For different stakeholders, according to the frequency of communication, the urgency of responding to concerns, the responsibility of the company, the degree of dependence, the degree of influence, the degree of diversity of perspectives or innovation opportunities, etc., the internal managers of JPC will score and rank to determine the five most important stakeholder groups, including employees, customers, suppliers, shareholders and investors, and affiliates.

**STEP 2**
**Identify actual and potential impacts**

In 2024, which marks the first time that JBIQI has compiled a report, 20 sustainability issues and related impacts were focused on various issues collected by GRI, domestic and foreign peers, benchmark key themes, the business of colleagues in various departments, and the process of communication and interaction with all stakeholders.

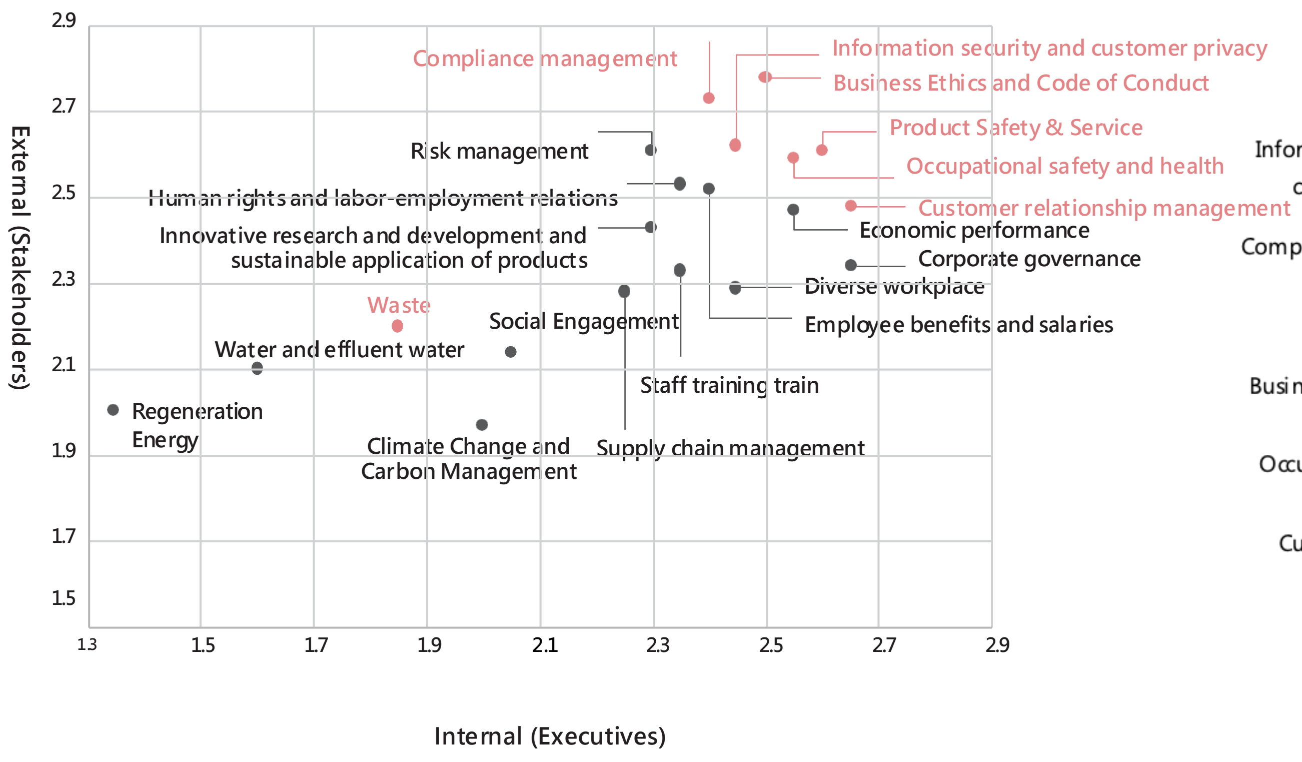
**STEP 3**
**Assess the severity of the impact**

Senior executives are invited to evaluate and rank the significance of the impact on the positive and negative impacts caused by the company's actions and management actions related to the identified seven material themes according to the degree of impact and the likelihood of occurrence, so as to serve as a reference for JPC to formulate the next action plan.

**STEP 4**
**Prioritizing reporting order based on the most significant impacts**

JPC will continue to disclose the implementation results of major themes and communicate with stakeholders to formulate future operational strategies, goals, and related plans, so that stakeholders can continue to participate in and review the sustainable operation of JPC.

## 2024 Major Topics Matrix Chart




## 2024 Sustainability Issues Impact

## Major Topics Impacts and Value Chains

●Direct impact ○Indirect impact

| Major topics | The impact meaningto the company | Corresponds to GRI | Value chain impact boundary note | | | | | | | | | Response section | Corresponding page number |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Upstream | | | JPC | | | Downstream | | | | |
| | | | Environmental aspects | Crowds and Human rights | Governance | Environmental aspects | Crowds and Human rights | Governance | Environmental aspects | Crowds and Human rights | Governance | | |
| Business Ethics and Code of Conduct | Adhere to the principle of integrity to build a solid goodwill | 2-24、2-25 | | | ○ | | | ● | | | ○ | 1.2 Compliance and Integrity Management | P. 30~32 |
| Product Safety & Service | Product quality and safety directly impact customer trust and satisfaction. | 416、417 | | | | | ● | | | ○ | | 2.2 Sustainable supply chain | P. 53~59 |
| Occupational safety and health | Occupational safety and health of employees are closely related to employee satisfaction and work-related accidents. | 403 | | | | | ● | | | ○ | | 4.4 Occupational safety and health | P. 96~97 |
| Customer relationship management | With good customer relationship management, companies can better understand market demands, provide customized solutions, and establish a solid customer base. | 308、414、204 | | ○ | | | ● | | | ○ | | 2.1 Customer Relationship Management | P. 51 |
| Compliance management | Follow legal norms to adapt to regulatory changes. | 2-15、2-26、2-27 | | | ○ | | | ● | | | ● | 1.2 Compliance and Integrity Management | P. 30~32 |
| Information security and customer privacy | Information security management strategies and measures involve the confidentiality, integrity, and availability of privacy to protect the privacy of employees and customers. | 418 | | | | | ○ | ● | | ● | | 1.4 Information security<br>2.1 Customer Relationship Management | P. 41~43<br>P. 51 |
| Waste | Whether the company properly disposes of waste and implements waste reduction strategies is related to the burden on the surrounding environment and the cost of waste disposal | 306 | | | | ○ | | | ● | | | 3.2 Low-carbon operation and energy management | P. 66~74 |

Note: The boundary and degree of impact are identified based on the value chain of JPC, the core of the value chain is JPC itself, and covers employees, upstream is raw material and equipment suppliers, and downstream is customers.

## Major Topic Management Table

**Business Ethics and Code of Conduct**

Responsible unit
**Legal affairs and auditing**

| | |
|---|---|
| 2024 Goal Achievement | • 100% of the integrity commitment clause rate, completed internal education and training - trade secrets and insider trading.<br>• 100% of customers and manufacturers sign integrity commitment clauses, and suppliers conduct annual integrity visits.<br>• No incidents of corruption, misconduct, or dishonesty. |
| Short-term Goals (2025) | • Establish a supplier code of conduct and require vendors to sign (80% or more check-back rate).<br>• The company's employees have completed ethical management education and training (the pass rate of the after-school test is more than 90%). |
| Vision Goals (Medium to Long term) | • Maintain no incidents of corruption, misconduct, or dishonesty. |
| Impact Description | • Upholding corporate integrity and ethics can maintain corporate credibility and attract investment, which will be beneficial to economic stability and growth.<br>• If a company engages in dishonest business practices, it may incur fines, lawsuits, and damage to its goodwill. |
| Management Actions and Result Tracking | • The audit unit regularly implements performance tracking.<br>• Report the current situation to the general manager and the board of directors every year. |
| Stakeholders Participation Mechanism | • There is a dedicated appeal email on the official website(Audit@jpcco.com).<br>• If there is an emergency, a meeting will be convened immediately for review. |

## Major Topic Management Table

**Information Security and Customer Privacy**

Responsible unit
**Information Management Department**

| | |
|---|---|
| 2024 Goal Achievement | • Join the Taiwan Information Security Supervisors Alliance (CISO) to exchange experiences and case studies with alliance members, and participate in education and training.<br>• Replace firewall equipment and rebuild network architecture.<br>• Updated the definitions of VPN applications, permissions, confidential and non-confidential for employees in the management regulations.<br>• The position of Chief Information Security Officer is established to regularly review information security risks and report to the Board of Directors every year. |
| Short-term Goals (2025) | • It is expected to commission a third party to conduct phishing drills (Phishing Tests), social attack drills, etc., twice a year.<br>• Interviews are expected to be arranged to understand the user's sensitivity to various documents/information to determine permissions and archiving methods. |
| Vision Goals (Medium to Long term) | • Strict implementation of information security measures protects sensitive data, prevents intellectual property leakage, maintains a company's competitive advantage, and enhances customer trust in products and services.<br>• Improper or inadequate implementation of information security measures can lead to the leakage of important research data, leading to legal action and loss of brand reputation. |
| Impact Description | • Strict implementation of information security measures protects sensitive data, prevents intellectual property leakage, maintains a company's competitive advantage, and enhances customer trust in products and services.<br>• Improper or inadequate implementation of information security measures can lead to the leakage of important research data, leading to legal action and loss of brand reputation. |
| Management Actions and Result Tracking | • Regularly report to the board of directors on the company's information security governance overview.<br>• The audit unit conducts regular inspections and tracking.<br>• PDCA circular management is adopted to ensure that goals are met and processes are continuously optimized. |
| Stakeholders Participation Mechanism | • Regular meetings are held with upstream and downstream vendors.<br>• In case of emergencies, a meeting will be held immediately to explain. |

## Major Topic Management Table

| | | |
|---|---|---|
| Product Safety & Service | 2024 Goal Achievement | • Obtain hazardous substance management QC080000 certification, electrical safety certification, or radiation standard certification.<br>• All products comply with internal control standards and international regulations of the exporting country. (ISO 9001, ISO 14001, ISO 45001, ISO 13485, compliant) RoHS 、REACH 、IEC62474 and DMI Conflict Mineral Requirements.<br>• Implement total quality management TQM, system certification, industry standards, and internal quality management to cover the full coverage.<br>• Establish a product production traceability mechanism.<br>• Key product design and FMEA risk identification analysis. |
| | Short-term Goals (2025) | • Regularly assess and update compliance standards to address new regulations and market demands.<br>• The production process is introduced into the MES system (Manufacturing Execution System) to effectively track the product. |
| | Vision Goals (Medium to Long term) | • Product technology competitive analysis and verification specifications, planning innovative technology blueprints, high-end research and development and forward-looking technology layout. |
| Responsible unit<br>Quality Assurance, Factory Directors | Impact Description | • Providing safe and reliable products helps enhance corporate reputation, enhance customer loyalty to the brand, and promote economic stability and growth.<br>• If a company fails to maintain product quality, it may attract customer complaints and recall the product, which will cause financial losses to the company and cause reputational damage. |
| | Management Actions and Result Tracking | • Regularly inspect the inspection results of each quality inspection station and optimize procedures.<br>• Based on customer feedback and built-in material database, select materials with no quality concerns. |
| | Stakeholders Participation Mechanism | • Set up a stakeholder area where you can give feedback through the mailbox.<br>• Employees can give feedback through the company's internal anonymous mailbox. |

## Major Topic Management Table

**Compliance Management**

Responsible unit
Legal Affairs and Auditing

| | |
|---|---|
| 2024 Goal Achievement | • There are no major violations or penalties.<br>• It has passed ISO, IATF 16949, and ISO13485 medical management certifications, further realizing the vertical integration of high-voltage and high-current connectors, wiring harnesses, automotive Ethernet, and new energy storage systems. |
| Short-term Goals (2025) | • There are no major violations or penalties.<br>• Implement regular compliance checks to identify and rectify potential violations promptly. |
| Vision Goals (Medium to Long term) | • Embed the concept of compliance in the corporate culture and promote the importance of regulations among all employees.<br>• Establish a transparent compliance reporting mechanism to disclose compliance status regularly and in real time. |
| Impact Description | • Strengthening compliance management enhances corporate credibility and attracts investors, contributing to overall economic stability and growth.<br>• Violations of regulations can lead to fines and lawsuits, which in turn reduces investor confidence and causes stock price fluctuations, while also damaging the business reputation and customer trust of the company. |
| Management Actions and Result Tracking | • The audit unit regularly implements the results.<br>• Report the current situation to the general manager and the board of directors every year. |
| Stakeholders Participation Mechanism | • There is a dedicated appeal email on the official website(Audit@jpcco.com).<br>• If there is an emergency, a meeting will be held immediately for review. |

## Major Topic Management Table

**Customer Relationship Management**

Responsible unit

**Sales Personnel**

| | |
|---|---|
| 2024 Goal Achievement | • Customer satisfaction questionnaire, those with low satisfaction will be entrusted to submit an improvement plan according to the feedback items.<br>• In response to the Sino-US trade war, different production locations were laid out in advance.<br>• Local manpower is added for important customers and potential market development to improve service timeliness.<br>• Pay attention to information security issues and strengthen education and training.<br>• We have NPI bases and business windows in the United States, Japan, and other places to provide timely and fast services nearby.<br>• Purchase product liability insurance to ensure that if a product is damaged during use, it can provide a timely and appropriate compensation mechanism, enhancing customer trust and satisfaction. |
| Short-term Goals (2025) | • Contract to increase satisfaction with customer relationships such as quality, delivery, and compliance on a rolling basis. |
| Vision Goals (Medium to Long term) | • Improved customer satisfaction.<br>• Establish long-term cooperative relations to achieve win-win results.<br>• Analyze changes in customer demand and market trends to adjust strategies promptly. |
| Impact Description | • Good customer relationship management helps build a loyal customer base and improve service satisfaction, establishes stable partnerships, and helps increase market share, allowing companies to maintain a competitive edge.<br>• If companies fail to effectively control customer relationship management, it may lead to customer loss, affect the company's sales and market share, and put the company at a disadvantage in market competition. |
| Management Actions and Result Tracking | • The audit unit regularly implements the results.<br>• Report to the general manager and board of directors annually on customer satisfaction and customer relationship status. |
| Stakeholders Participation Mechanism | • There is a dedicated appeal email on the official website(Audit@jpcco.com).<br>• If there is an emergency, a meeting will be held immediately for review. |

## Major Topic Management Table

**Waste**

Responsible unit
**Factory Directors**

| | |
|---|---|
| 2024 Goal Achievement | • The intelligent waste management system of Huabao Factory and Hongfu Factory classifies and weighs valuable metals, scraps and waste, and monitors and manages them in real time through smart signage in the warehouse. |
| Short-term Goals (2025) | • Each plant has set a reduction target for the total amount of waste. |
| Vision Goals (Medium to Long term) | • Implement energy-saving and carbon-reducing activities and use resources effectively.<br>• Introduce new waste reduction technologies (such as process optimization, material substitution).<br>• Enhance process technology to reduce waste generation. |
| Impact Description | • Implement waste management and circular economy projects to reduce environmental pollution and promote resource utilization, further promote technological innovation for enterprises, and bring first-mover advantages to enterprises.<br>• Improper waste disposal will lead to environmental pollution and face penalties from relevant environmental management units, damaging the company's reputation. |
| Management Actions and Result Tracking | • Monthly or quarterly statistics are conducted, and on-site audits of treatment companies are conducted annually to ensure that waste treatment is carried out in compliance with regulatory requirements. |
| Stakeholders Participation Mechanism | • Employees provide feedback through the company's internal anonymous mailbox.<br>• External personnel provide feedback through the grievance mailbox. |

## Major Topic Management Table

**Occupational Safety and Health**

Responsible unit
Human Resources & Administration, Global Manufacturing Center

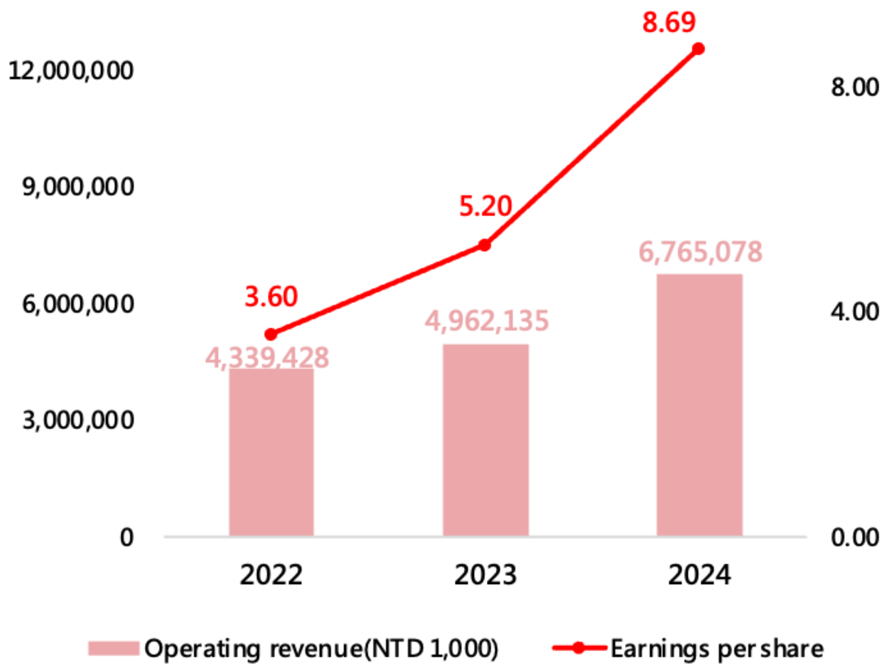
| | |
|---|---|
| 2024 Goal Achievement | • External training: Factory leaders and administrators conduct training once a year.<br>• Internal training:<br>✓ Occupational health and safety production training<br>✓ Occupational hazard testing at production sites and annual occupational disease physical examinations for employees<br>✓ Safety management personnel are regularly trained once a year<br>✓ Occupational health and safety production training is arranged every year<br>✓ Regularly conduct workplace occupational disease testing and occupational disease physical examinations for personnel in hazardous positions every year |
| Short-term Goals (2025) | • Zero workplace safety incidents. |
| Vision Goals (Medium to Long term) | • Implement targets and indicator programs for environmental safety and labor health.<br>• Reduce the incidence of occupational diseases, reduce work-related accidents, and improve employee job satisfaction. |
| Impact Description | • Focusing on occupational safety and health helps protect the life safety and health rights of factory employees.<br>• Neglect of occupational safety and health may result in occupational injuries or health impairments to factory employees. |
| Management Actions and Result Tracking | • Equipment operators conduct on-site inspections of equipment every day, and professional labor safety personnel are equipped with professional labor safety personnel to conduct regular audits and inspections.<br>• Special equipment requires an operation certificate to be operated. |
| Stakeholders Participation Mechanism | • There is a dedicated staff suggestion box.<br>• Employee satisfaction survey twice a year.<br>• On-site medical care mechanism and regular health check-ups are in place |

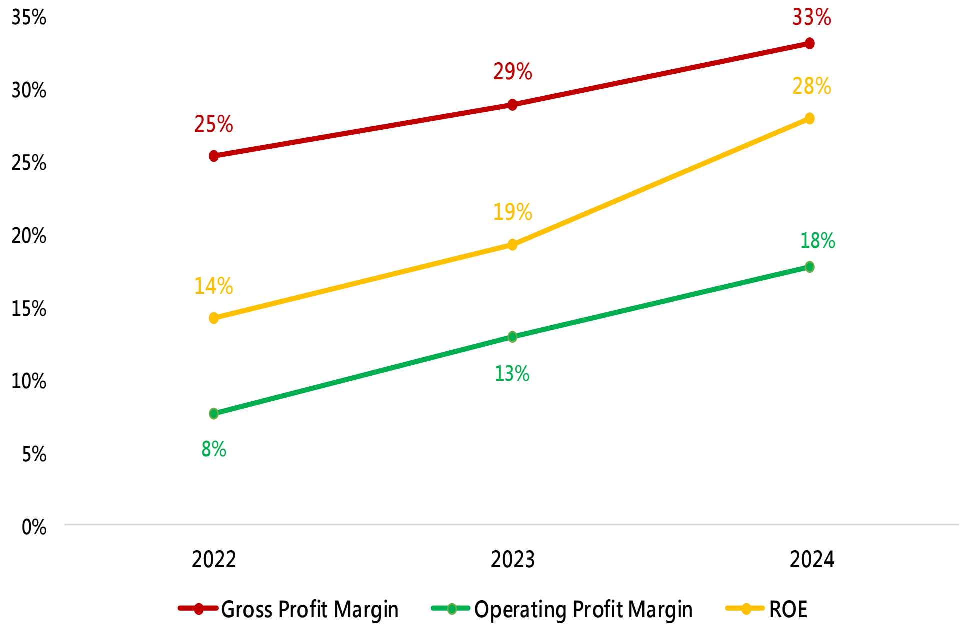
# 1. Operations and governance

## 1.1 Corporate governance

### 1.1.1 Business performance

Benefiting from the strong demand for AI, JPC has adjusted its business strategy in recent years, strengthened its financial structure, and has shown outstanding results in terms of strategic positioning, production capacity, and profitability. For detailed information on operations, please refer to the company's official website and the annual report of the 2024 annual shareholders' meeting.



## 1.1.2 Board of Directors

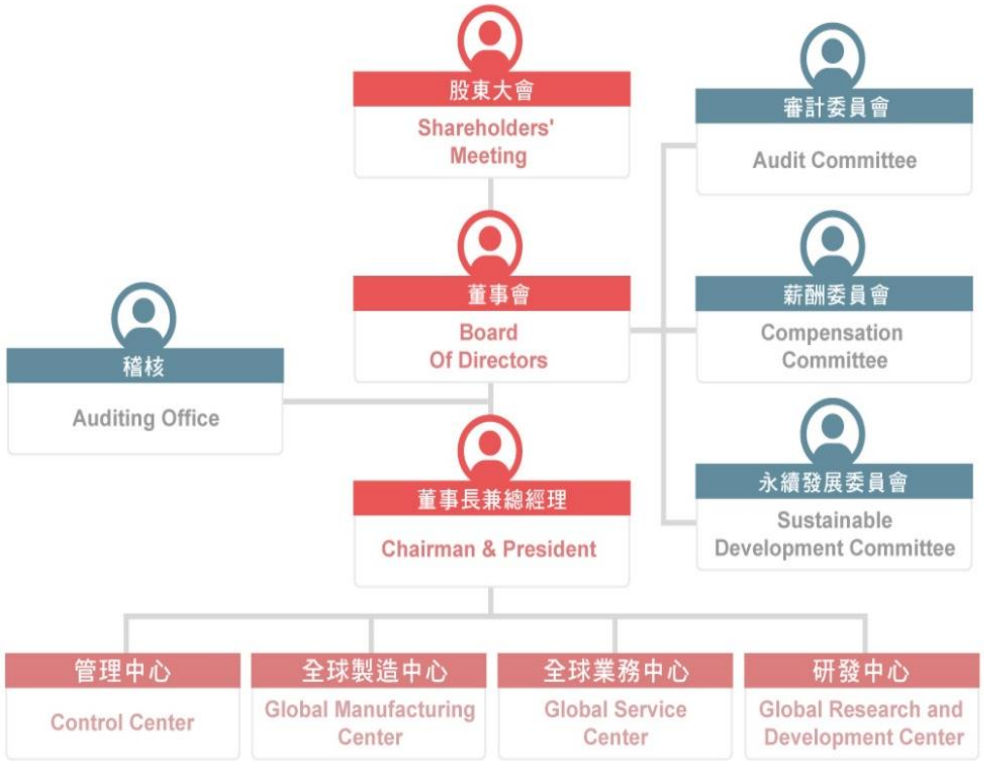
As the highest governance unit of JPC, the board members are responsible for supervising the management team's compliance with laws and regulations, improving information transparency, providing decision-making guidance to the team through their own experience, continuously improving corporate governance, and paying attention to protecting shareholders' rights and interests.

### Board Operations

The board of directors meets at least quarterly in accordance with regulations, and the management team regularly reports to the board of directors on issues related to the company's operations, development strategies, and corporate governance, maintaining good communication channels. JPC held a total of 6 meetings in 2024, and the average attendance rate of directors was 91%, which is better than the requirement that JPC's board of directors attendance rate is at least 80%. For detailed information, please refer to the Public Information Observatory and the 2024 Annual Report of the Shareholders' Meeting.

In 2024,
**it was held 6 times**

**The average actual attendance rate was 91%**



## Board composition and diversity

In order to strengthen the risk management mechanism and performance protection of directors and senior managers, the company insured directors and supervisors liability insurance for directors and managers, and regularly evaluated the appropriateness of the insurance amount every year to implement corporate governance and sustainable business goals.

In addition to the proportion of female directors accounting for one-third of the board of directors, the board members also have different professional backgrounds, complete industry experience and the necessary knowledge, skills and literacy in the work field. For information on the selection of board members and diversity policies of JPC, please refer to the 2024 Annual Report of the Shareholders' Meeting.

**Number of members: 9**
**3rd female (> 1/3)**
**4 independent directors (accounting for 44%)**

## Composition of the board of directors and functional committees

| Job Title | Name | Board of Directors | Audit Committee | Remuneration Committee | Sustainability Committee | Areas of Expertise |
|---|---|---|---|---|---|---|
| Chairman | Shu-Mei Chang | ● | | | ● Convenor | Operation management, social innovation, spanning high-tech manufacturing and culture and art |
| Vice Chairman | Mega Power Investments Limited (Representative: Cin-Chih Jiang) | ● | | | | Operations management |
| Director | Tone Investments Ltd. (Representative:Yu-Ling Tsai) | ● | | | | Law spans the field of technology and finance |
| | Top Point Investment Ltd. (Representative: Ming-Kung Yang) | ● | | | | Operations management |
| | FSP Technology Inc. (Representative: Ming-Hsiang Cheng) | ● | | | | Operations management |
| Independent Director | Jing-Hua He | ● | ● Convenor | | | Operations management |
| | Li-Chih Lo | ● | ● | | | Operations management |
| | Shu-Ling Wang | ● | ● | ● | ● | ESG integration, operation management, and fiscal and tax risk control |
| | Chih-Feng Lin | ● | ● | ● Convenor | | Corporate Legal, Compliance and Corporate Governance Practices |
| Commissioner | Kuo-Ming Peng | | | ● | | Operations management |
| Commissioner | Ho Chun Sing (Note) | | | | ● | Procurement and supply chain management |
| Commissioner | Zheng Zhiping | | | | ● | corporate governance, fiscal and tax risk control |

Note: Ho Chun-sing retired on February 28, 2025.

## Board Training and Performance Evaluation

As domestic and international corporate governance and sustainable development-related issues continue to evolve, members of governance units must also improve their collective knowledge. In accordance with the "Guidelines for the Implementation of Continuing Education for Listed and OTC Listed Companies and Supervisors", JPC encourages directors to continue to study legal, economic, environmental, and risk management issues, and to align with international trends in their professional fields.

| Directors and independent directors' training in 2024 | A total of 60 hours |
| --- | --- |

In order to implement corporate governance and improve the functions of the board of directors, JPC establishes performance goals and conducts annual self-evaluation in accordance with the "Board Performance Evaluation Measures".

In 2024, Ernst & Young was commissioned to conduct external performance evaluations of the board of directors and functional committees to obtain positive evaluations, and the specific evaluation results and improvement plans were reported to the board of directors in the first quarter of 2025. Please refer to the Board of Directors performance evaluation report for the Company's 2024 Annual Report of the Shareholders' Meeting.

Purpose: To continuously improve the functions of the board of directors and functional committees, and to provide a reference basis for nominations for re-election.

➢ Regular internal performance evaluations every year

**2024 internal self-assessment results**

- Board of Directors → 100 points
- Board members → 99.67 points
- Functional Committee → 100 points

➢ Regular external performance evaluations every three years

**2024 external evaluation results**

- Board structure → benchmark
- Member → Advanced
- Process and Information → Advanced

**Continue to strengthen and improve the effectiveness of corporate governance**

- Review the design of the board of directors' performance evaluation questionnaire indicators every year, revise them on a rolling basis, and continuously improve them.

**2024 External Performance Evaluation Recommendations**

- The establishment of a risk control team can be evaluated according to the needs of the company's organization.
- It can simultaneously transmit public information from directors to obtain the latest information of the company.

## Conflict of interest avoidance and management mechanism

According to the "Rules of Procedure for Directors", directors shall explain the important content of their interests to the board of directors regarding meetings that have an interest in themselves or their representative legal persons. and the director's spouse, blood relatives within the second degree of kinship, or a company with a controlling subordinate relationship with the director.

At the same time, if the Company's personnel discover a conflict of interest in the execution of the Company's business, or may cause themselves or related personnel to obtain improper benefits, they shall report the relevant situation to their direct supervisor and the Company's dedicated unit, and the immediate supervisor shall provide appropriate guidance. The Company's personnel shall not use the Company's resources for business activities outside the Company, and shall not affect their work performance by participating in business activities outside the Company.

## Functional Committee

The establishment of the JPC Functional Committee is better than the regulations, and the implementation of the committee in 2024 is as follows:

### Audit Committee

The number of meetings is 6 times
Attendance rate: 92%

In charge:

1. Supervise the proper presentation of financial statements.
2. Appointment (dismissal) and independence of attesting accountants.
3. Implementation of the effectiveness of the internal control system.
4. Compliance and Amendments.
5. Strengthen and assist the board of directors mechanism.

### Remuneration Committee

The number of meetings is 2 times
Attendance rate 100%

In charge:

1. Formulate and regularly review the performance evaluation and remuneration policies, systems, standards, and structures of directors and managers.
2. Regularly evaluate and determine the remuneration of directors and managers.
3. Regularly review internal performance evaluations.

### Sustainability Committee

Number of meetings is 1 time
Attendance rate 100%

In charge:

1. Formulate sustainable development directions, strategies, and goals, and formulate management guidelines and specific promotion plans.
2. Promote and implement the company's ethical management and risk management.
3. Sustainable development implementation status and effectiveness tracking.
4. Assist the board of directors in promoting sustainable development and corporate governance.

**In response to practical needs, JPC has established an investment committee and a patent committee, inviting independent directors to participate in meetings and provide professional advice from time to time to improve all aspects of the company's management and operations.**

## Salary and remuneration policy

The Company's remuneration policy and system are formulated in accordance with the company's articles of association and relevant laws and regulations, and are combined with individual performance, the company's operating results, and future development strategies to ensure the rationality and incentive effect of the remuneration system.

### Director's remuneration

Including the remuneration of independent directors and the expenses of execution of business

According to Article 16, Paragraph 1 of the Company's Articles of Incorporation, directors may be paid a fixed amount of remuneration regardless of operating profits or losses. The remuneration standard takes into account the annual performance, self-contribution, and operating results of the directors, and is submitted to the board of directors for resolution after review by the Remuneration Committee.

•The business expenses will be issued according to the actual date of attendance at the meeting.

### Manager's remuneration

Including salary and employee compensation

- Salary: Determined based on the manager's responsibilities, job importance, professional ability, and contribution, with reference to external market levels.
- Employee remuneration: According to Article 19, Paragraph 1 of the company's articles of association, if there is a surplus in the year, no less than 7% shall be allocated as employee remuneration. Managers' bonuses are also awarded with reference to the results of their annual performance appraisals, including individual performance (such as revenue and operating profit achievement rate), contribution to overall operations, and sustainable development performance indicators. The above remuneration content has been reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

### Performance evaluation methods for directors and managers

- Directors: Conduct a self-assessment at the end of the year, covering indicators such as company goal mastery, responsibility awareness, operational participation, interaction with internal teams, professional performance, and continuing education.
- Managers: Conduct semi-annual performance evaluations every year, including financial indicators (such as profit achievement rate, new technology development progress, etc.), core value demonstration (such as customer satisfaction, quality management, leadership decision-making ability, etc.), and sustainability diversity equity indicators, etc., to evaluate its overall performance.

### Review and Adjustment of the Remuneration System

The Company considers industry trends, risks of changes in the operating environment, and revisions to laws and regulations, continuously reviews and adjusts the remuneration system on a rolling basis, and the Human Resources Administration Department compiles recommendations and submits them to the Remuneration Committee for review and appropriateness.

## 1.2 Legal Compliance and Integrity Management

The law is the last line of defense for ethical behavior indicators, and Jabic always believes that the height of a company depends on our responsibility to society, so strict compliance with laws and regulations and adherence to the principle of ethical management are the basic core concepts of the company. Adhering to internal control and further achieving integrity management of relevant stakeholders is a commitment to the public and a demonstration of the pursuit of self-quality. In the future, the company will continue to maintain high standards of self-management capabilities to meet the expectations of society.

### 1.2.1 Policy and Implementation

JPC conducts business operations based on the principles of integrity and integrity, and strictly follows the laws and ethical standards of various countries. In addition to considering compliance as an important policy of the Company, the Company also specifically regulates the matters that company personnel should comply with when performing business in accordance with the "Code of Ethical Management for Listed and OTC Listed Companies" and relevant laws and regulations of the place where the Company and its group companies operate. In order to ensure the implementation of relevant policies, JPC reviews the Code of Ethical Management every year.

### Education and training

In order to ensure the understanding and practice of ethical management by all employees of the company, JPC not only regularly conducts concept publicity on the internal network but also actively arranges compliance courses and conducts tests after the course to ensure that employees effectively absorb relevant knowledge. In addition, Jabiqi plans to conduct an internal education and training course on ethical management (integrity) in 2025, and all employees are invited to participate.

**2024 Taiwan Headquarters Course Participation Status:**

| Course content | Number of trainees | Proportion of the total number of people |
| --- | --- | --- |
| Trade secrets | 216 people | 79% |

### Tax Policy

JPC complies with the relevant tax policies and regulations of the local governments at each of its operational sites and keeps abreast of changes in tax laws and regulations to assess their impact on local business development. Transactions between affiliated enterprises are conducted in accordance with the arm's-length principle and follow the transfer pricing guidelines announced by the Organization for Economic Cooperation and Development.

## 1.2.2 Management supervision and prevention

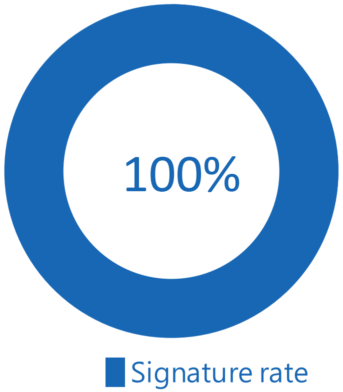
| JPC's integrity management standards and reporting system | |
|---|---|
| System establishment | The "Code of Ethical Management" and "Measures for Handling Cases of Illegal and Immoral or Dishonest Conduct" have been established. |
| Specification content | 1. Engage in business conduct with integrity.<br>2. Prohibition: "Bribery, bribery, acceptance of unreasonable gifts/entertainment, infringement of intellectual property rights, unfair competition, insider trading, conflict of interest".<br>3. confidentiality obligations and protection of company assets.<br>4. Comply with laws and company regulations. |
| Reporting channels, Whistleblower protection | 1. There are reporting channels, independent hotlines, and a complete complaint system. Encourage the reporting of illegal and immoral behavior.<br>2. Strictly protect the identity information of whistleblowers from improper handling. |

**Employee signature**

55 new employees were hired under the terms of the integrity commitment clause


**Vendor signature**

90 new manufacturers have been added to the integrity pledge

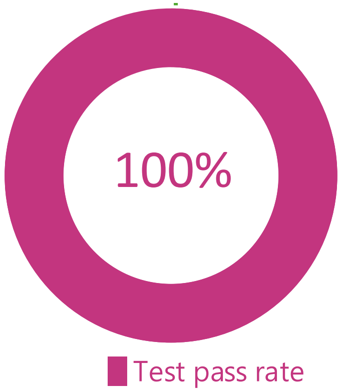



**Employee internal training**

216 trade secret trainees


**Employee internal training**

88 trainees were prohibited from insider trading



| FY2024: Manufacturer Integrity Interview (including email and phone interview) | |
|---|---|
| Number of manufacturers interviewed | 30 |
| Number of people interviewed from the manufacturers | 101 people (covering sales, quality assurance, R&D, legal personnel, and audit...etc) |

| Category | Survey results |
|---|---|
| Dishonest violations | None |
| Received reports and complaints related to regulations, anti-corruption, human rights...etc | None |
| Supplier annual integrity inspection | There was no violation |


**Employees**

Whether there is a situation of "requesting gifts/rewards/dinners/ entertainment/giving improper benefits"

100%

■ None

**Employees**

Whether "intentionally raising difficulties"

100%

■ None

**Employees**

Whether "good attitude"

100%

■ Honest and direct, good attitude

**Employees**

"Overall integrity"

97%

■ Very good ■ Good

## 1.2.3 Internal Controls

### Audit

The Company's audit is directly subordinate to the Board of Directors, and its scope of work covers all internal control operations and operational activities of the Company and its subsidiaries. In accordance with relevant laws and regulations, the results of the annual audit, and the identification of the risk level of each cycle, the audit plan for the next year shall be formulated at the end of each year, and the audit plan shall be implemented after being approved by the board of directors. The board of directors regularly reviews the audit report of the audit unit. In addition to regularly attending the board of directors reports, the audit supervisor also reports to the chairman, audit committee, and general manager from time to time as necessary. The audit supervisor and independent directors shall report on the company's internal audit implementation status and internal control operations through regular meetings of the Audit Committee. In case of major abnormalities, a meeting may be convened at any time. In addition to the aforementioned regular meetings, the convener of the audit committee discusses the operation of internal control with the internal audit supervisor from time to time. Regularly track the improvement of internal deficiencies and abnormalities found in internal audits.

### Annual internal control operation mode

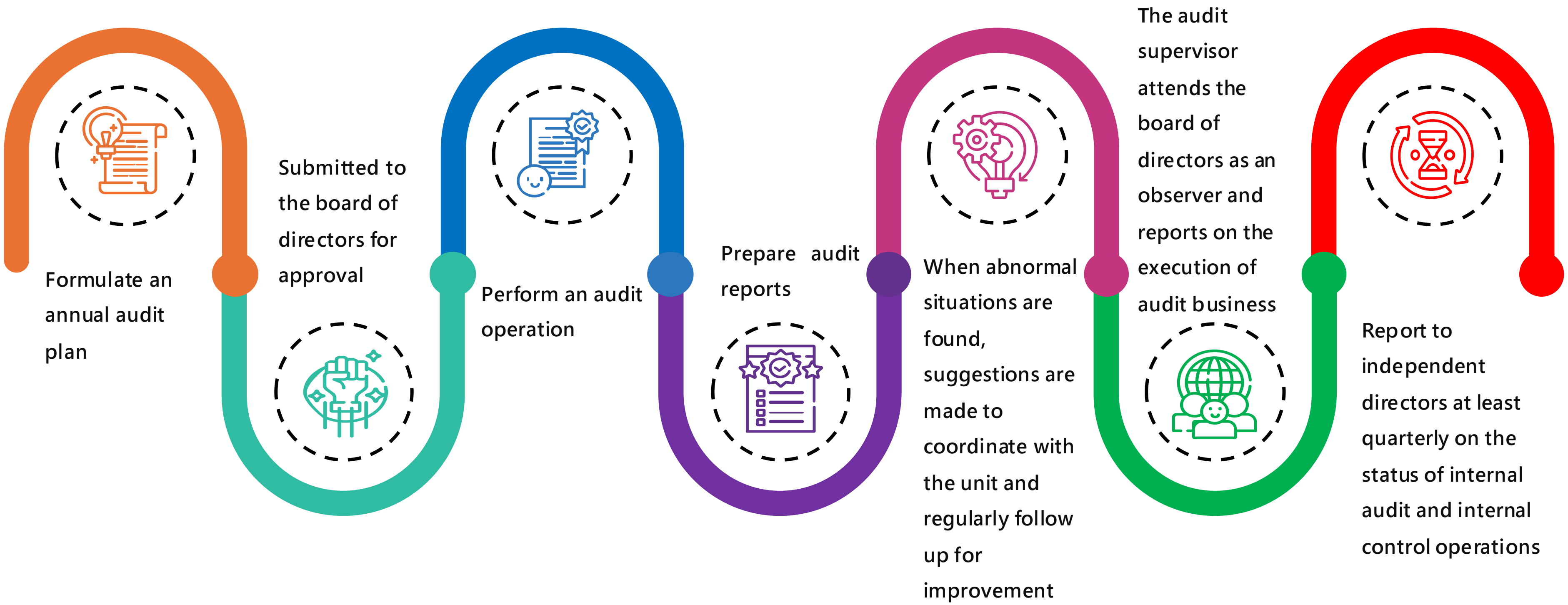
| Initiate self-assessment process | Comprehensive self-assessment Results | Issue an internal control Statement |
|---|---|---|
| • Self-assessment of the control system within the year<br>• Operational effectiveness, efficiency target achievement, and compliance | • Audit and review the implementation and quality of various departments and subsidiaries of the group | • Report to the Audit Committee and the Board of Directors<br>• The audit report is submitted to independent directors for inspection |

JPC conducts a regular self-assessment of the internal control system every year, and the audit reviews the implementation and quality of each department and subsidiary of the group, and together with the improvement of deficiencies and abnormalities found in the past period, the assessment results are reported to the audit committee and the board of directors, and a statement of the internal control system is issued.

# 2024 Self-Assessment Process

## 100% particitation, 100% reply rate

There are no major abnormalities, and it can effectively and reasonably ensure that the goal is achieved




In 2024, in Board Report 5 times

Audit findings Regular quarterly tracking

Issues identified 100% → After confirming the improvement Case closed

# Audit is not only an audit, but also a partner in co-creating and improving with the team, moving from audit to value creation, and auditing drives operational optimization

## Audit Transformation in Five Stages

**Risk Discovery**
Identify potential issues and risks

**Deficiencies Management**
Build an improvement mechanism to track improvement

**Process Optimization**
Inventory the process from the deficiencies and put forward optimization suggestions

**Collaborative Advancement**
Establish consensus and cross-departmental cooperation to improve efficiency

**Strategy Implementation and Lean Improvement**
Tandem data supports decision-making and operational optimization

| Phase | Auditor Positioning |
|---|---|
| Stage 1 | Error detector |
| Stage 2 | Compliance Supervisor |
| Stage 3 | Problem helper |
| Stage 4 | Process co-creator |
| Stage 5 | Strategic Participants |

## Audit work has moved from "finding errors and debugging" to "co-creating improvement and streamlining processes"

**The audit team gradually transformed, working closely with various departments to implement a culture of continuous improvement, from deficiency improvement to process leaning.**

| Comparison | Before | After |
|---|---|---|
| Audit purpose | ✗ Check and fill the gaps | ✓ Assist in improving and preventing risks |
| Communication Style | ✗ Assign responsibilities | ✓ Cross-departmental co-creation |
| Working Tools | ✗ Paper/manual process | ✓ Data/digital system implementation |
| Scope of Impact | ✗ Singple point | ✓ Optimize organizational operations and improve efficiency |

## 2024 Audit Report

Cumulative improvement items
77 items

Deficiencies closure rate
100%

Cumulative improvement items
25 cases

# 1.3 Risk Management

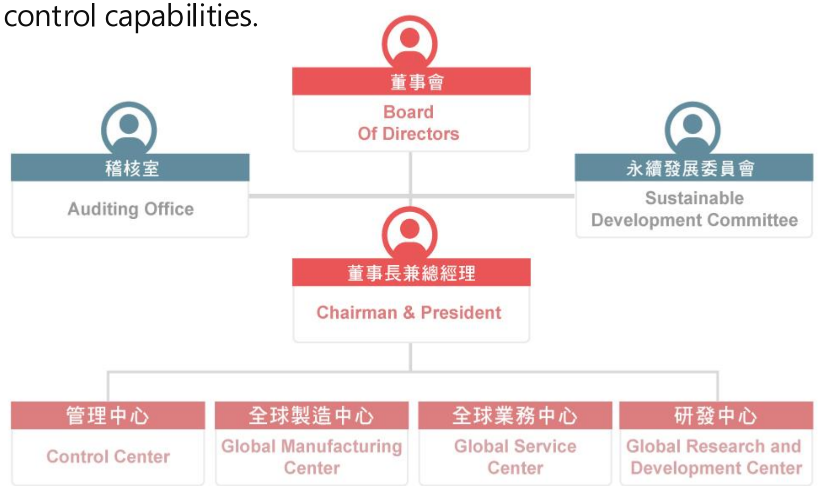
JPC identifies and defines various risks in accordance with the overall operation strategy, and continues to grasp important domestic and foreign issues and changes in the external environment, and actively promotes risk prevention and loss control measures. Regularly review and strengthen organizational resilience to mitigate and avoid potential risks that may be faced during operations. Through internal education and training, transparent information disclosure, and the implementation of early warning and notification mechanisms, JPC is committed to deepening the overall risk management culture, hoping to fulfill its corporate responsibilities and bring more beauty influence to the world.

## Organizational Risk Identification

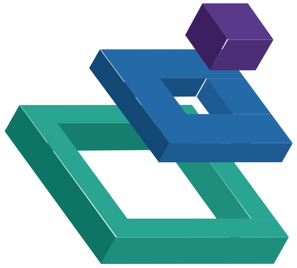
In 2020, the board of directors resolved to adopt the "Risk Management Policy" as a basis for various risk management and implementation, and strengthened corporate governance to ensure the implementation of business objectives and the achievement of risk management awareness among all employees.

## Risk Management Level

The Sustainable Development Committee assists the Board of Directors in reviewing and supervising the operational effectiveness and overall implementation of the risk management mechanism, and regularly reports to the Board of Directors on the implementation and results of risk management every year. Based on the management level and internal control mechanism, JPC promotes all employees of the group to implement risk prevention measures to ensure the effective implementation of risk management. At the same time, a "three lines of defense" system has been established to strengthen risk response and control capabilities.



## Three Lines of Defense for Risk



### The Third Line of Defense

An independent internal audit unit objectively inspects and supervises the effectiveness of the company's first and second lines of defense, implements internal controls, strengthens risk management in a systematic manner, reports to the company's management, and regularly reports to the Sustainability Committee and the Board of Directors.

### The Second Line of Defense

For enterprise risk management and legal compliance, the highest-level center supervisor cooperates and supervises, assists in supervising the first-line risk management operation, and ensures the implementation and compliance of various systems.

### The First Line of Defense

For enterprise operation, business units and production units assume the main roles, focusing on operation control and risk discovery.

## Risk Management Operation Process

JPC identifies, measures, monitors, and reports risks in various aspects such as operations, the overall economy, financial markets, geopolitics, and information security, adjusts management processes according to changes in the operating environment, formulates and implements corresponding risk management plans, monitors and reviews risk exposure and control operations on a rolling basis, strengthens corporate growth momentum, and effectively allocates resources.

### Risk Identification and Measurement

Identify and assess the impact of risks on various business and operational activities, consider the nature, scale, and complexity of each operational activity, and regularly review, manage, and implement response plans.

### Risk Response and Monitoring

Appropriate response measures are taken to the risks faced, distinguishing between avoidance, transfer, and mitigation, taking measures, and reporting risks and responses to senior management.

### Risk Reporting and Disclosure

Report risk governance to the Sustainable Development Committee and the Board of Directors.

## Risk project analysis and countermeasures

According to the nature of the business and the principle of risk diversification, the unit incorporates various risk factors into management, sets risk indicators, sets trading or authorization permissions, regularly accounts and evaluates various risk multipliers, establishes risk early warning mechanisms, and simulates future scenario changes in a quantitative manner as much as possible as a basis for management response.

| General Economy Market Risk | Risk Factors | Response Measures and Actions |
|---|---|---|
| | • Risk of order fluctuations | • Regularly communicate with customers and manage order requirements to enhance customer loyalty. |
| | • Customer credit risk | • Review customer credit lines and regularly track customer accounts receivable. |
| | • Inflation and rising cost risks | • In response to inflation, appropriately adjust product prices, raw material inventories, and operating expenses. |
| Responsible unit<br>Global Business Center & R&D Center | • Geopolitical risks | • Regularly communicate with corporate partners on geopolitical issues at their operating bases to simulate the impact of escalating geopolitical conflicts. |
| | • Market demand changes and competitive risks | • In the face of changes in global market demand and inflationary pressures, business units have actively adjusted their product portfolios and expanded their diversified market layouts to reduce the impact of single product fluctuations. |

| Exchange Rate Interest Rate Risk | Risk Factors | Response Measures and Actions |
|---|---|---|
| | • Monetary Policy of Various Countries<br>• Geopolitical risks | • The operating activities are denominated in US dollars, and natural hedging is carried out by balancing foreign currency assets and liabilities, observing the international economic situation at any time, and actively hedging the exposure position to reduce exchange rate risks. |
| Responsible unit<br>Management Center<br>Finance Department | • Corporate carbon reduction schedule and goal setting and achievement | • The floating interest rate mainly derived from short-term borrowings is mainly in the currency with a lower interest rate level. In order to avoid the risk of interest rate fluctuations, after assessing changes in the financial market, continue to pay attention to and adjust the carbon reduction process of enterprises on a rolling basis. |

| Supply Chain Risk | Risk Factors | Response Measures and Actions |
| --- | --- | --- |
| | • Single vendor dependency | • For key components, we actively promote alternative source strategies to reduce the risk of single material shortages.<br>• Actively establish strategic cooperation with key manufacturers. |
| | • Quality risk | • The Group has established a comprehensive quality risk management mechanism for key suppliers, and prevents quality problems through regular audits and improvement guidance. |
| | • Epidemic impact | • Formulate contingency plans for emergencies such as epidemics to ensure stable supply chain operations and reduce production and delivery risks. |
| Responsible unit<br>Global Manufacturing Center<br>Strategic Sourcing | • Raw material prices fluctuate | • The main raw materials of products come from bulk materials, so it is necessary to pay close attention to the trends of raw materials in major markets and regularly coordinate cost fluctuations with suppliers to avoid excessive fluctuations affecting product prices. |

| Information Security Risks | Risk Factors | Response Measures and Actions |
| --- | --- | --- |
| | • Employees are not vigilant about information awareness<br>• Lack of implementation of information policies | • Implement information security health checks and improve employees' information security awareness, and conduct regular information security education and training. |
| | • Leakage of important corporate data | • Introduction of protection mechanisms for confidential data. |
| Responsible unit<br>Management Center<br>Information Management | • The service host does not respond immediately to abnormal reactions | • Implement tracking and monitoring of the operation of the host and continue to patch the vulnerabilities of the host. |
| | • Information encryption caused by information security attacks | • Regularly conduct disaster recovery drills for critical application systems to ensure effectiveness. |

| | Risk Factors | Response Measures and Actions |
|---|---|---|
| **Environmental Risks** | • Global net-zero carbon emission policy<br>• Climate change | • Set energy conservation and carbon reduction targets to strengthen operational resilience. |
| | • Changes in environmental regulations in various places<br>• Production process changes increase environmental pollution | • The factory implements an environmental management system, keeps abreast of local regulatory updates and standards, and has passed ISO 14001 certification - internal regulatory compliance audits are conducted annually. |
| Responsible unit<br>Global Manufacturing Center | • Regulatory and government policy updates<br>• RBA Code of Conduct Updated | • The factory has established pollution prevention facilities, regularly monitored and complied with emission regulations, and conducts wastewater and VOC testing every year. Implement environmental performance evaluation and auditing for key suppliers, and promote RBA self-assessment questionnaires and audits - including ESG performance as the basis for procurement evaluation. |

| | Risk Factors | Response Measures and Actions |
|---|---|---|
| **Human Resources Risk** | • Global expansion and organizational adjustments | • We actively optimize our talent recruitment strategy, adjust job vacancies and recruitment channels for the company's organizational layout and digital transformation process at home and abroad, strengthen the introduction of ready-to-work talents that align with industry needs, and improve overall recruitment efficiency and quality. |
| Responsible unit<br>Management Center<br>Human Resources Administration | • Industry competition is fierce<br>• The progress of the project will be affected<br>• Regional cultural differences | • At the same time, based on the cultural characteristics of different regions and departments, we continue to build a talent pool for key positions, including potential successors and internal talents with management potential, and strengthen the connection and replacement mechanism through experience programs and cross-departmental collaboration to ensure the stable operation of the organization and the smooth succession of leadership during the development process. |

# 1.4 Information Security

In the highly competitive and rapidly changing technology industry, information security is a core strategy that cannot be ignored. Whether it's R&D secrets, user data, or cloud services and platform operations, they all face high information security risks and challenges. As hacker attacks become increasingly sophisticated, data breaches and service disruptions emerge one after another, impacting corporate reputation and business operations. For JPC, information security is not only a means of defense, but also the key to protecting innovation, gaining market trust, and complying with regulatory requirements. Only by deeply integrating information security into product design and operation processes can we move forward steadily and continue to innovate in the digital age.

## 1.4.1 Information Security Management

### Information Security Organizational Structure

The Information Management Department is responsible for coordinating relevant policy planning, implementing information security operations and information security information promotion, enhancing employees' information security awareness, regularly monitoring network traffic, understanding and grasping the latest information security intelligence and information security attack situations, and real-time reporting and joint defense to minimize damage.


The audit is the supervisory unit of JPC's cyber security supervision, responsible for checking and supervising the implementation of internal information security, submitting audit reports, and immediately requesting the audited unit to propose an improvement plan and implement it when deficiencies are found.

### Policies and Actions

The Information Management Department conducts education and training for new and in-service personnel, and strengthens employees' information security awareness through the company's platform.

## In 2024, JPC actively promoted various information security strategies

### Information Security Alliance Cooperation

**212 companies**

It has joined the Taiwan Information Security Supervisors Alliance and continues to strengthen its information security capabilities through case exchanges and education and training.

### Firewall and Network Reorganization

**360 rules**

To improve overall protection, firewall equipment has been replaced and the network architecture has been rebuilt to enhance security.

### Information Security Drills and Recovery

**100% 1 time/year**

Through regular downtime event drills, system restart time is shortened and the cost impact of actual operational interruptions is reduced.

### Information Security Training and Advocacy

**212 companies**

In addition to regular education and training, we continue to raise personnel's information security awareness through irregular publicity activities.

### VPN and Authority Management

**136 accounts**

For VPN applications, permission settings, and data classification, the revision and implementation of the management regulations have been completed.

| 2024 | |
|---|---|
| information-related expenditures | NTD 14,086 thousand |
| Information security expenditure | NTD 11,543 thousand |
| ratio | 82% |

| 2024 | |
|---|---|
| The number of attacks blocked | 128,470 times |

In the future, JPC will continue to strengthen information and communication security, and its development plans are as follows:

| Item | Target |
| --- | --- |
| Employee social engineering drills | Execution rate 1 time Every six months; Pass rate 80% |
| Employee information security awareness training | Execution rate 1HR 1 year |
| Backup and restore drills | Execution rate 1 time 1 year |
| ISO27001: 2022 | Certificate obtained Taiwan China Vietnam |
| Major systems Service hours | Execution rate 98% |
| Vulnerability scanning | Execution rate 1 time 1 year |
| Password compliance rate | Password policy compliance 100% |

# 1.5 Product Safety and Innovation

## 1.5.1 Research and Development Strategy

JPC is deeply involved in the Datacenter/Networking/Telecom (DNT), Smart Connection Industry (SCI) and Internet of Things (IoT) industries, and focuses on the integrated design of electronic components such as key components, connector harnesses, and wire sets, with services covering high-performance computing, data centers, cloud networking telecommunications, and servers , optical communications, factory automation, automotive electronics, and energy storage, etc., actively integrating green concepts into product design and manufacturing processes, demonstrating the company's commitment to environmental protection. From complying with international environmental regulations, promoting plastic reduction and recyclable design, implementing energy-saving and carbon reduction strategies, to building a green supply chain and supporting the new energy industry, JPC continues to achieve sustainable goals through innovative technologies and ESG actions.

As a part of the rapidly developing electronics industry, R&D innovation plays an extremely important role, and to ensure the smooth development of the company, a forward-looking layout and R&D investment are essential, and JPC's R&D expenses in 2024 totaled NT$192,336 thousand, accounting for 2.84% of net revenue, an increase of 17.36% compared to 2023.

As climate change and environmental protection issues become increasingly important, JBIC will combine industry trends, the evolution of AI and big data technologies to strengthen product technology diversification and market competitiveness, and its R&D work in 2024 will focus on three major areas:

| Datacenter/Networking/ Telecom (DNT) | Smart Connection Industry (SCI) | Internet of Things (IoT) |
|---|---|---|
| • Invested in the technology development of high-speed transmission and high-voltage high-current connectors, wiring harnesses, and optical modules | • Focus on audio-visual, automotive, energy storage, industrial and high-performance computing<br>• Develop key connectors and cables | • Communication module development, industrial Internet of Things, and energy harvesting modules |

## The main products, R&D directions and layout of JPC are described as below:

| Main Products | R&D Direction | Core Technology | Technical Layout |
|---|---|---|---|
| Datacenter/Networking/ Telecom (DNT) | Focusing on PCIe, OCP, CXL, and JEDEC standards, it is used in AI servers, CSP data centers, 5G high-speed connectivity, optical transceivers, and high-current wiring harnesses. | • PCI-e Gen 6/7 High-Speed Cables (including MCIO、MultiTrak、GenZ、EDSFF、SFF-TA-1020)<br>• SOCAMM interface module<br>• 800G/1.6T active copper, transceiver and AOC<br>• High-Frequency Signals Ray-Driver / Ray-Time's Semiconductor Chip<br>• High-Frequency High-Speed Connectors (UQD Series), High-Power Supply Components (ORV3 AC Whip Cable, Busbar) | Continue to expand PCI-e Gen 7, deepen AI server and HPC solutions, and integrate the supply chain of global CSP customers. |
| Smart Connection Industry (SCI) | Focusing on the integration of global manufacturing resources, it develops high-performance connectivity solutions such as automotive, energy storage, and industrial automation. | • Automotive High Voltage High Current Wiring Harnesses (PDU, MCU, OBC, BMS)<br>• Industrial Waterproof Hybrid Wiring Harness (M8/M12 Series)<br>• Quick-Connect Liquid Cooling Coupling (UQD04)、ORV3 AC Whip Cable、Busbar<br>• The PCIe 5.0 X16 high-speed extension cable for the Dianba<br>• OEM/ODM/JDM diversified cooperation to strengthen design and module integration capabilities | In response to the rise of AI servers and edge AI PCs, we are promoting low-power and high-value products, deepening business in Europe and the United States, and accelerating customization and supply chain integration. |
| Internet of Things (IoT) | Focusing on low-power communication modules and energy harvesting technology, combining AI and Sub-GHz sensors to expand green and sustainable applications. | • 802.11AH (Sob-Ghaz) Low-Power Module<br>• Battery-Free Light/Supercapacitor Energy Storage<br>• Home/car monitoring, electronic watch, health monitoring<br>• UDP/TCP-IP Mid-to-Short Transmission Range IoT Communication | Sustainability-oriented, IoT module design introduces green materials and low-carbon concepts, promoting low power consumption and diverse application scenarios. |

JPC has passed ISO, IATF 16949, and ISO13485 medical management certifications, further realizing the vertical integration of hig h-voltage and high-current connectors, wiring harnesses, automotive Ethernet, and new energy energy storage systems.

## 1.5.2 Intellectual Property and Patent Management

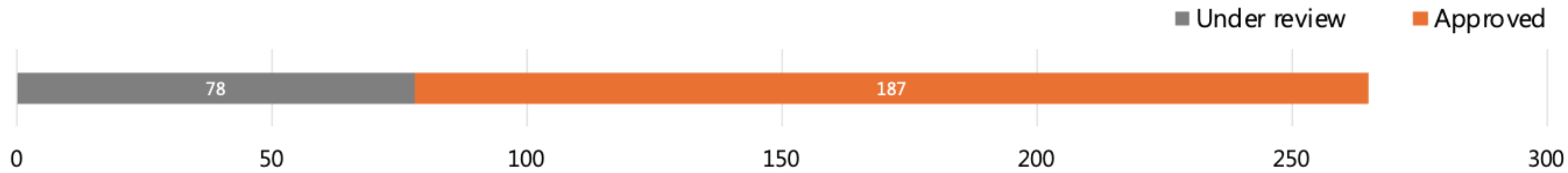
### Establishment of the "Patent Committee"

**Integrate patents into R&D, business, legal and management units, and cooperate with patent firms**

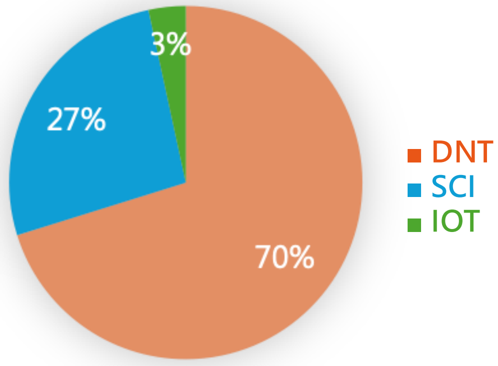
| | |
|---|---|
| Responsibilities of the Patent Committee | 1. Promote Innovative R&D: Ensure that patent layout aligns with the company's strategic goals<br>2. Intellectual Property Protection: Handle patent licensing and infringement matters<br>3. Integrated management of patent rights: Application, maintenance, and inventory of the latest valid patents<br>4. Internal sharing of patent data: Simultaneous updates between business and R&D departments<br>5. Patent award system: formulated, modified, and implemented |
| Case management | Patent application, maintenance, and search<br>Patent opinion analysis, avoidance design analysis |
| Firm cooperation projects | Patent search and layout planning<br>Track the latest technology trends in the industry, analyze infringement risks, and plan for prevention |

## 【2024】Patent Enforcement Results

| 2024 Patent Incentives |
| --- |
| NT$340,000 |

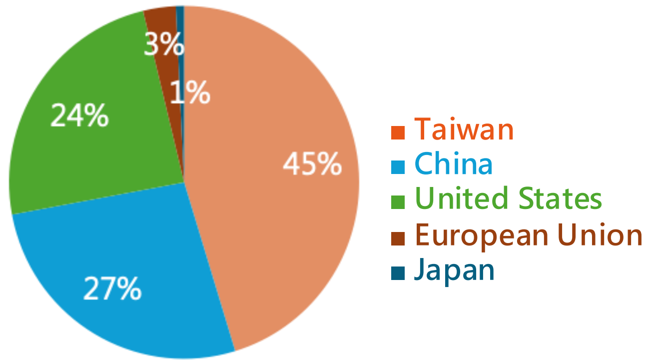



Total number of valid patents 265(covering core fields such as high-speed structure, optics, liquid cooling, and automotive).



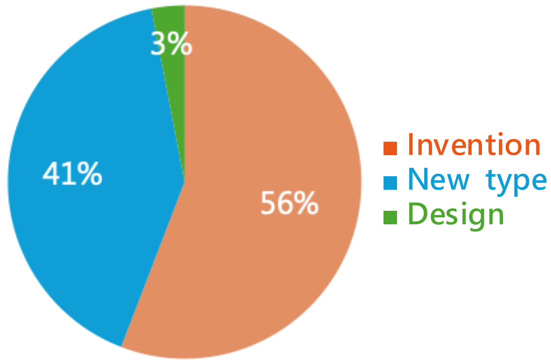

Number of patents by BU

| BU | Number of patents |
| --- | --- |
| DNT | 186 |
| SCI | 70 |
| IOT | 9 |




Number of patents by country

| Country | Number of patents |
| --- | --- |
| Taiwan | 120 |
| China | 71 |
| United States | 64 |
| European Union | 8 |
| Japan | 2 |




Number of patents by types

| type | Number of patents |
| --- | --- |
| invent | 148 |
| new type | 109 |
| design | 8 |

## 1.5.3 Security and Compliance

### Policies and Actions

By formulating strict inspection processes and quality control standards, and initiating product safety management from upstream, JPC requires suppliers to provide raw materials with a "no hazardous substances" guarantee, so that customers can choose our products with peace of mind. In addition to strict internal requirements, external certifications can also enhance customer trust, so the company actively applies for relevant certifications to strengthen quality management.

The policies and measures for product safety in 2024 are as follows:

- All factories are ISO9001 certified.
- Obtained Hazardous Substances Management QC080000 Certification.
- The products comply with RoHS, REACH, IEC62474, and DMI conflict minerals requirements.
- The quality assurance department collects hazardous substance regulations from time to time, incorporates customer requirements in addition to local regulations, and sends the information to the environmental protection windows of each of the Group's factories for consideration during product design.
- Evaluate the need for product certification and adjust part specifications based on customer needs, such as whether the final product needs to meet electrical safety or radiation standards.

**In 2024, JPC products met customer acceptance standards and were delivered on schedule. JPC promises to continue to maintain high-quality specifications and provide customers with excellent products.**

## Responsibilities and Management

The quality assurance department is the main unit responsible for controlling issues related to product hazardous substances, while the R&D department is responsible for safety regulations and product design.

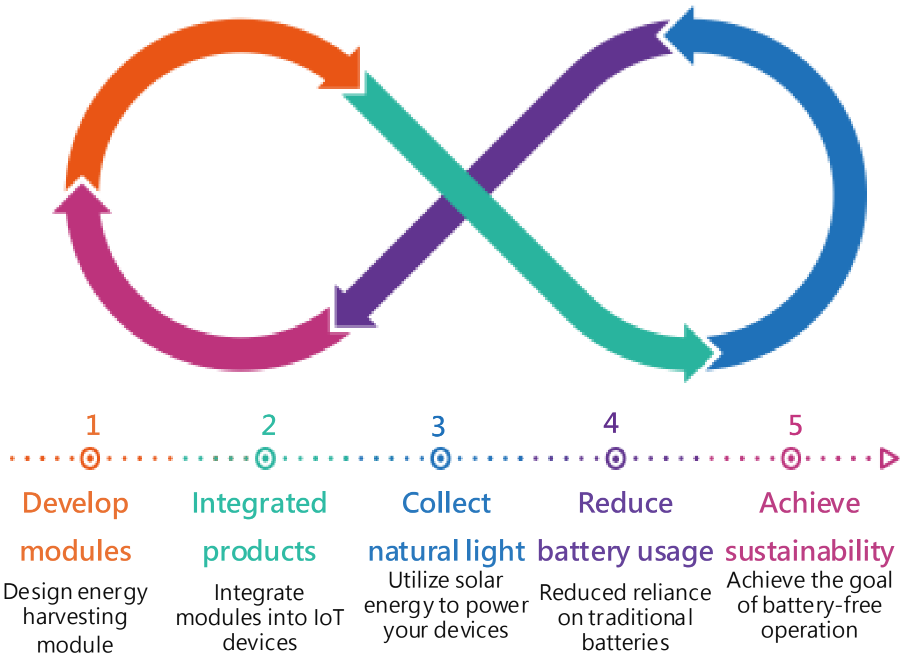
| Quality Assurance Department | R&D Department |
| --- | --- |
| We regularly participate in briefings on hazardous substance regulations held by third parties and actively participate in supplier conferences held by customers to ensure that we receive the latest regulatory information. This information will be included in internal control standards and announced to each plant and supplier for investigation and confirmation. | Establish a compliant raw material database that will be selected directly during manufacturing to reduce related risks and ensure product safety. |

JPC attaches great importance to the health and safety of product users and makes every effort to disclose product ingredients. In addition to requiring upstream raw material suppliers to label ingredients, they also disclose raw materials that may cause environmental impact. If a product with hazardous substances is used, it must be confirmed that it meets the relevant regulatory limits.

**Thanks to the above management measures, there were no fines, warnings, or violations of regulations related to customer health and safety in 2024, nor were there any violations related to information labeling.**

## 1.5.4 Green Design of the Product

In addition to providing first-class products, JPC also attaches great importance to product sustainability. In recent years, IoT products are moving towards intelligence, so the company is focusing on developing energy harvesting modulars while providing highly integrated and high-speed processing module designs. This module will have the characteristics of low-power wireless transmission in IoT products, and effectively collect and utilize natural light energy, further reducing battery usage to achieve the sustainable goal of battery free.




Not limited to product design, the greening of the production process is the direction of JPC's efforts; Each site has all locally required production licenses and ISO 14001 certifications (original certificates valid until 2025 and have been recertified, with the latest validity until May 8, 2028) to reduce resource use and minimize waste.

## 1.5.5 Government Subsidies

With the financial support of the government, the company is committed to developing new products with market potential, such as PCIe 5.0 technology, which has superior speed, performance, and high compatibility with the increasing demand for technologies such as AI and 5G.

**2024**

**Industrial Development Administration, Ministry of Economic Affairs**
**Take PCIe 5.0 as an example, the development plan for high-speed cables without a circuit board**
**The subsidy is NTD 1.7 million**

# 2. Create a Sustainable Value Chain

## 2.1 Customer Relationship Management

### 2.1.1 Business Strategy

With over 30 years of experience in the industry, JPC values customer relationships and consistently upholds the philosophy of "Serving from the Heart." High-quality service requires careful planning, while strong relationships require long-term management and operation. JPC prioritizes customers, expanding its business around "service, flexibility, and solutions." Working together with users to achieve progress, JPC is highly recognized by customers. Going forward, we will continue to provide services based on our established quality standards and strive to maintain long-term, positive relationships with our customers.

### Responsible Unit

To build good customer relationships, JPC has DNT, SCI, key account, and Greater China business departments responsible for managing relevant information; in addition, the legal department is also involved in the customer relationship management process to ensure that customer privacy is well protected.

### 2.1. 2 Client confidentiality

JPC attaches great importance to the information security maintenance of customers, suppliers and contractors, and strictly controls external data. To ensure customer privacy, JPC has implemented multiple management plans:

•We implement basic privacy protection through policies, requiring employees and upstream and downstream manufacturers to sign integrity and confidentiality agreements, and also cooperate with the Information Management Department to implement information security strategies.

•A "CDO" is appointed to complete the division of responsibilities and powers, and the audit department is required to strengthen the review of business and legal departments to ensure the effective implementation of the above policies.

•Expanding the scope of privacy awareness to all employees, Legal Affairs will organize training sessions on confidentiality, confidentiality, and non-confidentiality, as well as access control, to foster a company-wide privacy protection environment. In fiscal 2024, 70 employees in Taiwan participated in this training, totaling 75 hours.

**There have been zero complaints regarding the disclosure or violation of client confidentiality for 2024.**

## 2.1.3 Customer Retention and Communication

Customer feedback is the driving force and opportunity for the growth of JPC. Maintaining smooth communication channels is the key to maintaining a good interactive relationship. JPC implements effective customer relationship maintenance policy management and performance tracking through the following actions:

•Customer Satisfaction Survey and Tracking: To ensure customer feedback is truly received, JPC regularly conducts satisfaction surveys at the end of the year. These surveys are collated by the Quality Assurance Department. For customers with low satisfaction scores (below 80 points), the responsible department is requested to submit improvement reports based on the feedback items. In 2024 , JPC achieved an excellent average score of 92.3 out of 98 surveys .

•Value every opinion: Provide communication channels for customers to provide immediate feedback.

•Make preventive preparations for potential risks: In response to the Sino-US trade war, plan different production locations in advance, increase local manpower for important customers (mainly concentrated in North America and Japan), and improve service timeliness.

•Education and Training: Provide internal and external training on negotiation communication, target performance, customer complaint management, and other related topics to enhance employees' professional management capabilities in customer relationships. A total of 81 hours of training will be completed in 2024 .

### Product Quality Customer Complaint Process

**Customer complaints or returns**

File by the sales personnel.

**Initial reply within three working days**

The product development (NPI) stage is responsible for the product manager of the R&D department, the product quantification (MP) stage is responsible for quality assurance, and the purchased product is notified to the supplier for analysis.

**Defective product handling and improvement process**

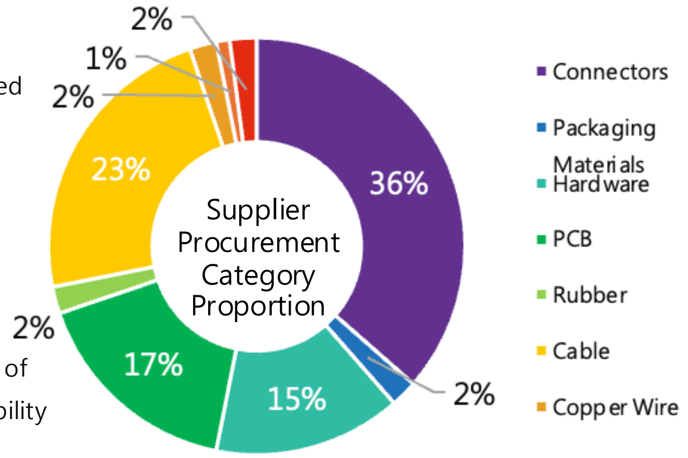
Quality assurance analyzes the returned defective products, photos, or inventory products/samples, confirms the cause of the defect, and proposes improvement measures, and the defective products are dealt with in accordance with the "Nonconforming Product Control Procedures".

**Complete the customer complaint handling report within seven working days**

After the supervisor reviews, the sales staff will reply to the customer and confirm the follow-up handling methods, such as replacement or deduction.

## 2.2 Sustainable Supply Chain

In addition to self-improvement, the promotion of sustainable concepts is also necessary to further achieve the company's core sustainable values. Therefore , since 2022 , JPC has promoted the GREEN supply chain, implemented the concept of local procurement, and followed the Responsible Business Alliance ( RBA) guidelines, RoHS and the Supplier Code of Conduct to establish a common language for ESG cooperation




### 2.2.1 Supplier Management

JPC's supply chain is divided into two major areas: manufacturers and agents. In accordance with the company's "Supplier Evaluation Management Procedure" and " RBA Supplier Management Measures," through the screening of new manufacturers, annual audits and evaluations, defect improvements, and regular meetings, we ensure the stability of supplier quality and enhance the sustainable recognition of the value chain.

#### Supplier Evaluation

With reference to the ISO 9001 supplier evaluation and assessment content, we have written the supplier evaluation management procedure J-QP0705, which is applicable to our company's practical implementation. After passing the procedure, we will become a qualified supplier of JPC.

The company revised its supplier code of conduct in 2024 and required suppliers to re-sign the new version of the document. This was completed in September , and a total of 477 manufacturers re-signed .

#### Supplier audit guidance

2024 revision of " RBA-WE002, RBA Supplier Management Measures " was completed and issued on April 19 , 2024. SQM will implement RBA and GHG supplier annual audits and improvement closures for key material suppliers .

#### Supplier meetings

QBRs) based on supplier importance and cooperation level to convey the company's business philosophy and goals, and also confirm the supplier's progress.

The 2024 QBR was completed on May 23 of that year ; the 2025 QBR is expected to be completed in March of that year .

## 2.2.2 Supplier Evaluation

For new suppliers, in addition to requiring suppliers to provide raw materials free of hazardous substances, we will also consider their integrity and social responsibility, including the legality of their agents, suppliers, customers or other business partners, and whether they value labor rights.

**In 2024, 97% of new suppliers conducted social standards assessments**

| 2024 | Taiwan | Vietnam | China | Total |
|---|---|---|---|---|
| Total number of newly onboarded suppliers | 6 | 13 | 48 | 67 |
| New suppliers who have conducted social standards assessment (Note 2) | 6 | 13 | 46 | 65 |
| Proportion (%) | 100% | 100% | 96% | 97% |

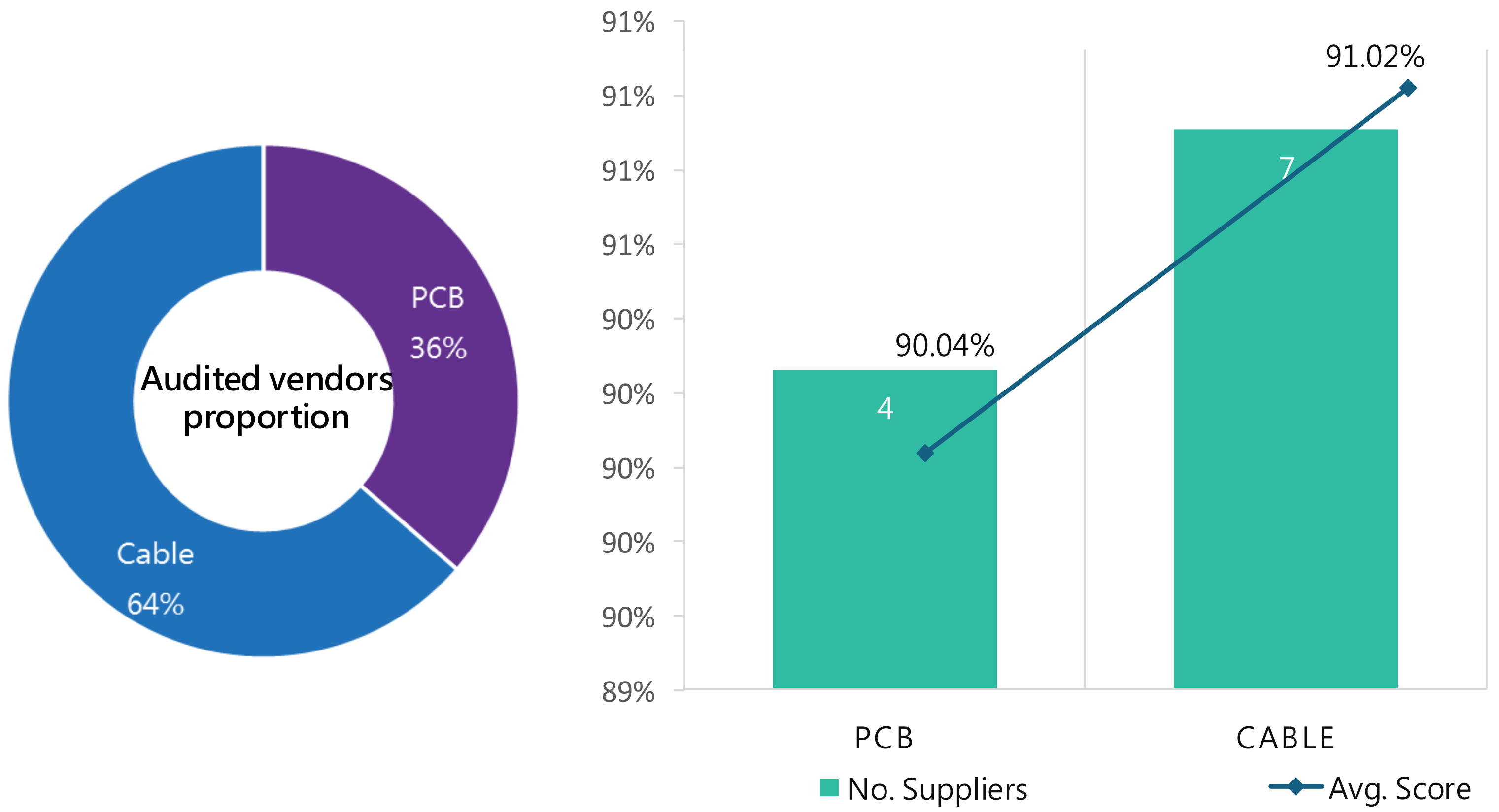
[Note 1] The statistical results in this table do not include data on U.S. bases.

[Note 2] Social standards are based on suppliers' code of conduct commitments to evaluate their compliance with labor rights, health and safety, and management systems.

## 2.2.3 Supplier audits

At the end of each year, the purchasing unit counts the group's procurement amount for the current year, and the SQM (Supplier Quality Management) of each factory formulates the "Supplier RBA Regular Audit Schedule" for key suppliers of main materials (PCB and CABLE suppliers) to conduct audits on the two major themes of quality system and ESG. The quality system audit includes nine aspects, including process control, non-conforming product management, and warehouse management, while the ESG audit includes six major aspects, including health and safety, labor, environment, greenhouse gases, ethics, and management systems.


In 2024, a total of 4 PCB suppliers and 7 CABLE suppliers were audited, and their purchase amounts accounted for more than 80% of the annual procurement of JPC, as shown in the following figure:




In addition, to strengthen on-site audits of suppliers' social responsibility, JPCplans to expand RBA and GHG annual audits of critical material suppliers from 2025 to continue to create value for stakeholders through communication, evaluation, and benchmarking.

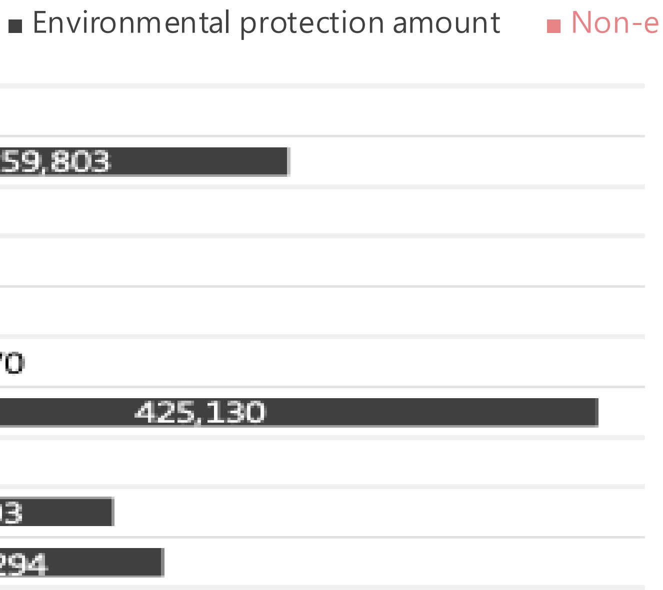
## 2.2.4 Supplier Meetings

In 2024, a total of 18 key suppliers participated in the meeting, which could be held via video conference, on-site factory visits, or within the company. The meeting covered issues such as quality, delivery, price, and service, and further promoted Jiabiqi's future ESG development philosophy and implementation policy to suppliers, while providing relevant ESG information and website resources to strengthen suppliers' awareness and cooperation.

## 2.2.5 Green Procurement (Compliance with Environmental Regulations)

In order to implement corporate sustainability and comply with international regulations and customer requirements, JPCavoids the use of controversial raw materials and strictly controls high-concern substances such as RoHS and REACH SVHC within the group. At the same time, we actively respond to the sustainable supply chain management policy, establishing three major raw material management mechanisms: "Environmental Management Substance Standards", "Hazardous Substance Management", and "Conflict-Free Metals Policy Requirements", and work with suppliers and customers to promote environmental protection and sustainable development. Jabiqi's material procurement in 2024 is RoHS compliant.

**RoHS qualified purchase amount**

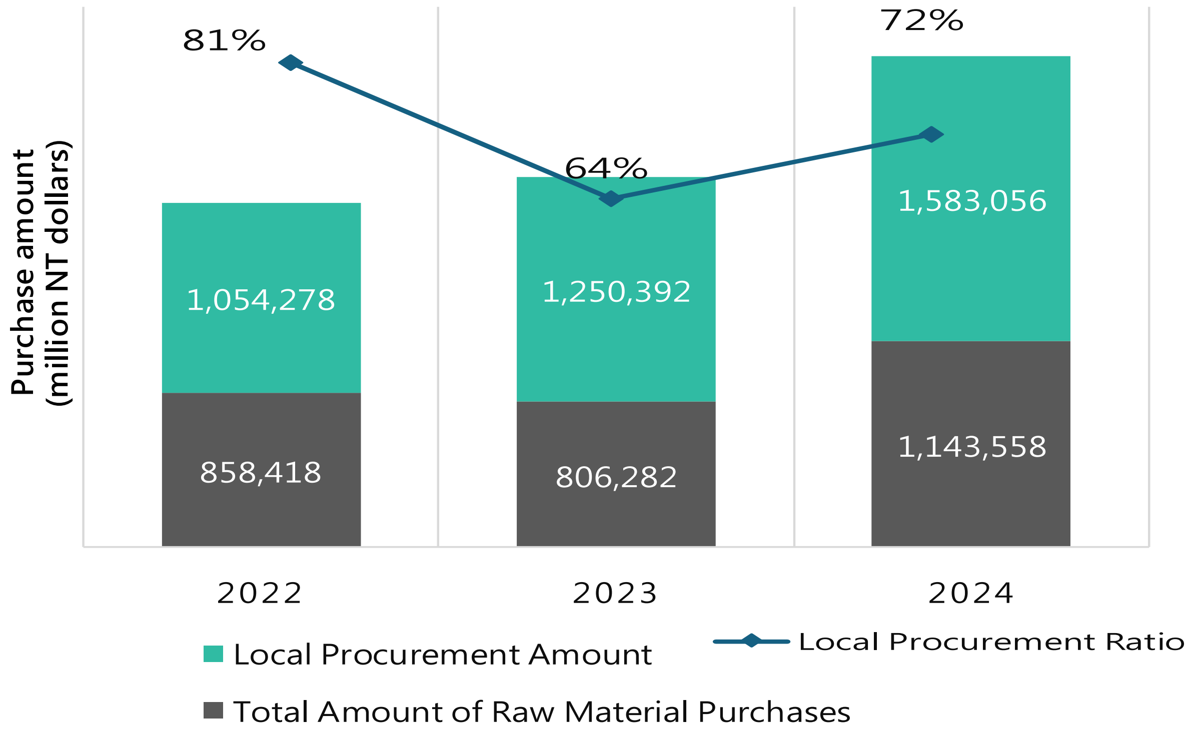



Purchase amount (million NT dollars)

## 2.2.6 Local procurement

Through close cooperation with suppliers, it not only improves the flexibility and response speed of materials but also effectively reduces unnecessary overseas transportation costs and the carbon footprint caused by it. In 2024, we will have 72% of our local purchases at our main global operating sites; However, due to the transfer of some products to Vietnam for production, the overall proportion of local procurement has decreased slightly.

### Amount and proportion of local procurement at key locations



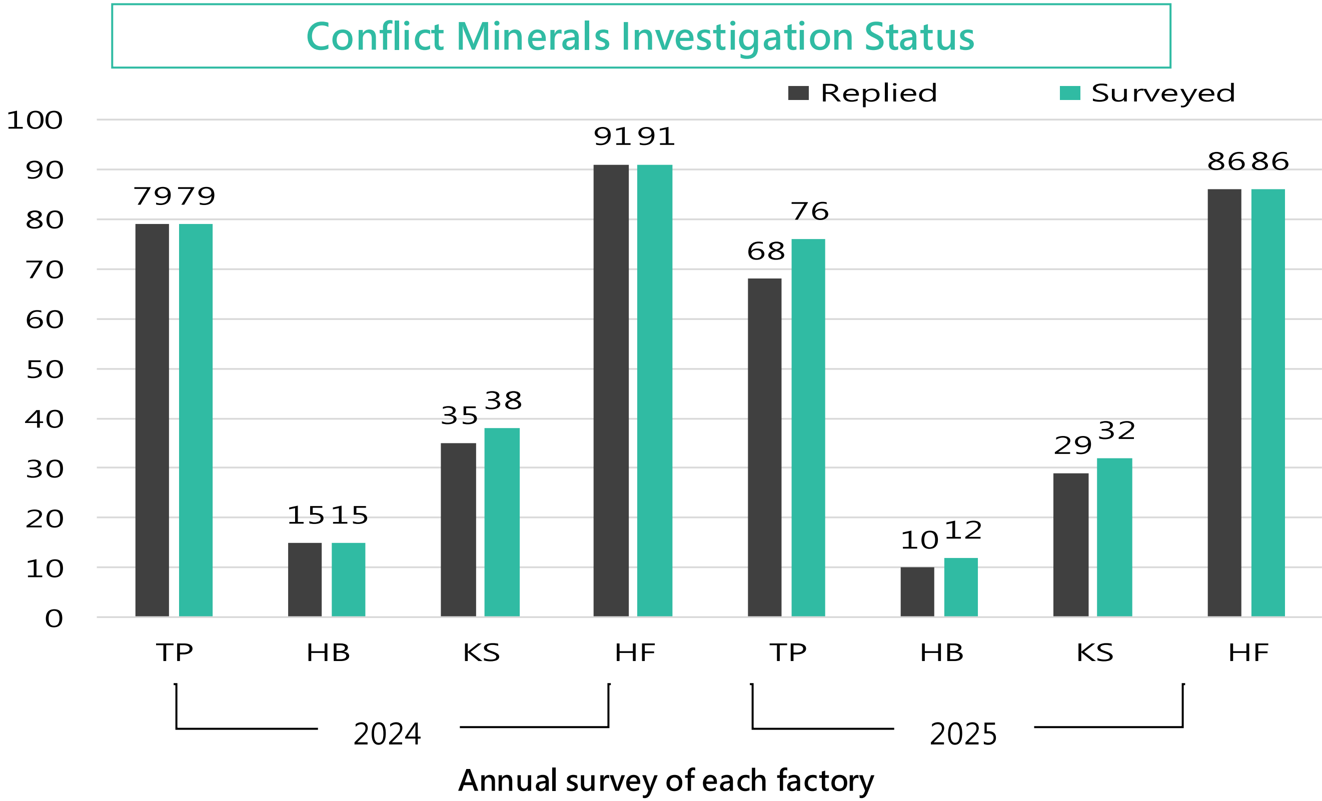

[Note] 1: Important bases refer to the factories within the JPCGroup that are important production bases, including Zhonghe Factory, Dongguan Factory, Kunshan Factory, and Vietnam Factory

[Note] 2: Local procurement indicates that the supplier and the location of the JPCpurchasing factory belong to the same country

[Note] 3: Calculation method of local procurement ratio: annual local procurement amount of local base / total annual purchase amount of local base

## 2.2.7 Due diligence on conflict minerals

As a global corporate citizen, Jabiki understands the value of human rights and is committed to not using conflict minerals mined in armed conflict and human rights violations; Nor does it encourage the extraction, acquisition or trade of human rights violations and armed conflict through procurement, including but not limited to the Democratic Republic of the Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, Kenya, Angola, the Central African Republic, the Republic of Sudan and Zambia. At the same time, in order to ensure that the supply chain maintains the consistency of green procurement, JPCwill conduct surveys with suppliers from time to time to confirm their compliance based on the CMRT and EMRT published on the DMI official website.



# 3. Driving environmental sustainability

## 3.1 Managing Climate-Related Risks and Opportunities

### 3.1.1 Climate Governance Framework (Governance)

With over 30 years of experience in the industry, JPC values customer relationships and consistently upholds the philosophy of "Serving People, Starting from the Heart." High-quality service requires careful planning, and strong relationships begin with leadership. The company's Board of Directors serves as the highest governance body for climate-related issues, overseeing overall climate strategy and overseeing senior management's implementation of climate-related risk management and key performance indicators. The Sustainability Committee, a functional committee directly under the Board, is composed of an independent director with expertise and capabilities in corporate sustainability, the Chief Financial Officer, and the Vice President of Strategic Procurement. The Committee meets annually to formulate, promote, and strengthen action plans and capital expenditures for key sustainability policies (including climate-related issues). It also regularly reviews, tracks, and revises sustainability implementation and effectiveness, and reports to the Board.

The detailed scenario analysis, time period definition, and climate issue identification are as follows:

**•Scenario analysis application**

| Apply Climate Issue Type | Context | Scenario Analysis Notes |
|---|---|---|
| Transformation Risks / Chance | IEA Net Zero Emissions by 2050 (NZE) Scenario | The global energy sector aims to reach net-zero emissions by 2050 and limit global warming to 1.5° C (at least 50% probability). |
| Physical risk | IPCC Very High Greenhouse Gas Emissions Scenario ( SSP5-8.5) | A production and consumption model that is highly dependent on fossil fuels will lead to a tripling of energy demand and greenhouse gas emissions this century, with a very likely global temperature rise of 2.4°C between 2041-2060. |

* Reference: IEA World Energy Outlook 2024, IPCC AR6 Summary for Policymakers

## 3.1.2 Climate Change Risk and Opportunity Assessment (Strategy)

The Company researched climate risks and opportunities identified by the International Energy Agency ( IEA), the Intergovernmental Panel on Climate Change ( IPCC) , and peers. The Company referenced the IEA 's Net Zero Emissions ( NZE) scenario for transition risks and the IPCC 's most severe scenario ( SSP5-8.5) for physical risks . The Company then had its heads of departments assess the most relevant climate risks and opportunities for the Company in the short term (within the next year of the reporting year ) , medium term ( 2026-2030 ), and long term ( 2031-2050 ).

- **Time interval**

| Short, medium and long term | Year interval | Description |
|---|---|---|
| Short Term | Within 1 year of the reporting year | Report climate-related information annually within the next year . |
| Mid-Term | 2026-2030 | With reference to the scenario descriptions in scientific reports released by organizations such as the IEA and IPCC , and the fact that most countries’ greenhouse gas reduction targets set 2030 as the first stage target year, this time period is designated as the medium-term. |
| Long Term | 2031-2050 | Refer to IEA The NZE scenario sets the global target for net zero emissions in 2050 , so this timeframe is considered long-term. |

**Climate Issue Identification**

In the TCFD 's " Recommendations on Climate-Related Financial Disclosures , " and drawing on international scientific reports and climate issues identified by peers, the Company , combined with its own business model, identified potential risks and opportunities in the context of climate change. Ultimately, the Company identified six transition risks, four physical risks, and five opportunity issues, categorized as follows (for a detailed list of climate issues, see 3.1.3 Analysis and Management of Significant Climate Issues):

| Climate Risks | | Climate Opportunities |
|---|---|---|
| Transformation risk | Physical risk | |
| T1 Policies and Regulations<br>T2 Technology<br>T3 Market<br>T4 Reputation | T5 Immediacy<br>T6 Long-term | P1 Resource Efficiency<br>P2 Energy sources<br>P3 Products and Services<br>P4 Market |

## 3.1.3 Analysis Methods and Results of Major Climate Issues (Strategic Risk Management)

**Climate-Related Risk Management Process**

The Sustainability Management Committee implements risk identification, analysis, assessment, and control management processes for key production sites in accordance with the "Risk Management Policies and Procedures." It integrates climate risk issues into the risk management framework, conducts risk identification and assessment according to procedures, formulates response policies and strategies, and oversees the implementation of these policies by each responsible department, reporting results to the Board of Directors. Details are as follows:

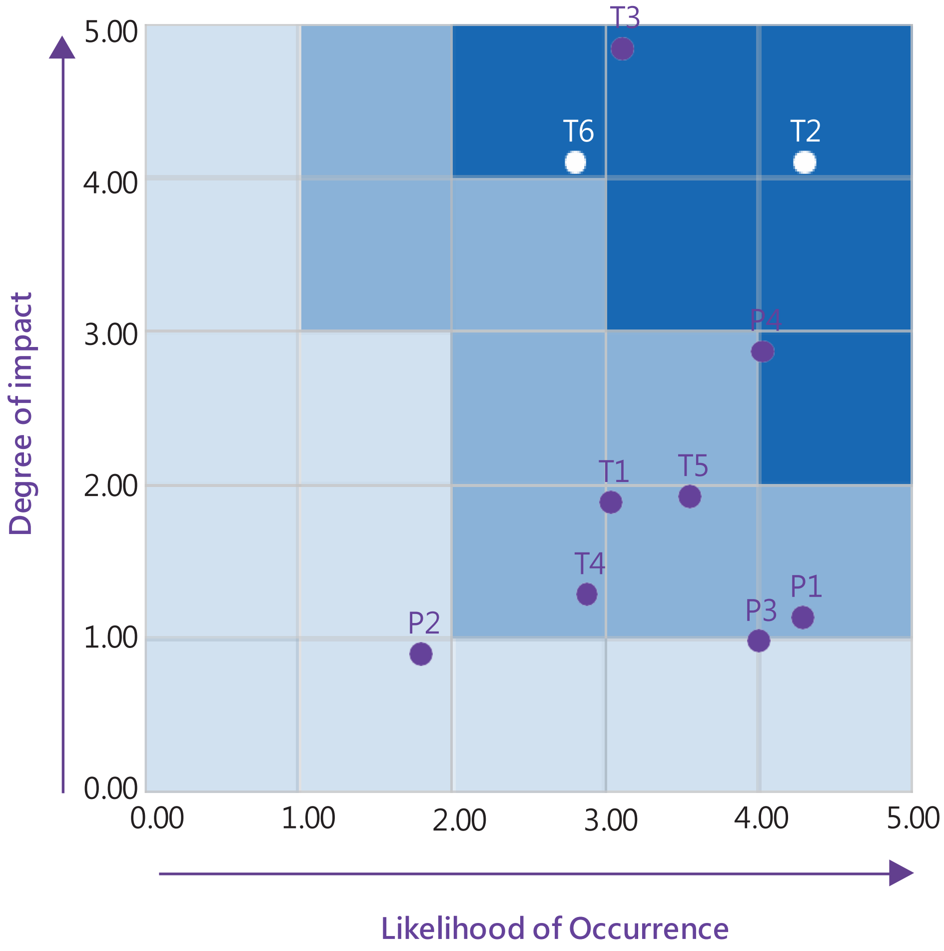
- Formulate strategies to address major risks and opportunities: After evaluating and summarizing risks and opportunities, department heads will formulate appropriate strategies to address the top three major risks and opportunities that have been ranked.
- Review risk and opportunity management: Within the responsibilities and management processes of each department head, the management implementation status should be understood and follow-up improvements should be made.

## Materiality Analysis

Our company conducts a climate risk and opportunity significance assessment based on the ISO 31000 framework. Department heads and external experts jointly assess the likelihood and impact of each climate issue. The issues are then ranked based on the total score obtained by multiplying the aforementioned two scores. The top three risks and opportunities are identified as the company's major climate issues, and management and response measures are formulated for each unit. A detailed description of the climate risk and opportunity matrix is provided below:

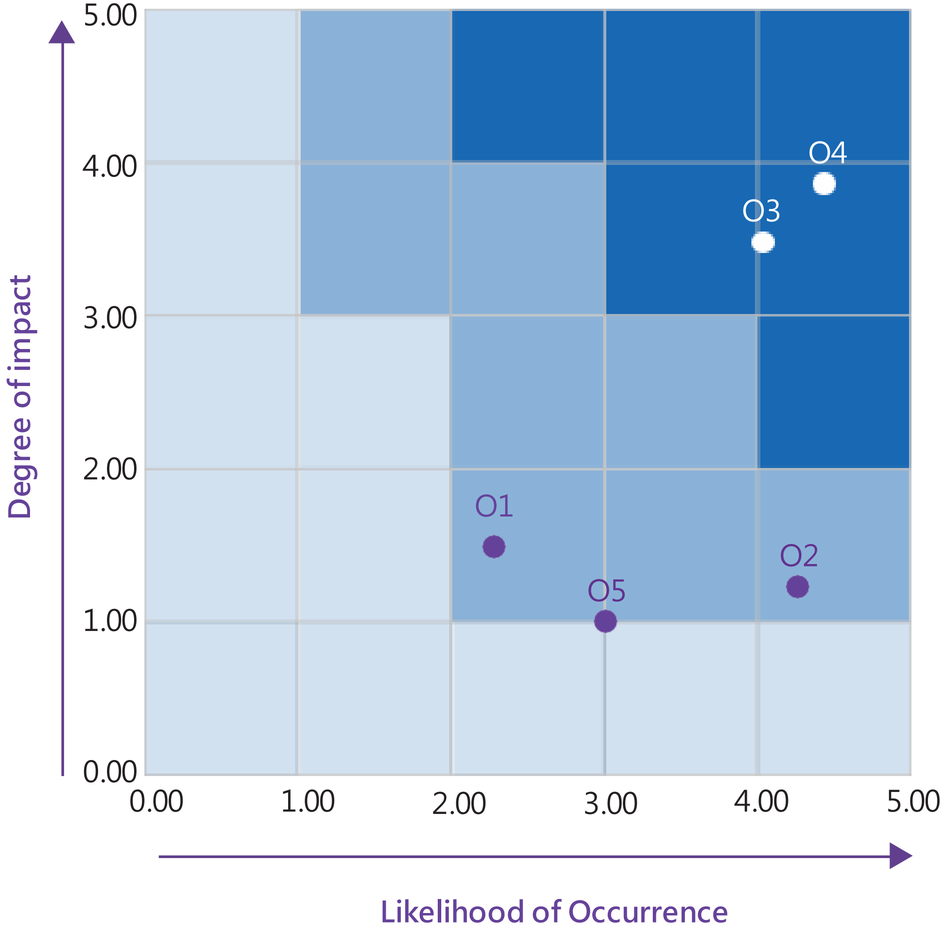
### Climate Risk Matrix

| SN | Category | Risk Classification | Impact Time Period | Risk Issues |
|---|---|---|---|---|
| T1 | Transformation risk | Policies and regulations | Mid-Term | Climate Change Response Act adds carbon fee mechanism |
| T2 | | Technology | Short Term | Strengthen the energy-saving design of products |
| T3 | | Technology | Short Term | Failed product development in emerging application areas |
| T4 | | Technology | Short Term | The cost of transitioning to low-carbon technologies |
| T5 | | Market | Short Term | Increased raw material costs |
| T6 | | Reputation | Short Term | Poor sustainable performance leads to negative feedback from stakeholders |
| P1 | Physical risk | Immediacy | Mid-Term | Increased severity and frequency of extreme weather events |
| P2 | | Long-term | Long Term | Changes in precipitation patterns and extreme climate |
| P3 | | Long-term | Mid-Term | Average temperature rise |
| P4 | | Long-term | Long term | Rising sea levels |



## Climate Opportunity Matrix

| SN | Category | Opportunity Classification | Impact Time Period | Opportunity Issues |
|---|---|---|---|---|
| O1 | Opportunity | Resource Efficiency | Short Term | Improve process and energy saving and increase transportation efficiency |
| O2 | | Energy Source | Mid-Term | Expand the use of renewable energy to reduce carbon fees and dependence on gray electricity |
| O3 | | Products and Services | Mid-Term | Invest in new product innovation and R&D |
| O4 | | Market | Short Term | Develop the electric vehicle and energy storage equipment markets |
| O5 | | Market | Mid-Term | Utilize public sector incentive mechanisms and methods |



## Potential Impacts and Response Strategies

In response to the top three risks and opportunities, we propose the following management measures to mitigate, transfer, or control the impact of climate risks on our operations and maximize opportunities arising from climate change:

| Type | Impact Time Period | Major Climate Issues | Potential Operational and Financial Impacts | Response Strategies |
|---|---|---|---|---|
| Transformation Risks | Short Term | Technology - Low-carbon technologies replace existing products and services | As the world continues to improve energy efficiency, in order to meet the needs of our customers, we must strengthen the energy-saving design of our products and develop products with higher transmission efficiency, thereby increasing R&D costs. | The company has a complete technical R&D team, focusing on niche products. Its current main products include: data network telecommunications, Internet of Things systems, and smart connections. In the future, it will continue to pay attention to future market trends and invest in the research and development of low-carbon and high-value-added products to increase gross profit. |
| | Short Term | Technology - Failed investments in new technologies | Staying in the existing market limits the company's growth potential. If the existing market gradually shrinks and shifts to emerging areas in the future, the company may face the risk of reduced revenue. | Actively develop high value-added products to enhance the competitiveness of our products, and follow market trends and industry information to develop products to meet market demand. |
| Physical Risk | Long Term | Long-term - sea level rise | Global sea level rise has flooded some low-lying areas, causing damage to assets or operational disruptions in affected factories. | Continuously monitor vulnerable operating sites, strengthen emergency response plans, and incorporate local physical risks into assessments when establishing new locations in the future. |
| Opportunity | Short Term | Market - Access to new markets | In response to regulations banning the sale of fuel vehicles, the electric vehicle and related automotive electronic components industries are booming. Our company has invested in developing products in related application areas to increase the company's revenue. | EV energy vehicle connectors and wiring harnesses related to new energy storage systems in accordance with market commercialization needs. |
| | Mid-Term | Products and Services - R&D and innovation to develop new products and services | Improve product transmission efficiency and circulation management, strengthen future product competitiveness and market share, and meet the potential requirements of future customers. | Focusing on key technologies in emerging markets, we continue to implement advanced R&D and integration in multiple fields. |
| | Mid-Term | Energy Sources - Use low-carbon energy | Expand the proportion of renewable energy used by the company, reduce dependence on gray power and future carbon fees (taxes). | The company will conduct an internal greenhouse gas inventory starting in 2023 , focusing on reducing direct emissions from operational activities (Scope 1), indirect emissions from energy use (Scope 2), and indirect emissions from the value chain (Scope 3). We will continue to guide supply chain partners in setting science-based carbon reduction targets to drive the entire value chain towards net zero. |

### 3.1.4 Climate Management Indicators (Indicators and Targets)

**Climate-Related risk Management Processes**

To develop greenhouse gas reduction targets and strategies, the company plans to complete an inventory of its head office and six major production sites by 2025 , setting the base year for the reduction targets as 2025. To this end, JPC has been gradually conducting individual greenhouse gas inventories for the parent company since 2023 (for detailed greenhouse gas emissions data, see 3.2.4 Energy Conservation and Carbon Reduction Measures). This inventory was submitted to the Board of Directors by the Sustainability Committee and approved on December 13, 2024. This short-term target for energy-related indirect greenhouse gas (Scope 2) emissions is set at 5% by 2030 compared to 2025 levels. Going forward, in response to greenhouse gas regulations and international carbon pricing trends, the company will continuously adjust its operational strategy to align with the planned carbon reduction management schedule, proactively mitigating the impact of carbon emissions and enhancing its competitive operational advantage.

## 3.2 Low-Carbon Operation and Energy Management

### 3.2.1 Environmental Policy

JPC is committed to integrating environmental protection concepts into its business operations, actively taking measures to reduce its impact on the environment, and formulating corresponding environmental policies to ensure that while pursuing business success, it can fulfill its responsibilities to the environment and society.

We continuously implement on-site management in accordance with the environmental regulations of each site's location to ensure that our operations comply with these regulations. We conduct greenhouse gas inventories to monitor and manage the quantification of our overall emissions. We also annually incorporate the effectiveness of our climate risk and opportunity management into the Sustainability Committee for regular review and tracking.

**Environmental violations in 2024 0**

**JPC continued to pass ISO 's third-party verification on a regular basis to ensure that the company's operations meet the expectations of the community and stakeholders.**

In addition, to promote employees' awareness of environmental protection, JPC explains energy conservation and carbon reduction, water conservation, resource recycling and waste reduction management measures in monthly education and training. It also regularly promotes the importance of environmental protection to all employees through various meetings and announcements. Relevant performance is reported by committee members at management evaluation meetings every quarter.

| | Comply with Regulations | Education and Training | Continuous Improvement Resource Management System | Management Meeting |
|---|---|---|---|---|
| **Act** | Comply with local government regulations on environmental protection, safety and health, and support the international green environmental protection and zero-disaster movement. | Develop environmental-related education and training courses every year. | We conduct ISO 14001, ISO45001, ISO14064 audits, RBA VAP and customer third-party audits every year to ensure that our factories comply with local regulations. | Management review meetings are held regularly every year to set annual goals. |
| **Results** | External audits revealed no major environmental deficiencies; no environmental-related fines were issued by local environmental protection authorities. | Regular monthly follow-up of education and training, with a 100% achievement rate . | Continuous operation. There are no material deficiencies in the external and RBA annual reviews. | The year-end statistical target was achieved. |

Over the past year, JPC has actively invested resources in sustainable development issues such as pollution prevention, environmental management, energy conservation, carbon reduction, and water conservation, demonstrating concrete actions for environmental sustainability. In particular, significant results have been achieved in production models and equipment upgrades oriented towards energy conservation and carbon reduction. For example, after adjusting the lighting system of the production line in Taiwan, annual electricity savings can reach 2,070 kWh; water purification equipment optimization in China has resulted in approximately 97% water savings , and the introduction of green technology in air compressors is expected to reduce energy consumption by approximately 20% . Annual environmental investment has exceeded NT$ 34 million, demonstrating the company's concrete efforts to promote green transformation.

| 2024 (converted to NT$1,000) | | | | |
|---|---|---|---|---|
| Project | Taiwan | China | Vietnam | Total Investment Cost |
| Pollution Prevention and Control Investment | 56 | 123 | 150 | 329 |
| Environmental Management Investment | 790 | 679 | 178 | 1,647 |
| Water-Saving Investment | - | 73 | - | 73 |
| Energy Conservation and Carbon Reduction Investment ( Including investment in machinery and equipment) | 300 | 15,341 | 16,655 | 32,296 |
| Total | 1,146 | 16,216 | 16,983 | 34,345 |

[ Note 1] The statistical results in this table do not include data on US bases.

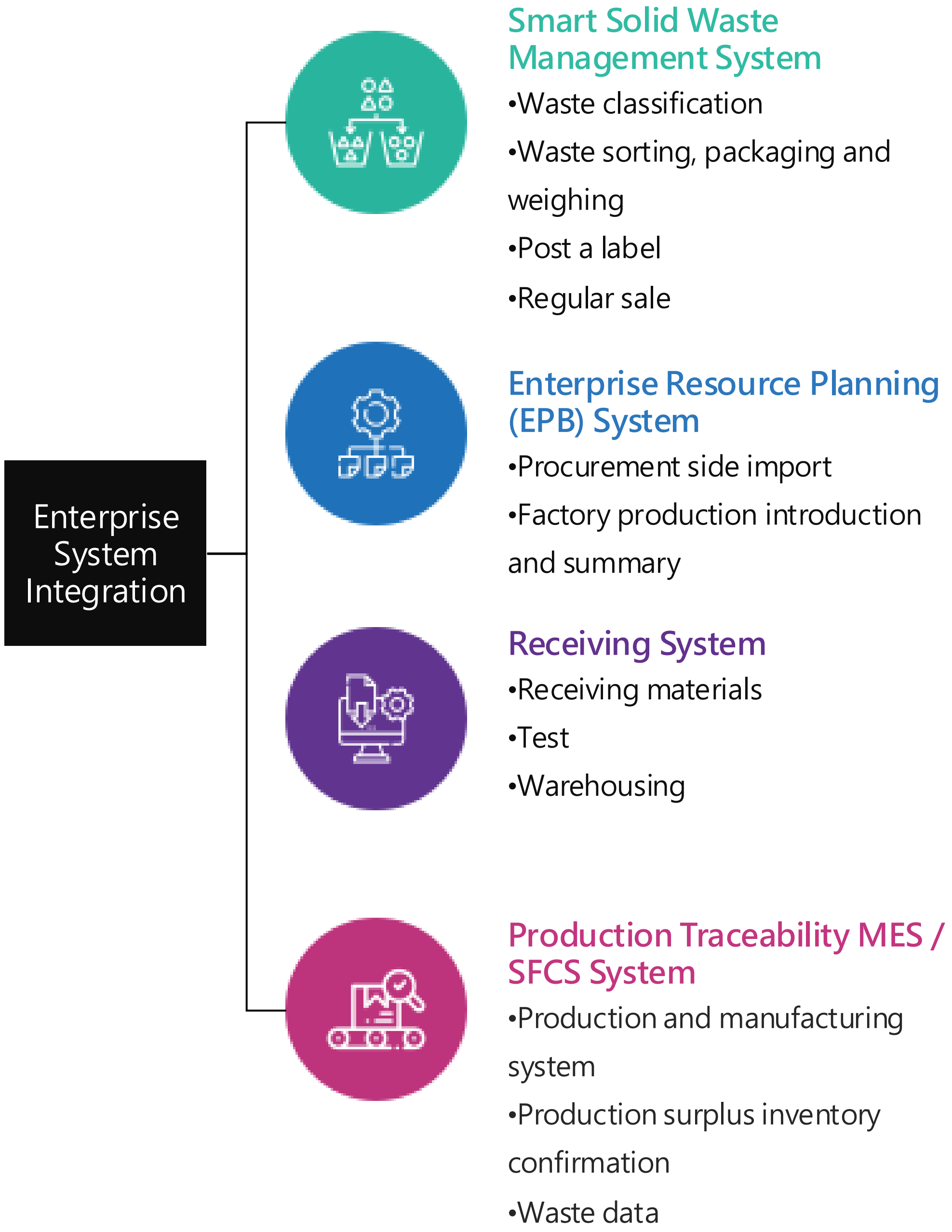
In the medium to long term, JPC plans to continue replacing outdated equipment to increase production capacity and improve energy efficiency. Approximately NT$35,730,000 has been planned for investment in Vietnam, and approximately NT$8,505,000 has been planned for investment in China, with an expected electricity saving of 131,977 kWH.

## 3.2.2 Waste management

With business expansion and increasingly stringent environmental regulations, in order to improve waste management efficiency and environmental awareness, JPC's Hongfu and Huabao factories in China have established a solid waste intelligent management system. This system not only reduces environmental impact, but also promotes the recycling of resources, helping JPC maintain its competitive advantage in an increasingly competitive market.

The core functions of the intelligent solid waste management system include waste classification, tracking, and reporting. The system automatically identifies and classifies various types of solid waste, such as waste tin slag, terminal strips, wire, electronic components, and plastics (scrap rubber). The load-bearing capacity of these materials is designed according to standards to ensure safety during transportation and storage. Furthermore, the system regularly monitors industrial waste such as scrap cardboard and scrap metal, and sells them based on usage, thereby reducing storage space. Through intelligent data analysis, JPC can promptly adjust waste disposal strategies to ensure optimal resource utilization. It also automatically generates ledgers and merges them into the enterprise resource planning system, promoting paperless operations and storing data in the cloud.

The newly established solid waste intelligent management system in recent years is a key pillar of environmental protection work at all of JPC's factories. Specific results are shown in the 4.3% increase in the recyclable rate of general waste in the Chinese factories compared to 2023. JPC plans to gradually install solid waste intelligent management systems in other factories to improve the recyclable rate of general waste. By 2030 , the overall recyclable rate of general waste is expected to increase by more than 10% compared to 2023 , hoping to make a positive contribution to environmental protection.



In 2023, the total amount of waste generated by the head office and five major production sites was 2.7601 metric tons of hazardous waste and 122.0531 metric tons of general waste .

All sites have implemented waste recycling in accordance with local regulations and are supervised by local environmental protection authorities. The 2024 waste statistics are as follows:

| 2024 (Unit: metric tons) | | | | | |
|---|---|---|---|---|---|
| Waste Type | Treatment | Taiwan | China | Vietnam | Total |
| Hazardous Waste | Recyclable | - | - | 0.0310 | 0.0310 |
| | Non-recyclable | - | 4.3762 | 0.0760 | 4.4522 |
| General waste | Recyclable | - | 123.0359 | 5.4070 | 128.4429 |
| | Non-recyclable | 0.6300 | 33.0400 | 1.6890 | 35.3590 |
| Recycling Rate (Hazardous) | | 0.00% | 0.00% | 28.97% | 0.69% |
| Recycling Rate (General) | | 0.00% | 78.83% | 76.20% | 78.41% |
| Total amount of waste | | 0.6300 | 160.4521 | 7.2030 | 168.2851 |

[ Note 1 ] Recycling ratio = recycling amount / total waste.

[ Note 2 ] The statistical results in this table do not include data on the US base.

### 3.2.3 Water Resources Management

JPC's current water source is tap water, primarily used for employee domestic use and cooling towers for air conditioning systems. In fiscal 2024 , the Taiwan headquarters (domestic production base) and Vietnam site each accounted for 5.4 % & 6% of the Group's water consumption . The Mainland China site, as a major manufacturing base with high water consumption for employee dormitories and cafeterias, accounts for 88% of the Group's water consumption . Each site regularly conducts water pollution monitoring at the park's main discharge outlet and meets discharge standards in accordance with local regulations. For water resource statistics, please see the table below:

| 2024 | Taiwan | China | Vietnam | Total |
| --- | --- | --- | --- | --- |
| Water Intake (million liters) | 4.581 | 74.084 | 5.063 | 83.728 |
| Displacement (million liters) | 4.581 | 74.084 | 5.063 | 83.728 |
| Water Consumption (million litres) | 0 | 0 | 0 | 0 |

Note: The statistical results in this table do not include data on U.S. bases.

| 2023 | Taiwan | China | Vietnam | Total |
| --- | --- | --- | --- | --- |
| Water Intake (million liters) | 4.756 | 72.781 | 2.313 | 79.850 |
| Displacement (million liters) | 4.756 | 72.781 | 2.313 | 79.850 |
| Water Consumption (million litres) | 0 | 0 | 0 | 0 |

**JPC effectively manages water resources through a variety of reduction methods, including:**

- Regular promotion: We hold regular promotional activities to enhance employees' awareness of water resource protection. We also provide training to help employees understand the importance of water conservation and provide practical tips, encouraging everyone to consciously conserve water in their daily lives and work.
- Equipment replacement: Introduce new, high-efficiency water pipes and bathroom equipment to reduce the risk of leaks and improve the efficiency of water use.
- Choose products with water-saving labels: During the procurement process, give priority to products and equipment with water-saving labels to effectively reduce the use of water resources.
- Regular monitoring: Water resource usage is regularly monitored and evaluated at each site. Through data analysis, peak water usage periods and waste levels are identified, allowing for the development of relevant improvement measures.

**Through the above measures, JPC 's water intensity in 2024 will be reduced by approximately 15% compared to 2023 (water intensity is calculated in metric tons per million of turnover).**

## 3.2.4 Energy-Saving and Carbon-Reduction Measures

### Energy data

In daily operations, JPC uses electricity, gasoline, diesel, and liquefied petroleum gas. Electricity is the primary energy source used for production equipment, lighting, and air conditioning systems. The table below shows our energy consumption. Through effective management and proper use, JPC is committed to reducing energy consumption, minimizing environmental impact, and promoting green energy to achieve sustainable development.

| Energy Type | | Unit | Taiwan | China | Vietnam | Total |
|---|---|---|---|---|---|---|
| Energy Consumption | Purchased Electricity | Kilowatt-Hour | 645,511.00 | 4,589,693.00 | 662,816.00 | 5,898,020.00 |
| | | GJ | 2,323.84 | 16,522.89 | 2,386.14 | 21,232.87 |
| | Gasoline | Kiloliter | 12.38 | 33.98 | - | 46.36 |
| | | GJ | 404.18 | 1,109.74 | - | 1,513.92 |
| | Diesel Fuel | Kiloliter | 1.52 | 0.14 | - | 1.66 |
| | | GJ | 53.46 | 4.89 | - | 58.35 |
| | Liquefied Petroleum Gas | Kiloliter | - | 0.68 | - | 0.68 |
| | | GJ | - | 18.75 | - | 18.75 |

[ Note ] The statistical results in this table do not include data on US bases.

## Energy management measures

JPC has developed a series of specific energy management measures to reduce energy consumption, improve energy efficiency, and promote sustainable development. The following are our main measures, including energy audits and assessments, replacement of automated or energy-saving equipment, promotion of energy-saving awareness, optimization of power usage time, and regular monitoring and reporting:

### Energy Audits

Conduct regular energy audits to assess energy consumption and identify areas of waste. Develop improvement plans based on the audit results.

### Efficient Equipment

Prioritize high-efficiency and energy-saving products when purchasing new equipment. Examples include LED lighting and inverters.

### Promote Awareness

Raise staff awareness through publicity and training. Encourage the switching off of unnecessary electrical appliances

### Optimize Usage

Plan electricity usage to avoid peak hours. Reduce electricity costs by factoring in electricity demand into production plans.

### Monitoring and Reporting

Regularly monitor energy usage, collect data and analyze the effectiveness of measures. Publish reports annually to inform stakeholders.

## Greenhouse Gas Data

Greenhouse gas inventories are conducted in accordance with ISO 14064-1:2018, covering Scope 1 direct emissions, Scope 2 energy-related emissions, and Scope 3 indirect emissions from activities. Scope 3 includes employee commuting, business travel, upstream and downstream freight transportation, capital assets, and waste disposal, all identified based on the significance of each site.

To more objectively measure carbon emissions performance and eliminate the impact of changes in operating scale, JPC uses "carbon emission intensity per million yuan of revenue" as its evaluation metric. According to the inventory results, although Scope 1 and Scope 2 greenhouse gas emissions combined increased by 12.58% in 2024 compared to 2023 , the addition of a factory in Vietnam and a 23.87% increase in revenue simultaneously reduced emissions intensity from 0.8210 tons $CO_2e$ / million yuan of revenue in 2023 to 0.7461 tons $CO_2e$ / million yuan of revenue in 2024 , an overall decrease of 9.12% , indicating improved energy efficiency.

| | 2023 | 2024 |
|---|---|---|
| Scope 1 (metric tons/ CO2e) | 232.9680 | 246.7309 |
| Scope 2 (metric tons/ CO2e) | 3,018.9331 | 3,414.2978 |
| Scope 3 (metric tons/ CO2e) | 30,485.6164 | 40,576.7360 |
| Total (metric tons/ CO2e) | 33,737.518 | 44,237.765 |


[ Note ] The statistical results in this table do not include data on US bases.

## Greenhouse Gas Inventory Management Measures

In order to accurately grasp the sources of carbon emissions in the value chain, explore reduction space and opportunities, and comprehensively inventory the carbon footprint of products and supply chains, JPC has planned a greenhouse gas reduction strategy. In 2023, the HQ and 5 major production sites, and in 2024, the HQ and 6 major production sites, it obtained external limited assurance reports on greenhouse gas categories 1 and 2. JPC expects to complete the greenhouse gas inventory aligned with the boundaries of the consolidated financial statements in 2025 , so the base year is set as 2025 .

December 13, 2024 , the Sustainability Committee of JPC submitted a proposal to set short-term targets for indirect greenhouse gas (Scope 2) emissions from energy sources, projecting a 5% reduction in 2030 compared to 2025. In response to greenhouse gas regulations and international carbon pricing trends, the company will adjust its operating strategy on a rolling basis to align with the relevant carbon reduction management planning schedule, proactively reducing the impact of carbon emissions and enhancing its operational competitive advantage.

# 4. Building a diverse workplace

## 4.1 Talent Attraction and Retention

Every colleague is a force that supports the continuous progress of JPC, so maintaining good interaction and communication with employees, opposing discrimination, focusing on equality, and respecting diverse values are the central ideas and the foundation of talent policy. In addition to actively participating in foreign student recruitment activities, in addition to actively participating in talent recruitment activities, it will also respond to the national talent cultivation policy, and will carry out industry-academia cooperation with universities and colleges, hoping to cultivate talents with international vision and professional skills, and attract outstanding graduates from home and abroad to join JPC services. In addition, we pay attention to employee training, comply with various labor-related laws and regulations, and also attach importance to the physical and mental health and career development of our partners, so we continue to invest resources to provide a safe, equal, and free working environment, and expect employees to grow from their work.

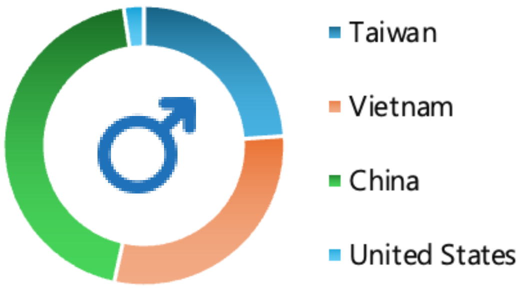
### 4.1.1 Recruitment Overview

Workforce structure in 2024

**1,166 people**

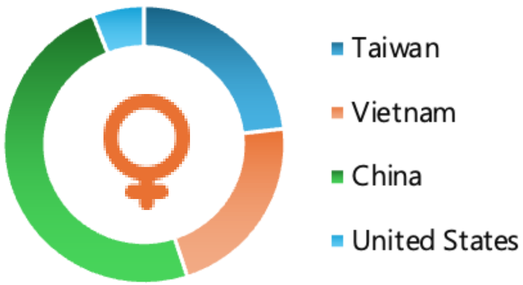
Employee (Male)

**522**




Employee (Female)

**644**



## Contract Type

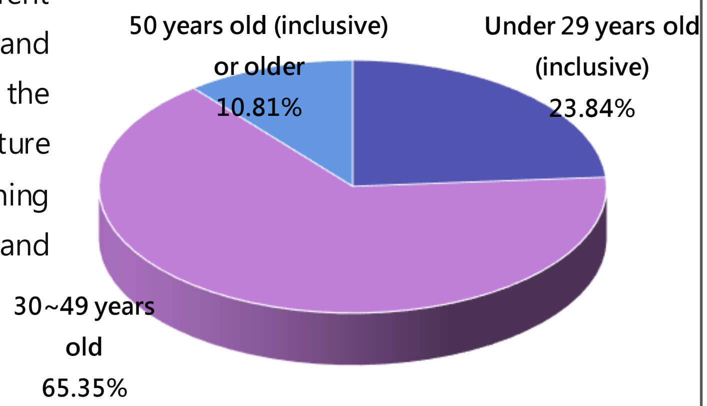
| Overview of manpower distribution (unit: person) | | | Taiwan | Vietnam | China | United States | Total |
|---|---|---|---|---|---|---|---|
| Contract Type | Permanent Employment | Man | 118 | 29 | 256 | 31 | 936 |
| | | Female | 153 | 49 | 285 | 15 | |
| | Contract Employees | Man | 3 | 85 | 0 | 0 | 230 |
| | | Female | 1 | 141 | 0 | 0 | |
| | Total of Employed Employees | Man | 121 | 114 | 256 | 31 | 1,166 |
| | | Female | 154 | 190 | 285 | 15 | |
| Non-Employee Workers | | Man | 0 | 11 | 202 | 0 | 420 |
| | | Female | 0 | 14 | 193 | 0 | |
| Note: The majority of non-employee workers are engaged in manual and machine welding, and the proportion of labor contracts signed with their companies is the highest. | | | | | | | |

## Hours Worked

| Overview of Manpower Distribution (unit: person) | | Taiwan | | Other Regions | | Total |
|---|---|---|---|---|---|---|
| | | Man | Female | Man | Female | |
| Hours Worked | Full-Time Employees | 118 | 153 | 215 | 224 | 710 |
| | Part-Time Employees | 3 | 1 | 186 | 266 | 456 |
| | Guaranteed Time | 118 | 153 | 399 | 489 | 1,159 |
| | No Hour Guarantee | 3 | 1 | 2 | 1 | 7 |

## Employee Structure

Teams with diverse backgrounds can come up with more creative solutions from different perspectives. JPC encourages employees of different genders and ages to share their perspectives and experiences, which not only enhances the overall performance of the team but also promotes the diversification of products and services. The following is a distribution chart of the employee structure by different categories, regardless of age, education and other factors will not be a barrier to joining the company or sustainable development, and JPC will continue to strive to create a diverse and friendly and respectful working environment to attract diverse talents.




## Distribution by Age

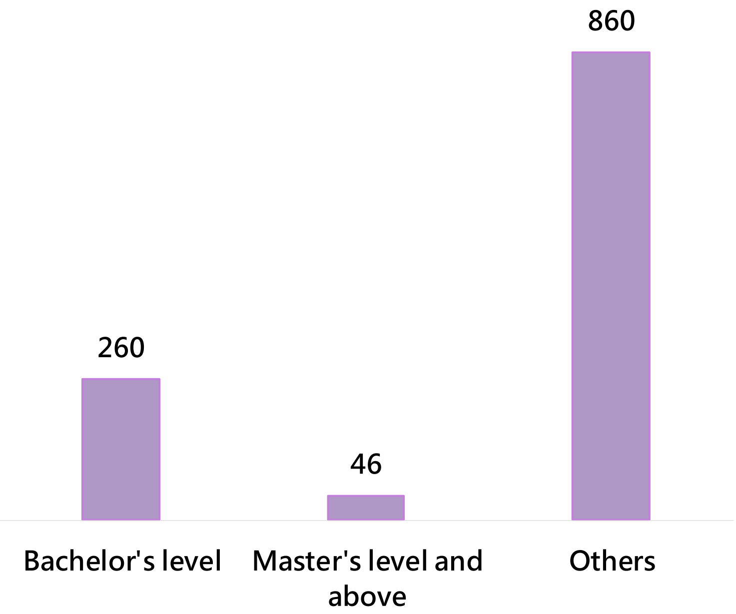
The company is a manufacturing company, so when the age group of employees has been widely distributed, the overall employee is still 30~49 years old, mainly young and middle-aged.

| 2024 Distribution Overview (Unit: Persons) | | Taiwan | | Vietnam | | China | | United States | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 29 years old (inclusive). | Man | 17 | 6.18% | 60 | 19.74% | 47 | 8.69% | 10 | 21.74% | 134 | 11.49% |
| | Female | 28 | 10.18% | 82 | 26.97% | 31 | 5.73% | 3 | 6.52% | 144 | 12.35% |
| 30~49 years old | Man | 70 | 25.46% | 51 | 16.77% | 183 | 33.83% | 5 | 10.87% | 309 | 26.50% |
| | Female | 106 | 38.55% | 105 | 34.54% | 239 | 44.18% | 3 | 6.52% | 453 | 38.85% |
| 50 years old (inclusive) or older | Man | 34 | 12.36% | 3 | 0.99% | 26 | 4.80% | 16 | 34.78% | 79 | 6.78% |
| | Female | 20 | 7.27% | 3 | 0.99% | 15 | 2.77% | 9 | 19.57% | 47 | 4.03% |
| Total | | 275 | | 304 | | 541 | | 46 | | 1,166 | |

## Distributed by educational background

The company's employees have diverse educational backgrounds, with a total of 46 employees at the master's level or above.

| 2024 Distribution Overview (Unit: Persons) | | Taiwan | Vietnam | China | United States | Total |
|---|---|---|---|---|---|---|
| Bachelor's Level | Man | 76 | 18 | 13 | 18 | 125 |
| | Female | 99 | 18 | 12 | 6 | 135 |
| Master' s Level above | Man | 30 | 0 | 1 | 2 | 33 |
| | Female | 12 | 0 | 0 | 1 | 13 |
| Other | Man | 15 | 96 | 242 | 11 | 364 |
| | Female | 43 | 172 | 273 | 8 | 496 |
| Total | | 275 | 304 | 541 | 46 | 1,166 |



## Female Power that cannot be Ignored

With 55% female employees and 44% female managers, the role and contribution of women in the workplace, as well as their value in driving innovation, improving team performance, and enhancing customer relationships, cannot be overlooked.

When employees feel gender equality and fair treatment, job satisfaction and retention rates will also increase significantly, and JPC is committed to creating an inclusive work environment where every employee can feel valued and respected.

Female Staff
55%

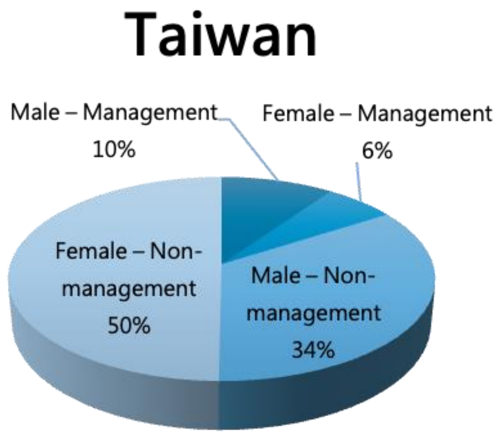
Male Staff
45%

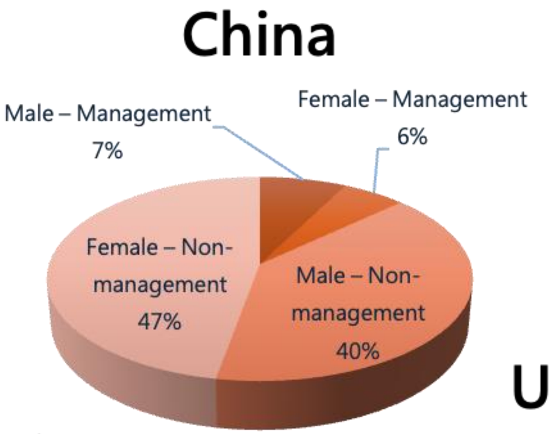
## Distributed by Function

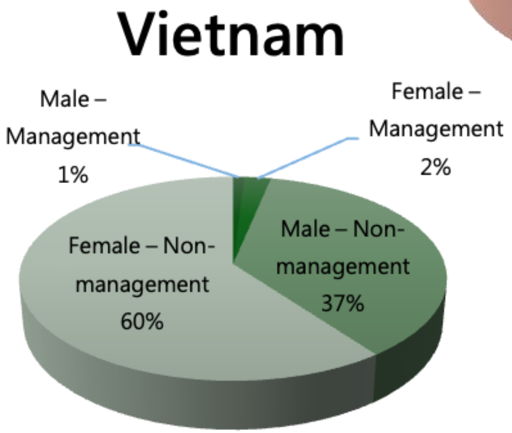
The company is roughly divided into business departments, R&D departments, manufacturing departments, and other departments according to different functions. In addition to the Taiwan headquarters, we adopt a strategy of full-time division of labor in different regions to achieve the highest output quality and efficiency, with the business and manufacturing departments in the United States serving North American customers and NPI processes nearby, other departments in China, and manufacturing in Vietnam.

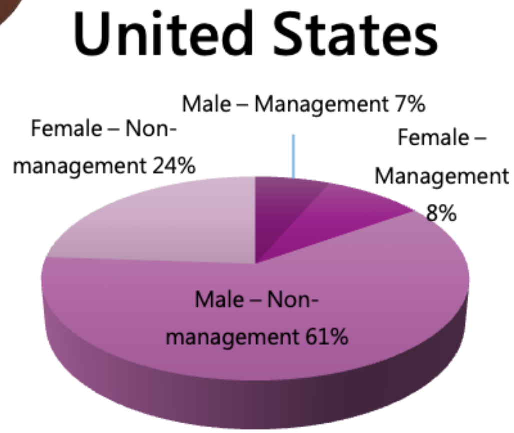
| 2024 Distribution Overview (Unit: Persons) | | Taiwan | Vietnam | China | United States | Total |
|---|---|---|---|---|---|---|
| Business Divisions | Man | 9.1% | 0.3% | 0.9% | 26.1% | 3.7% |
| | Female | 22.5% | 0.0% | 5.5% | 6.5% | 8.1% |
| R&D Department | Man | 17.5% | 0.0% | 9.1% | 2.2% | 8.4% |
| | Female | 4.4% | 0.0% | 2.8% | 0.0% | 2.3% |
| Manufacturing Division | Man | 9.8% | 34.2% | 9.2% | 23.9% | 16.5% |
| | Female | 19.6% | 53.6% | 1.0% | 15.2% | 19.7% |
| Other Departments | Man | 7.6% | 3.0% | 28.1% | 15.2% | 16.2% |
| | Female | 9.5% | 8.9% | 43.4% | 10.9% | 25.1% |

| 2024 Distribution Overview (Unit: Persons) | | Taiwan | Vietnam | China | United States |
|---|---|---|---|---|---|
| Management | Man | 10% | 1% | 7% | 7% |
| | Female | 6% | 2% | 6% | 8% |
| Non-Managerial Position | Man | 34% | 37% | 40% | 61% |
| | Female | 50% | 60% | 47% | 24% |



## The percentage of executives employing local workers

JPC's senior executives are mainly local manpower, which helps better local development and cohesion.

| 2024 Distribution Overview (Unit: Persons) | | Taiwan | Vietnam | China | United States |
|---|---|---|---|---|---|
| 2023 | Senior executives (people) | 13 | 5 | 4 | 2 |
| | Local executives (person) | 11 | 5 | 3 | 2 |
| | Ratio (%) | 85% | 100% | 75% | 100% |
| 2024 | Senior executives (people) | 14 | 5 | 4 | 4 |
| | Local executives (person) | 12 | 5 | 3 | 3 |
| | Ratio (%) | 86% | 100% | 75% | 75% |

Through management localization, companies can more effectively adapt to the needs and cultural differences of different markets. JPC's overseas supervisors are also mainly local workers, which not only reflects the importance of the region in the company's operations, but also shows the success of localized management.

Localized management can deeply understand the characteristics of local markets and formulate corresponding strategies based on cultural background, which allows the company to respond more flexibly to market changes in these regions and build trusting relationships with local customers. Through a localized perspective, management can better understand the needs of employees, enhance team cohesion, and promote innovation, further enhancing the competitiveness of the overall business.

# Employee turnover profile

## New recruits

In FY2024, a total of 477 new employees were recruited, with 41% of new employees being recruited, with Vietnam accounting for the majority due to the expansion of factory operations in Vietnam. The number of new employees is slightly more women, and the majority are under the age of 50.

## Former employees

In 2024, a total of 342 employees left the company, with 29% of the employees leaving the company, with Vietnam accounting for the majority. There are slightly more women in the resignation industry, and the largest number is in the 30~49 age range. The company uses caring interviews to understand the reasons to improve retention.

| Overview of distribution in 2024 (Unit: person) | | New Employees | | | | | | Former Employees | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Taiwan | Vietnam | China | United States | Number and proportion of employees in 2024 | | Taiwan | Vietnam | China | United States | Number and proportion of employees in 2024 | |
| Under 29 years old (inclusive) | Man | 12 | 62 | 31 | 10 | 134 | 86% | 12 | 29 | 19 | 0 | 134 | 44% |
| | Female | 11 | 88 | 22 | 3 | 144 | 86% | 10 | 47 | 21 | 0 | 144 | 51% |
| 30~49 years old | Man | 24 | 48 | 14 | 2 | 309 | 28% | 21 | 29 | 30 | 3 | 309 | 26% |
| | Female | 24 | 97 | 20 | 0 | 453 | 31% | 21 | 56 | 30 | 1 | 453 | 25% |
| 50 years old (inclusive) or older | Man | 4 | 1 | 0 | 2 | 79 | 9% | 3 | 1 | 6 | 2 | 79 | 13% |
| | Female | 1 | 1 | 0 | 0 | 47 | 4% | 3 | 1 | 4 | 0 | 47 | 17% |
| Total | | 76 | 297 | 87 | 17 | 1,166 | 41% | 70 | 163 | 110 | 6 | 1,166 | 29% |

Note 1: Proportion (proportion of new employees) = Number of new full-time employees in the current year / Number of full-time employees of this type at the end of the current year
Note 2: Proportion (proportion of resigned employees) = Number of full-time employees who left the current year / Number of full-time employees of this type at the end of the current year

## 4.1.2 Diverse and inclusive workplace

### A diverse and inclusive workplace environment

JPC is committed to creating a diverse and inclusive workplace culture, ensuring that all employees are not discriminated against or treated differently in any way, regardless of age, gender, gender identity, physical or mental status, race, religious beliefs, or political opinions. We respect the personal choices and lifestyles of each colleague, strictly prohibit any harassment, and are committed to creating a work environment that respects privacy, safety, and trust.

Considering the religious and living habits of employees, JPC has set up a prayer room in the production line for colleagues of different faiths to use. At the same time, it complies with RBA regulations to provide foreign migrant workers with accommodation and living conditions that exceed regulations, establishing a comfortable and respectful workplace environment.

### Distribution of employee nationality

Currently, there are many foreign employees in Taiwan, accounting for about 12% of the factory's employees. The following table shows the details of the nationality distribution of employees in 2024: (unit: person)

| Region | Nationality | | Foreign nationality | | Total |
|---|---|---|---|---|---|
| | Man | Female | Man | Female | |
| Taiwan | 111 | 131 | 10 | 23 | 275 |
| Vietnam | 114 | 190 | 0 | 0 | 304 |
| China | 256 | 285 | 0 | 0 | 541 |
| United States | 29 | 13 | 2 | 2 | 46 |
| Total | 510 | 619 | 12 | 25 | 1,166 |

## Employees are Distributed in Diverse Ethnic Groups

In order to assist the disadvantaged, JPC actively recruits and hires employees with disabilities, and the following table shows the details of the diversity of employees in 2024: (Unit: Person)

| Region | Indigenous (or ethnic minorities) | | Disability | | Others | | Total |
|---|---|---|---|---|---|---|---|
| | Man | Female | Man | Female | Man | Female | |
| Taiwan | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Vietnam | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| China | 18 | 10 | 4 | 5 | 0 | 0 | 37 |
| United States | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 18 | 10 | 4 | 6 | 0 | 0 | 38 |
| Total number of people | 522 | 644 | 522 | 644 | 522 | 644 | 1166 |
| Ratio (%) | 3% | 2% | 1% | 1% | 0% | 0% | 3% |
| Remarks: Proportion = Number of employees in the current year / Total number of full-time employees at the end of the year (by gender) | | | | | | | |

2024 academic year

**Discrimination incidents and improvement actions**

**0**

Discrimination cases occurred
Therefore, there are no relevant improvement actions

## 4.1.3 Compensation and Benefits

In order to strengthen employees' recognition and trust in the company, JPC not only ensures that employees' salaries and benefits meet or exceed local regulatory requirements, and working hours do not exceed the legal limit, but also pays attention to the salary difference between men and women, so as to ensure that employees receive equal treatment and condense the spirit of corporate unity.

### Salary ratio

By observing the data on the salary ratio of men and women in enterprises, we can know whether there is unequal pay for equal work due to gender. In 2024, there were no obvious unequal pay for equal work, except for salary differences caused by different positions. The following table is a detailed list of the male and female salary ratios for each occupation category in Taiwan in 2023 and 2024:

(Unit: Percentage)

| Salary Ratio (M/F) | 2023 | 2024 |
|---|---|---|
| Management | 89% | 94% |
| Non-Managerial Position | 126% | 130% |
| R&D Personnel | 144% | 104% |
| General Personnel | 117% | 116% |

### The ratio of the average salary of grassroots personnel to the local minimum salary

In Taiwan and China, the average salary of grassroots personnel is significantly higher than the local minimum wage, while the average salary of grassroots personnel in Vietnam is the same as the local minimum wage. There is no obvious gender gap in the average salary of JPC grassroots personnel. The following table shows the details of the comparison between the average salary at the grassroots level and the local minimum wage in 2024:

| Region | | Taiwan | Vietnam | China | United States |
|---|---|---|---|---|---|
| Local Minimum Wage Rate (%) | Man | 129% | 167% | 160% | 184% |
| | Female | 129% | 167% | 120% | 146% |

Note: Local minimum salary ratio = the company's minimum salary standard for each gender / local minimum salary for each operating base.

## The number of full-time employees who do not hold supervisory positions, total salary, and average and median salary

| Item | 2023 | 2024 |
|---|---|---|
| Number of full-time employees who do not hold supervisory positions (persons) | 1,030 | 1,099 |
| The total salary of full-time employees who do not hold supervisory positions (in thousands) | 425,873 | 537,685 |
| Average salary of full-time employees who do not hold supervisory positions (in thousands) | 413.47 | 489.25 |
| Median salary of full-time employees who do not hold supervisory positions (in thousands) | 482.25 | 767.25 |

### Employee benefits

We focus on long-term care for our employees, provide a friendly working environment, and make it easier for employees to balance work and life through a sound basic welfare plan and innovative solutions (flexible commuting hours and an additional half-hour lunch break that is better than the industry since its inception, etc.). Employee benefits also include insurance, childcare measures, various awards and subsidies, and retirement and severance pay systems.

Although JPC's leave regulations are similar to those of the law, in practice it adopts a more flexible leave system to provide employees with a more flexible leave system.

## Employee Benefits Implementation

JPC provides all employees with a comprehensive welfare plan and a friendly workplace environment, encouraging all employees to enjoy life after work, and organizes sports, art and cultural activities from time to time, such as Mid-Autumn Festival singing competitions, family day trips, club activities, and LOHAS stress relief experiences. Based on the differences in public sentiment and employee base in various regions, each factory will focus on subsidies for different employee welfare items in 2024, and the following table shows the details of the implementation of employee benefits in 2024:

| Project / Region | Annual Expenses (NT$1,000) | | | |
|---|---|---|---|---|
| | Taiwan | Vietnam | China | United States |
| Employee group insurance | 484 | 5,331 | 7,215 | 144 |
| Retirement or severance pay | 11,037 | 13 | 0 | 0 |
| Other grants | 1,717 | 75 | 137 | 0 |

| Item | Welfare Measures |
|---|---|
| Employee Insurance | Group insurance (including life insurance, medical care, disability)<br>Medical insurance and cancer benefits have been added in 2025 |
| Babycare Benefits | Parental leave<br>Flexible working hours for childcare |
| Retirement/ Resignation System | Compliance with regulations<br>Protect the rights and interests of employees |
| Bonuses and Cash Gift | Employee compensation<br>3. Birthday gifts |
| Various Subsidies and Benefits | Further study, travel, marriage, childbirth, and funeral subsidies, art and cultural activity ticket subsidies<br>Club (yoga, badminton, billiards, etc.) course subsidies<br>Unlimited coffee, snacks, tea and beer day activities every Friday |
| Condolences and Relief Funds | General injury and illness, public injury condolence fund, disaster relief fund |

## Parental leave, return-to-work rate, and retention rate after parental leave

In order to enable employees to take care of their families with peace of mind, JPC complies with laws and regulations to protect employees' rights and interests in parental leave, allowing employees to balance work and family. In addition to complying with basic regulations such as parental leave and maternityleave in accordance with local regulations, JPC also provides support that is better than the Labor Standards Act, and flexible policies allow employees to have no worries. The following table shows the details of parental leave employees in 2024:

(Unit: person)

| Project / Region | Male | | | | Female | | | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Taiwan | Vietnam | China | United States | Taiwan | Vietnam | China | United States | Taiwan | Vietnam | China | United States |
| The actual number of employees using parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 7 | 6 | 0 | 1 | 7 | 8 | 0 |
| A. The number of employees who should be reinstated after taking parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 7 | 6 | 0 | 1 | 7 | 8 | 0 |
| B. The number of employees who actually returned to work after taking parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 2 | 6 | 0 | 1 | 2 | 8 | 0 |
| C. The number of employees who actually returned to work after taking parental leave in the previous year | 0 | 0 | 3 | 0 | 1 | 0 | 6 | 0 | 1 | 0 | 9 | 0 |
| D. The number of employees who actually returned to work after taking parental leave in the previous year and are still employed after one year of reinstatement | 0 | 0 | 3 | 0 | 1 | 0 | 6 | 0 | 1 | 0 | 9 | 0 |
| Parental leave return-to-work rate (%) | - | - | 100% | - | 100% | 29% | 100% | - | 100% | 29% | 100% | - |
| Parental leave retention rate (%) | - | - | 100% | - | 100% | - | 100% | - | 100% | - | 100% | - |

- Note: Return-to-work rate after parental leave (%) = B/A; Retention rate after parental leave (%) = D/C.
- Since there is no system for parental leave without pay in China's regulations, there are no cases where employees are suspended or returned to work due to childcare. China's parental leave system stipulates that before the third anniversary of the child, both husband and wife are entitled to ten days of parental leave each year.
- The data in items A to D of this table are based on the statistics of employees who continue to work after completing parental leave.

## Employee Activities

JPC has an employee welfare committee, which selects representatives from various departments every year to coordinate a variety of employee activities to regulate employees' physical and mental health, including birthday parties, singing competitions, cross-departmental team building dinners, fun competitions, Christmas charity sales, employee travel, various sports clubs and competitions (football, billiards, badminton), etc.

In terms of general rest, the Taiwan factory has set up a billiards room to provide employees with a leisure area to release stress and play happily, as well as unlimited coffee, tea, snacks, etc., and seasonal agricultural products or souvenirs will also be distributed during festivals. In terms of static activities, a reading culture corridor is set up, and art and literature tickets are distributed to employees to use, providing employees with a leisure space to relax and immerse themselves in books. In addition, JPC creates a "happy hour" time and beer event every Friday afternoon to connect with each other through entertainment activities and enhance cohesion and team spirit.

# 4.2 Career adaptive development

JPC has been involved in the industry for more than 30 years, and knows that "a journey of a thousand miles begins with a single step"; If a company wants to create the future, it must take root downwards and cultivate the talents it needs. The company always maintains a highly encouraging attitude towards employee training. At the same time, it also actively supports and nurtures potential talents. The cultivation of human resources is also a reflection of corporate culture, and JPC hopes that through irrigation, employees can grow together with the company and create a better future.

## 4.2.1 Talent cultivation

### Talent training programs and education subsidies

In 2024, a total of 95 internal training courses were conducted, and the statistics of employee trainee hours are as follows:

| Region | Training Hours (Hours) | | | | Number of employees (persons) | | | | Average training hours per person (hours) | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Management | | Non-managerial position | | Management | | Non-managerial position | | Management | | Non-managerial position | |
| | Man | Female | Man | Female | Man | Female | Man | Female | Man | Female | Man | Female |
| Taiwan | 44 | 49 | 268 | 615 | 27 | 17 | 94 | 137 | 1.63 | 2.88 | 2.85 | 4.49 |
| Other Regions | 647 | 861 | 5,940 | 8,562 | 47 | 41 | 355 | 448 | 13.77 | 21.00 | 16.73 | 19.11 |

In order to strengthen employees' technical and R&D capabilities, JPC holds lectures related to AI trends and product applications, and supports employees in on-the-job training and obtaining certificates.

## 4.2.2 Brand Building and Professional Talent Reserve

### A Sound Human Resource System is the Foundation of Sustainable Business Operation

Internally, JPC adopts a regular performance appraisal mechanism to continuously improve and stabilize the quality of personnel, and prioritizes the cultivation of internal talents to encourage promotion and long-term development. We also encourage employees to learn across departments to build a second specialty and improve career flexibility and overall effectiveness.

Externally, JPC actively cooperates with the academic community to promote professional internship programs: including the cooperation program of the Department of Communication Engineering of Far Eastern Institute of Technology, which arranges 3-4 students to internship in the R&D department every year, and most of the outstanding students are successfully transferred to full-time positions; There are also master's students from the Institute of Mechanical Engineering of National Taiwan University participating in internships in the high-frequency application department, and students from Tamkang University's Business School serving as marketing interns on the company's e-commerce platform, injecting innovative perspectives and digital vitality into the company.

In addition, the company has also established a professional talent reserve system to improve benefits and a friendly workplace environment to strengthen the employer's brand and cultural attractiveness, enhance employees' willingness to stay, and attract more outstanding talents to join

### Performance Appraisal and Internal Promotion System

We have clear performance and promotion standards, review employee work results through regular and fair assessments, and provide timely encouragement and promotion opportunities to outstanding performers, stimulate positive momentum, and strengthen the alignment of personal and organizational goals.

At the same time, the appraisal system also helps identify colleagues whose performance needs improvement early, providing necessary training and support to help employees continue to improve and improve overall organizational performance.

## 2024 Employee Evaluations & Inspections

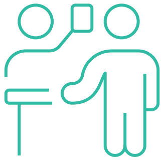
| Region (unit: number of times / year) | | Taiwan | | Vietnam | | China | | United States | |
|---|---|---|---|---|---|---|---|---|---|
| Item | Gender | Man | Female | Man | Female | Man | Female | Man | Female |
| Employees accept it regularly<br>Total number of performance evaluations | Management | 2 | 2 | 2 | 2 | 6 | 6 | 2 | 2 |
| | Non-Managerial Position | 2 | 2 | 2 | 2 | 6 | 6 | 2 | 2 |
| Employee career development<br>The total number of checks | Management | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Non-Managerial Position | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

## 2024 Promotion Ratio

| Managerial position | | Non-Managerial Position | |
|---|---|---|---|
| Man | Female | Man | Female |
| 0.74% | 1.00% | 10.61% | 11.74% |

- Mentor system employee education scholarships
- E-Learning Online self-learning
- Cross-departmental learning encouragement: transparent promotion system

**Dual-track talent strategy**



internal cultivation × external recruitment

- Familiar with corporate practices and departmental project operations
- Connecting industry technology and workplace culture
- Build a network and explore your career path

## 4.3 Human Rights Commitments

### 4.3.1 Protection of Human Rights

JPC values the voices of employees, continues to promote an open and transparent communication culture, establishes a two-way communication mechanism, integrates mutual expectations and feedback, and strengthens stable and long-term labor relations.

JBIC respects and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. JPC is committed to taking human rights issues into account in all aspects of its operations, clearly demonstrating that it treats and respects all colleagues with a fair and equitable attitude.

The JBIC policy applies to all companies and operating sites within the Group. We comply with local regulations and mitigate human rights risks through internal management mechanisms, while promoting remedial measures to reduce the impact of human rights incidents.

In 2024, two "Workplace Infringement Prevention" publicity courses will be held

**The number of participants** was 280


### Human Rights Issues

Respecting and protecting human rights is an important cornerstone of corporate sustainability, and JBQI will continue to strive to promote human rights values in global operations, ensuring that all personnel work in an equal, fair, and respectful environment, and creating a greater positive impact on society. Through the identification and proposition of relevant issues, the company will invest corresponding resources and manpower to carry out effective management methods:

| Topic | Internal Execution / External Cooperation |
|---|---|
| Diversity, inclusion, and equal opportunities | The Code of Conduct expressly prohibits any discriminatory attitude or conduct<br>Establish a relevant reporting system to create a non-discriminatory working environment |
| Child labor and forced labor are prohibited | Strictly adhere to local minimum age for employment and eliminate any form of forced or involuntary labor |
| Provide fair and reasonable wages and working conditions | Establish a fair salary structure and grading system<br>Specify the regulations for working hours and extended working hours<br>Regularly care for and manage employee attendance |
| Health and Safety Workplace | Occupational safety and health education and training<br>The goal is to achieve zero occupational accidents and the physical and mental health of employees |
| Freedom of association and communication mechanisms | Regular labor-management meetings are held<br>Encourage diverse club activities<br>grievance and arbitration mechanism<br>Management is involved in the response |
| | Actively participate in labor rights programs of governments, academic institutions, and international organizations to ensure that the company meets international standards and accept external supervision to strengthen the company's social responsibility image. |
| Execution and commitment | Establish an RBA compliance audit mechanism<br>Strengthen human rights risk management<br>Establishment of human rights complaint channels (anonymous reporting, internal reporting mechanism)<br>Set up an ESG task force |
| | By collaborating with third-party auditors, government agencies, and supply chain partners, we ensure that corporate human rights policies comply with international standards and establish transparent reporting mechanisms. |

## 4.3.2 Communication and Grievance Response

### Labor communication

JPC values the voices of employees, continues to promote an open and transparent communication culture, establishes a two-way communication mechanism, integrates mutual expectations and feedback, and strengthens stable and long-term labor relations.

Every year, we conduct employee satisfaction surveys and adjust the company's practices based on feedback, from details such as pantry equipment and office supplies to institutional adjustments such as the relaxation of flexible work mechanisms, all of which demonstrate our emphasis on and response to the voices of our partners.

Promoted by the Human Resources Administration Department, in 2024, it will provide a diversified platform for discussion and cooperation through regular (e.g., benefits and compensation committees) and irregular (e.g., internal communication mailboxes, announcements, and grievance channels) to gather employee opinions and promote understanding and consensus.

### Employee grievances and gender equality grievance channels

The company has an independent reporting mailbox to accept complaints related to illegal infringement and gender equality. After receiving the report, an investigation process will be initiated in accordance with the internal "Sexual Harassment Prevention Measures" and "Measures for Handling Misconduct Whistleblowing" to ensure that the follow-up handling is timely and legitimate.

In 2024, no formal complaints were received from current employees regarding labor conditions or discrimination issues, such as race, religion, color, national origin, gender, or sexual harassment. Some resigned employees have reported the situation, and they have been handled and reviewed in accordance with the company's established procedures.

### JPC has a regular and irregular communication mechanism.

### Make sure your employees' voices are heard and responded to.

| | |
|---|---|
| Regularity | Employee Welfare Committee<br>The Remuneration Committee<br>conducts employee satisfaction surveys every year to<br>promote practical improvements based on feedback |
| Irregular | Intranet announcements, anti-bullying and gender equality education promotion,<br>internal communication mailboxes, internal and external grievance channels,<br>encourage daily feedback opinions, and quickly and slightly optimize the workplace environment |

## 4.4 Occupational safety and health

The company cherishes every worker, because of them, JPC can continue to improve. As the company continues to grow, we must also protect everyone who helps us build our foundation. The company emphasizes long-term operation, and ensuring the personal safety of employees is not only fundamental, but also a key to ensuring talent retention, so we understand that providing a safe and healthy working environment is necessary.

| Category | Training Items | |
|---|---|---|
| Occupational Safety and Health | Occupational health and level 3 safety education | |
| | Safety laws and regulations | |
| External Training | Occupational health training | |
| | Safety officer training | |
| Internal Training | RBA Responsible Business Alliance Code of Conduct - Health and Safety | First aid training |
| | Health and safety management system | Equipment safety training |
| | Fire safety | Explain the safety knowledge of commonly used machinery and equipment |
| | Effective chemical management | Chemical usage instructions and precautions |
| | Fire drill | Safety Level 3 Education |
| | Environmental knowledge training | Basic knowledge training on production safety and fire protection |
| | Safety production knowledge training | Basic knowledge training on enterprise fire safety |
| | Hazardous substance control knowledge training | hazardous chemical properties, daily use precautions, and emergency measures |

### 4.4.1 Occupational safety and health management

In order to cultivate employees' safety and health concepts and strengthen their awareness of hazards on the job, JPC regularly organizes diversified training courses, and sets up appropriate courses and regular training for different supervisory levels, general employees, and factory personnel to strengthen crisis handling capabilities.

In 2024, the on-site health service completed interviews with 88 employees to help them understand their health conditions and provide professional advice.

| Total Training Hours (Hours) | | |
|---|---|---|
| Annual Training Statistics | Number of Participants | Total Training Hours (Hours) |
| Taiwan | 79 | 185 |
| China | 3,873 | 9,980 |
| Vietnam | 636 | 1,013 |

## Occupational Injury Statistics - The rate of work-related injuries or deaths

| Item | Taiwan | | | | China | | | | Vietnam | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Employees | | Non-employee | | Employees | | Non-employee | | Employees | | Non-employee | |
| Total hours worked | 398,250 | | 69,013 | | 12,813,976 | | 11,867,647 | | 4,149,858 | | 122,712 | |
| The main types of occupational injuries | None | | None | | None | | None | | None | | None | |
| Item | Employees Number of people | Employees percentage | Non-employee Number of people | Non-employee percentage | Employees Number of people | Employees percentage | Non-employee Number of people | Non-employee percentage | Employees Number of people | Employees percentage | Non-employee Number of people | Non-employee percentage |
| A. The number and rate of deaths caused by occupational injuries | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| B. Number and rate of serious occupational injuries | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| C. The number and rate of occupational injuries that can be recorded | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

- Note 1: "Recordable occupational injury" is defined as an occupational injury with a loss of > 1 day of occupational accidents reported to the Occupational Safety and Health Administration of the Ministry of Labor every month, and does not include traffic accidents caused by non-performance of work.
- Note 2: "Serious occupational injury" is defined as an injury that causes death due to an occupational injury, or causes the worker to be unable or difficult to return to the pre-injury state within six months, or an occupational injury in which the number of days lost > 180 days.
- Note 3: Recordable occupational injury ratio excluding deaths = (number of recordable occupational injuries - number of deaths) × 1,000,000 / total hours experienced.
- Note 4: Serious occupational injury ratio excluding death = (number of serious occupational injuries - number of deaths) × 1,000,000 / total experienced working hours.
- Note 5: Rate of deaths from occupational injuries = Number of deaths from occupational injuries ×1,000,000 / total hours experienced.
- Note 6: The above ratios are calculated by direct rounding to two decimal places.

## 4.4.2 Employee Health Promotion

Health promotion activities and programs enhance the health and quality of life of employees, encouraging a healthy lifestyle through diverse activities.

In Taiwan, these activities include regular health check-ups, vaccination leave, health lectures, and various sports clubs such as yoga, billiards, and badminton. In addition, JPC has received the government's "Sports Enterprise Subsidy" to actively promote a healthy workplace culture. We hire retired athletes not only to help them smoothly transition careers and integrate into the workplace, but also to inject perseverance and team spirit into the company. At the same time, we also encourage colleagues to develop exercise habits, create more opportunities and resources to participate in sports, and create a more dynamic and healthy working environment.

Overseas bases also place great importance on health promotion activities, such as occupational disease examinations, sports days, and fun competitions, which not only enhance employees' health awareness but also promote teamwork and exchange.

# 5. Active Social Participation

## 5.1 Arts and Humanities Care

We believe that

**“Enterprises can bring the influence of beauty"**


We firmly believe that businesses can not only generate revenue, but also be a force to be reckoned with.

Adhering to the original intention of "assuming social responsibility", we continue to invest resources in education, culture and local actions, connecting employees, schools, social welfare and arts and cultural institutions to deepen talents, promote culture, and realize the social value of the enterprise. JPC uses actions to make public welfare and beauty happen every day.

**JPC's Humanitarian Initiatives**

**3,000,000 invested in 2024**

- Make art and culture a daily routine
- Bringing together the power of employees and communities
- Let the public welfare become a daily routine
- Connect talents to take root in the local area
- Care is uninterrupted, and there is no absence

# JPC's Humanistic Action|Make Art and Culture a Daily Routine

## Wild Grass Dance Settlement International Release

JPC continues to pay attention to the development of art and culture and is committed to promoting international exchanges, firmly believing that art plays an important role in society. In 2024, we fully supported the Wildgrass Dance Community in its residency and performance exchange program at Adelaide College of the Art, as well as the Adelaide Fringe Festival.

## Leading colleagues into the theater, everyone is an audience, sharing art and culture

JPC has long been committed to supporting the performing arts and continues to pay attention to contemporary performance creation and cultural promotion. Through sponsorship and participation, we believe that art can touch people's hearts across languages and generations, and deepen the connotation of corporate culture. This is not only a support for a single performance but also a commitment that goes hand in hand with Taiwan's cultural spirit.


## Sponsored by Banqiao tech art center

JPC held a three-week art and cultural appreciation event at the Banqiao tech art center in New Taipei City, aiming to lead employees into this cultural landmark full of historical atmosphere, enjoy diverse artistic performances such as drama, music, and dance, enjoy a double listening feast, and deeply feel the charm of culture and history. This event is not only an artistic feast but also a spiritual cleanse, allowing employees to relax and recharge after busy work. The event attracted approximately 150 participants, and the atmosphere was warm, with employees enhancing their quality of life through artistic experiences and promoting communication and interaction with each other.

In the future, we will continue to provide a variety of activities to enrich the cultural experience of colleagues and help everyone strike a balance between work and life. Through these activities, a more humanistic and caring corporate environment can be created, allowing every employee to find spiritual sustenance and opportunities for growth here.

## JPC's humanistic action|Unite the power of employees and the community

### Mother's Day Book Fair supports local bookstores and communities

JPC 2024 supports the development of local culture with practical actions to organize book fairs. We specially purchased books from Zhongyonghe's local bookstore "Little Study" to demonstrate the practice of ESG spirit and encourage a reading atmosphere, making knowledge more possible. This event attracted about 70 colleagues and their families to participate, and a total of 50 selected books were selected, allowing everyone to experience the beauty of reading together during the warm festival.

**We hope that through these actions, we can accumulate bit by bit and deepen the society.**
**Share common prosperity with this land and practice JPC's belief in beauty and goodness.**

## JPC's humanistic action|Make public welfare a daily routine

### Our Christmas Wishes: A warm charity sale

Since 2018, the Christmas Charity Sale has become an annual tradition of JPC.

In 2024, we joined hands with colleagues to donate paintings, fashion items, and daily necessities for charity, and brought goods through the COO's live broadcast, making the event full of warmth and fun!

All proceeds from the charity sale will be donated to public welfare organizations to convey love.

**Thank you to everyone who participated, we light up the hope of more lives with our actions!**






# JPC's humanistic action|Make public welfare a daily routine

## Caring for patients' autonomy and supporting hospice rights

JPC has always valued the dignity and right to choose of every patient, and has long been concerned about initiatives and actions related to supporting patients' autonomy rights. We firmly believe that patients should have the right to make informed choices, which is not only a respect for their lives but also an affirmation of their ability to make independent decisions. Since 2022, we have continued to support patients' self-directed organizations and promotion efforts through donations, hoping to provide more resources and protection for patients and their families, so that they can feel cared for and supported when facing diseases.

These funds are not only used to support the promotion of patients' autonomy rights, but also help relevant institutions provide necessary resources so that patients and their families can receive better care and support during difficult times.

## Caring for children's growth and continuing to support family support programs

Since May 1997, JPC has established a long-term cooperative relationship with the Taiwan Children and Family Support Foundation. Adopt 3 children each year and provide stable support until they successfully enter university (except for those who drop out of school or give up their plans on their own). Nearly 20 children have received support through the program, and under the care of Jabage, these children have gradually grown into young people with potential. We firmly believe that continuous care and support can bring more possibilities to children, allowing them to have stronger confidence and ability to pursue their dreams when facing life's challenges.

# JPC's humanistic action|Connect talents and take root in the place

## Yunlin Deep Cultivation Plan 2024

In recent years, it has actively invested in the support of students with special talents and expertise, and has benefited nearly 100 students.

# JPC's humanistic action|Uninterrupted care, no absence of companionship

## Dancing dandelions

JPC sponsored and supported the "Dandelion Dance" activities at Yunlin Gukeng and Donghe Elementary School, aiming to provide dance education to students in rural areas and help them develop their confidence and expression skills. We believe that cultural education is an important cornerstone of social progress, and by providing such learning opportunities, we can not only help rural students break the limitations of educational resources, but also promote the overall development of society.

## Sponsor tennis player Lu Manlin

In response to ESG policies, JPC actively supports sports development and is committed to cultivating outstanding sports talents in Taiwan. We sponsor tennis player Lu Manlin to help this promising young athlete showcase outstanding talent and hard work in the tennis world. Through this sponsorship, we not only support her training and competitions, but also hope to provide stable financial security for her sports career, allowing her to focus on improving her skills and participating in various events.

## Support the documentary "All My Heart"

Support documentaries of foreign priests, documenting their 70 years of dedication in the Huadong area, and conveying profound humanistic values.

# 5.2 Deep local cultivation and industry-academia cooperation

## JPC's humanistic action|Connect talents and take root in the place

### University racing team industry-academia exchange and cooperation

In the process of promoting sustainable development, JPC actively invests in technological innovation and talent cultivation. We have introduced high-voltage and high-current energy storage connectors and wiring harnesses into the power systems of Formula Student cars at National Taiwan University and Beijing University of Science and Technology, which is not only an application of technology but also a training and support for future engineers. Through this collaboration, we jointly build our own racing cars and participate in the International Formula Student Competition, which is a platform full of challenges and opportunities.

**National Taiwan University Racing Team**
Corporate sponsorship to cultivate R&D talents

**National Taipei University of Science and Technology Racing Team**
Corporate sponsorship to cultivate R&D talents

**National Chung Cheng University**
International smart manufacturing master's class industry-academia cooperation

**National Yang Ming Chiao Tung University**
Ukraine scholarship corporate financial aid


臺北科技大學學生方程式賽車隊Taipei Tech Racing
2月24日 ·
【贊助商感謝 — 佳必琪國際股份有限公司】
佳必琪國際股份有限公司，成立於1992年，專注於數據網路電信、電子產品設計製造、以及智能連結產業。公司憑藉在電子零件整合設計的豐富經驗和專業技術，涉足5G雲端網通電信、伺服器、工業和車用新能源、航太等多個領域。透過全球資源整合，公司能夠快速回應客戶需求，縮短製造與交貨時間，提供迅速的服務。佳...... 查看更多



# Appendix

## GRI Standards Guidance

| Number | Indicator Description | Report Section | Page |
|---|---|---|---|
| **GRI 2: General Disclosure** | | | |
| GRI 2-1 | Organization details | About this report | P. 3 |
| GRI 2-2 | Entities included in the organization's sustainability coverage | About this report | P. 3 |
| GRI 2-3 | Reporting period, frequency, and contacts | About this report | P. 3 |
| GRI 2-4 | Information recompilation | This is not the case this year | |
| GRI 2-5 | External assurance / assurance | About this report<br>Appendix, external assurance report | P. 3<br>P. 115~116 |
| GRI 2-6 | Activities, value chains, and other business relationships | Company Profile<br>1.5.1 Research and Development Strategy<br>2.2 Sustainable supply chain | P. 6<br>P. 44~45<br>P. 53 |
| GREY 2-7 | Employees | 4.1.1 Recruitment Overview | P. 75 |
| GREY 2-8 | Non-employee workers | 4.1.1 Recruitment Overview | P. 75 |
| GRI 2-9 | Governance structure and composition | 1.1.2 Board of Directors | P. 25~26 |
| GRI 2-10 | Nomination and selection of the highest governance unit | 1.1.2 Board of Directors | P. 25~26 |
| GRI 2-11 | The chairman of the highest governance unit | 1.1.2 Board of Directors | P. 25~26 |
| GRI 2-12 | The role of the highest governance unit in overseeing impact management | 1.3 Risk Management | P. 36~40 |

| Number | Indicator Description | Report Section | Page |
|---|---|---|---|
| GREY 2-13 | The person in charge of shock management | 1.3 Risk Management | P. 36~40 |
| GREY 2-14 | The role of the highest governance authority in sustainability reporting | About this report<br>1.1.2 Board of Directors | P. 3<br>P. 25~26 |
| GRI 2-15 | Conflict of interest | 1.1.2 Board of Directors | P. 28 |
| GRI 2-16 | Communicate key major events | Identification of material topics | P. 14~23 |
| GRI 2-17 | The collective intelligence of the highest governance unit | 1.1.2 Board of Directors | P. 25~26 |
| GRI 2-18 | Performance evaluation of the highest governance unit | 1.1.2 Board of Directors | P. 27 |
| GREY 2-19 | Remuneration policy | 1.1.2 Board of Directors | P. 29 |
| GRI 2-20 | Compensation Determination Process | 1.1.2 Board of Directors | P. 29 |
| GREY 2-21 | Annual gross compensation ratio | 4.1.3 Compensation and Benefits | P. 85 |
| GRI 2-22 | Statement of Sustainability Strategy | Chairman's Words | P. 4 |
| GREY 2-23 | Policy commitments | Identification of material topics<br>4.3 Human Rights Commitments | P. 14~23<br>P. 93 |
| GREY 2-24 | Incorporate policy commitments | Identification of material topics | P. 14~23 |
| GRI 2-25 | Procedures to remedy negative shocks | Identification of material topics | P. 14~23 |
| GREY 2-26 | Mechanisms for seeking advice and raising concerns | 1.2.2 Management, supervision and prevention | P. 31~32 |
| GREY 2-27 | Regulatory compliance | 1.2.2 Management, supervision and prevention | P. 31~32 |

| Number | Indicator Description | Report Section | Page |
|---|---|---|---|
| GREY 2-28 | Membership in the association | The Company does not have this situation | |
| GREY 2-29 | Stakeholder Agreement Policy | Stakeholder agreement | P. 8~13 |
| GREY 2-30 | Collective agreement | The Company does not have this situation | |
| **GRI 3: Material Themes** | | | |
| GRI 3-1 | The process of deciding on material topics | Identification of material topics | P. 14~16 |
| GRI 3-2 | List of major topics | Identification of material topics | P. 16~23 |
| GRI 3-3 | Major topic management | Material Topic Management Table | P. 16~23 |
| **GRI Standards** | | | |
| GRI 201-1 | The direct economic value generated and distributed by the organization | 1.1.1 Business performance | P. 24 |
| GRI 201-2 | Financial impacts of climate change and other risks and opportunities | 3.1 Climate-related risk and opportunity management | P. 60~66 |
| GRI 201-3 | Determine benefit system obligations and other retirement plans | 4.1.3 Compensation and Benefits | P. 85~89 |
| GRI 201-4 | Financial assistance from the government | 1.5.5 Government Subsidies | P. 50 |
| GRI 202-1 | The ratio of the standard salary to the local minimum wage for grassroots workers of different genders | 4.1.3 Compensation and Benefits | P. 85 |
| GRI 202-2 | The proportion of local residents who are employed as senior management | 4.1.1 Recruitment Overview | P. 75 |
| GRI 204-1 | Proportion of procurement spend from local suppliers | 2.2.6 Local procurement | P. 58 |

| Number | Indicator Description | Report Section | Page |
|---|---|---|---|
| GRI 205-2 | Communication and training on anti-corruption policies and procedures | 1.2.2 Management, supervision and prevention | P. 31~32 |
| GRI 205-3 | Corruption incidents confirmed and actions taken | 1.2.2 Management, supervision and prevention | P. 31~32 |
| GRI 207-1 | Tax policy | 1.2.1 Policy and Implementation | P. 30 |
| GRI 302-1 | Energy consumption within an organization | 3.2.4 Energy conservation and carbon reduction measures | P. 72 |
| GRI 303-3 | Water withdrawal | 3.2.3 Water Resources Management | P. 71 |
| GRI 303-4 | Displacement | 3.2.3 Water Resources Management | P. 71 |
| GRI 303-5 | Water consumption | 3.2.3 Water Resources Management | P. 71 |
| GRI 305-1 | Direct (Scope 1) greenhouse gas emissions | 3.2.4 Energy conservation and carbon reduction measures | P. 74 |
| GRI 305-2 | Indirect (Scope 2) greenhouse gas emissions from energy | 3.2.4 Energy conservation and carbon reduction measures | P. 74 |
| GRI 305-3 | Other indirect (Scope 3) greenhouse gas emissions | 3.2.4 Energy conservation and carbon reduction measures | P. 74 |
| GRI 306-2 | Management of significant waste-related impacts | 3.2.2 Waste management | P. 69~70 |
| GRI 306-3 | Waste generation | 3.2.2 Waste management | P. 69~70 |
| GRI 401-1 | New and former employees | 4.1.1 Recruitment Overview | P. 82 |
| GRI 401-2 | Benefits provided to full-time employees (excluding temporary or part-time employees). | 4.1.3 Compensation and Benefits | P. 86~88 |
| GRI 401-3 | Parental leave | 4.1.3 Compensation and Benefits | P. 88 |

## SASB Content Guidance

| Subject Matter | Code | Indicators | Corresponding Chapters or Descriptions | Page |
|---|---|---|---|---|
| Product Safety | TC-HW-230a.1 | A description of the practices for identifying and responding to product data security risks | 1.5.3 Security and Compliance | P. 48~49 |
| Employee Diversity and Inclusion | TC-HW-330a.1 | Percentage of (1) gender and (2) diverse groups representation for (a) senior management, (b) non-senior management, (c) technical management, (d) technical employees, and (d) all other employees | 4.1.1 Talent employment overview<br>4.1.2 A diverse and inclusive workplace | P. 75~82<br>P. 83~84 |
| Product Lifecycle Management | TC-HW-410a.1 | percentage of product revenue containing IEC 62474 declarable substances | No statistics have been made for this year | |
| | TC-HW-410a.2 | Percentage of revenue from eligible products that meet the requirements of the Electronic Product Environmental Assessment Tool (EPEAT) registration or equivalent | No statistics have been made for this year | |
| | TC-HW-410a.3 | Revenue from eligible products that have obtained energy efficiency certification | No statistics have been made for this year | |
| | TC-HW-410a.4 | the weight of end-of-life products and e-waste recycling; percentage of recirculation | No statistics have been made for this year | |

| Subject Matter | Code | Indicators | Corresponding Chapters or Descriptions | Page |
|---|---|---|---|---|
| Supply Chain Management | TC-HW-430a.1 | The percentage of Tier 1 supplier premises audited in the Responsible Business Alliance (RBA) Effectiveness Check Procedure (VAP) or equivalent is calculated as (a) all premises and (b) high-risk sites | 2.2.1 Supplier management<br>2.2.2 Supplier evaluation<br>2.2.3 Supplier audit | P. 53~56 |
| | TC-HW-430a.2 | Tier 1 Supplier's non-conformance rate for (a) priority non-conformance and (b) other non-conformance (1) non-conformity with the Responsible Business Alliance Validity Check Procedure (VAP) or equivalent process, and (2) the rate of related corrective action | No statistics have been made for this year | |
| Material Acquisition | TC-HW-440a.1 | Description of risk management related to the use of critical materials | 2.2.5 Green procurement | P. 57 |

## TCFD Content Guidelines

| Oriented | TCFD Recommends Disclosure Items | Corresponding Chapters | Pages |
|---|---|---|---|
| Governance | How the Board oversees climate-related issues | 3.1.1 Climate Governance Framework | P. 60 |
| | How management assesses and manages climate-related issues | 3.1.1 Climate Governance Framework | P. 60 |
| Strategy | The company identified short, medium, and long-term climate-related risks and opportunities | 3.1.2 Climate change risk and opportunity assessment<br>3.1.3 Analysis and management of major climate issues | P. 61~62<br>P. 62~65 |
| | The impact of climate-related issues on the company's business model, strategy, and financial planning | 3.1.3 Analysis and management of major climate issues | P. 62~65 |
| | Scenario analysis (including scenarios of 2° C or higher) | 3.1.2 Climate change risk and opportunity assessment | P. 61~62 |
| Risk Management | Identification and assessment process for climate-related risks | 3.1.3 Analysis and management of major climate issues | P. 62~65 |
| | The management process for climate-related risks | 3.1.3 Analysis and management of major climate issues | P. 62~65 |
| | Explain how the above risk identification and management processes are integrated into the company's overall risk management system | 3.1.3 Analysis and management of major climate issues | P. 62~65 |
| Indicators and Goals | Evaluate whether the metrics align with the company's strategy and risk management | 3.1.4 Climate Management Indicators | P. 66 |
| | Disclosure of Scope 1, Scope 2 and Scope 3 (where applicable) GHG emissions and related risks | 3.1.4 Climate Management Indicators<br>3.2.4 Energy conservation and carbon reduction measures | P. 66<br>P. 72~74 |
| | Management objectives and related performance | 3.1.4 Climate Management Indicators | P. 66 |

# External Assurance Report

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English Translation of a Report Originally Issued in Chinese

**Independent Accountant's Limited Assurance Report**

**To JPC connectivity Inc.**

We have been engaged by JPC connectivity Inc. ("JPC") to perform a 'limited assurance engagement,' as defined by the Taiwan Accounting Research and Development Foundation, here after referred to as the engagement, to report on JPC's selected sustainability performance information ("the Subject Matter") for the 2024 Sustainability Report ("the Report").

**Selected Information and the Applicable Criteria**

Regarding the Subject Matter and the applicable criteria ("Criteria"), please refer to appendix A.

**JPC's Responsibility**

The JPC management's responsible for preparation of the Report according to the rules of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and applicable criteria, including referencing to GRI Standards issued by Global Sustainability Standards Board, and SASB Standards issued by the Sustainability Accounting Standards Board. The JPC management is responsible for selecting the Criteria, and for presenting the Report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

**EY's Responsibility**

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Statement on Assurance Engagements (ISAE) 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Taiwan Accounting Research and Development Foundation. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

**Our independence and quality management**

We have complied with the independence and other ethics requirements of the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which basic principles are integrity, objectivity, professional competence and due care and professional behavior.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Conducted interviews with JPC's personnel to understand the business and reporting process;

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- Through interviews and inspection of relevant documents, to understand the key stakeholders of JPC, the expectations and needs of the key stakeholders, and the communication channels between the two parties, and how JPC responds to such expectations and needs;
- Conducted interviews with JPC's key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Executing analytical procedures for selected information; Collecting and assessing other supporting documentation and obtaining management representation letter; When necessary, testing documentation on a sample basis;
- Reading JPC's Sustainability Report to confirm with the consistency of the indicators in Sustainability Report which contribute to the selected information;

**Inherent Limitations**

Non-financial information contained within the Subject Matter are subject to measurement uncertainties. The selection of different measurement techniques can result in materially different measurement. Also assurance engagements are based on selective testing of information being examined. Any internal control is subjected to limitations. Consequently, it is not possible to detect all existing material misstatements whether resulting from fraud or error.

**Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the subject matter, in order for it to be in accordance with the Criteria.

Ernst & Young

Ernst & Young
August 1, 2025
Taipei, Taiwan, Republic of China

*Notice to Readers*
*The reader is advised that the assurance report has been prepared originally in Chinese. In the event of a conflict between the assurance report and the original Chinese version or difference in interpretation between the two versions, the Chinese language assurance report shall prevail.*

# External Assurance Report

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Appendix A:

| No. | Chapter | Content Title | Selected Information | Applicable Criteria |
|---|---|---|---|---|
| 1 | 3.2.2 Waste management | Waste management | In 2023, the total amount of waste generated by the head office and five major production sites was 2.7601 metric tons of hazardous waste and 122.0531 metric tons of general waste. | Total amount of waste generated in 2023 and 2024. |

| 2024 (Unit: metric tons) | | | | | |
|---|---|---|---|---|---|
| Waste Type | Treatment | Taiwan | China | Vietnam | Total |
| Hazardous Waste | Recyclable | - | - | 0.0310 | 0.0310 |
| | Non-recyclable | - | 4.3762 | 0.0760 | 4.4522 |
| General waste | Recyclable | - | 123.0359 | 5.4070 | 128.4429 |
| | Non-recyclable | 0.6300 | 33.0400 | 1.6890 | 35.3590 |
| Recycling Rate (Hazardous) | | 0.00% | 0.00% | 28.97% | 0.69% |
| Recycling Rate (General) | | 0.00% | 78.83% | 76.20% | 78.41% |
| Total amount of waste | | 0.6300 | 160.4521 | 7.2030 | 168.2851 |

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| No. | Chapter | Content Title | Selected Information | Applicable Criteria |
|---|---|---|---|---|
| 2 | 4.1.3 Compensation and Benefits | Parental leave, return-to-work rate, and retention rate after parental leave | | JPC disclosed the total number and percentage of employees who used parental leave in 2024, broken down by gender, country, the number of employees should be reinstated and those who actually reinstated after completing parental leave, the number of employees who returned from parental leave in the previous year and remained employed for one year, as well as the parental leave return-to-work rate and retention rate. |

| Project / Region | Male | | | | Female | | | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Taiwan | Vietnam | China | United States | Taiwan | Vietnam | China | United States | Taiwan | Vietnam | China | United States |
| The actual number of employees using parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 7 | 6 | 0 | 1 | 7 | 8 | 0 |
| A. The number of employees who should be reinstated after taking parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 7 | 6 | 0 | 1 | 7 | 8 | 0 |
| B. The number of employees who actually returned to work after taking parental leave in the current year | 0 | 0 | 2 | 0 | 1 | 2 | 6 | 0 | 1 | 2 | 8 | 0 |
| C. The number of employees who actually returned to work after taking parental leave in the previous year | 0 | 0 | 3 | 0 | 1 | 0 | 6 | 0 | 1 | 0 | 9 | 0 |
| D. The number of employees who actually returned to work after taking parental leave in the previous year and are still employed after one year of reinstatement | 0 | 0 | 3 | 0 | 1 | 0 | 6 | 0 | 1 | 0 | 9 | 0 |
| Parental leave return-to-work rate (%) | - | - | 100% | - | 100% | 29% | - | - | 100% | 29% | 100% | - |
| Parental leave retention rate (%) | - | - | 100% | - | 100% | - | - | - | 100% | - | 100% | - |

Note 1: Return-to-work rate after parental leave (%) = B/A; Retention rate after parental leave (%) = D/C.
Note 2: Since there is no system for parental leave without pay in China's regulations, there are no cases where employees are suspended or returned to work due to childcare. China's parental leave system stipulates that before the third anniversary of the child, both husband and wife are entitled to ten days of parental leave each year.
The data in items A to D of this table are based on the statistics of employees who continue to work after completing parental leave.

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| No. | Chapter | Content Title | Selected Information | Applicable Criteria |
|---|---|---|---|---|
| 3 | 4.1.1 Recruitment Overview | Female Power that cannot be Ignored | With 55% female employees and 44% female managers. | The percentage of members in the JPC's governance body in 2024 and the percentage of employees by employee category. |
| 4 | 2.2.2 Supplier Evaluation | Supplier Evaluation | | The percentage of new suppliers screened using social standards by JPC in 2024. |

| 2024 | Taiwan | Vietnam | China | Total |
|---|---|---|---|---|
| Total number of newly onboarded suppliers | 6 | 13 | 48 | 67 |
| New suppliers who have conducted social standards assessment (Note 2) | 6 | 13 | 46 | 65 |
| Proportion (%) | 100% | 100% | 96% | 97% |

Note 1: The statistical results in this table do not include data on U.S. bases.
Note 2: Social standards are based on suppliers' code of conduct commitments to evaluate their compliance with labor rights, health and safety, and management systems.