



JEBSEE.

JEBSEE[®]

JEBSEE ELECTRONICS CO., LTD.

SUSTAINABILITY
REPORT **2024**

Content

00 Preface

0.1 About ESG report	6
0.2 What the operator says	8
0.3 Sustainable results	10
0.4 Get to know JEBSEE	12
0.5 Stakeholder discussion	19

01 Sustainable value

1.1 Sustainability Performance	28
1.2 Sustainable strategy	28
1.3 Sustainable governance	29
1.4 Corporate Governance	31
1.5 Ethical Business Practices	37
1.6 Risk management and control	40

02 Work together for a win-win situation

2.1 Green Products	46
2.2 Innovation power	52
2.3 Supply chain management	60
2.4 Customer Relations	68

03 Environmental Responsibility

3.1 Environmental strategy	76
3.2 Climate Change	78
3.3 Resources and Protection	86

04 Friendly Workplace

4.1 Respect for human rights	94
4.2 Talent Appointment	100
4.3 Training and nurturing	103
4.4 Salary and benefits	108
4.5 Occupational safety and health	110

05 Social responsibility

5.1 Child welfare	124
5.2 Land conservation	125
5.3 Care for the disadvantaged	128



00 Preface

[0.1 About ESG report](#)

[0.2 What the operator says](#)

[0.3 Annual sustainable results](#)

[0.4 Get to know JBSEEE](#)

[0.5 Stakeholder discussion](#)



0.1 About ESG report

Starting in 2024, Jebsee Electronics will publish an annual Sustainability Report outlining our environmental and social initiatives and outcomes. The report will be available on our website to support transparent stakeholder communication.

0.11 Release

We issue our Sustainability Report annually (covering the prior year).

- Current : June 2025
- Previous : 2024 (initial internal release)
- Next : planned for June 2026

0.12 Contact Information

- For inquiries or feedback, contact us : Sustainability Development Dept.
- Address : No. 24-3, Xinle Road, South District, Tainan City 702, Taiwan.
- Telephone number : +886-6-264-7622
- Fax : +886-6-263-8446
- Website : www.jebsee.com.tw
- E-mail : sdd@jebsee.com.tw

0.13 Category

This report presents Jebsee Electronics' sustainability measures and outcomes for Jan-Dec 2024. Scope: Taiwan operations—the Anping (Xinle Plant) and Xinying Plant; China facilities excluded.

0.14 Basis of Preparation and Verification

This report is prepared in accordance with the latest GRI Standards and SASB Standards for EMS/ODM. Although not legally required, Jebsee elects to disclose transparently and drive continuous improvement through stakeholder feedback. Organizational boundaries and calculations follow internationally accepted methodologies, with estimates noted. Financials are in NTD using 2024 year-end exchange rates. Selected operational and shipment data, as well as report content, were assured by Deloitte Taiwan.

0.15 Report management

- Owner : Sustainability Development Dept.
- Team : Cross-functional reps appointed by senior executives.
- Process : Year-end kickoff → data/drafting/design → internal review with stakeholder input → Chairman approval.
- Timeline : External assurance in Q2; prior-year report published in June.



0.2 What the operator says

0.21 Message from the Chairman

Dear partners of Jebsee Electronics and stakeholders who care about Jebsee Electronics:

As Chairman, I present our Sustainability Report—reflecting our ESG actions and core values (Integrity, Diligence, Pragmatism, Innovation)—and our view that true success includes benefits to employees, society, and the environment.

Sustainability as a Core Principle, Creating Enduring Value

In a fast-changing market and evolving climate, we advance sustainable development through innovation and an environmentally responsible mindset. Business is not only a creator of economic value; it is also a steward of society and the environment. Treating sustainability as a core principle enables resilient progress amid global change.

Sustainability is practiced—not proclaimed. We embed it in daily decisions, production processes, and resource allocation. By pursuing symbiosis between enterprise and environment, we create lasting value. Our competitiveness is anchored in commitments to the future and the next generation. Through technology innovation and operational excellence, we aim to create environmental value together.



2025 Sustainability Targets

We recognize that business growth is inseparable from environmental health. Our roadmap embeds reductions in GHG emissions, water use, waste, and logistics impacts—demonstrating our commitment to sustainable growth. To address accelerating market shifts and escalating environmental risks, we continue to advance our planet-friendly approach and have established the following 2025 targets:

Target	Measures
GHG emissions ↓ 10%	Renewable energy adoption; process optimization; energy-efficiency upgrades.
Water use ↓ 10%	Efficiency improvements; water reuse/recirculation; process optimization.
Waste ↓ 10%	Packaging reduction; higher recovery rates; source separation.
Transportation impact ↓ 10%	Logistics optimization; route/load efficiency; environmental impact mitigation.

Action Plan to Deliver on Sustainability Goals

To meet our 2024 sustainability objectives, we will tighten governance and processes, expand training so every employee acts as an environmental steward, and embed ESG in daily work. We will build a green, circular supply chain with suppliers, enforce environmental standards, and progress toward carbon neutrality and resource efficiency. We will strengthen data monitoring and transparent reporting and broaden environmental education initiatives. Sustainability is a long-term commitment: guided by Integrity and Innovation, we will operationalize ESG and create shared value with employees, partners, and the community.

羅三國 董事長

0.22 Message from the General Manager

Dear Colleagues and Stakeholders :

As General Manager I present Jebsee’s sustainability strategy. In a fast-changing market, competitiveness hinges on environmental and social responsibility as much as technology. Green investment protects the environment, strengthens our business, and advances industry-wide sustainable growth.

Strategy for a Green Future

We invest in green R&D and partner with automotive peers to advance eco-friendly technologies, strengthening capability and competitiveness. We embed green practices across operations to cut GHGs, improve energy efficiency, and tighten supply-chain stewardship from sourcing to production. As an RBA member, we commit to responsible conduct, DEI, an inclusive workplace, integrity, fair dealings, transparency, and community engagement. With value-chain partners, we will accelerate low-carbon transition, expand eco-materials and circular solutions, reduce emissions, enhance product eco-performance, and support employee well-being.

Future Challenges and Responses

While progress has been meaningful, challenges remain. To embed sustainability for the long term, we will:

- 1. Stakeholders:** deepen collaboration with suppliers, customers, and communities to co-create a sustainable value chain.
- 2. Operations:** lift transparency and strengthen management systems to align with environmental and social standards while improving efficiency.
- 3. Innovation:** step up investment in green products and sustainable technologies to meet market needs and accelerate the low-carbon transition.

We are confident in our path. We will scale green technologies, extend sustainability across the value chain, and uphold higher standards of corporate responsibility. Through innovation, operating-model improvements, and disciplined sustainability management, we will advance steadily and create lasting value for the environment and society—leading toward a greener, more resilient future together.



羅凱布 總經理



0.3 Annual sustainable results



Responsible Business Alliance(RBA)

As a member, Jebsee implements the RBA Code across operations and completes the annual SAQ at key sites (labor, H&S, environment, ethics, supply-chain systems). Results drive risk mitigation and continuous improvement, enabling us to meet or exceed leading supply-chain responsibility standards.



Task Force on Climate-related Financial Disclosures (TCFD)

Created by the Financial Stability Board (FSB) in 2015, the TCFD provides voluntary guidance for consistent disclosure of climate-related risks and opportunities to inform investors, lenders, and insurers. Beginning in 2024, Jebsee adopted the TCFD framework and now discloses climate governance, strategy, risk management, and metrics/targets transparently—formally registering as a TCFD supporter.



Standards-Integrated Management Systems

Jebsee operates an ISO 14001-aligned EMS to raise resource efficiency, cut carbon, and prevent pollution, underpinned by health-risk controls, legal compliance, and continual improvement. Our OHS follows ISO 45001 to reduce injuries, strengthen a safe workplace, and embed an EHS culture. Quality is governed by an ISO 9001/IATF 16949 QMS to ensure consistency and ongoing improvement. Together, these standards form an integrated system for environment, OHS, and quality that supports sustainability and long-term performance. With broad employee engagement, we target “triple-win” outcomes across environmental, safety, and economic value.



0.4 Get to know JBSEEE

Guided by four core values—Integrity, Diligence, Pragmatism, and Innovation—we pursue the well-being of our people and contribute to societal progress.

As part of global supply chains, we recognize the urgency of climate change and are undertaking a greenhouse-gas (GHG) inventory to inform action. With ESG expectations extending beyond large enterprises to SMEs, we are adapting to market and regulatory shifts, advancing “green productivity,” and strengthening international competitiveness. Measuring our CO₂e footprint will anchor continuous-improvement plans aligned to global ESG trends.

Looking ahead, we will operationalize sustainability across our business, balancing production, environment, and people, and fulfilling our corporate social responsibility.

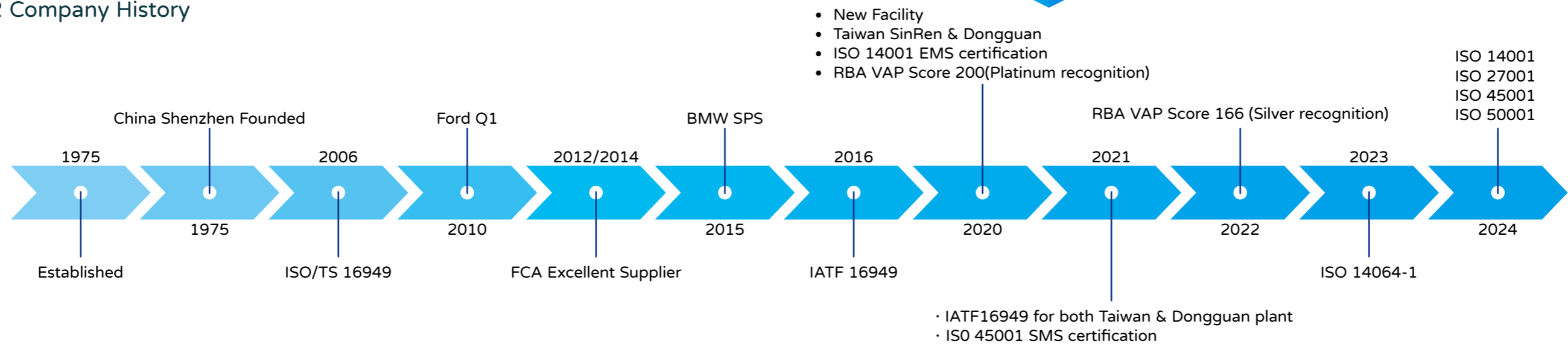
0.41 Company Profile

Founded in Tainan in 1975, Jebsee began with TV reception components and, for 47 years, has specialized in CATV/SMATV shared-reception systems and automotive antenna modules.

Our digital backbone spans ERP (orders), automated warehousing for inbound/outbound flows, and MES for process control. We deploy fully/semi-automated equipment with dedicated tooling and fixtures to lower labor costs and lift quality and throughput—progressing toward smart manufacturing.

Building on deep RF antenna and communications expertise, we aim to serve as a lighthouse factory (a smart-manufacturing benchmark) and a preferred partner in vehicle connectivity (IoV/V2X), wireless transmission, and RF reception—enhancing everyday life through better connectivity.

0.42 Company History



0.43 Corporate vision





0.44 Operating bases

Operations Headquarters	Tainan, Taiwan	Production bases	2
Founded	1975/8/4	Amount of Capital	NT\$633.75 million
Chairman	Shan-Gow Lo	2024 年營收	NT\$14.09 million
GM	Kai-Nan Lo	Number of employees	484
XinIn	Land area : 4,581 m ² Building : 7,832.92 m ²	Xinren	Land area : 5,280 m ² Building : 16,283.7 m ²

Global locations



Jebsee (XinIn)

Founded in 1975
Land area : 7,832.92 M²



Jebsee (Xinre)

Founded in 2020
Land area : 16,283.7 M²

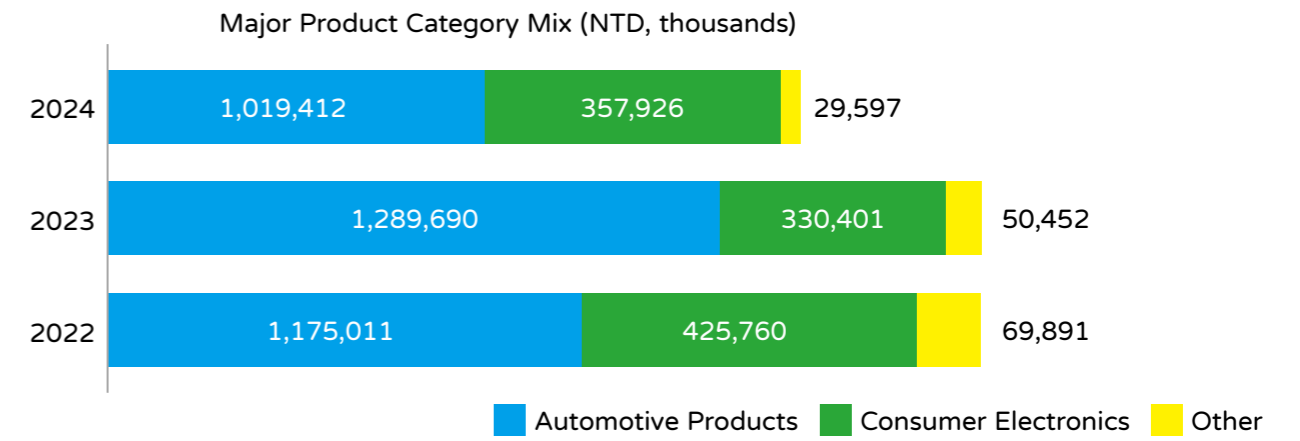


Jebsee (Dongguan)

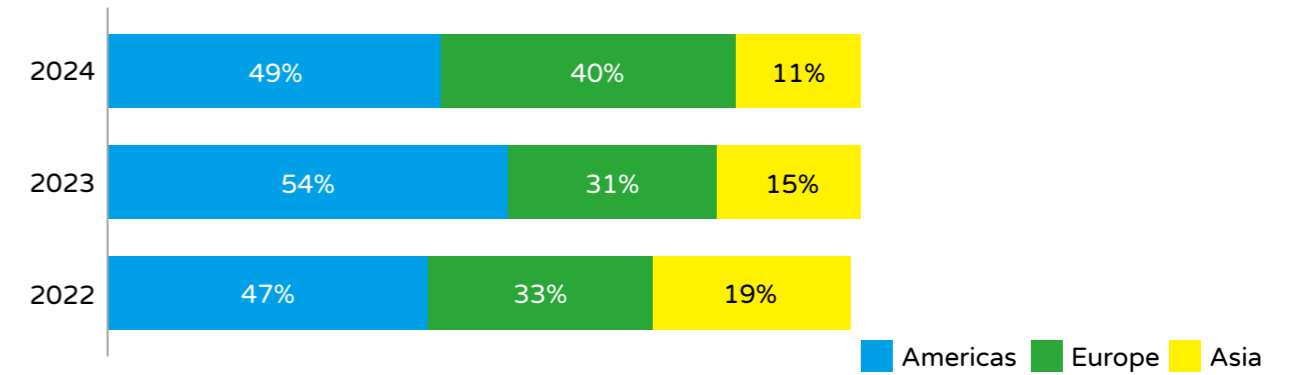
Founded in 2020
Land area : 13,200 M²

0.45 Product categories and categories

We serve consumer and automotive markets with antennas, amplifiers, HDMI switchers, and integrated connectivity solutions.

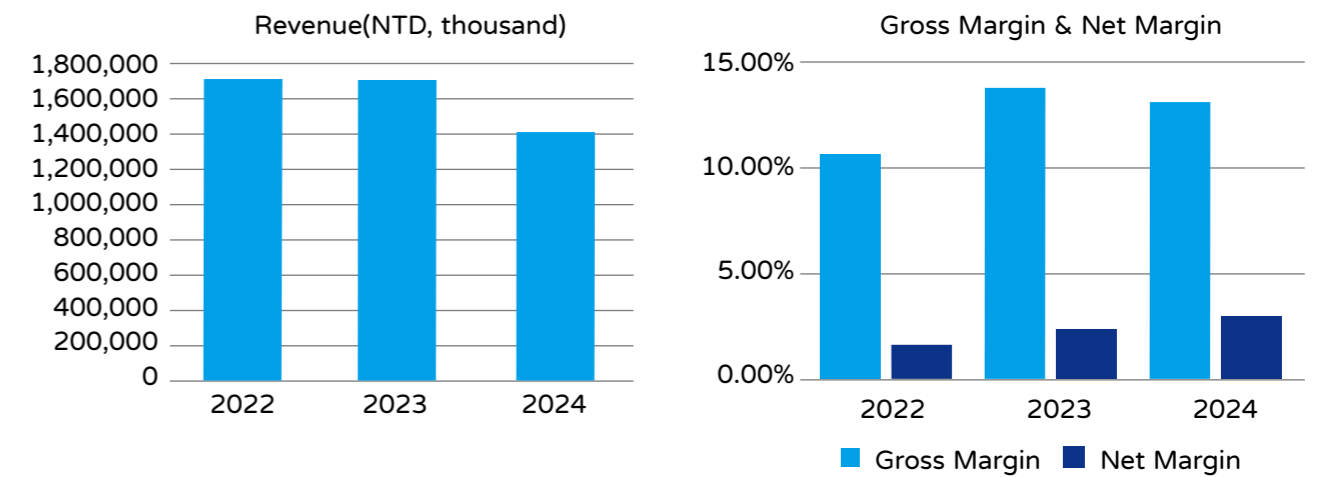


Global sales; 2024 revenue mix: Americas 49% (primary), Europe 40% (second).



0.46 Corporate Performance

2024 results: NTD 1.409 Brevenue; 13.26% gross; 2.41% net; We'll keep improving performance for investors.





0.47 International Standard Management System

Jebsee runs committee-governed, international-standard systems (IATF 16949, ISO 14001, RBA) to boost efficiency, customer satisfaction, and continual improvement. We review/update them annually and maintain certifications via SGS Taiwan and original certifiers.



0.48 Information disclosure

Jebsee Electronics ensures all product labels comply with local regulations and are tailored to customer needs. To regulate external communications, the company follows "External Communication and Information Disclosure Management Guidelines," which outline the scope, spokespersons, and review processes for accurate and timely information disclosure. The official website features a news center, corporate information, and an ESG section, providing real-time updates on company developments, financial data, and sustainability efforts, along with contact channels for easy communication.

0.49 External participating organizations

Jebsee participates in industry associations and technical alliances to stay current, build partnerships, and jointly advance industry sustainability.

External participating organizations		
Green Citizens' Action Alliance	Eternal Association	TISDA
D-U-N-S® Registered™	TTIPMA	CTPM
HDCP ADOPTER	Nurses Association	RBA-Online
Statista	CPC	IPC
HDMI RENEWAL ADOPTER	Electrical and Electronic Manufacturers' Association	

D-U-N-S® Registered™

D-U-N-S® Registered™ is an internationally recognized business identifier provided by Dun & Bradstreet, offering a trusted identity standard for global enterprises. Upon passing Dun & Bradstreet's data collection and review, a company receives a unique D-U-N-S Number®, which is recorded in the global database, establishing its international identity and enhancing transparency, credibility, and visibility in the global market.

Jebsee Electronics has earned the prestigious D-U-N-S® Registered™ certification, which includes an electronic seal that can be displayed on the company's website and business documents, signifying excellence in corporate governance, financial stability, and business operations. This certification not only affirms the company's identity but also strengthens its business credibility, allowing potential partners, international businesses, and government agencies to quickly and effectively recognize and trust Jebsee Electronics.

This certification boosts Jebsee Electronics' ability to enter new markets, forge partnerships, and earn the trust of international entities, thereby enhancing competitiveness and international influence, and solidifying its leading position in the global market.





Jebsee has achieved Apple MFi certification, affirming compliance with Apple’s technical and quality requirements for licensed accessories.



Scope & support: Authorized use of Apple proprietary technologies (e.g., Lightning), access to technical support; coverage includes headphone-jack accessories, Lightning interfaces, and AirPlay. The pass rate—about 2%—highlights our engineering rigor.

Ecosystem expansion: Participation extends to Apple Watch and MagSafe accessories; we adhere to the Apple Accessory Protocol (AAP) to assure stability and compatibility.

Commitment: Ongoing innovation and quality upgrades to enhance global competitiveness and deliver superior user experiences.

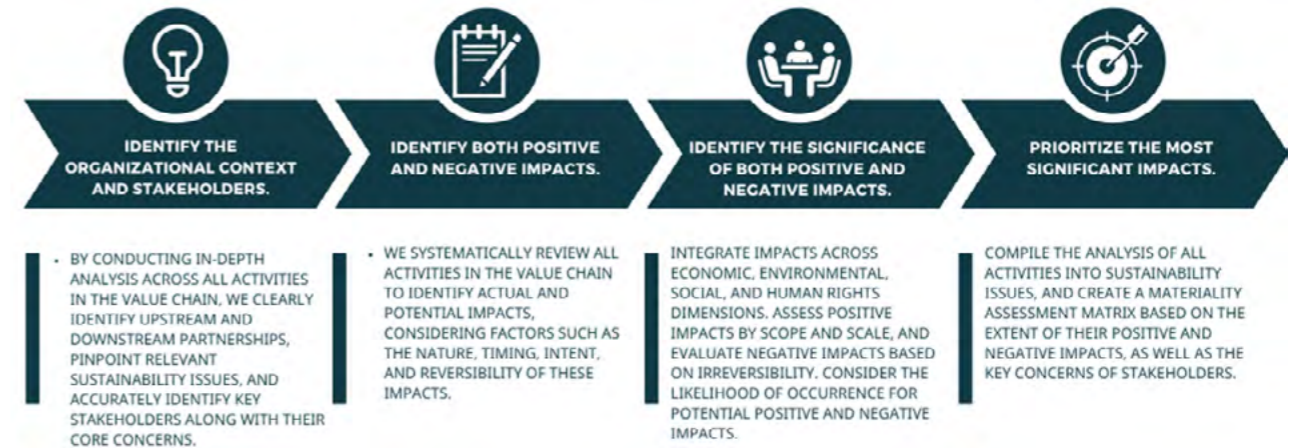
0.410 Government Subsidies

We back government-led innovation via R&D, train to upskill employees, and participate in Ministry of Labor hiring to stabilize jobs. A 2024 subsidy summary follows.

Subsidy project	Subsidy agency	Project	Unit (NTD, thousands)
Subsidy	Industrial Development Administration , Ministry of Economic Affairs	AI Applications & Digital Streaming for Industrial Cluster Supply Chains	6,600
Subsidy	Yunlin-Chiayi-Tainan Regional Branch , Workforce Development Agency , Ministry of Labor	University Graduate Pre-Hire Program — On-the-Job Training Subsidy	24
Subsidy		Work-Life Balance Subsidy Initiative	12
Total			6,636

0.5 Stakeholder discussion

Materiality assessment underpins risk identification and reporting quality. Jebsee focuses on core business with pragmatic strategies and steady growth, maintaining open stakeholder dialogue. In 2024, following GRI 3, we used a four-step process to identify and define material topics for disclosure, which informed our operating strategy.





Key stakeholders	The significance of key stakeholders to Jebsee	Top three areas of concern.	Response	Responsible	Communication management	Frequency of communication	Results for 2024
Customers	More than revenue sources, customers and partners are growth engines—quality, market-fit products and professional service raise satisfaction and shared growth.	Customer Relationship Management Technology and R&D Information Security	We maintain excellent support by running routine product-progress reviews, auditing supply-chain compliance to customer specs, and implementing CSAT-driven improvements to deepen trust.	Sales Department	Customer Satisfaction Survey Customer Questionnaires or On-site Audits Project Review Meetings Customer Complaint Management System	Once a year As needed As needed As needed	Customer satisfaction score of 91%, exceeding the target of 91%
Employees	Employees are the cornerstone of sustainable development. By offering a quality work environment and competitive compensation, we cultivate a talented, passionate team that drives exceptional results and adds value to the company.	Talent Attraction and Retention Employee Development and Training Human Rights	Market-competitive pay, strong rewards, and transparent two-way feedback channels drive closer employee engagement.	HR Department Relevant departments	Labor-Management Meetings Occupational Safety and Health Meetings Employee Welfare Committee Welcome party Performance review and evaluation	Once a month Once a month Twice a year Irregular As required by procedure	Achieved
Investors/shareholders	Investors and shareholders need transparent, accurate, timely disclosures; consistent reporting builds trust and supports fair valuation.	Governance Business Ethics Technology and R&D	Legal compliance + timely/accurate reporting, plus TCFD-aligned climate disclosures to quantify risks and opportunities and steer competitive, long-term development.	Board Members	Board of trustees	Twice a year	Achieved
Suppliers/Contractors	Suppliers and contractors are critical partners; efficient management and clear communication enable smooth collaboration and mutual benefit.	Supplier Sustainability Management Regulatory Compliance Green Procurement	Requirements: RBA procedures + signed Code & Sustainability commitments. Assurance: annual RBA supplier audits to enforce Jebsee's sustainability expectations.	Procurement Quality Assurance RBA Team	Supplier Evaluation Supplier Audits Contractor Assessment	As needed	The response rate for Tier 1 suppliers to sign behavioral commitment letters exceeds 80%.
Government	Government and regulators enable business growth. As a responsible corporate citizen, we comply with laws and align with national policy to earn trust and support.	Occupational Safety and Health Water Resource Management Greenhouse Gas Management Energy Resource Management Waste Management Air Pollution Control	Using the EIP smart regulatory database, we track legal changes in real time, update internal policies, and ensure compliance. We also fund R&D aligned with government initiatives in innovation, environment, and competitiveness.	HR Department Relevant departments	Government document Surveys Supervision seminar Seminar/Conference	As needed	No illegal acts or major lawsuits (fines of more than NT\$1 million or product lawsuits).



Materiality Matrix

Preface

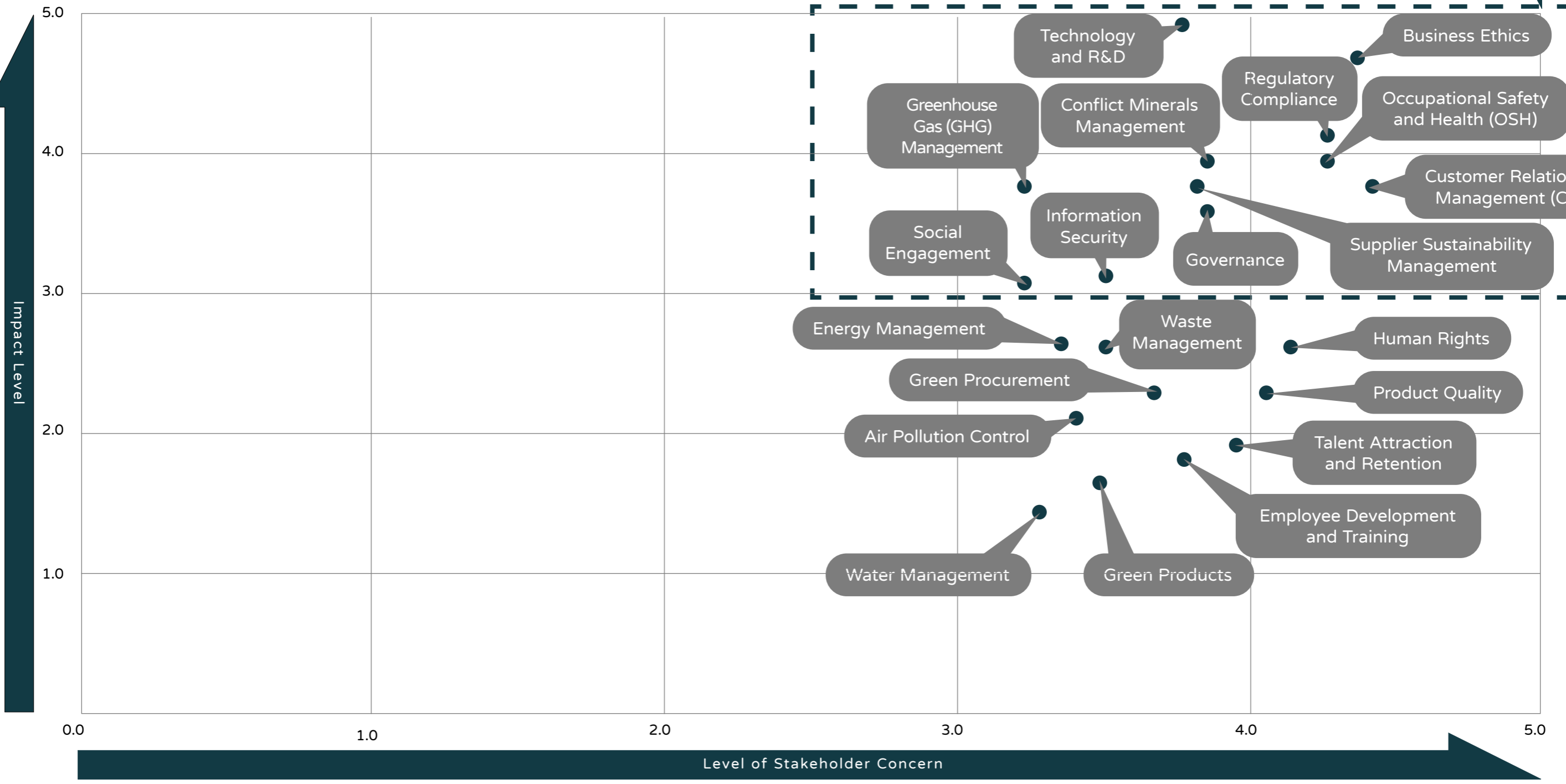
Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility



Material Topic

Impact Level

Level of Stakeholder Concern



Main	Manage	Performance indicators	Achievement 2024		Expect			SDGs	
			Target	Achievement	Short-term goals (2025)	Mid-term goals (2028)	Long-term goal (2031)		
Corporate Governance	Customer Relations	Customer Satisfaction(%)	91%	91.4%	91%	91%	91%		
	Professional ethics	Ethics Compliance Training Participation Rate(%)	90%	95%	90%	92%	95%		
		Employee Ethics Satisfactio(%)	≥ 90%	96%	≥ 90%	92%	95%		
	Obey the law	Number of Violations	0	3	0	0	0		
		Regulatory Training Completion Rate(%)	90%	100%	90%	92%	95%		
	Corporate Governance	Board Independence Ratio(%)	≥ 50%	Achievement	≥ 50%	≥ 50%	≥ 50%		
	Information security	Number of Safety Incidents	0	Total:1 time Network outage : 1 time	0 次	0	0		
		Information Security Training Rat(%)	90%	98%	90%	95%	99%		
		Cybersecurity Training Rate(Times)	Once a year	Once a year	Once a year	Once a year	Once a year		
		IST Deployment Rate(%)	95%	100%	95%	99%	99%		
	Environmental orientatio	Technology and R&D	New Product Development Projects(projects)	48	30	48	50	50	
			R&D Expenditure as a Percentage of Total Revenue(%)	≥ 2%	Achievement	≥ 2%	≥ 2%	≥ 2%	
Patent project			4	0	4	4	4		
Conflict minerals		Conflict-Free Supply Chain Partners(%)	80%	88%	80%	80%	80%		
Supplier sustainable development		Suppliers with Sustainability	30%	33%	30%	30%	30%		
		Sustainable Development Cooperation Project	2 projects / Y	Achievement	2 projects / Y	2 projects / Y	2 projects / Y		
		Supply chain risk events(times)	0	0	0	0	0		
Chemical Management		100% identification & inventory of on-site chemicals	2 times / Y	Achievement	2 times / Y	2 times / Y	2 times / Y		
Environmental Management	Major environmental incidents (cases)	0	Achievement	0	0	0			
GHG management	GHG Emissions	↓ 10%	5%	↓ 10%	↓ 10%	↓ 10%			
Socially oriented	occupational safety and health management	Occupational Accidents	0	0	0	0	0		
		Occupational Disease Incidence	0	0	0	0	0		
		Safety Training(%)	100%	100%	100%	100%	100%		
	Social participation	Ecological Restoration	0.19 ha (2 fen)	0.19 ha (2 fen)	0.19 ha (2 fen)	0.38 ha (4 fen)	0.38 ha (4 fen)		



01 Sustainable value

[1.1 Sustainability Performance](#)

[1.2 Sustainable strategy](#)

[1.3 Sustainable governance](#)

[1.4 Corporate Governance](#)

[1.5 Ethical Business Practices](#)

[1.6 Risk management and control](#)



1.1 Sustainability



- Corporate**
 - 6 directors: 2 independent; 2 female.
 - Avg. training: 8.2 hrs/director.
- Ethical Business**
 - Higher-risk supervisors/ employees completed an integrity self-assessment
 - 100% completion
- Risk Management**
 - Completed 1 information-security drill.

1.2 Sustainability Performance

JEBSEE integrates sustainable products, social responsibility, and corporate governance into its operations and business decisions, continuously enhancing its sustainability competitiveness.



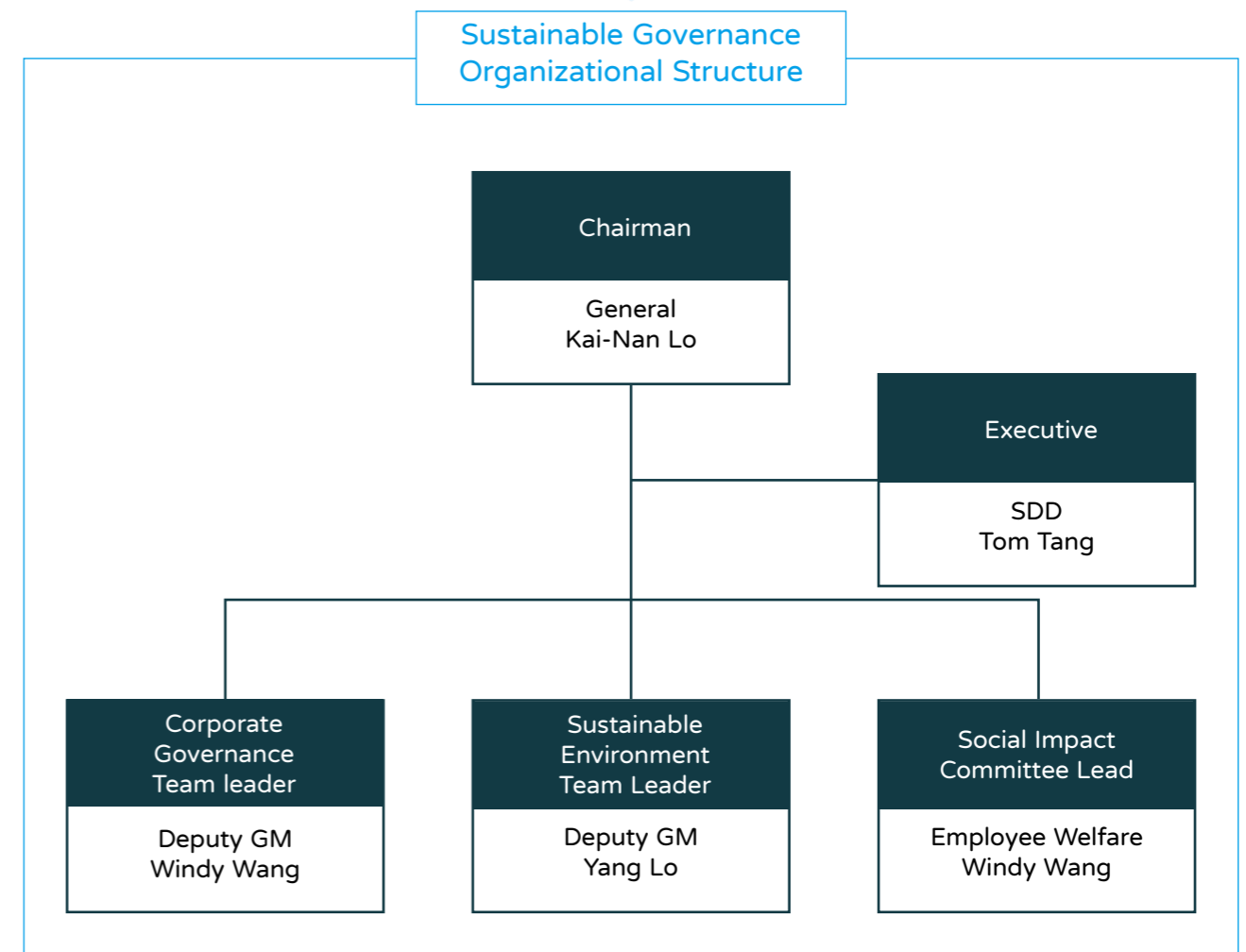
- 2021**
 - Partnerships: supply-chain collaboration; legal & customer compliance (env/ econ/HR).
 - CSR: sustainability & human rights.
 - Continuous improvement: policy updates per global trends/TWSE.
- 2023**
 - February: Sustainability Committee launched to drive ESG via top-down and cross-functional coordination.
- 2024**
 - February: Sustainability Committee launched to drive ESG via top-down and cross-functional coordination.

Sustainable Development Committee

- Body: GM & CEO + function heads (top ESG decision)
- WG: E/S/G set targets, execute, disclose.
- Ops: Monthly; coordinated by Sustainability Dept.
- Board (2024 →): GM & CEO reports progress & stakeholder results.

1.3 Sustainable governance

1.3.1 Sustainable Development Committee





1.3.2 RBA Management Committee

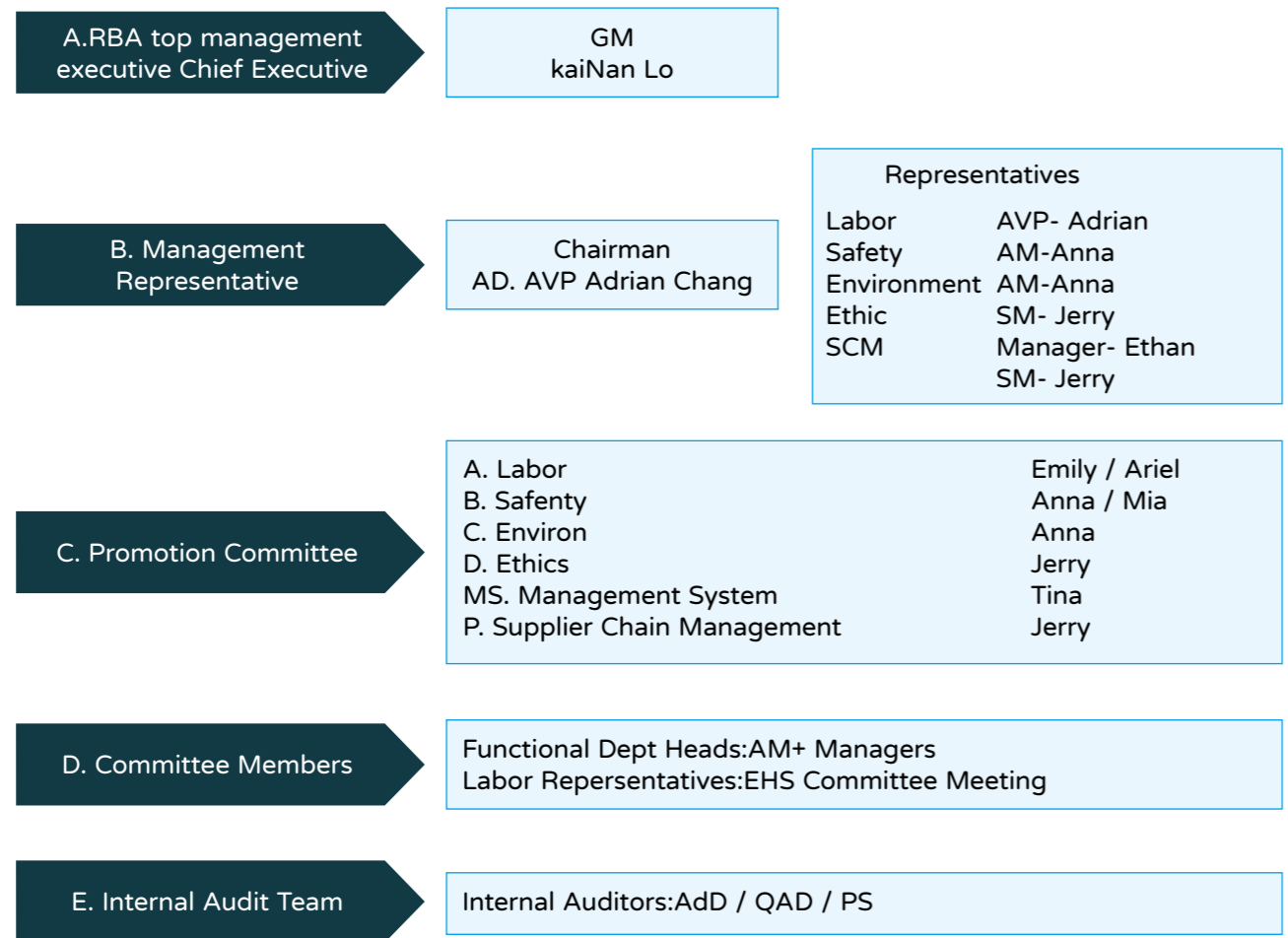
Jebsee implements the RBA Code via a company-wide compliance framework. At our Taiwan base, an RBA Committee ensures adherence; a HQ management representative reports to the CEO and presents an annual RBA audit summary to the Board.

Material issues/major spend go to the Board. The Committee spans EHS, labor, ethics, and management systems with function reps, conducts annual reviews to assess risk and set/track KPIs, trains auditors, runs internal audits, and undergoes RBA VAP.

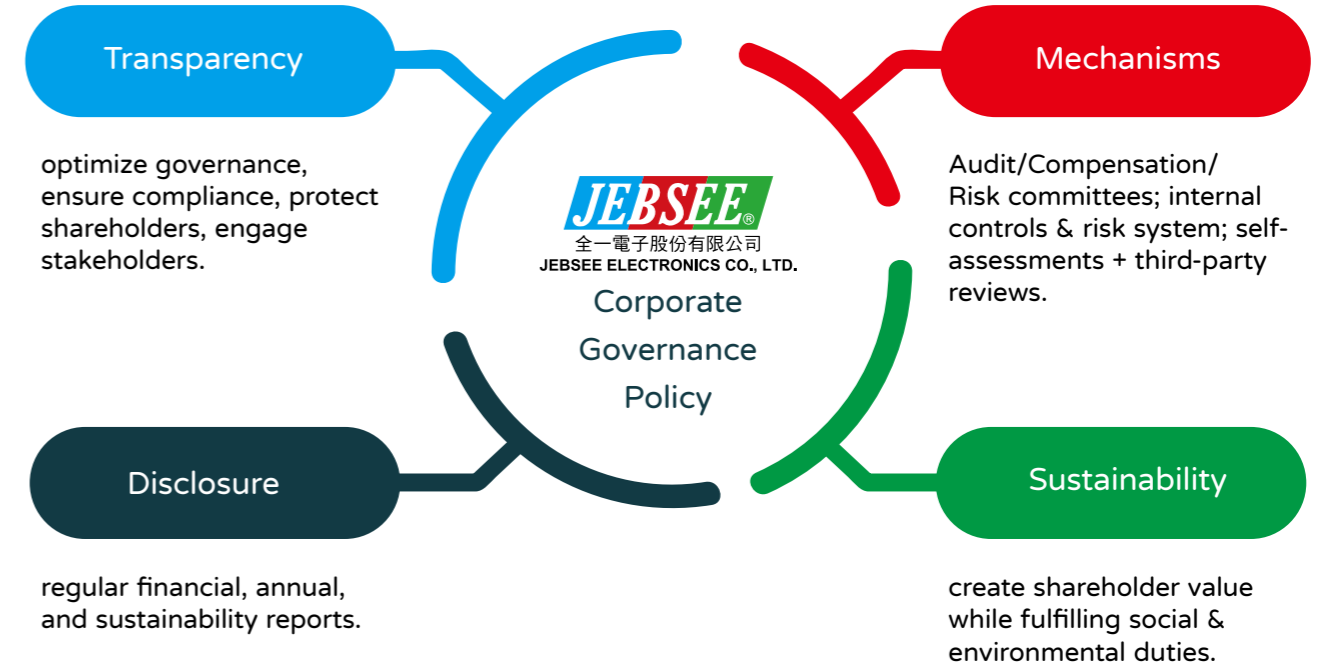
All employees receive annual RBA training; new hires complete RBA e-learning, with ongoing sessions to meet regulatory and customer needs.

RBA Implementation Committee Organizational Structure

General convener: AD. AVP- Adrian
Executive Secretary: OSHD-Ana
Project contact person: OSHD-Ana
DCC project guidance: QAD



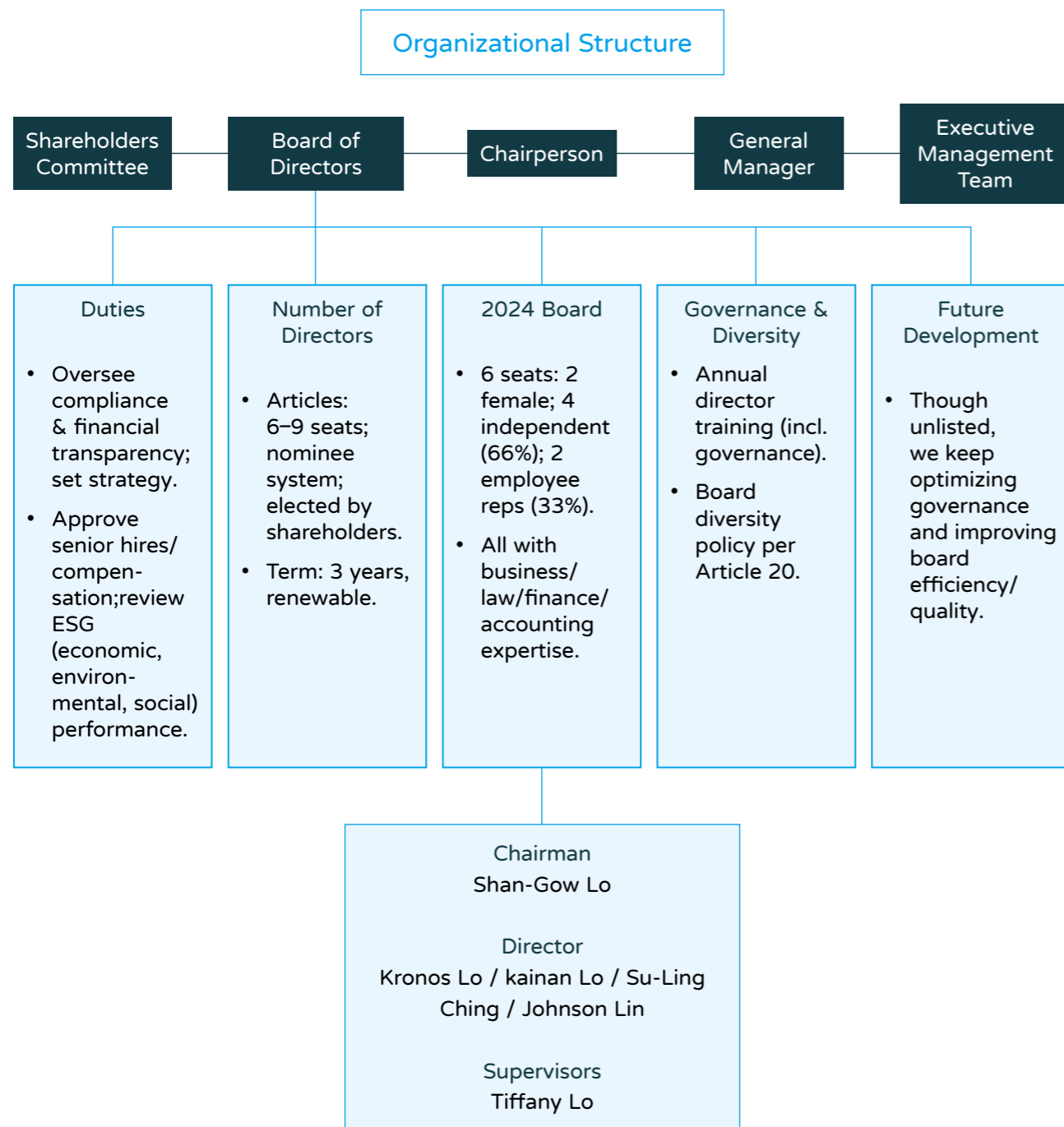
1.4 Corporate Governance



委員會	審計委員會	薪資報酬委員會
組成	成員：由 4 名獨立董事組成。 專業要求：至少 1 人具備會計或財務專長。 任期：3 年，可連任。	成員：由 4 名獨立董事組成。 列席規範：董事長或執行長可列席，但涉及自身利益議案應予以迴避。 專業諮詢：可邀請董事、內部稽核、會計師、法律顧問等提供必要資訊。
主要職權	會議頻率：每季於董事會前召開。 職責：檢視內控制度執行情況及重大財務業務行為。 溝通機制：與簽證會計師交流，確保監督與風險控管落實。 目標：透過專業分工與獨立性，協助董事會監督，提升公司財務可靠性與公信力。	訂定並定期檢討董事及經理人績效評估與薪資報酬政策。 建立薪酬制度、標準與結構。 評估並訂定董事及經理人薪資報酬。
2024 年運作情形	每半年至少召開 1 次會議，2024 年共召開 2 次會議。 2024 年全體委員平均出席率為 100%。	每年至少召開 2 次會議，並視需求增開。 2024 年共召開 2 次會議，全體委員平均出席率 100%。



1.4.1 Diverse composition of the board of directors



1.4.2 董事進修

管理目標	結果
兼任公司經理人之董事不宜逾董事席次三分之一	達成
女性董事至少一席	達成
增加跨產業董事	達成
獨立董事席次多於法令規定	達成

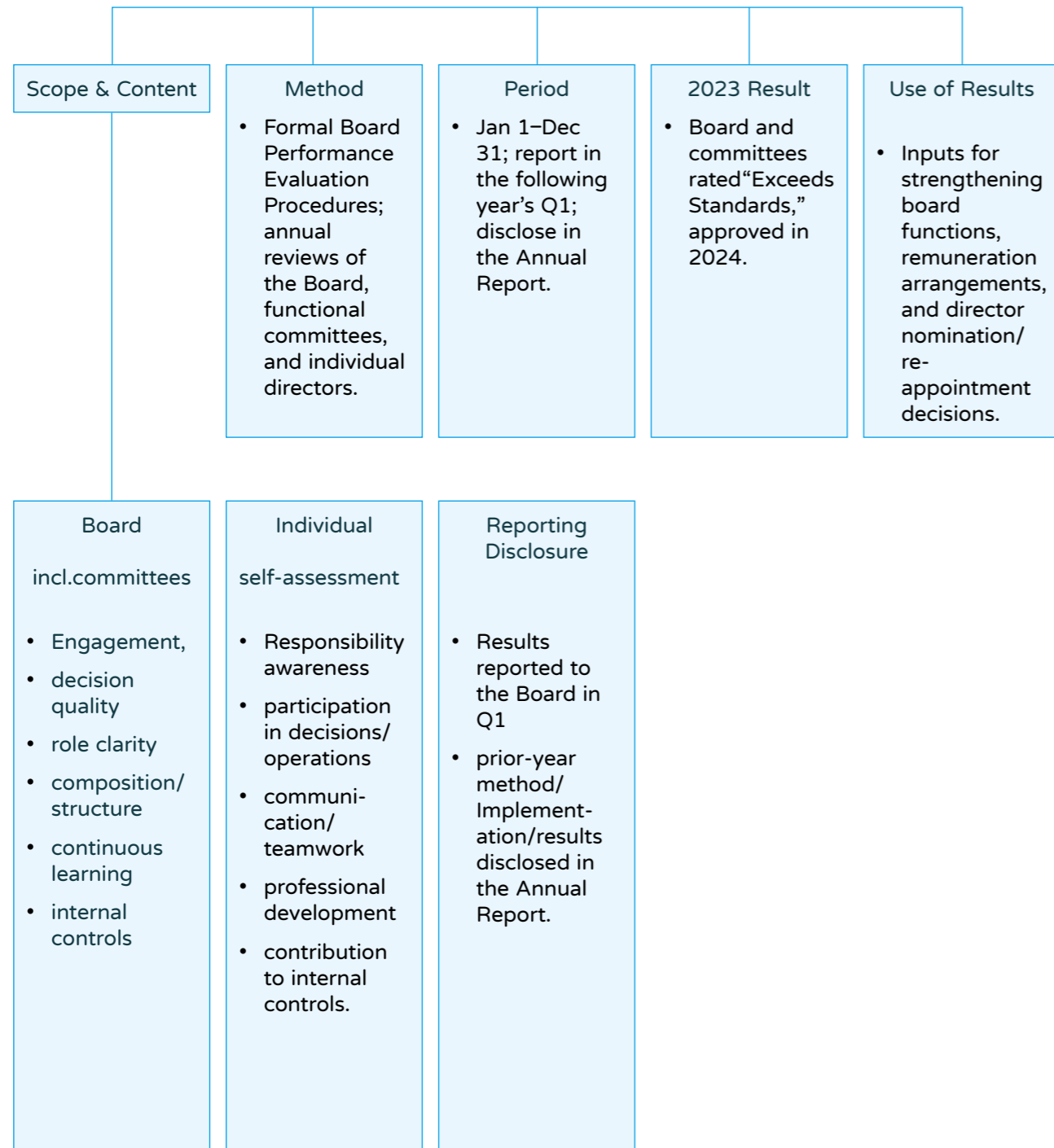
While our current scale means we have not yet adopted the TWSE/TPEx continuing-education guidelines, since 2023 we have provided director training via external consultants and law firms—8.2 hours per director on average. Records are available in the E-learning system.

Name		ShanGow Lo	KroNos Lo	KaiNan Lo	SuLing Ching	Johnso Lin	Tiffany Lo
Title		Chairman	Director	Director	Director	Director	Super-visors
Gender		Male	Male	Male	Famale	Male	Famale
knowledge and skills (Year)	3-9						
	9 <					●	
Main experience	Electronics industry	●	●	●	●	●	●
	Medicine, Law, or Accounting					●	
	Technology industry						
	Financial investment / Legal major					●	
Age	< 55		●	●			●
	65 <	●			●	●	
Employee		●		●			



1.4.3 Board Performance Evaluation

Board Performance Evaluation



1.4.4 Remuneration policies

A sound pay system protects employees, motivates teams, and drives sustainable growth.

Jebsee’s Compensation Policy	
Employee Compensation	Fixed pay with periodic market/CPI adjustments; performance & profit-sharing adjust pay.
Senior Executive Compensation	Executive pay mixes fixed + variable tied to business performance, risk, and industry trends. Indirect management pay vs. basic wage: 2.42%.
Compensation Review	HR regularly reviews/adjusts policies with external consultants to ensure competitiveness and compliance.
Flexible Compensation Structure	Balance employee/shareholder/company interests; competitive fixed pay; performance-linked variable pay; annual KPIs approved by senior mgmt.
Pay Equity	Executive total compensation aligned for reasonable distribution. Exec total comp = 0.19x median of other employees.
<ul style="list-style-type: none"> 2024 Pay Ratio Note Executive-to-median annual pay ratio. 0.39 excludes employees with <1 year; averages include allowances & bonuses. 	

1.4.5 Conflict of Interest

A strict conflict-of-interest regime sustains a fair, transparent Board and long-term, steady growth:

Jebsee’s Conflict of Interest Management Policy		
Regulatory Compliance	Although not publicly listed, Jebsee complies with Securities and Exchange Act Art. 16 to ensure transparent and fair governance.	
Conflict-of-Interest Disclosure & Handling	Disclosure Obligations	Directors must disclose agenda-related conflicts at Board meetings and, where company interests could be harmed, recuse from discussion and voting.
	Recusal & Proxy Restrictions	Directors with a conflict may not discuss, vote, or proxy on related items.
	Related Parties	Spouses, lineal relatives, and controlled/affiliated entities are deemed related interests.
Management Objectives	Ensure Fairness & Transparency	All conflicts must be reported and recorded to maintain decision transparency.
	Safeguard Company Interests	Prevent personal/related interests from influencing Board decisions; protect shareholders and the company.

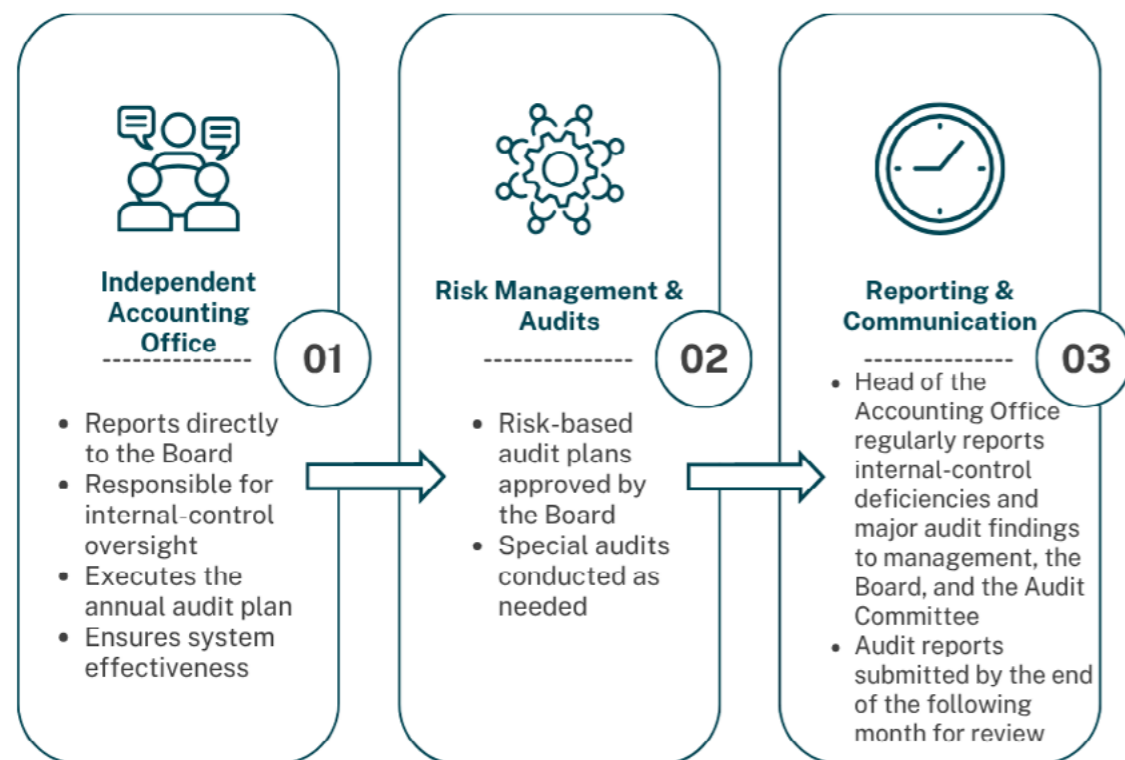


1.4.6 Internal Control System

Internal Control and Audit System

Compliant with applicable laws, we operate an internal control system; an independent Accounting Office reporting to the Board oversees the effectiveness and implementation of internal control procedures.

JEBSEE'S – INTERNAL CONTROL & AUDIT MECHANISMS



1.5 Ethical Business Practices

0 major illegal litigation cases

Grounded in integrity, we implement a Code of Ethical Conduct and embed core values—integrity, responsibility, fairness, teamwork, quality, and innovation—across our culture. In 2024, external counsel delivered integrity and anti-corruption training to Taiwan site management, from the Chairperson to frontline supervisors. Our Anti-Corruption and Improper Advantage Policy provides anonymous reporting, confidential and documented investigations, corrective actions, and non-retaliation protections, and we continuously monitor compliance and act promptly on findings to uphold responsible business conduct. ◦



1.5.1 Due Diligence

We enforce our integrity policy: 100% of directors, senior executives, and first-line managers have signed integrity commitments, and all new hires and key suppliers sign the Code of Conduct—every new employee in 2024 pledged not to offer or accept improper advantages.

Our Anti-Corruption and Improper Advantage Policy provides anonymous reporting, confidential and recorded investigations, remedial follow-up, and non-retaliation protections to uphold ethical business conduct.

1.5.2 Training / Advocacy

We commit to a fair, transparent business environment and to protecting company and stakeholder rights; we therefore follow the principles below.



1.5.3 Whistleblowing Mechanism

Jebsee maintains a public Whistleblowing Mailbox (<http://www.jebsee.com.tw/contact/>) for all stakeholders to submit anonymous or named reports of employee misconduct. Formal procedures govern intake and investigation, designate responsible units with confidentiality obligations, and enforce strict non-retaliation to protect whistleblowers' employment rights. A dedicated Integrity Investigation Office convenes case teams to investigate; the process and principles are outlined below.

Preface

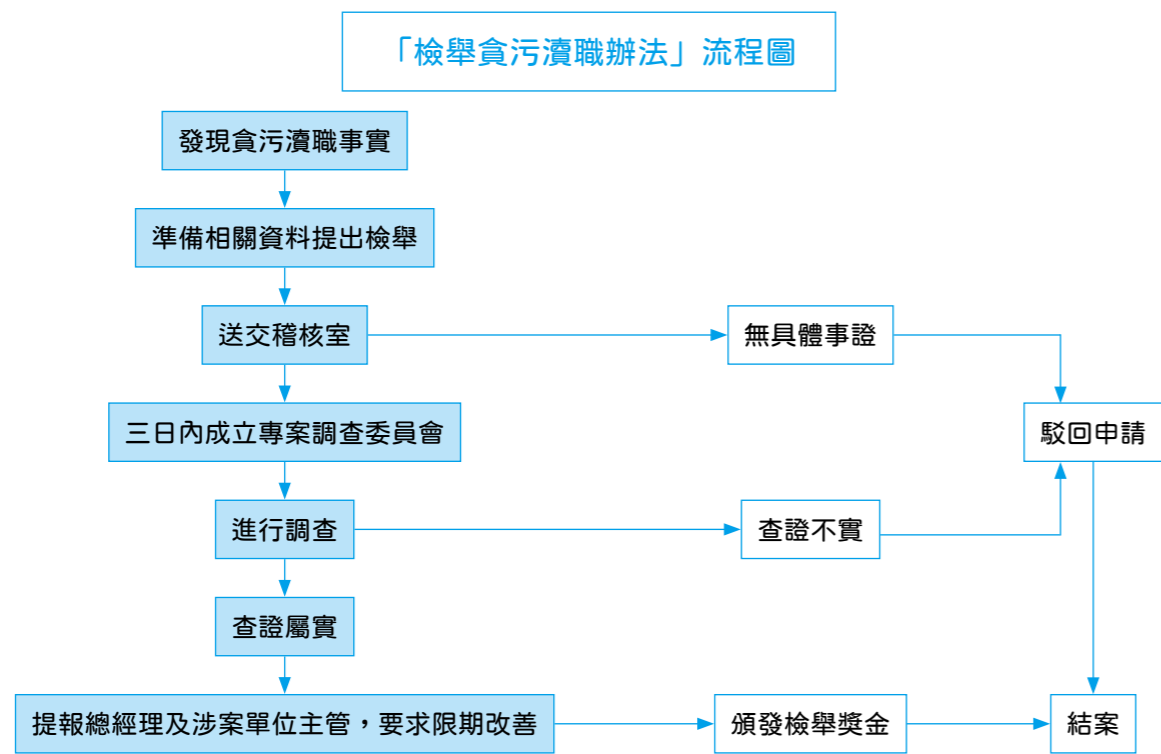
Sustainable Value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility



2024 年間，接獲 0 件與個人誠信相關的申訴案件，無涉及不法情事。

Summary of the Whistleblowing Reporting Process & Principles		
1	Intake	Collect reports from internal/external stakeholders via the public mailbox.
2	Confidentiality	All handlers must protect whistleblower identity and information.
3	Non-retaliation	No adverse action against whistleblowers; rights protected.
4	Case handling	A task team receives and investigates to ensure fairness and efficiency.
5	Feedback & system	Provide progress/outcome updates to whistleblowers; maintain a robust whistleblowing system with non-retaliation.

1.5.4 Anti-Competition / Anti-Monopoly

We comply with fair-competition laws, prohibit unfair or monopolistic practices, and recorded no violations in 2024. We maintain corporate political neutrality—encouraging employees' civic participation while prohibiting company election activity and political donations—and made no such expenditures in 2024. We comply with fair-competition laws, prohibit unfair or monopolistic practices, and recorded no violations in 2024. We maintain corporate political neutrality—encouraging employees' civic participation while prohibiting company election activity and political donations—and made no such expenditures in 2024.

1.5.5 Legal Compliance

We ensure legal compliance across employees, management, and the Board, and continually update policies on environmental protection, OHS, anti-corruption, and fair competition.

JEBSEE'S — COMPLIANCE MANAGEMENT & SOCIAL RESPONSIBILITY	
COMPLIANCE MANAGEMENT	EIP platform (deployed 2021) for real-time regulatory updates to strengthen compliance.
	Regulatory tracking to keep EHS standards aligned with the latest requirements.
SUPPLY CHAIN & OCCUPATIONAL SAFETY	Require suppliers to follow laws and meet ISO 14001 (environment) and ISO 45001 (OHS).
	Reduce operational risk and protect employee health and safety.
COMPLIANCE & RISK CONTROL	2024 compliance: no violations and no major litigation.
	Enhance internal controls and compliance to ensure lawful, ethical decision-making.

We will keep strengthening compliance and social responsibility to ensure high-standard operations and improve governance and service quality.



1.6 Risk Management

We manage operational risks through our administrative structure and internal controls—identifying, preventing, mitigating, and transferring risks. Business units and functions coordinate risk management, and senior management conducts weekly reviews of macro/industry, technology, market, supply-chain, and internal factors to assess threats and opportunities; material risks trigger dynamic response adjustments.

We are strengthening controls and response capacity and working with suppliers to build resilience. See Section 3.2 “Climate Change” for financial/operational risks and sustainability strategy.

1.6.1 Financial Risk

We focus on R&D, manufacturing, and sales; avoid high-risk/leveraged investments; allocate capital after risk assessment; and regularly review bank loan rates.

Foreign Exchange Management : With 95% of revenue and most raw-material purchases in USD, exposure is largely naturally hedged; residual FX is converted to NTD based on market conditions.

Jebsee’s measures for interest-rate, foreign-exchange, and inflation risks

- Strengthen FX hedging : Match foreign-currency inflows and outflows to reduce exchange-rate volatility.
- Capital planning : Optimize capital deployment and borrowing costs based on operating forecasts and funding needs.
- Hedging management : Use derivative instruments when appropriate—within our risk framework—to mitigate market volatility.

For more financial details, see the “Operational Performance” section.

1.6.2 Operational Risk

Compliance and Sustainability

We ensure full legal compliance and transparent disclosure, update controls as regulations change, and maintain regular investor communications while advancing eco-design and community initiatives.

Continuous Innovation and Business Management

We integrate new materials, technologies, and equipment to improve quality, delivery, and cost, supported by disciplined cost and risk management for resilient, future-ready operations.

1.6.3 Market Risk

We track global and value-chain shifts; Sustainability & Marketing review trends and regulatory updates to ensure compliance. Business units use real-time analytics and supply-chain collaboration to adapt quickly, mitigate impacts, and sustain resilient growth.

1.6.4 Business Management

We maintain standard procedures for rapid incident response to limit loss, protect people, and sustain operations. In 2024, Xinren and Xinle recorded zero losses from natural or human-caused events.

Emergency Response & Risk Management	
Information Security	<ul style="list-style-type: none"> • Policies; ISO/IEC 27001 at HQ & Xinren (2024) • Annual audits/risk & impact reviews and DR drills • Yearly vulnerability and daily anti-virus scans • Encrypted R&D data • Supplier NDAs.
Supply Chain Resilience	<ul style="list-style-type: none"> • Daily material monitoring • safety stock • second/dual sourcing.
Workforce Continuity	<ul style="list-style-type: none"> • Legal protections • Biennial business-interruption drills • University partnerships • Ongoing training/retention.
Infectious-Disease Preparedness	<ul style="list-style-type: none"> • Response structure with scenario-based actions • Stocked supplies • Employee education.

These controls uphold business continuity, resilience, and competitiveness.



02 Work together for a win-win situation

[2.1 Green Products](#)

[2.2 Innovation power](#)

[2.3 Supply chain management](#)

[2.4 Customer Relations](#)



Annual Performance

Sustainable procurement

- The headquarters' local procurement ratio **70%** ◦
- Total of 288 key suppliers signed the "Supplier Social Responsibility Commitment Letter", with a signing rate of 100 %.

Green Products

- **90%** of the casing/packaging materials are recycled materials of materials.

Customer Relation

- **Zero** litigation record of breach of client confidential information.
- Customer satisfaction is **91%**, and the set target is 91%.





Major topic & Target

Innovation power

- In 2024, there were **50%** employee proposals submitted as part of ongoing safety improvement initiatives.
- The company invested **NT\$34.4** million in R&D.
- Jebsee has set a target of 4 patent applications for 2025. ; ongoing safety improvement: $\geq 90\%$ employee proposal rate.

Value Chain Management

- In 2025, Jebsee expects 40% of new suppliers to sign the sustainability commitment declaration.
- 2025 Plan: Schedule 1 on-site supplier audit with coaching.

Major topic	Performance indicators	2024		Target			SDGs
		Target	Achievement	Short-term goals (2025)	Mid-term goals (2028)	Long-term goals (2031)	
Customer Relations	Customer Satisfaction(%)	91%	91.4%	91%	91%	91%	
Conflict minerals	Conflict-Free Supply Chain Partners(%)	80%	88%	80%	80%	80%	
Technology and R&D	New Product Development Projects	48	30 Capacity is not yet balanced with the new product; lot-size reduction has been optimized.	$\geq 90\%$	92%	95%	
	R&D Expenditure as a Percentage of Total Revenue(%)	$\geq 2\%$	Achievement	$\geq 2\%$	$\geq 2\%$	$\geq 2\%$	
	New Product Development Projects(projects)	4	Per the technical advisor, add technical substance before reapplying; update and resubmit next year.	4	4	4	
Supplier sustainable development	Suppliers with Sustainability	30%	33%	30%	30%	30%	
	Sustainable Development Cooperation Project	2 projects / Y	Achievement	2 projects / Y	2 projects / Y	2 projects / Y	
	Supply chain risk events(times)	0	0	0	0	0	



2.1 Green Products

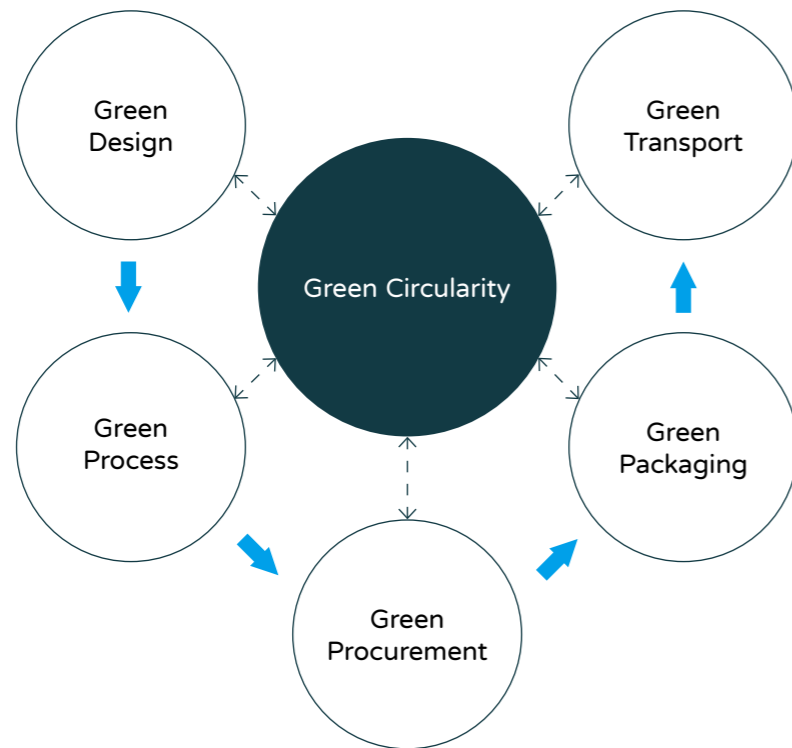
We develop eco-friendly communications products, reducing life-cycle impacts via substance restrictions, recyclable materials, energy-efficient, disassembly-ready design, and reduced packaging. We aim to deliver non-toxic, low-pollution, recyclable products aligned with our sustainability commitments.

2.1.1 Restricted Substance Management

Quality Assurance and Management

Strict controls ensure product quality:

- Audits: Internal/external audits to ensure QMS and document accuracy.
- Equipment/Lab: Scheduled maintenance and calibration to uphold test integrity.
- Customer Feedback: Root-cause analysis, corrective actions, and timely, transparent responses. °



2.1.2 Restricted & Prohibited Substances Management

Lead-free processes and halogen-free requirements are fully adopted. Suppliers and in-house operations must meet environmental/safety standards; all products comply with RoHS (2011/65/EU), REACH SVHC, WEEE, and ErP.

Green Product & Hazardous-Substance Control

Restricted Substances List (RSL) and operating procedure; suppliers sign non-use declarations.

- 2024: 100% compliant shipments; zero violations.
- Process approach per IATF 16949; partner with suppliers to reduce hazardous substances and green processes.

Packaging Footprint Reduction

- Use eco materials; shrink packaging via design.
- Standardize/shared designs to cut SKUs and raise efficiency; improve stackability/load utilization while maintaining transport safety.
- 2024 plastics-reduction: optimize materials and validate recycled plastics to improve resource use.

2.1.3 Recycled and Renewable Materials

Renewable Materials

We adopt PCR plastics to maintain product quality/durability while reducing petrochemical reliance, and co-develop non-petrochemical resins with suppliers.

We will expand renewable content and reduce conventional inputs to meet market demand, lead green innovation, and advance industry sustainability.

Green Packaging

2024: 90% recycled content; materials include corrugated board, EPE, poly bags, labels, and molded pulp; compliant with EU PPWD 94/62/EC (Pb/Cd/Hg/Cr(VI)).

Since 2021, PE bags replaced by paper bags and PET nonwoven; prioritize recycled pulp, use water-activated kraft tape and vegetable-oil inks (lower VOCs). Ongoing plastic/volume reduction improves load factors and cuts transport energy and CO₂; we will keep optimizing toward low-pollution, low-toxicity, resource-efficient, recyclable packaging.



2.1.4 Green Product Design and Eco-Friendly Initiatives

Eco-Design

Per our Eco-design Spec for Energy-Using Products, LCA (chemicals, efficiency, recyclability) guides development to meet substance limits, energy standards, and design-for-recycling; supplier parts align with the ErP Directive.

Energy Efficiency & Eco-Design

We drive end-to-end decarbonization—from materials and processes to market use—by:

- Developing high-efficiency, renewables-enabled products to lower carbon footprints.
- Advancing circularity via higher recycled content, reduced material waste, and component reuse to cut impacts and emissions.

Education & Supply Chain

Via the GPM platform, we publish restricted-substance standards and enforce green-product compliance.

- Internal training: 60 cumulative hours on green-product awareness.
- Supplier management: Conferences and guidance/support to boost compliant-part adoption; GPM adoption: 98%.

本公司永續產品設計理念應用於生命週期作法



Innovation & IP Management

- Standardized development: Product Development Procedure optimizes concept-to-market.
- Code of conduct: Employee behavior aligned with company values and ethics.
- Confidentiality: Companywide MNDA protects customer and corporate information.
- Incentives: Suggestion & Innovation policy drives proposals, patents, and R&D.

We embed circularity from material selection to end-of-life recovery, aligned with SDG 9, to enhance environmental/economic sustainability, cut waste and pollution, and sustain market leadership.



2.1.5 Green Packaging

Plastic-reduced packaging on existing equipment cuts materials, boosts efficiency, and lowers resource use and CO₂.

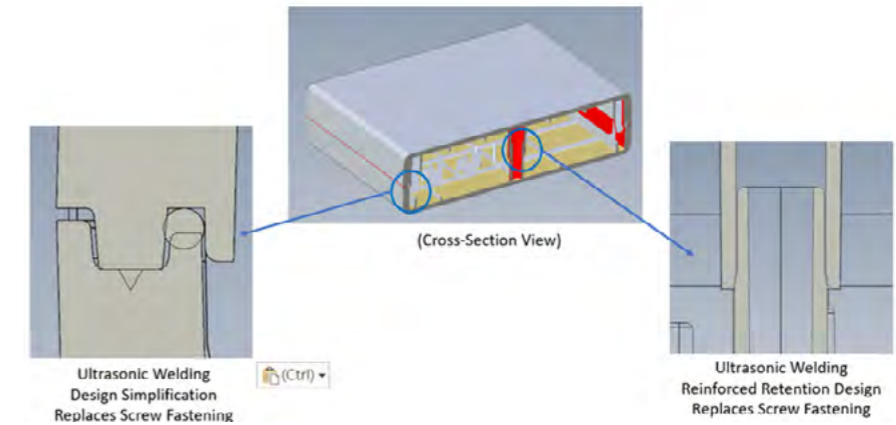
- Materials: Categories 6 → 4; shared packaging across models.

Green Packaging Equipment Model Detail Table										
Machine Model Item No.	Plastic Content (%)	Pack Volume Reduction (%)	20-ft Baseline Load (pcs)	20-ft New Load (pcs)	20-ft Increase (pcs)	20-ft Increase (%)	40-ft Baseline Load (pcs)	40-ft New Load (pcs)	40-ft Increase (pcs)	40-ft Increase (%)
1	0.2%	20%	6600	7920	1320	20%	13200	16632	3432	26%
2	0.1%	51%	4320	7776	3456	80%	8640	16200	7560	88%
3	0.12%	33%	4788	7497	2709	57%	10080	14994	4914	49%
4	0.09%	51%	4320	7776	3456	80%	8640	16200	7560	88%
5	0.37%	13%	2016	2592	576	29%	4032	5148	1116	28%
6	0.03%	29%	6732	9900	3168	47%	14256	20196	5940	42%
7	0.08%	26%	6480	8640	2160	33%	14400	18720	4320	30%
8	0.15%	15%	5040	6720	1680	33%	10584	14112	3528	33%
9	0.13%	33%	4788	7497	2709	57%	10080	14994	4914	49%
10	0.12%	33%	4788	7497	2709	57%	10080	14994	4914	49%
11	0.13%	20%	6600	7920	1320	20%	13200	16632	3432	26%
12	0.13%	36%	3456	5280	1824	53%	6426	9702	3276	51%
13	0.12%	29%	4752	6138	1386	29%	10098	13338	3240	32%
14	0.13%	29%	4752	6138	1386	29%	10098	13338	3240	32%
15	0.13%	33%	5040	6720	1680	33%	10584	14112	3528	33%
16	0.13%	57%	4788	7497	2709	57%	10080	14994	4914	49%
17	0.13%	33%	4788	7497	2709	57%	10080	14994	4914	49%
18	0.09%	33%	4788	7497	2709	57%	10080	14994	4914	49%
19	0.01%	60%	5760	14400	8640	150%	11520	30720	19200	167%
	0.13%	35.22%				54.23%				53.74%

2.1.6 Simplified Design — Ultrasonic Welding

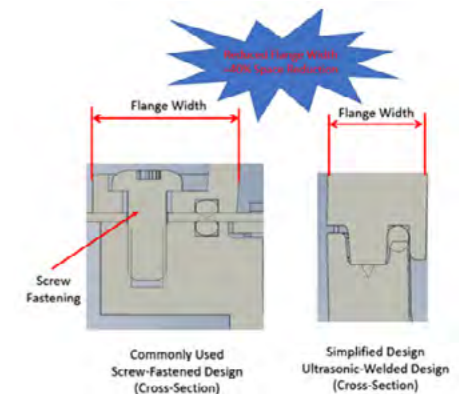
2024 Green Design

Ultrasonic welding: Replaced screw fastening to streamline assembly, cut part count and cost, and deliver smaller, higher-performance products with lower environmental impact.



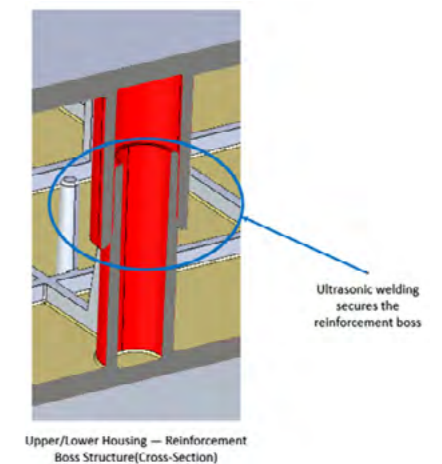
Design Optimization — Fewer Screws

- Ultrasonic welding replaces screws on upper/lower housings—reducing fastener parts/space, lowering cost, streamlining processes, and boosting throughput.
- Miniaturization: ~40% bezel/edge-width reduction for a more compact product.



Structural Reinforcement

- Locating/reinforcement bosses + ultrasonic welding boost structural strength and stability.
- High-strength joints without extra screws improve overall quality and durability, reducing long-term loosening/wear.



Sustainability—Future of Green Products

Eco-design reduces material use and production impacts; we will advance technology to accelerate the green transition.



2.2 Innovation power

2.2.1 Manufacturing & Quality Services

Rooted in TQM, we deliver high-quality products and service. Under IATF 16949, we set QCDS (quality, cost, delivery, service) targets to continuously improve customer satisfaction.

Smart Manufacturing & Quality Management

- Companywide CIP standardizes manufacturing to improve design, cost, and efficiency.
- Smart-factory + AI prevent defects and optimize flow.
- FMEA/DOE cut variation with risk alerts.
- Incentives and annual showcases reinforce a quality-first culture.

Key Technology Optimization (2022 Results)

- Integrated platform: Enhanced HW-SW collaboration, boosting efficiency.
- AOI vision inspection: Increased yield, reduced errors.
- Under IATF 16949, FMEA risk assessment and DOE-driven test optimization improved quality and cost efficiency.

Electrostatic Discharge (ESD) Protection & Quality Assurance

Compliant with ANSI/ESD S20.20 across production.

- Periodic verification: Ensure ESD systems meet S20.20.
- Calibrated equipment: Maintain top-tier test environments.
- These controls sustain high product reliability, customer satisfaction, and our quality/competitive edge.

2.2.2 Artificial Intelligence Decision Factory

We modularize lines into standardized units that can be reconfigured by product, improving automation adaptability and reducing CAPEX risk.

AI Smart Factory & Digital Transformation

Since 2021, our AI Office has driven smart manufacturing—integrating IoT/AI/ML to speed digital transformation, raise automation, and lower investment costs—while visual production management and automated energy-saving boost efficiency and reduce environmental impact.

Digital Quality Control

Proactive digital monitoring replaces traditional QA.

User-centric capability centers ensure quality and smart-manufacturing competitiveness.





集團規劃藍圖

全 一 電 子

新仁廠

新樂廠

智慧製造願景和目標

目標

- a. 具備 T1 能力的供應商 (帶動供應鏈夥伴一同升級)。
- b. 打造高品質、成本、柔性化的綠色智慧工廠。
客戶至上、以人為本、全員參與、消除浪費

2025 AI 決策工廠

品質穩定、成本最優、柔性交付

自動化

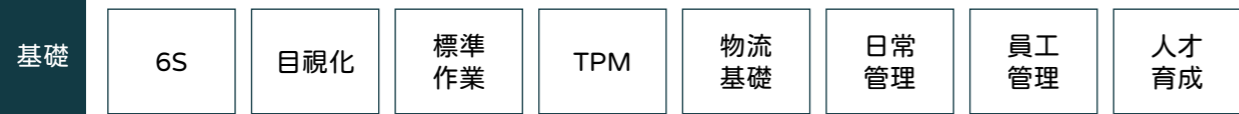
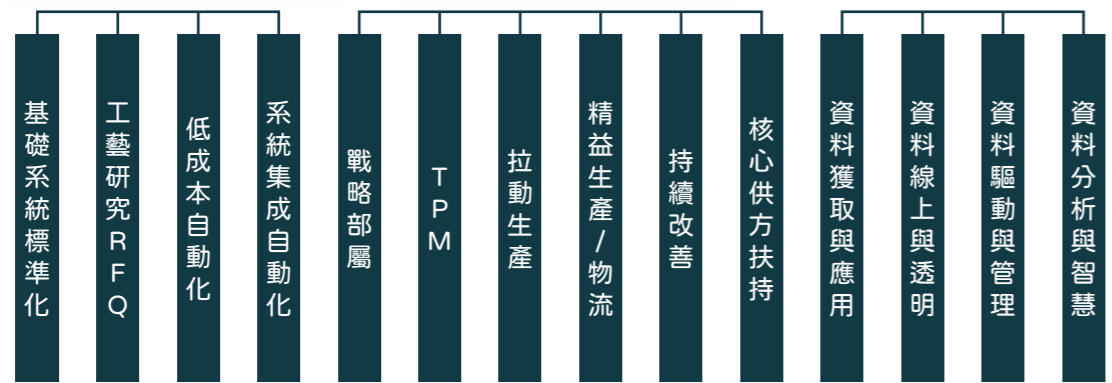
標準化、少人化

精實化

柔性化、及時化

訊息化

端到端的全面數位化

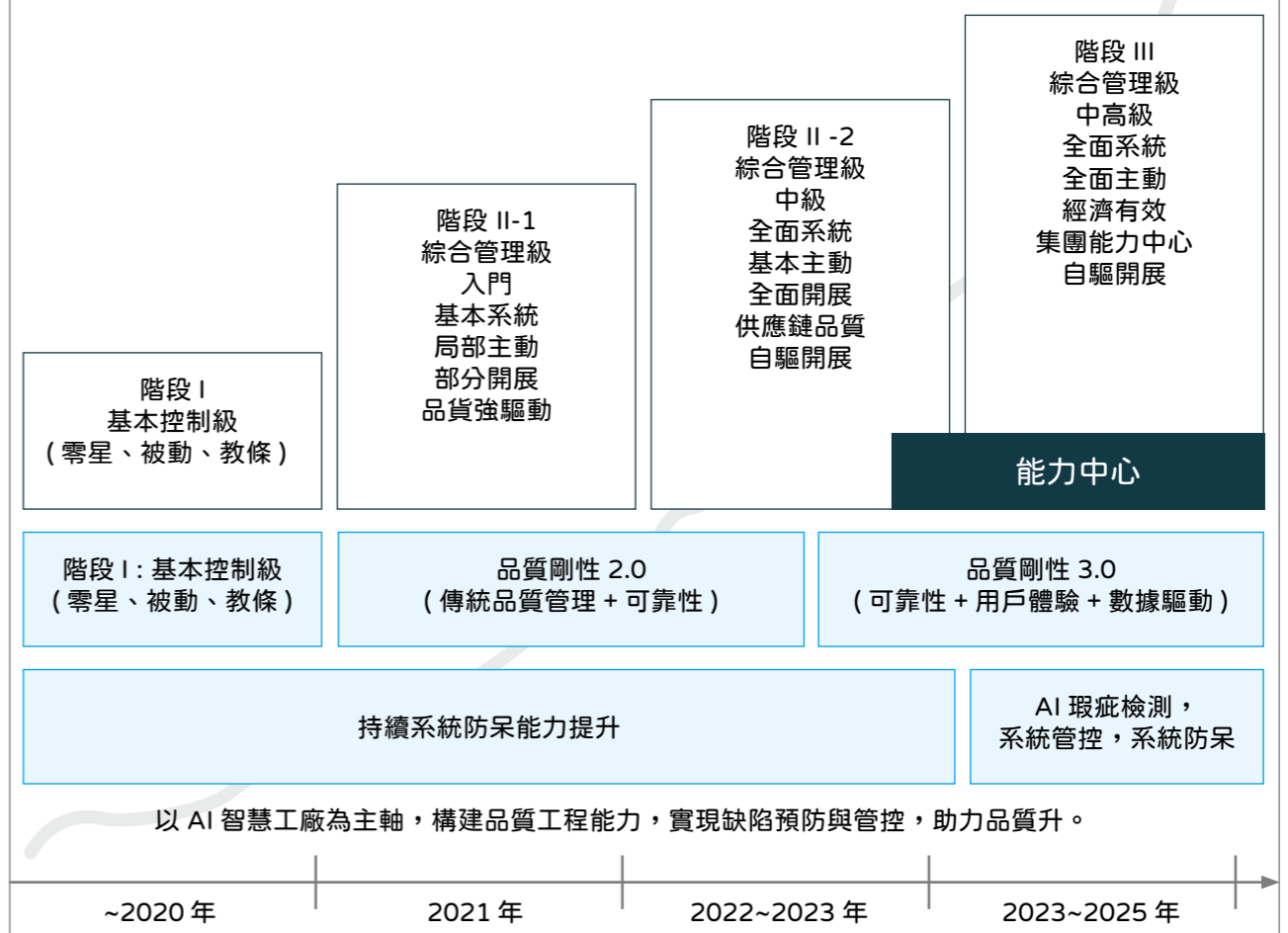


品質管理願景目標

願景

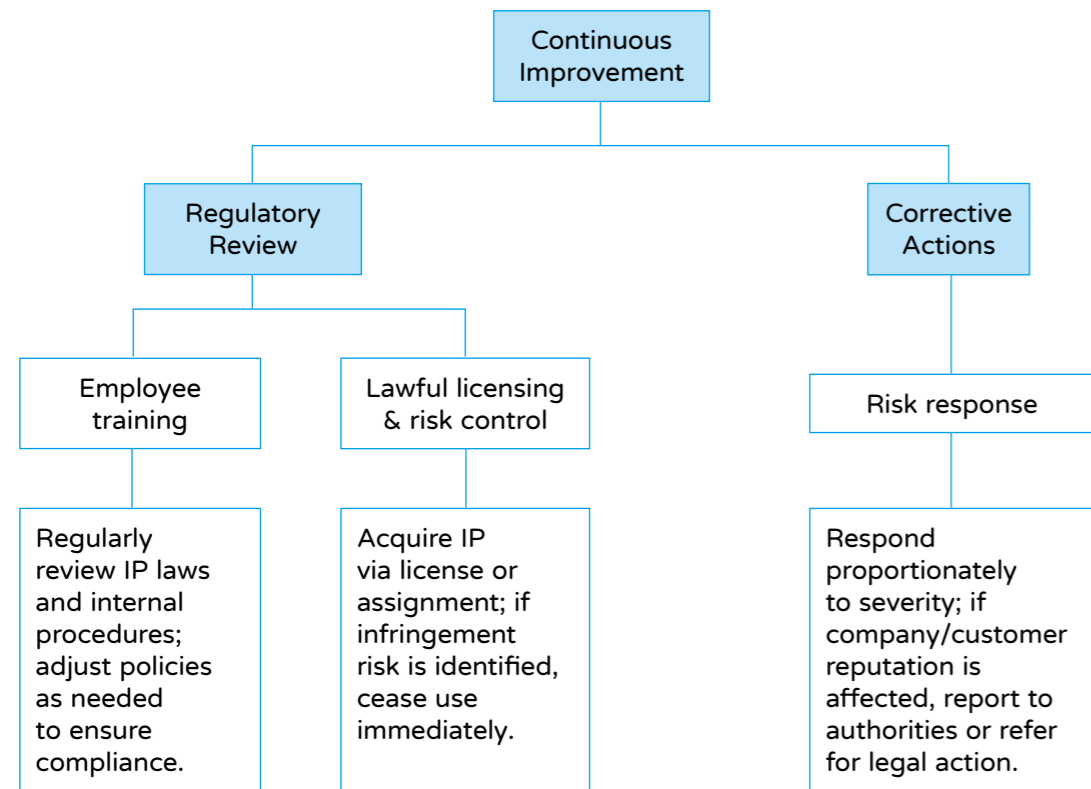
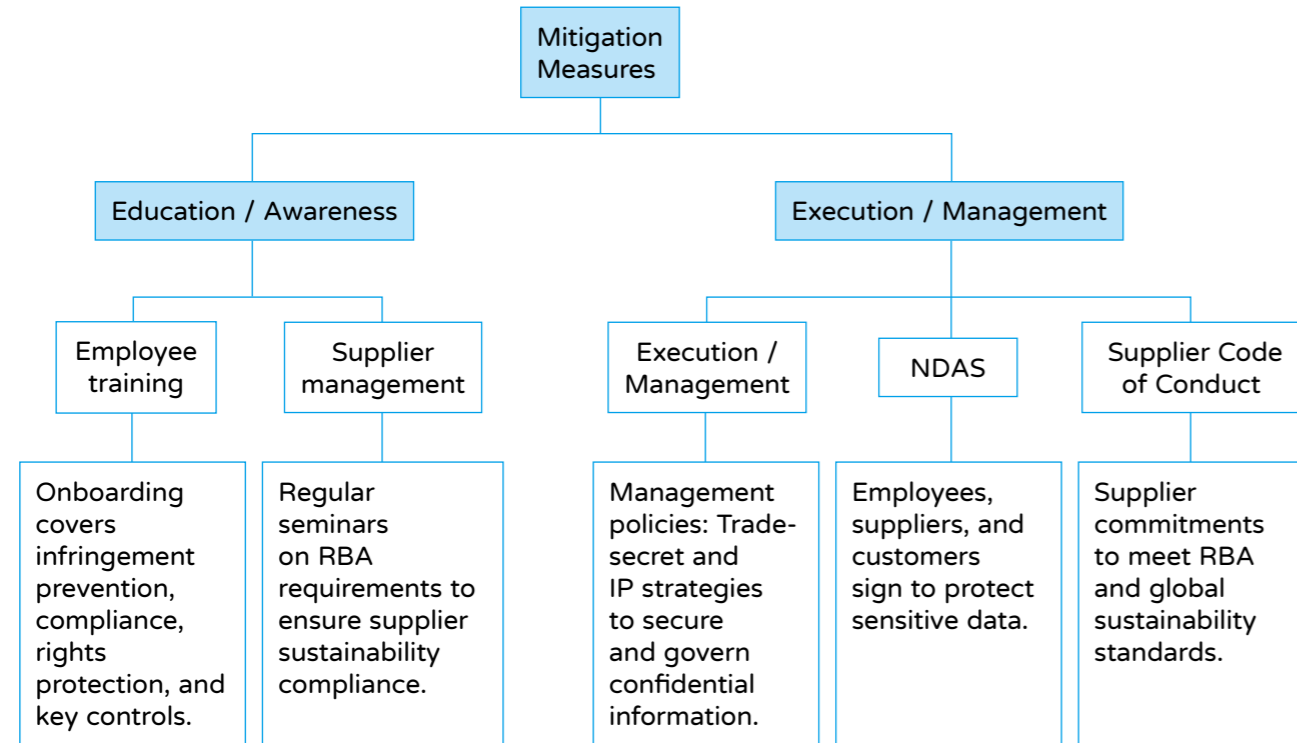
提供符合客戶品質的優良產品

- 三個轉變，一個突破
- 局部主動 ➡ 全面主動轉變 (全面品質)
 - 人工管控 ➡ 數位化管控轉變 (全面數位化)
 - 工程師思維 ➡ 用戶思維轉變 (客戶服務導向)
 - 統等管理 ➡ 能力中心突破 (能力中心)



2.2.3 Intelligence Manufacturing

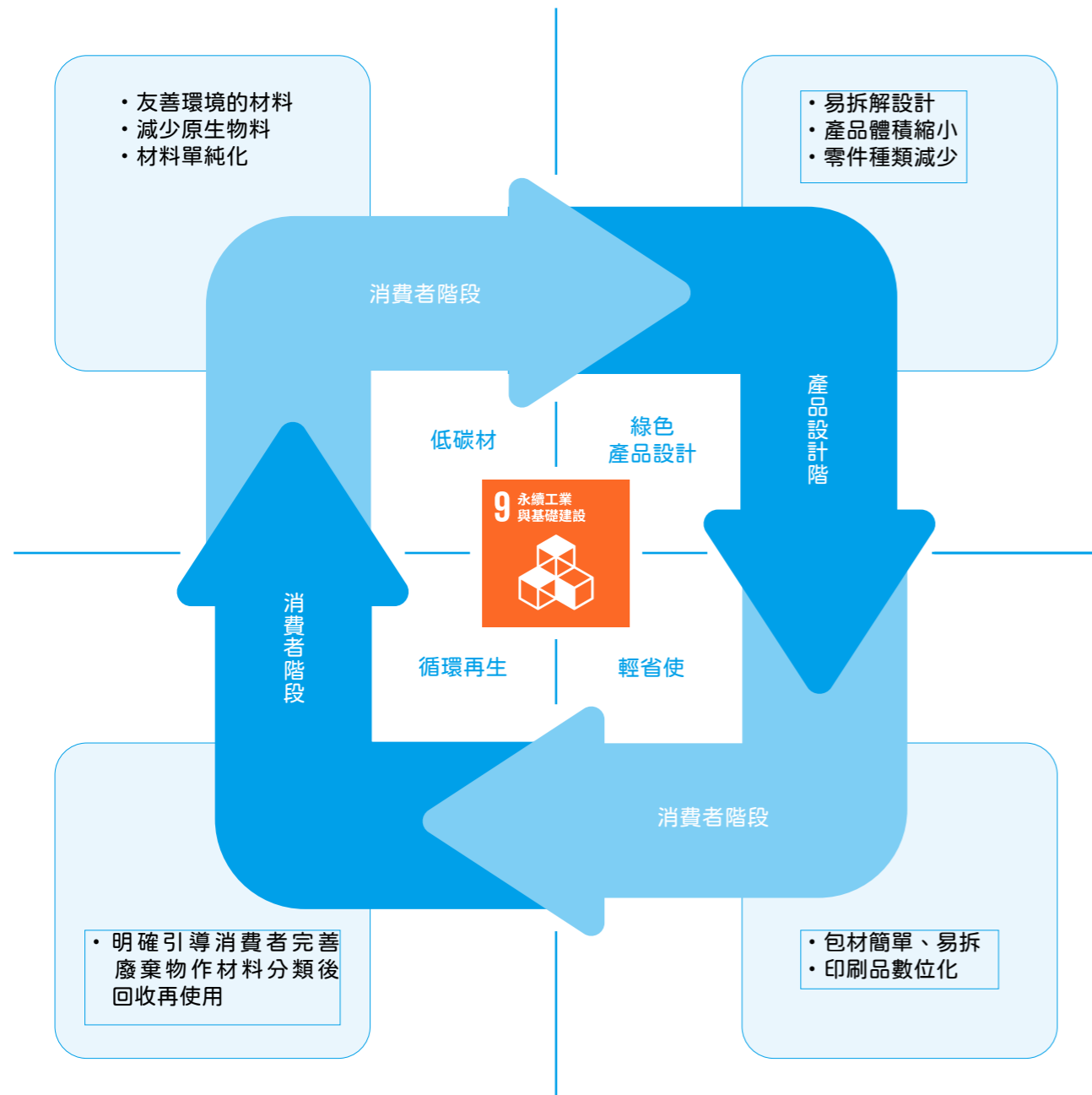
We drive communications R&D and patenting, backed by mandatory annual training (e.g., firmware/software) for new R&D staff.



To enhance competitiveness and protect stakeholders, we implement:

- **Product Development:** Procedure guiding concept → market.
- **Ethics:** Employee Code of Conduct.
- **Confidentiality:** Companywide MNDA.
- **Innovation:** Incentives for proposals, patents, licensing.

Collectively, these strengthen innovation/IP, sustain market leadership, and embed circularity (SDG 9) to reduce waste and pollution.



2.2.4 Lean Production

• Lean Manufacturing — Implementation & Rollout

Introduced in 2023; 2024 optimizations using Kanban pull and JIT to match demand and cut overproduction/inventory.

• Lean Manufacturing — Three-Step Approach

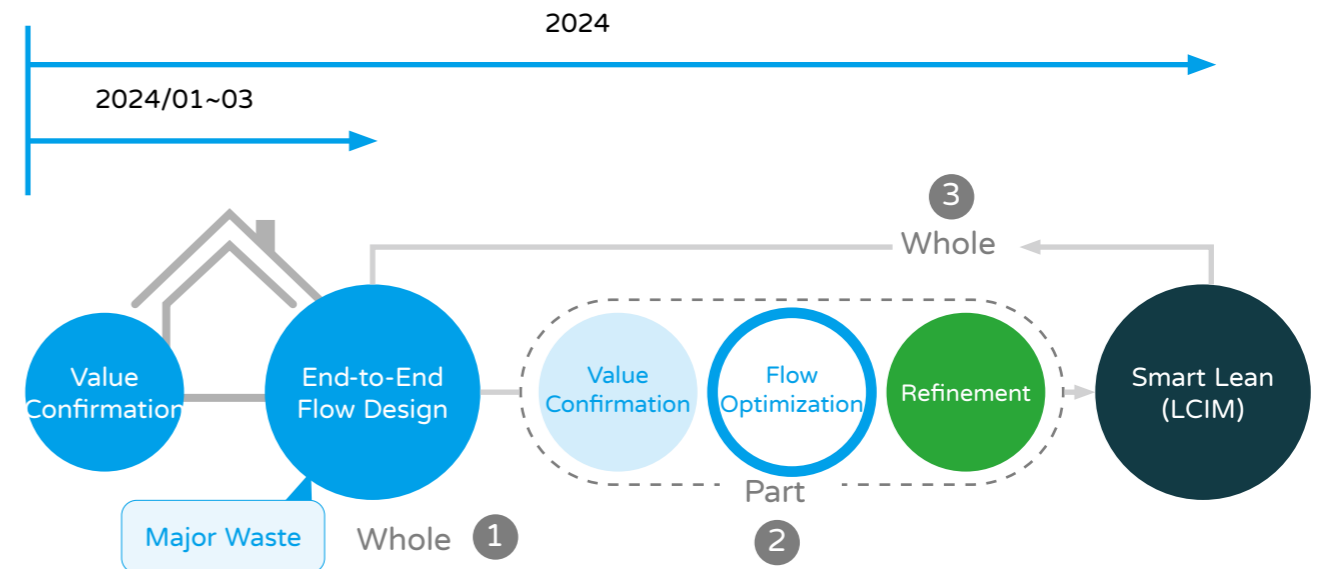
- Flow Design & Improvement: Identify and optimize major waste points.
- Lean Design & Flow Optimization: Targeted fixes on critical processes.
- Enterprise Rollout & Smart Lean (LCIM): Systemwide intelligent lean.

• Jan-Mar 2024 Progress: Completed value confirmation and flow-design optimization.

• Targets & Continuous Optimization

- Raise efficiency; reduce resource waste.
- Smart manufacturing (Lean + LCIM).
- Continuous improvement to maximize value at each step.
- We continually refine production to maximize lean value.

2024 Smart Lean Manufacturing (LCIM) Implementation Plan





2.3 Supply chain management

Policy	Responsible, compliant procurement prioritizing labor rights, environment, and H&S. Risk assessment and high-risk supplier control reduce operational risk and create shared value, balancing profit with environmental and social responsibility.
Mission	To enhance market competitiveness, we manage suppliers on quality, cost, delivery, service, and ESG, build an optimal supplier portfolio and sourcing strategy, and co-create a responsible supply chain to achieve sustainable development.

Supplier Screening & Evaluation

New suppliers are reviewed/audited within our SCM system to verify compliance, supply stability, and identify risks.

- Tiered management: Desk + on-site audits of quality, delivery, cost, technical capability, and environmental controls (e.g., RoHS, carbon).
- Onboarding criteria: Reputable, compliant suppliers are admitted; others qualify after time-bound remediation.

Supplier Social Responsibility

- RBA Commitment: All suppliers must sign—no child/forced labor, safety management, fair trade, anti-corruption.
- Signing Progress: 226 total; 82 signed; rollout ongoing.

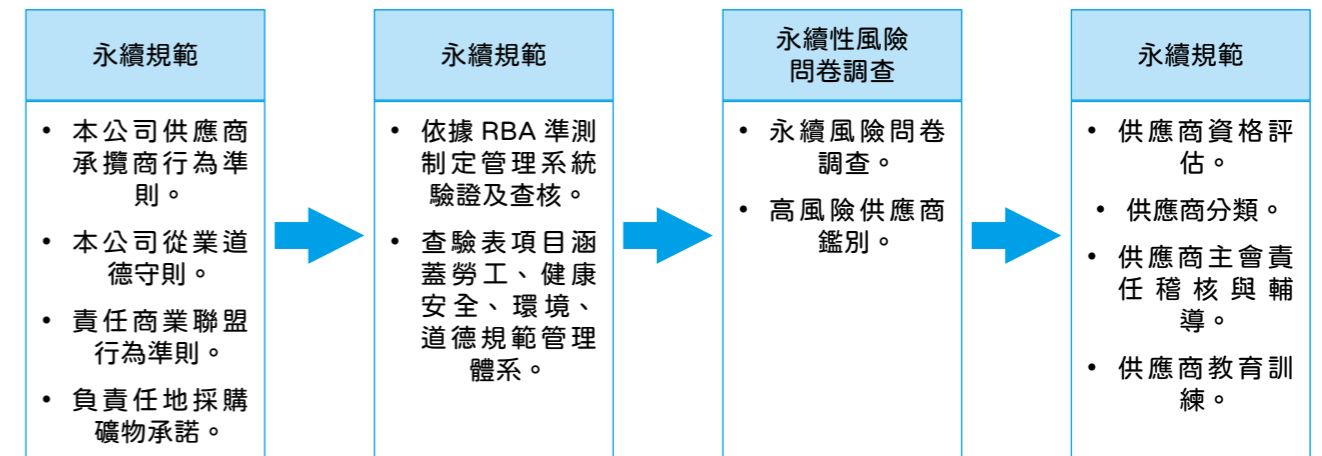
2.3.1 Supplier Selection and Evaluation

New Supplier Evaluation & Management

We assess new suppliers on operations/service, quality, R&D, and environmental standards.

- Review: Desk/on-site audits; tiered management.
- Qualification: General—pass scores in QC, Procurement, Design, Trade Security, CSR; Automotive—ISO 9001/IATF 16949 + signed Supplier Code of Conduct.
- IP: Process since 2017; NDAs required. 2024: +3 to AVL; 80% Code sign-off.

全一新供應商調查程序



Supplier Performance Evaluation & ESG Management

- Quarterly: All suppliers sign the Supplier Code of Conduct and complete a Sustainability Questionnaire (labor, H&S, environment, ethics).
- 2024 Results :
 - 81 suppliers (annual spend ≥ 1M) assessed
 - 18 with ISO 14001/45001
 - 42.3% published sustainability reports
 - 50% completed carbon inventories.
- Next: Improve ESG disclosure; continue partnering with suppliers to advance sustainability.

Supplier Performance Evaluation & Continuous Improvement

We assess suppliers on quality, delivery, service, price competitiveness, and RBA compliance.

- Regular visits & coaching: Drive ongoing improvement and competitiveness.
- Quarterly reviews: Procurement/Quality/R&D guide sourcing decisions.
- 2024: Multiple suppliers improved, enhancing supply-chain efficiency.

Annual Audits & Coaching

- On-site audits: Annual quality/safety checks; continuous improvement required.
- Corrective support: Guidance + action plans for nonconformities.
- 2024: All actions closed on time; no terminations.

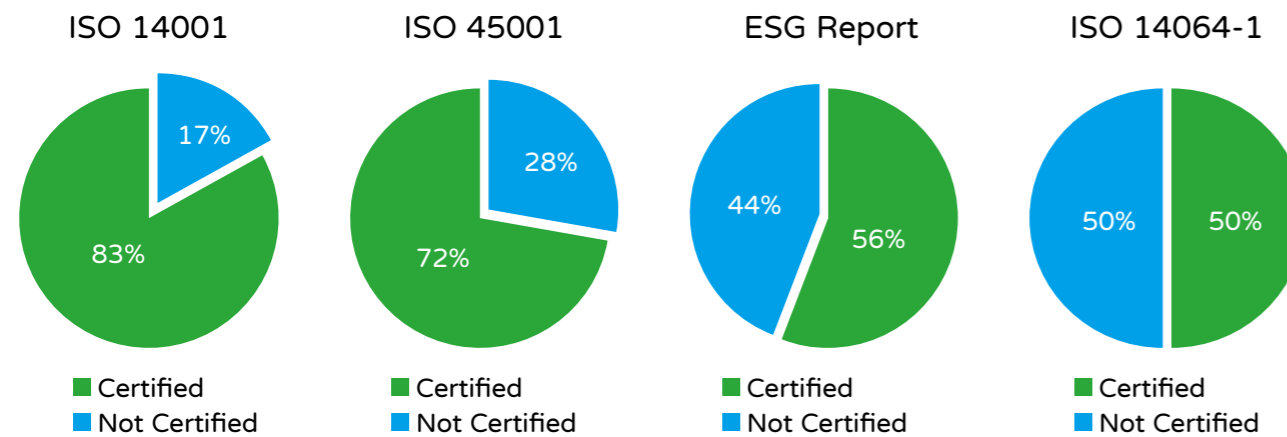


2.3.2 Supplier Sustainability Survey

Supplier Sustainability Management & Decarbonization

We use a Sustainability Management Questionnaire to gauge suppliers' sustainability/decarbonization progress and inform future abatement plans.

2024 Survey Results	
Scope	26 suppliers, ≥ 60% spend
ISO 14001/45001	18 with
Sustainability reports	42.3% published
Carbon inventories	50% completed



Supplier Risk Classification & Audits

Grouped by labor, environmental, and management-system risk:

- Category A: On-site contractors: waste removal, labor agencies, cleaning, catering, security.
- Category B: Short-term/pro services: electrical/plumbing, HVAC, office repairs, inspection/certification, consulting.

Audit Mechanism

- On-site: RBA team audits at least biennially; track findings to closure.
- Overseas: Desk/remote audits to verify RBA compliance.
- Final report: Covers labor, H&S, environment, ethics, and management systems to ensure supply-chain compliance.

2024 RBA Audit Results

- Scope: 113 tier-1 suppliers audited (Category A: 55; Category B: 58).
- Corrective follow-up: RBA team owns CAPAs; Materials/Procurement oversees implementation per the RBA Supplier Selection & Evaluation Procedure to sustain compliance improvements.

RBA Supplier Management and Selection Procedure Assessment Mechanism					
	Supplier Rating Criteria	2024 RBA Score	Audit Results, Improvement, and Follow-up	Audit Frequency	Audit Unit
Grade A Qualified	90-100 points	55	—	Once every 2 years	RBA Audit Team
Grade B Needs Improvement	80-89 points	58	Submit corrective actions within 3 months; delivery restored after QA approval.		
Grade C Non-Qualified	Below 80 points	0	Except for designated/strategic partners, non-delivery list/qualified status revoked. Re-cooperation requires new supplier selection.		



全一供應商 RBA 稽核流程

A

B

廢棄物清運商、勞工代理、人力仲介服務、環境清潔 / 消毒承包、團膳、保全及下腳料回收等駐廠人員承攬商。

短期入廠的承攬商（如水電維修、空調保養、辦公室及隔間修繕、保全巡邏等）。

少子化、缺工

少量多樣

競爭環境

燈塔工廠

公司戰略

先進技術

數字化管理人才引入

2 類別



整合平台

4 步驟

1. 供應商完成 RBA 文件簽署（含承諾聲明書與不使用證明）
2. 全一派員親至供應商生進行實地稽核
3. 要求供應商盡速矯正不符合項目並持續改善
4. 彙總稽核結果報告

勞工

- 禁止強迫勞動
- 禁用未成年勞工
- 工時
- 工資與福利
- 人道的待遇
- 反歧視 / 反騷擾
- 自由結社與集體談判

健康和 safety

- 職業安全
- 應急準備
- 安全和職業病
- 工業衛生
- 重體力工作
- 機器安全防護
- 公共衛生和食宿

環境

- 環境許可和報告
- 預防污染和節約資源
- 有害物質
- 固體廢棄物
- 廢氣排放
- 水資源管理
- 能源消耗和溫室氣體排放

道德規範

- 正直誠信經營
- 無不正當收益
- 資訊透明
- 知識產權
- 身分保護及禁止報復
- 負責任地採購礦物
- 隱私
- 商業公平、廣告和競爭

管理體系

- 公司承諾
- 組織職責與責任
- 法律與客戶要求
- 風險評估和管理
- 目標改進
- 培訓
- 溝通
- 稽核與評估
- 糾正行動
- 文件和紀錄
- 供應商的責任
- 員工回饋、參與和申訴

5 面向

2.3.3 Green Supply Chain

We embed green management and source control so process, design, and substance controls meet standards and advance sustainability.

- Supplier Green Supply Chain: 2024—enforced RBA selection/evaluation; suppliers follow the Restricted Substances procedure and submit third-party reports for global compliance.
- Non-Use Declaration: Suppliers attest products, parts, and packaging comply with RoHS.

Incoming Inspection & Environmental Standards

- Incoming control: Hazardous-substance checks at receiving; nonconforming suppliers submit 8D with preventive actions.
- Production part audit: PPAP on critical parts to ensure env-compliant specs/quality, reducing waste and social costs.

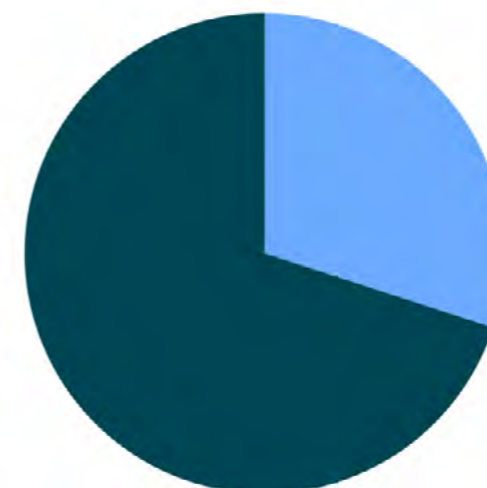
Green Procurement Implementation

- 2024: One supplier adopted returnable totes, cutting single-use packaging.

Local Sourcing & Sustainability

- Prioritize local suppliers to cut transport emissions and support the economy.
- 2024 mix: 70% Taiwan-based; 30% other Asia/Europe/US.
- Promote local growth; balance supply-chain efficiency and environmental responsibility.

2024 PROCUREMENT MIX



70%
Taiwan-based suppliers

30%
Other Asia & Europe/US

Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility



2.3.4 Conflict minerals

Enforce a conflict-minerals responsible-sourcing policy: 3TG not from conflict/ rights-abusing sources; annually review/improve systems to ensure compliance and optimize procurement.

Source Traceability & Requirement

- Conflict Minerals Management: OECD Due Diligence-aligned 3TG traceability to ensure supply-chain compliance.

Supplier Survey & Response:

- Assess using CMRT.
- If conflict origin is identified: stop procurement, provide new-source evidence, implement corrective plan.
- Suppliers sign a Responsible Minerals Sourcing Commitment.

2024 Information Disclosure

- 226 suppliers surveyed; 82 signed the Responsible Minerals Commitment.
- Restricted Substances Procedure implemented to ensure compliance, reduce ecological impact, and meet customer needs.

全一電子股份有限公司
JEBSEE ELECTRONICS CO.,LTD.
負責任地採購礦物承諾書

_____ (以下簡稱“本公司”), 作為全一電子股份有限公司(以下稱全一電子)的供應商, 因了解商業活動及其所提供的產品可能對社會、環境、全一電子和終端客戶造成影響, 故為肩負起企業社會責任, 本公司特此承諾如下:

本公司承諾遵守全一電子的“衝突礦物政策和管理計劃”, 對所生產產品中鈷, 錫, 鎢和金的來源和產銷監管鏈採取政策並進行盡職調查, 以合理保證其來源符合(OECD)《經濟合作與發展組織關於來自受衝突影響和高風險區域的礦石的負責任供應鏈盡職調查指南》或等效的和公認的盡職調查框架。

本公司將應全一電子的要求, 如實填寫並回覆有關“衝突礦產”的調查, 並承諾所回覆內容之真實性及正確性。

本公司應採取積極行動避免因違背此承諾而給全一電子及終端客戶帶來經濟、聲譽等方面的損失。如違反本承諾書而致全一電子遭受損失時, 本公司願依法承擔賠償責任。

非經全一電子書面同意, 本公司不得自行變更本承諾書。

簽署人承諾已有權或已獲得充分授權而代表本公司簽署此承諾書。

本承諾書自 _____ 年 _____ 月 _____ 日起生效。

法人代表或授權代表簽名: _____

姓名/職稱: _____

2.3.5 Key Raw Material Management

- Procurement: No personnel/asset risk; not just price/maintenance.
- H&S Review: Verify H&S compliance and contract suitability.
- Supplier On-site: Install/test per contractor-management rules for safety.

2.3.6 Supplier Digital Management System

Weigh production/service/operations in procurement, plus social-responsibility and reputational risk.

- Compliance: Embed labor, environmental, and H&S factors in risk controls to flag high-risk suppliers.
- Supplier evaluation: Use results to drive improvements, reduce risk, and build sustainable partnerships.

Digital Supply Chain & Green Management

Integrated a digital platform and built GPM (<https://www.ezgpm.net/>) to support digital transformation and sustainability.

- Single cloud portal: Improves collaboration and efficiency.
- Supplier management: New suppliers upload Social Responsibility & Integrity Commitments for compliance.
- Sustainability: GPM drives CSR and co-creates a sustainable supply chain.

2.3.7 Supplier Partnerships

Strengthen supply-chain collaboration via regular reviews and the GPM Supplier Conference; share strategy and roadmap.



2024 年本公司供應商大會



2.4 Customer Relations

2.4.1 Information security

Information Security & Confidentiality

Controls safeguard personal data and ensure confidentiality, integrity, availability.

- TISAX (Q4 2023) Certified; among few domestic suppliers.
- SIP(Security Intelligence Portal) Q1 2024
 - External: Hardened firewalls, anti-malware, intrusion blocking.
 - Internal: DLP for messaging/USB, controlled data egress, mobile-data security.
- Information Security Committee (Q4 2023)
 - Track tech developments; consolidate internal/external guidance.
 - New-hire mandatory training on confidentiality & trade secrets to enforce companywide commitments.
- International Information Security Certification
 - TISAX Certification (Q4 2023):
 - Aligned with international automotive supply-chain security standards.
 - Streamlined IT processes; strengthened network access controls.
 - ISO/IEC 27001:2022 (Q4 2024)
 - ISMS & personal data protection to international standard.
 - Stronger cyber resilience; lower operational risk.

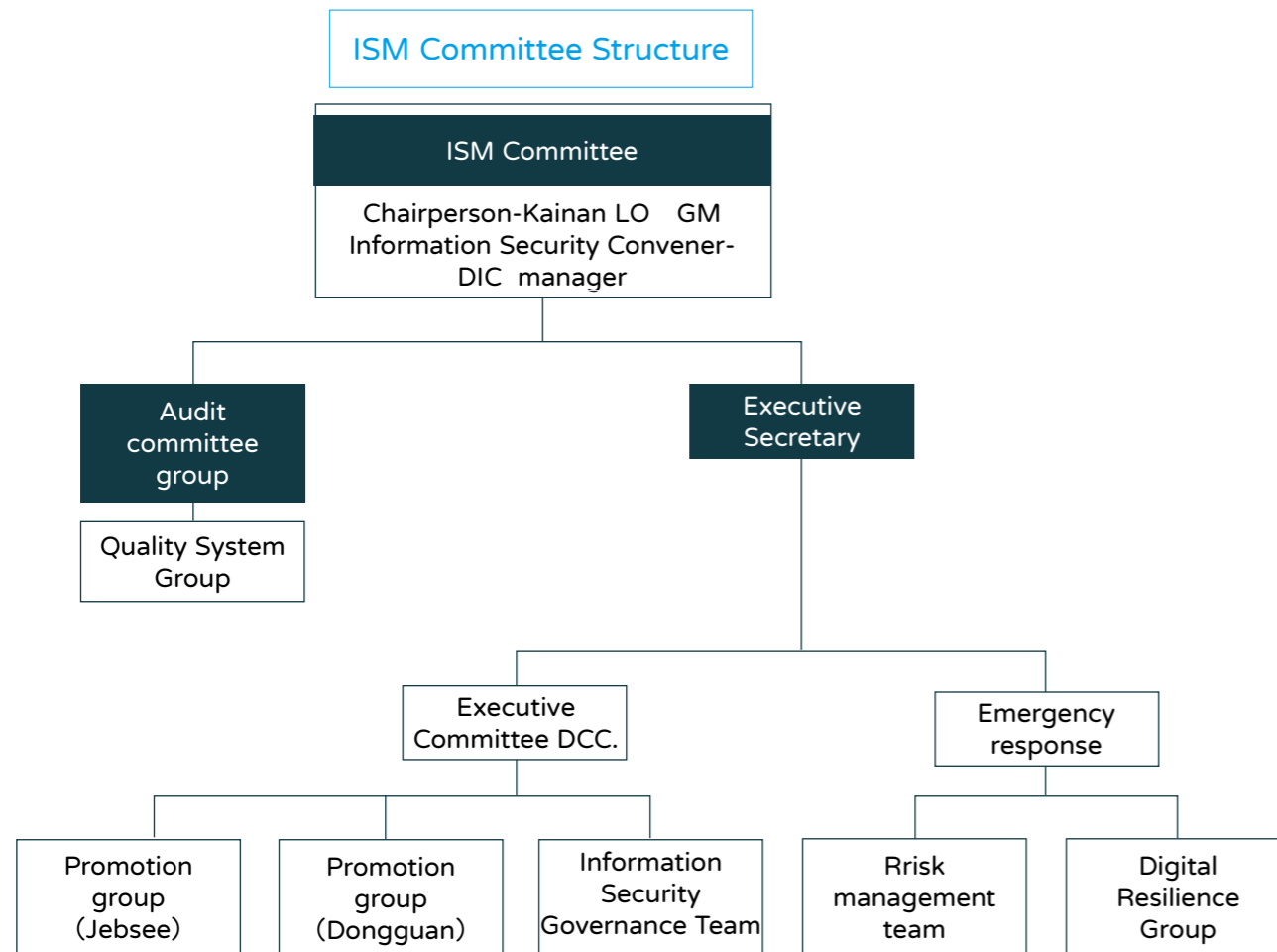
Information security framework				
驗證	裝置部署	網路防禦	事件應變	備份還原
<ul style="list-style-type: none"> • 帳號密碼原責 • 系統權限最小化 	<ul style="list-style-type: none"> • 防毒系統 • 防火牆系統 • 軟體資產盤點系統 	<ul style="list-style-type: none"> • 弱點掃描與修補 • 外部網路入侵偵測 • 社交攻防演練 • 資訊監控系統 	<ul style="list-style-type: none"> • 自動告警系統 • 緊急應變計劃 	<ul style="list-style-type: none"> • 異地備份 • 定時還原演練

Information Security Actions — Execution Overview

Information security operations	2022	2023	2024	2025
Import firewall HA architecture		In the works		
Establish a dedicated Information Security (InfoSec) team			In the works	
Hold quarterly cybersecurity training seminars		In the works		
Conduct internal audits of the ISMS			In the works	
Achieve ISO 27001 certification				In the works
Perform incident response and continual improvement	In the works			
Obtain TISAX automotive assessment/certification				Planning

Information Security Management (ISM) Committee — Roles & Responsibilities

Information Security Management (ISM) Committee	Governs the ISMS: sets policy, approves resources, and conducts exercises to ensure effective implementation.
Chairperson	Ultimately accountable for enterprise information security.
Information Security Convener	Leads policy execution and resourcing; provides regular ISMS performance reports to the Chair.
Core Committee Members	Appointed by the Convener: Executive Secretary; Leads for Audit, Operations, and Incident Response. Coordinate implementation, monitor control effectiveness, and review policy execution to keep the ISMS operating
Meeting Frequency	Quarterly reviews of plans, risks, and progress.
Key Responsibilities	Track global cyber trends, consolidate expert guidance, and brief leadership on sector alerts.
Technology Monitoring & Strategy Adjustment	Adjust controls and response strategies as needed to sustain cyber resilience and manage risk.



Course Title	Target Participants	Training Type (Internal/External)	Training Hours	Total Participants	Q1	Q2	Q3	Q4
ISO/IEC 27001 Cybersecurity Seminar	DIC	External	18		6			24
Dingxin Development Courses	Digital Integration Dept.	External	56	8	29			
ISO/IEC 27001:2022 ISMS — Internal Auditor Training Course	IT Staff	External	12	17			12	
CompTIA Security+	Information Security Specialists	External	40	1		40		

2.4.2 Customer Satisfaction

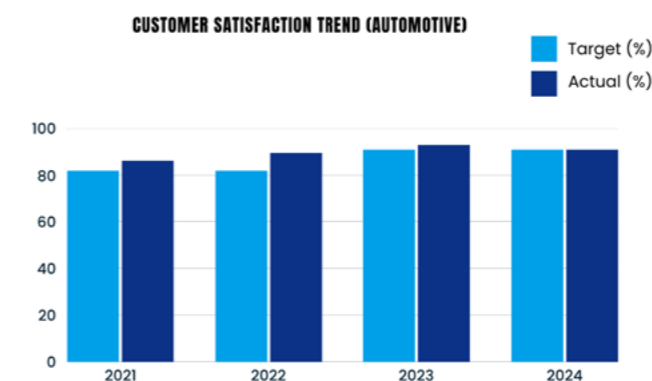
Quality Assurance & Management

We practice TQM with rigorous controls:

- Internal/external audits: Validate QMS and documentation.
- Equipment/labs: Maintain & calibrate; ensure test integrity.
- Customer feedback: Root cause, corrective action; timely, transparent updates.

Customer Satisfaction Improvement Strategies

- Multi-channel feedback: Inspections/meetings/email/CSAT; covers price, lead time, quality, service, ESG, competitiveness.
- Dedicated liaison: Weekly-quarterly check-ins; capture needs in real time.
- Supplier reviews: Join customer evaluations; adjust product/service strategy.
- 2024 CSAT: Target 91%; achieved 91%. High marks in partnership/service and order processing; immediate corrective actions for gaps, driving continual improvement.



Automotive product		2021	2022	2023	2024
Customer	Target (%)	82.00	82.00	91.00	91.00
	Actual (%)	86.25	89.60	93.00	91.00



Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility



03 Environmental Responsibility

[3.1 Environmental strategy](#)

[3.2 Climate Change](#)


[3.3 Resources and Protection](#)



Annual Performance

Item	Performance indicators	Unit	Target 2024	Achievement 2024	Situation
GreenHouse Gases	Baseline year: 2022	tCO2e	Baseline year: 2022	10%	N/A
Water Resources	Baseline year: 2022	m ³	N/A	0.022	N/A
Waste	Baseline year: 2023 Reuse rate: 75%	t	Reuse rate increase: 5%	75.025 t	Achieved

Major topic & Target

Major topic	Performance indicators	2024		Target			SDGs
		Target	Achievement	Short-term goals((2025)	Mid-term goals (2028)	Long-term goals (2031)	
GHG management	GHG Emissions	Baseline year: 2022	10%	↓ 10%	↓ 10%	↓ 10%	

Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility



3.1 Environmental strategy

We promote recycling and eco-design, reinforce safety and enterprise-wide engagement, embed environmental monitoring and a safety culture, and work with suppliers to achieve environmental, safety, and economic gains.

3.1.1 Environmental Policy and Management Systems

Per EHS policy & ISO 14001/14064-1: cut energy/carbon, optimize resources, audit (internal/3rd-party), and—with customers/suppliers—enhance EMS & Green Product Management to meet regulatory and customer requirements.

3.1.2 Environmental Policy and Management Systems

Base year 2022: GHG inventory (ISO 14064-1/GHG Protocol); boundaries set; carbon management; proactively address climate risks and the low-carbon shift per global/customer requirements.

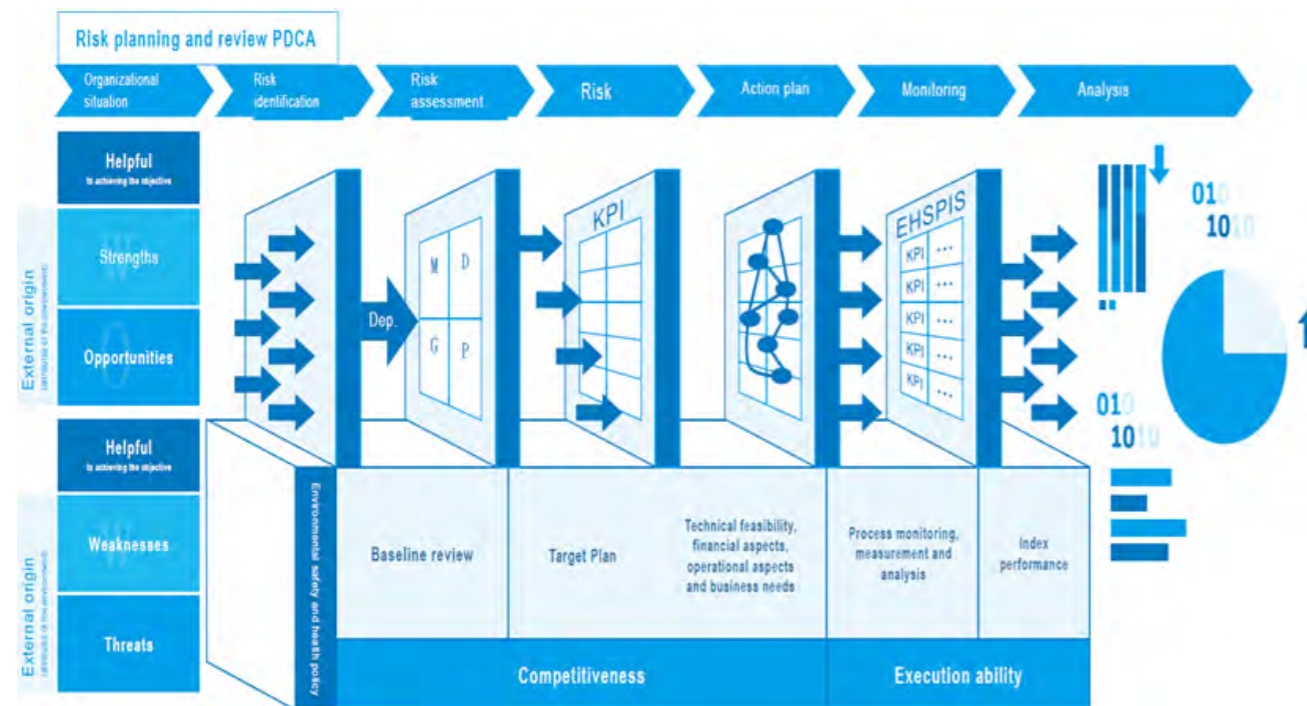
3.1.3 Environmental Information Disclosure

ISO 14001 + digitized legal-ID: **0 violations in 2024**. With licensed processors (Waste Disposal Act), streamlined reporting/reuse; 40% manufacturing-waste recycling; employee recycling supports ESG.

3.1.4 Green building promotion

Since 2021, new plants are designed for energy efficiency, carbon reduction, and eco-friendly operation—using low-carbon/recyclable materials, efficient layouts, advanced controls, improved insulation/HVAC, and solar PV; eco-certified local sourcing reduces transport emissions.

These measures cut our footprint, reinforce our sustainability commitment, and strengthen competitiveness and brand.





3.2 Climate Change

Climate change intensifies extremes, endangering operations, assets, and employee health; we are strengthening resilience through enhanced risk management.

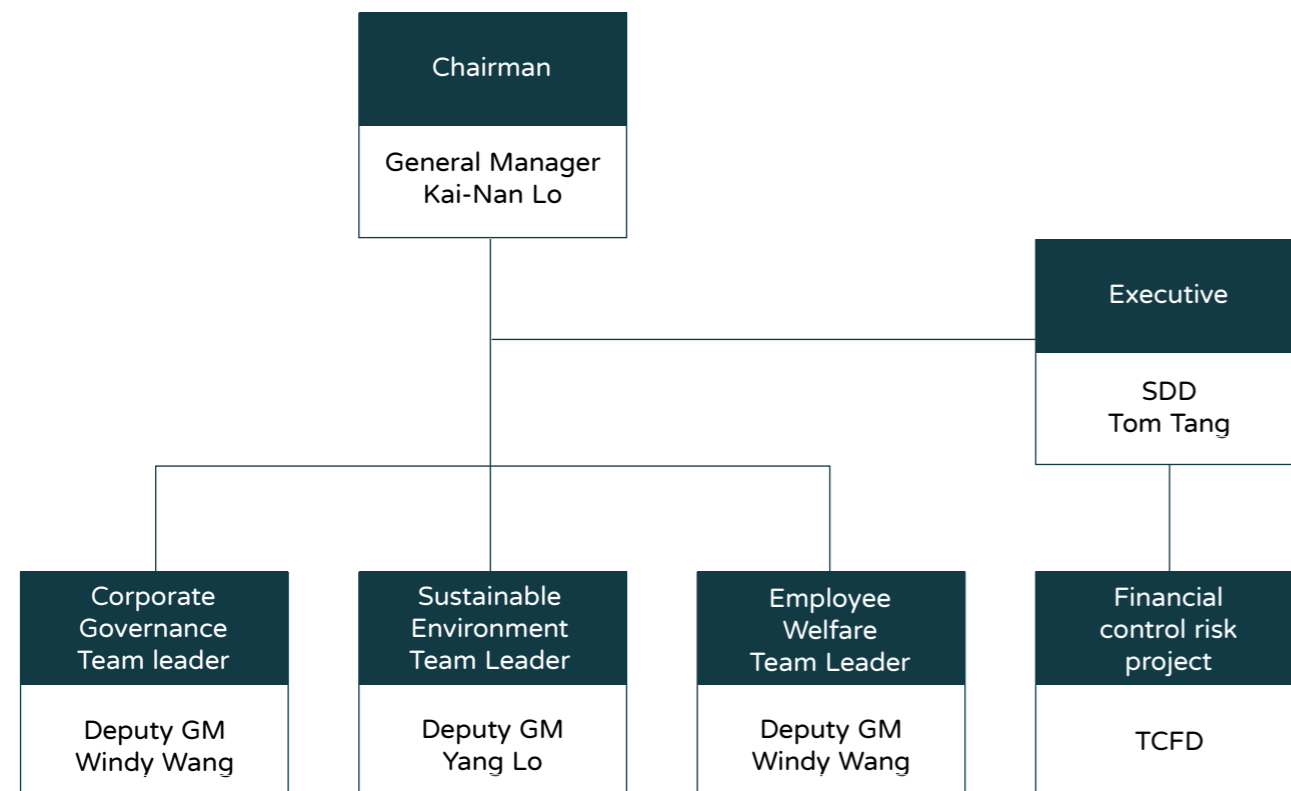
3.2.1 TCFD

Following TCFD, we disclose climate risks/opportunities to inform capital allocation and accelerate our low-carbon transition.

Governance & Accountability

M-chaired CSR Committee governs climate risks/opportunities and policy. Seven Sustainability workstreams (climate, GHG, energy, water, etc.) monitor/report; results go in the June CSR Report for Board review and public release.

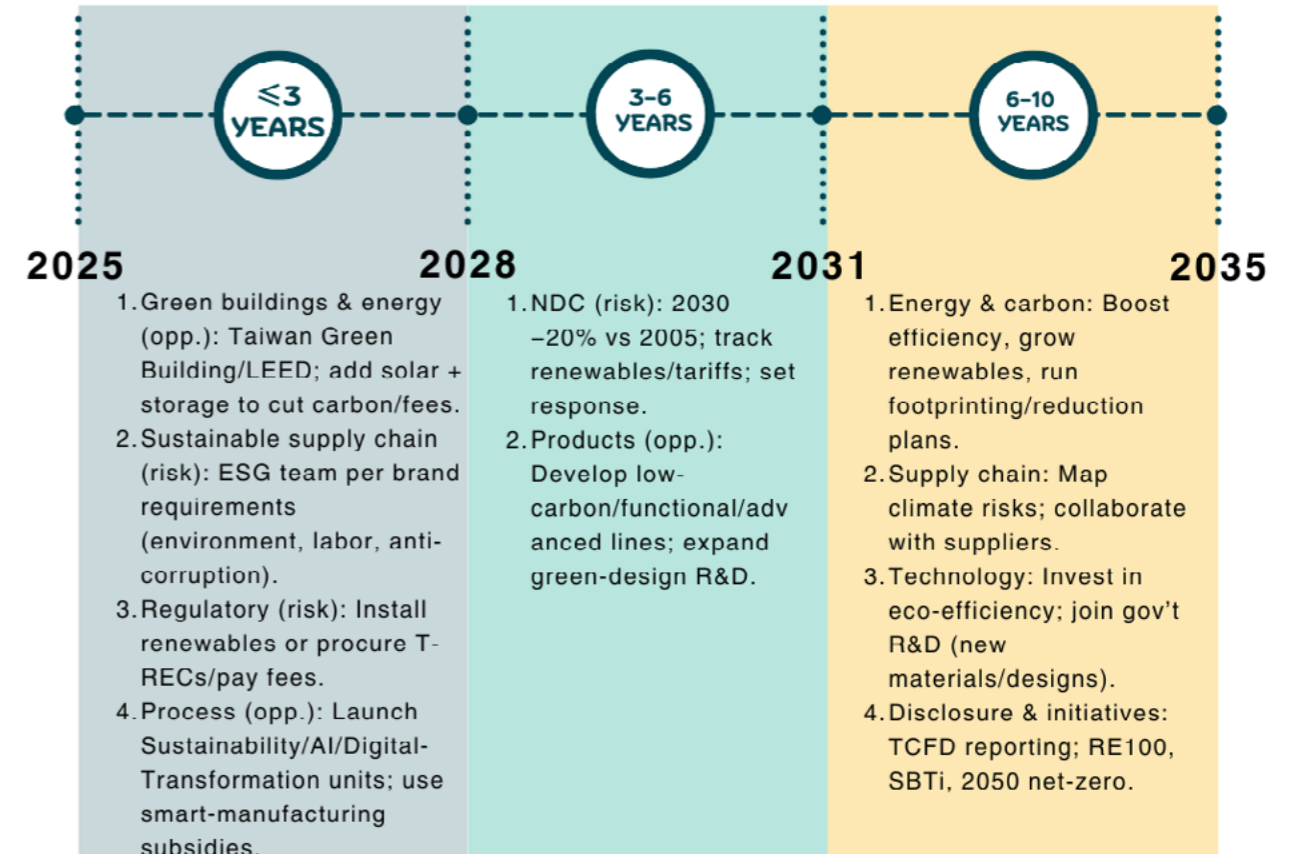
Climate Change Committee Structure



Sustainability Strategy

Professional excellence + environmental stewardship: green processes/products, lean resource use, eco-materials and renewables. The “Green Network” spans buildings, energy, procurement, supply chain, processes, products, and emissions—driving sustainable growth.

Climate Risk & Opportunity Assessment



Climate Risk Identification

Embedded in ISO 14001, climate risk/opportunity identification is assessed annually by R&D, Energy, EHS, and Sustainability to gauge operational impacts. Per TCFD, we evaluate transition (regulatory, market, reputation) and physical (chronic, acute) risks; projected impacts > NT\$10 million are classified as enterprise-level material risks.

Major Risk Management

For material risks, we set plans—eliminate, mitigate, or diversify—with defined metrics and execution. Plans undergo periodic oversight and are embedded in the ISO 14001 EMS to ensure comprehensive control.



Preface

Sustainable value

Work together for a win-win situation

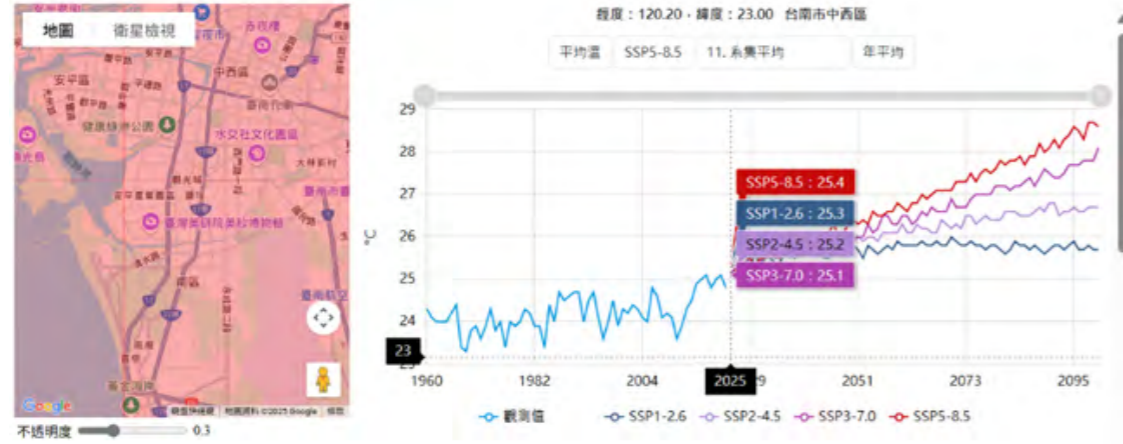
Environmental Responsibility

Friendly Workplace

Social responsibility

Scenario Analysis Strategy

We assess operational and physical impacts using national NDC targets and IPCC RCP scenarios. Taiwan's 2030 NDC (- 20% vs. 2005) and anticipated policy shifts across energy, industry, transport, etc., guide our strategy. Using TCCIP, we model four RCPs to gauge worst-case temperature and precipitation changes.



For completeness, we also disclose lower-severity transition risks and mitigations (Table 1), as well as physical risks and climate opportunities (Tables 2–3).

Table 1 Transition Risks

Risk type	Climate-Related Topic	Risk Description	Countermeasures
Policies and Laws	Regulations in Tainan's Low-Carbon City, requiring a certain percentage of renewable energy installations.	The cost increase due to investments required by regulations, such as installing renewable energy equipment or purchasing renewable energy	Continuous energy conservation.
	The inclusion in the first batch of the Climate Change Response Act's greenhouse gas emission registry.	The cost increase due to the inventory and registration process.	Comply with legal requirements
	Taiwan's Intended Nationally Determined Contribution (INDC) and renewable energy policies.	High costs of renewable energy and potential increases in electricity costs, leading to higher operational expenses.	1. Continuously improve energy efficiency. 2. Explore opportunities for renewable energy installations.
Technology	Transition to low-emission/low-environmental impact technologies, replacing existing technologies.	High material and technology investment costs with uncertain returns, risking customer support.	Develop new customers and upgrade equipment to produce lower emissions. Low environmental impact products.
	Low adoption rate of low-carbon emission technologies.	AI technology investment and deployment might be unstable and less efficient, leading to increased operational costs.	Enhance AI-driven prediction and standardization processes to improve quality.
Market	Low adoption rate of low-carbon emission technologies.	AI technology investment and deployment might be unstable and less efficient, leading to increased operational costs.	Enhance AI-driven prediction and standardization processes to improve quality.
	Customer demands for sustainability/environmental protection/low-carbon products.	Inability to meet these demands might reduce revenue.	Adapt and meet customer demands.
	Increased costs due to carbon taxes and regulations, raising the cost of raw materials supplied by vendors.	Higher operating costs, leading to lower profits.	Establish long-term contracts and supply chain management systems to stabilize costs.

Table 2 Physical Risks

Risk type	Climate-Related Topic	Risk Description	Countermeasures
Acute	Increased intensity of heavy rainfall, which may overwhelm drainage systems, cause flooding in plant areas, or lead to other related incidents.	Potential damage to equipment, disrupting production operations.	1. Enhance emergency response actions. 2. Increase disaster prevention equipment.
	Increased frequency and severity of typhoons leading to more frequent work stoppages due to weather conditions.	Disruptions in production schedules and increased operational costs.	1. Enhance disaster preparedness and reduce the severity of impacts. 2. Invest in disaster insurance to mitigate risks.
	Water supply disruptions.	Malfunctioning water supply systems, causing companies to lack sufficient drinking water due to various factors, including natural disasters, equipment failures, or water quality issues.	1. Water Supply Infrastructure: Improve water storage facilities and enhance water sources and pumping stations to ensure continued supply during disruptions. 2. Pipeline Management: Ensure the quality and safety of water sources, including monitoring for pollution and implementing preventive measures. 3. Emergency Planning: Develop comprehensive emergency plans, including the use of alternate water sources and storage solutions to ensure operational continuity. 4. Water Conservation: Educate the public on water conservation, reduce water waste, and extend the use of existing water resources. 5. Climate Resilience: Consider alternative water sources and develop strategies to reduce reliance on a single source, such as optimizing equipment design and system resilience.
Chronic	Power Outages	Impacts on daily life, industrial operations, and public safety.	1. Establish a dedicated Risk Management and Control unit to enhance risk classification and monitoring. 2. Collaborate with internal and external power experts to ensure grid stability and reliability. 3. Personnel training and risk awareness: Strengthen personnel training, improve risk awareness, and reduce human operating errors.
	Rising Temperatures (2021-2040 average temperature increase, Tainan RCP8.5, maximum increase 1.6°C)	Increased Air Conditioning Load**: Leads to higher electricity consumption, raising operational expenses (OPEX) and capital expenditures (CAPEX).	Future implementation of the ISO 50001 Energy Management System to sustain energy efficiency and prioritize high-return investment projects.
	Rising Sea Levels (RCP8.5, increase by 0.3M)	Rising Sea Levels**: Affects drainage capacity in industrial areas, impacting production operations.	1. Strengthen emergency Countermeasures. 2. Increase disaster prevention equipment.



Risk type	Climate-Related Topic	Risk Description	Countermeasures
Resource Efficiency	Factory AI Plan.	1. Improve efficiency to reduce electricity, water, and raw material costs. 2. Uncertainty regarding regulations related to temperature reduction.	Collaborate with data analytics companies to enhance equipment and staff efficiency.
	ISO 50001 Energy Management Strategy.	Reduce electricity costs and uncertainty in regulations related to emissions reductions.	Implement ISO 50001, integrate energy-saving measures, and collaborate on energy conservation monitoring.
Market	Opportunity to modify power systems.	Reduce electricity costs and uncertainty in regulations related to emissions reductions.	Retrofit existing equipment to use low-emission fuels, like solar energy, to reduce greenhouse gas emissions.
Product & Service	Green and low-carbon products.	1. Align with brand customer market trends; increase market share. 2. Reduce emissions during product use and improve environmental performance.	Collaborate with both domestic and international partners to use recycled materials and conduct R&D to meet market demand for low-carbon products.

Indicators and Targets

Jebsee Electronics conducts annual audits of its factory emissions and reports the results in the environment section of its corporate social responsibility report.

Carbon Reduction Target

Annual	2022 Baseline Year	2023	2024	2025	2026	2027	2028	2029 Target
Emissions Targets (tCO ₂ e)	3,871.611	3,669.294	3766.472	-	-	-	-	-
Comparison to Baseline (%)	-	-5%	-3%	-	-	-	-	-

Other Targets

1. Annual review sets per-unit water, power, and steam targets.
2. Water – 1%: stricter of 2024 per-unit use or 2022 target × 0.95 (tons/unit).
3. Power – 1%: stricter of 2024 per-unit use or 2022 target × 0.99 (kWh/unit).

3.2.2 GHG Management

Greenhouse Gas Inventory

Full GHG inventory since 2022 (no exclusions). From next cycle, any source <0.5% is estimated with base-year data; combined share ≤ 5%. Per ISO 14064-1:2018, we cover all seven GHGs across Scopes 1–2 and selected Scope 3 (e.g., employee commuting). Boundaries follow operational control (incl. branches & non-production sites). Since 2024, the Sustainability Dept. operates the carbon-emissions information system.

Taiwan Plant

- Scope 1 19.2605 tCO₂ e (Table 2)
- Scope 2 2,705.2317 tCO₂ e (Table 3);
- Scope 3 754.4083 tCO₂ e (Table 3).

China Plant

- Scope 1 666.7285147 tCO₂ e.

All data were third-party verified to ISO 14064-1 for accuracy and reliability.

	CO ₂	CH ₄	N ₂ O	HFC _s	PFC _s	SF ₆	NF ₃	Total
Emission Equiva-lent (tCO ₂ e)	3,750.9667	0.0363	0.1365	15.3327	0.0000	0.0000	0.0000	3,766.472
Gas propor-tion(%)	99.59%	0.00%	0.00%	0.41%	0.00%	0.00%	0.00%	100.00%

	CO ₂	CH ₄	N ₂ O	HFC _s	PFC _s	SF ₆	NF ₃	Total
Emission Equiva-lent (tCO ₂ e)	4.8300	0.0363	0.1365	15.3327	0.0000	0.0000	0.0000	20.336
propor-tion(%)	23.75%	0.18%	0.67%	75.40%	0.00%	0.00%	0.00%	100.00%



Greenhouse Gas Reduction

Scope 2 (~78%) dominates emissions; we prioritize energy efficiency and renewables (see §3.2.3). With rising power demand, we adopted emissions intensity in 2024. 2022 baseline: Scope 1 = 19.2605 tCO₂e; Scope 2 = 2,705.2317 tCO₂e—informing renewable deployment.

Science Based Targets initiative (SBTi) Targets

To support the 2050 net-zero goal, we set SBTi-aligned targets:

- 2024 electricity use: – 10% vs. 2022.
- 2025: Plan to join the TRIPs carbon temperature index.
- By 2030: Establish an SBTi-aligned Scope 3 reduction target to align with international standards and drive the low-carbon transition.

3.2.3 Energy Management

As extremes intensify, climate risks/opportunities are core; we set carbon, waste, reuse, and water targets and build readiness via renewables, efficiency/waste-reduction, green-product shifts, and employee eco-training—advancing our sustainability strategy.

Renewable Energy

Renewables are a core decarbonization strategy: on-site solar PV at Xinle and Xinren installed from 2022, completed end-2023, fully commissioned by end-2024 to expand renewable use.

We will apply to RE100 in 2025 and target 100% renewable electricity by 2040, aligning with global trends and supporting energy security, cost efficiency, and sustainability leadership.



Energy Management

We optimize products, processes, and energy use, with site-level actions (monthly power tracking, equipment renewal, piping upgrades). In 2024 we adopted ISO 50001, targeting lighting, exhaust, HVAC, and compressed air, and we procure energy/water-efficient equipment. Air-compressor kWh per unit fell 5% vs. 2023 (SL/SR).

3.2.4 Air Pollution Control

Not a regulated stationary source; emissions are mainly Scope 2 CO₂, with minor VOCs/NOx/SOx from process agents, backup generators, and boilers. Emissions disclosed voluntarily since 2021; 2024 levels were minimal.

Replacement of Hazardous Organic Solvents

Replaced an n-hexane spot remover with a non-hazardous, equivalent cleaner after cleanliness/quality qualification—reducing operator exposure and lowering administrative costs (health checks, monitoring, protective measures).

Energy Usage

We develop/manufacture cable/satellite TV systems and automotive antennas across two plants. Primary energy is electricity (~476,000 kWh/month). In 2024, fuel for the fleet and fire generator totaled 1,718.18 L(1,136.4 L gasoline; 581.78 L diesel, incl. 23.3 L for the generator).

Table 3 · The categories of greenhouse gases across the entire plant and the emission types for Category 1 emissions

	Category 1				Category 2	Category 3	Category 4	Total
	Direct emissions from stationary combustion	Direct process emissions	Direct emissions from mobile combustion	Direct fugitive emissions	Indirect emissions from energy	Indirect emissions from other sources energy	Indirect emissions from other sources energy	
Emission Equivalent (tCO ₂ e)	20.3355				2,939.9719	206.5410	599.6238	3,766.472
	0.1105	0.0000	4.8903	15.3347				
Proportion (%)	0.54%				78.06%	5.48%	15.92%	100.00%



3.3 Resources and Protection

3.3.1 Water Resource Managements

Erratic rainfall makes water management critical. All water is municipal—used for domestic, utility (cooling), and process (design/testing) needs; two-year withdrawal, discharge, and consumption totals follow (TBC).

Item	2023		2024	
	Xinren	Xinle	Xinren	Xinle
Quantity of water use	0.019	0.004	0.019	0.003
Water discharge	0.015	0.003	0.015	0.002
Water consumption	0.004	0.001	0.004	0.001

Shared Water Resources and Mutual Impact

All water is municipal (domestic, utilities, process). Using water-saving equipment and monthly production/use tracking, we forecast demand; by Dec 2024, usage was - 0.25% toward the - 1% annual target, cutting shortage risk and advancing sustainability. (Water-balance diagram below.)

Quantity of water use			
		2024	2025
Target	N/A	↓ 1%	↓ 1%
Result	Same as 2022	↓ 0.25%	

Wastewater Managemen

Sanitary wastewater is managed via a recycling tank and dual-pipe recirculation; per MOEA-IDA rules, effluent goes to the Anping Industrial Park WWTP (secondary activated sludge + chemical coagulation/sedimentation; 7,000 CMD, serving 562 firms).

Annual tests meet standards, confirming stable, low-impact discharge.

We continue to optimize processes, expand recirculation/treatment and rainwater harvesting, and train employees—reducing water use/impacts and strengthening water stewardship.

3.3.2 Waste Management

We design/manufacture electronic components. Across the supply chain, waste is legally classified and treated to prevent environmental/health impacts; on-site recycling of paper, plastics, and metals conserves resources, improves efficiency, and strengthens CSR and brand.

Waste Disposal Compliance

2024 No environmental violations/pollution. Waste managed by licensed vendors under the Waste Disposal Act with proper reporting/disposal.

Overall Resource Conversion Rate

Improved the recycle:disposal ratio from 5:5 to 8:2 through internal promotion and employee engagement—strengthening recycling, advancing ESG, and boosting resource efficiency.

Item	Xinren	process waste	Xinle
General waste	9.2	D-1801	7.05
	0.25	D-1502	0.057
	0.1	D-0299	0.11
	0	D-1503	0
	0.11	D-0699)	0.11
	0.47	D-1504	0.006
	0	D-2399	0.055
	0.09	D-2601	0.09
	36.346	R-0601	0
Hazardous waste	26.529	R-0201	0.7
	0.01	E-0222	0.05
	0	D-0899	0
	1.74	E-0217	0.64
	4.61	E-0221	0.1
0	C-0110	0.073	



Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility

Waste Survey

2024 Waste-reuse emissions 8.6428 tCO₂e (1.44% of Scope 3 Cat.4; 0.23% of total)—limited impact. We continue to reduce waste and adopt green products via process/material optimization, eco-design, and expanded recycling/reuse—boosting resource efficiency, lowering footprint/costs, and strengthening competitiveness toward our sustainability goals.

Item	Ton	tCO ₂ e
D-1801	16.250	5.85
D-0299	0.2100	0.0756
D-0899	0.0000	0.0000
D-0699	0.2200	0.079
E-0217	2.3800	0.8568
E-0221	4.7100	1.6956
E-0222	0.0600	0.0210
D-2601	0.1800	0.0648

Environmental Management System

ISO 14001–certified EMS reduces environmental impact and ensures compliance, lowering violation risk. Efficiency gains and less waste/resource use strengthen our environmental profile and stakeholder trust. Regular audits and target reviews demonstrate continuous improvement and sharpen competitiveness.

Waste Management Contractors

Annual desk/on-site audits of disposal/reuse vendors cover transport, storage, safety, traceability. We tier and keep only compliant providers and require quick corrective action—strengthening waste management and showing environmental responsibility and continuous improvement.

3.3.3 Environmental Regulations

We comply with environmental laws and commitments, embed sustainability company-wide, and continuously improve—enhancing reputation, amplifying social/environmental impact, and underpinning long-term growth and value.



04 Friendly Workplace

4.1 Respect for human rights

4.2 Talent Appointment

4.3 Training and nurturing

4.4 Salary and benefits

4.5 Occupational safety and health

Annual Performance

Compensation and Minimum Wage Ratio

By year-end 2024, management pay-to-base ratios were recalibrated to 2.18 (women) and 2.55 (men), down from 2.23 and 2.71 in 2023, narrowing the gap; non-management remained stable at 1.39–1.58.

Talent Development

1. Employee learning & development investment:

Spending rose from NT\$2.4M in 2022 to NT\$3.5M+ in 2024, underscoring our commitment to upskilling and keeping pace with new technologies.

2. Industry-academia collaboration

(1) With Asia Eastern University of Science and Technology (AEUST) on satellite antenna system co-development.

(2) With Cheng Shiu University (AEUST) on antenna measurement consulting and modeling.

(3) With National Sun Yat-sen University (NSYSU) on joint R&D.

These partnerships accelerate innovation, translate research to practice, and build our future talent pipeline.

Friendly Workplace


(1) Women in management — indirect roles

Maintained at a comparatively high level: 36.76% (2021), 36.00% (2022), 31.43% (2023), 35.82% (2024).

(2) Women in management — direct roles

Shares fluctuated year to year but continue to reflect our focus on developing female leadership.

Major topic & Target

Major topic	Performance indicators	2024		Target			SDGs
		Target	Achievement	2025 (Short-term goals)	2028 (Mid-term goals)	2031 (Long-term goal)	
Professional ethics	Ethics Compliance Training Participation Rate	90%	Achieve	90%	92%	95%	
	Employee Ethics Satisfaction	≥ 90%	Achieve	≥ 90%	92%	95%	
Obey the law	Number of Violations	0	Achieve	0	0	0	
	Regulatory Training Completion Rate	90%	Achieve	90%	92%	95%	
occupational safety and health management	Number of work-related accidents	0	Achieve	0	0	0	  
	Occupational disease incidence	0	Achieve	0	0	0	
	Safety training coverage	90%	Achieve	90%	100%	100%	



Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility

4.1 Respect for Human Rights

4.1.1 Human Rights Policy

Labor & Human Rights (2019–): RBA-aligned and locally compliant; prohibits discrimination; zero-tolerance for forced labor and trafficking across operations and the supply chain—fostering an inclusive, sustainable workplace.

Focus Area	Actions	Outcome
Human Rights Education	Onboarding and in-service training.	Raise human-rights awareness.
Transparent Communication	Keep open feedback/proposal channels.	Employees can freely express opinions.
Human Rights Review	Regular reviews on child/young labor, forced labor, harassment, labor-management dialogue, and freedom of expression.	Confirm effective implementation.



Human Rights Policy

4.1.2 Human Rights Management

We assess human-rights risks against international trends, the RBA Code, and stakeholder expectations, and implement controls. In 2024, medium/high-risk items and their controls are shown in Table 1.

Prohibition of Child Labor

Child labor (15–<16): Prohibited by law and company policy (RBA Code, Recruitment Procedures); 2024: zero cases.

Young workers (16–17): Employed only under the highest international/local standards with enhanced protections.

Forced Labor Elimination & Human Rights

We meet international labor standards, protect human rights, and manage working hours across our operations and supply chain to prevent forced labor.

Child/Young/Female Worker Protection

Procedure (“Child Labor Remediation & Young/Female Worker Protection”) implemented to ensure a safe, fair workplace; zero child labor.

SCS Cloud Working-Time Management

Automated hour monitoring with real-time anomaly alerts; monthly exception reports to prevent overwork and protect employee rights.

Regular Forums & Labor-Management Meetings

Strengthen supervisors’ labor-law/hour-control literacy; improve transparency and employee satisfaction.

Freedom to Resign & Forced-Labor Ban

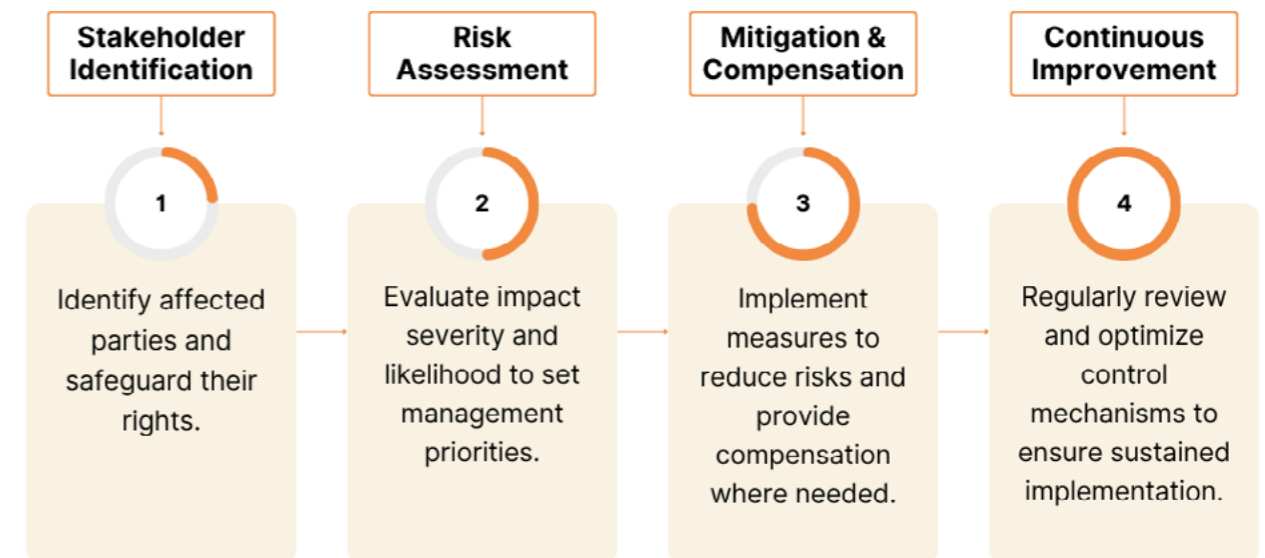
- Employees may resign per law; rights safeguarded.
- Suppliers sign the Supplier Integrity Commitment—zero forced labor and compliant operations.

Supply-Chain Human Rights

- Labor Policy: Zero tolerance for trafficking/slavery; transparent, compliant supply chains.
- Risk & monitoring: Periodic assessments to prevent violations.
- Audits & training: Third-party supplier audits plus guidance/training to meet labor standards.

Ongoing Social Responsibility

We foster a fair, safe workplace and work with suppliers and industry to raise human-rights standards and advance sustainability.



Preface

Sustainable Value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility

Table 1 Identified Medium/High Human-Rights Risks & Controls

Topic	Risk	Risk Level	Policy	Procedures / Standards	Mitigation Measures		Remedial Measures	Disciplinary Mechanism
					Education / Outreach	Management / Oversight		
Working-Time Management	Working hours exceeding legal limits	High	JEBSEE Labor Policy	<ul style="list-style-type: none"> RBA-U1-01 Code of Conduct Manual BA-M2-09 Labor Ethics Risk Identification & Assessment Procedure RBA-H2-16 Prevention & Management Procedure for Unlawful Acts During Duty 	<ul style="list-style-type: none"> New hires must complete training on working-time rules 	<ul style="list-style-type: none"> Early-warning mechanism and monthly compliance checks Multi-channel communication 	<ul style="list-style-type: none"> Redeploy internal resources to cover staffing needs Upon anomalies, HR provides immediate care and, via the early-warning system, requires rest 	<ul style="list-style-type: none"> Supervisors in violation must explain and rectify
Humane Treatment	Harassment, violence, sexual harassment, corporal punishment, coercion, bullying, improper treatment	High			<ul style="list-style-type: none"> Human-rights and workplace-safety training for new hires Annual manager training on emotional literacy 	<ul style="list-style-type: none"> RBA compliance Prevention & Management Procedure for Unlawful Acts During Duty 	<ul style="list-style-type: none"> Multiple reporting channels (hotline and mailbox) On-site medical room and counseling Company-wide human-rights and safety training 	<ul style="list-style-type: none"> Violators disciplined per internal rules
Non-Discrimination	Any form of discrimination (gender, race, religion, politics, etc.)	Medium			<ul style="list-style-type: none"> Regular inclusion and anti-discrimination training for employees and supervisors 	<ul style="list-style-type: none"> Strict supervision and evaluation to ensure a fair, discrimination-free workplace Anonymous complaint hotline 	<ul style="list-style-type: none"> Provide necessary resources and support to victims and offer career-development compensation opportunities 	<ul style="list-style-type: none"> Disciplinary actions may include warning, fines, or dismissal Transparent handling and disclosure of process and outcomes
Conflict-Minerals Management	Suppliers using raw materials from conflict regions	Medium	Responsible Mineral Sourcing Commitment	<ul style="list-style-type: none"> RBA Conflict-Minerals Management / Due-Diligence Procedure 	<ul style="list-style-type: none"> Promote and require suppliers to sign the Responsible Sourcing Commitment; periodic reviews 	<ul style="list-style-type: none"> Establish supply-chain traceability and review mechanisms 	<ul style="list-style-type: none"> Stop procurement upon violation and seek alternative sources Regularly review/update policy per the latest laws and standards 	<ul style="list-style-type: none"> Terminate cooperation/cancel orders for non-compliance Transparent handling of violations
Supplier Management	Non-conformance with RBA requirements	Medium	Supplier Integrity Commitment	<ul style="list-style-type: none"> RBA Supplier Selection & Evaluation Procedure 	<ul style="list-style-type: none"> Regular supplier training on human rights, working time, gender equality; ensure understanding of our human-rights policies 	<ul style="list-style-type: none"> Establish oversight mechanisms to ensure supplier compliance 	<ul style="list-style-type: none"> Non-compliant suppliers may face order cancellation or termination 	<ul style="list-style-type: none"> Termination/cancellation for violations Transparent investigation process and handling

Workplace Misconduct Prevention

HR enforces the Whistleblowing & Sexual Harassment Procedure (prevention, complaints, discipline) for a safe, rights-protected workplace.

Complaint Handling

Upon receipt, HR convenes a task force (HR and both parties' supervisors) to investigate and report findings to the General Manager.

2024 Case Handling

5 complaints: 1 bullying (unsubstantiated; accepted by both), 1 sexual harassment (corrected per authorities; closed on the Ministry of Labor site); all resolved.

Prevention & Remediation Measures

- Work separation: No direct contact.
- Safety monitoring: Strengthen protection mechanisms.
- Education & awareness: Build awareness to prevent recurrence.

Reporting & Oversight

Some sites have dedicated migrant-worker channels; HR investigates and responds to complaints, with unions and employee reps overseeing.

Corporate Commitment

Through robust policies and mechanisms, JEBSEE ensures a safe, respectful, and fair workplace for all employees.

Preface
Sustainable value
Work together for a win-win situation
Environmental Responsibility
Friendly Workplace
Social responsibility



4.1.3 Friendly Workplace

We view talent as core to sustainable growth; competitive pay/benefits, L&D, and open communication foster a self-driven workplace and shared success.

Friendly Workplace

2024: line managers led “Workplace for All,” fostering collaboration/respect and boosting interaction, cohesion, and efficiency.

Workplace Misconduct Prevention

Enforce policy, streamline processes, run check-ins; ensure transparent/efficient complaints and a safe, rights-protected workplace.

Counseling & Support

Provide counseling and resources to address work/personal issues and ease stress.

Diversity, Equity & Inclusion

Respect gender/marital/ethnic/faith choices; continually build an inclusive, fair, respectful workplace.

Health Management & Care

On-site nurses and a company physician; in 2024, ~100 employees received exam reviews and 1:1 consultations, supporting well-being.

4.1.4 Communication channels

JEBSEE maintains diverse, open, and transparent channels—committees, town halls, events, portals, hotlines, and email—for real-time two-way dialogue. Employees can report anonymously via the Whistleblowing Mailbox with anti-retaliation protection; site channels include the employee platform, L-M/Welfare/OSH committees, and suggestion boxes. The proposal platform routes items to responsible units (HR handles uncategorized); we hold quarterly L-M meetings and employee forums and run an HR-coordinated Employee Care Hotline. News and activities are posted on the mobile-accessible Employee Information System.

CHANNELS	MONTH	QUARTER	YEAR
STAFF FORUM		★	
NEWCOMER SYMPOSIUM		★	
LABOR-MANAGEMENT MEETING		★	
SECURITY COMMITTEE		★	
SUSTAINABILITY COMMITTEE		★	
ESG CONFERENCE		★	
WELFARE COMMITTEE		★	
INFORMATION SECURITY MANAGEMENT COMMITTEE	★		
ISO27001			★

友善職場
Nơi làm việc thân thiện

充分溝通 (Luôn quan tâm tìm hiểu)
解決問題 (Giải quyết vấn đề)

申訴方式
Phương thức khiếu nại

申訴專線 (Đường dây khiếu nại)
06-2647622#821&321

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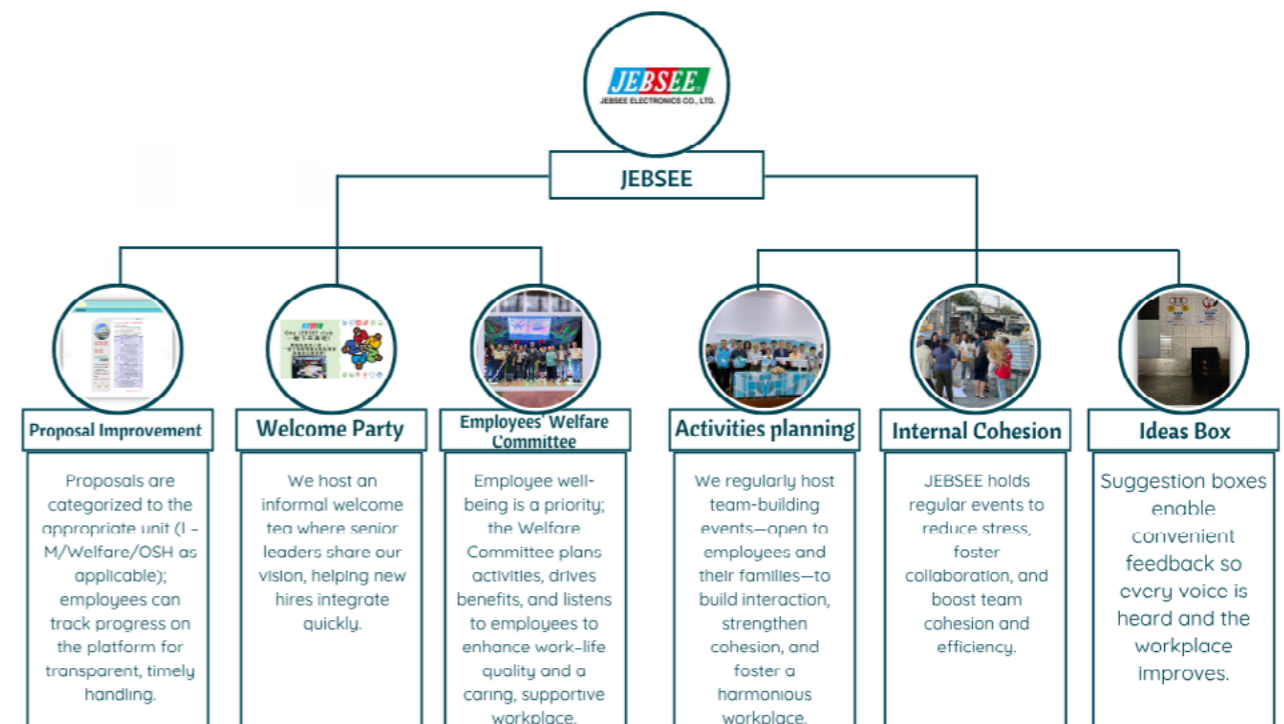
禁止性騷擾
Cấm quấy rối tình dục

申訴方式
Phương thức khiếu nại

申訴專線 (Đường dây khiếu nại)
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JEBSEE ELECTRONICS CO., LTD.



4.2 Talent Appointment

We uphold human-rights, merit-based, law-compliant, transparent hiring with equal opportunity; recruiters train regularly to ensure fair, efficient selection.

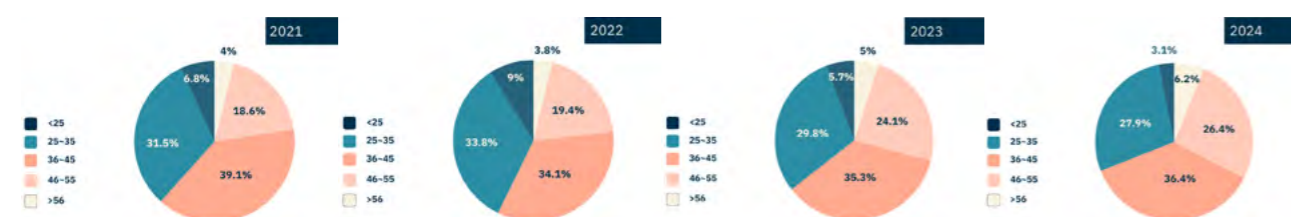
4.2.1 Workforce Structure

As of Dec 31, 2024, headcount was 484 (vs. 580 in 2023), with a ~2:1 female:male ratio; 86 managers and 398 non-managers (~1:5).

With AI initiatives, we provide capability coaching and optimize processes to support tech adoption, improve agility/efficiency, and strengthen our core talent.

		2024 年		
		headcount	比例	
Total number of employees		Female	310	64.05%
		Male	174	35.95%
		Total	484	100.00%
Management position	Indirect	Female	24	35.82%
		Male	43	64.18%
		Total	67	100.00%
	Direct	Female	13	68.42%
		Male	6	31.58%
		Total	19	100.00%
Non-managerial position	Indirect	Female	66	54.10%
		Male	56	45.90%
		Total	122	100.00%
	Direct	Female	207	75.00%
		Male	69	25.00%
		Total	276	100.00%

Age distribution chart of current employees



		<25	25~35	36~45	46~55	>56	Total
2021	Headcount	36	166	206	98	21	527
	%	6.8%	31.5%	39.1%	18.6%	4.0%	100.0%
2022	Headcount	66	249	251	143	28	737
	%	9.0%	33.8%	34.1%	19.4%	3.8%	100.0%
2023	Headcount	33	173	205	140	29	580
	%	5.7%	29.8%	35.3%	24.1%	5.0%	100.0%
2024	Headcount	15	135	176	128	30	484
	%	3.1%	27.9%	36.4%	26.4%	6.2%	100.0%

4.2.2 Talent Development and Retention

We hire on merit with human-rights and legal compliance, keep recruitment transparent and equal-opportunity, and train recruiters regularly to ensure fair, efficient selection.

		2021		2022		2023		2024		
		Head-count	Ratio of Salary to Minimum Wage	Head-count	Ratio of Salary to Minimum Wage	Head-count	Ratio of Salary to Minimum Wage	Head-count	Ratio of Salary to Minimum Wage	
Total Number of Employees	Female	291	1.29	471	1.16	375	1.16	310	1.19	
	Male	236	1.58	266	1.51	205	1.61	174	1.60	
	Total	527	1.42	737	1.28	580	1.32	484	1.34	
Management position	In-direct	Female	25	2.48	27	2.29	22	2.23	24	2.18
		Male	43	2.84	48	2.80	48	2.71	43	2.55
		Total	68	2.71	75	2.61	70	2.56	67	2.42
	Direct	Female	11	1.12	12	1.16	15	1.19	13	1.19
		Male	12	1.32	12	1.28	12	1.37	6	1.28
		Total	23	1.23	24	1.22	27	1.27	19	1.22
Non-management position	In-direct	Female	86	1.43	80	1.41	69	1.41	66	1.39
		Male	62	1.67	68	1.53	58	1.58	56	1.58
		Total	148	1.53	148	1.47	127	1.49	122	1.47
	Direct	Female	169	1.06	352	1.01	269	1.01	207	1.01
		Male	119	1.11	138	1.07	87	1.06	69	1.05
		Total	288	1.08	490	1.03	356	1.02	276	1.02

4.2.3 Workforce Structure

HR and departments recruit and support talent (onboarding, care, rewards, mobility/promotion, pay reviews) to build a growth- and recognition-oriented workplace.

		2021		2022		2023		2024		
		Head-count	%	Head-count	%	Head-count	%	Head-count	%	
Rates	Total	48	9.11%	42	5.70%	44	7.59%	51	10.54%	
Management position	In-direct	Female	5	33.33%	7	58.33%	0	0.00%	6	35.29%
		Male	10	66.67%	5	41.67%	8	100.00%	11	64.71%
		Total	15	100.00%	12	100.00%	8	100.00%	17	100.00%
	Direct	Female	7	46.67%	4	30.77%	6	35.29%	4	50.00%
		Male	8	53.33%	9	69.23%	11	64.71%	4	50.00%
		Total	15	100.00%	13	100.00%	17	100.00%	8	100.00%
Non-management position	In-direct	Female	9	75.00%	6	60.00%	5	71.43%	5	55.56%
		Male	3	25.00%	4	40.00%	2	28.57%	4	44.44%
		Total	12	100.00%	10	100.00%	7	100.00%	9	100.00%
	Direct	Female	1	16.67%	4	57.14%	3	25.00%	10	58.82%
		Male	5	83.33%	3	42.86%	9	75.00%	7	41.18%
		Total	6	100.00%	7	100.00%	12	100.00%	17	100.00%



Salary Ratio

2021–2024: stable policy kept salary/base ratios steady with modest gains; management pay above base; non-management rising yearly. We continue to enhance pay and benefits.

Talent Turnover

2024 turnover 12.2%; lower for 50+, higher for 30–49. We'll refine policies to better meet the latter group's needs.

- Gender & Site Analysis
Female turnover stable; management lower, indicating progress on gender equity/career growth. At Xinle/Xinren, we analyzed drivers and adjusted measures to boost satisfaction and retention.
- Retention Strategy : Guided by exit-interview insights, we focus on three pillars: Recruitment & Placement, Onboarding, and Career Development.
 - Selection & coaching: screening, mentors, manager 1:1s
 - Skills & careers: competency mapping, IDPs, internal mobility
 - Employee experience: L&D, digitalization, competitive pay, inclusive culture

We refine talent management to boost satisfaction and enable shared growth.

2024 Employee Turnover Rate							
Number of resignations		Xinle		Xinren		Total	
		Direct	Indirect	Direct	Indirect	Direct	Indirect
<=29	Male	0.0%	0.6%	1.1%	0.2%	1.1%	0.8%
	Female	0.0%	0.4%	2.4%	0.9%	2.4%	1.3%
	Total	0.0%	0.9%	3.6%	1.1%	3.6%	2.1%
30 ~ 49	Male	0.2%	1.9%	5.3%	3.9%	5.5%	5.8%
	Female	0.2%	1.3%	7.9%	1.7%	8.1%	3.0%
	Total	0.4%	3.2%	13.2%	5.6%	13.5%	8.8%
>=50	Male	0.0%	0.4%	0.0%	0.8%	0.0%	1.1%
	Female	0.0%	0.0%	1.3%	0.2%	1.3%	0.2%
	Total	0.0%	0.4%	1.3%	0.9%	1.3%	1.3%
Total	Male	0.2%	2.8%	6.4%	4.9%	6.6%	7.7%
	Female	0.2%	1.7%	11.7%	2.8%	11.8%	4.5%
	Total	0.4%	4.5%	18.0%	7.7%	18.4%	12.2%

Note: Employee Turnover Rate (%) = (Number of Employees Who Left During the Year / [(Number of Employees at the Beginning of the Period + Number of Employees at the End of the Period) / 2]) * 100%

4.2.4 Industry-Academia Collaboration

Partner with universities (recruiting, mentorships, tech talks) to build technical talent pipelines and support student careers; offer internships with priority hiring for top performers.

Program	Organizer	The content	Achievement 2025
Industry–Academia Cooperative Training Program	Taijiang National Park	1–2-year collaboration with Taijiang National Park to train manufacturing/AI talent for blue-carbon needs, focused on black-faced spoonbills and **aquaculture**.	By 2025, complete ~1 ha (1 jia) restoration in Taijiang to establish a nature-friendly habitat.
Corporate Leadership Talent Development Program	AEUST	1–2-year cross-disciplinary training with corporate career mentorship to develop future talent.	Select top students for targeted courses and joint ideation/R&D collaboration.
Antenna Measurement Technology — Professional Consulting Services & Model Development	CSU	License HFSS; provide 3D-printing support; antenna consulting/design/analysis and knowledge sharing.	Deliverables: progress reviews, 3D-printed samples, and consulting reports—tracking progress and showcasing results.
Firmware Development for LEO Phased-Array (Electronically Steered) Antenna Control Systems	NSYSU	Develop LEO phased-array antenna-control firmware & transfer technology.	Provide SOPs, technical support/transfer, talent training, and results demonstrations.

4.3 Training and nurturing

We strengthen professional and managerial skills via training and opportunities beyond compliance.



Development Strategy



Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

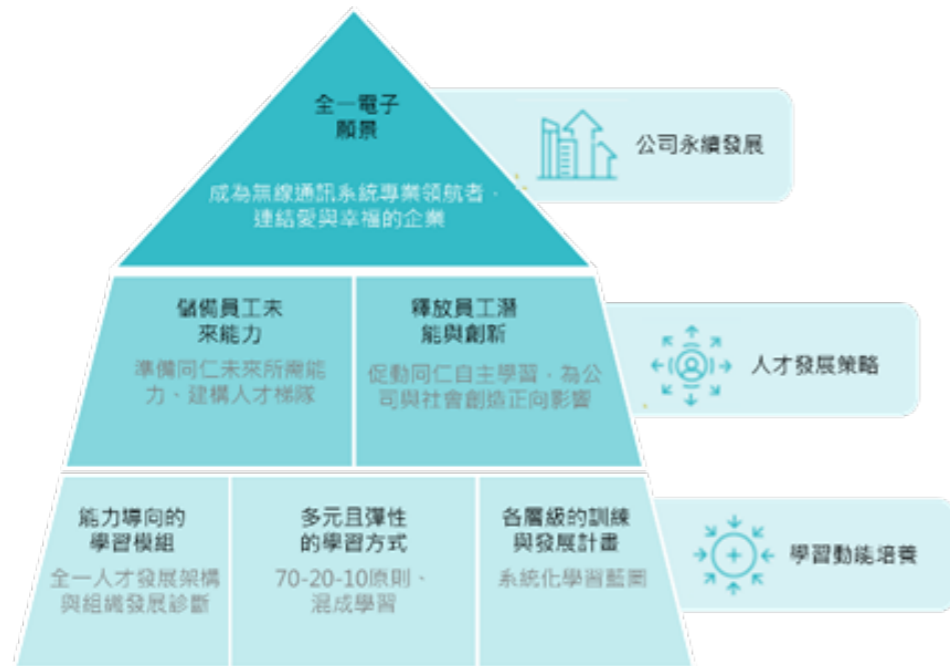
Social responsibility

High-Performing Talent Development

Develop high-potential talent via competency assessments and IDPs, offering courses, rotations, projects, and 1:1 coaching; annual reviews align development and succession.

Management Capability Development

Identify high-potentials via reviews/IDPs; offer courses, rotations, projects, and 1:1 coaching; annual reviews align development and succession.



4.3.1 Action-Based Learning System

Encouraging Participation in External and Internal Courses

Encourage seminars/workshops, professional and continuing training, and department book clubs for knowledge sharing; post-course surveys inform future programs.

Project-Based Learning

Project meetings track progress, resolve issues, and mitigate risks (Q&A, cases, e-learning); departments attend ops/tech exchanges to strengthen management, development, and growth while optimizing resources.

4.3.2 Digital Systems

Kirkpatrick Model Training Evaluation

We use Kirkpatrick's four levels (reaction, learning, behavior, results). 2024: all courses had reaction surveys (avg 4.6); OJT assessed at learning/behavior; final outcomes measured in the performance system.

E-Learning

2023 Launched an internal e-learning platform—integrated resources, annual curriculum/updates, and anytime self-learning.

Modular Courses

Designed by competency and level:

- New hires: Onboarding.
- Professionals: IATF 16949 & ISO Management series.
- Line managers: Fundamentals of Management.
- Mid-senior leaders: Performance, project, and workplace/communication courses.

On-the-Job Trainin (2024)

Integrated in-person/online platforms; 26 avg hours/employee (~+246% YoY). Spend NT\$3,564,214 (avg NT\$6,650/employee), strengthening learning and competitiveness.

4.3.3 Training Participation

We align career paths with strategy and roles, promote lifelong learning, and build technical, leadership, and execution skills—boosting retention and driving value transformation.

Year	2022	2023	2024
Average hours	4.9	10.6	26.04



	Male			Female			Total Employees		
	training hours	Head-count	Hours per person	training hours	Head-count	Hours per person	training hours	Head-count	Hours per person
	(A)	(B)	(A/B)	(A)	(B)	(A/B)	(A)	(B)	(A/B)
Courses (on line)	2,884.30		16.58	3,735.95		12.05	6,620.25		13.68
Courses (internal)	2,824	174	16.23	2,543	310	8.20	5,367	484	11.09
Courses (external)	290		1.67	328		1.06	618		1.28

	Management position			Non-managerial position			Total Employees		
	training hours	Head-count	Hours per person	training hours	Head-count	Hours per person	training hours	Head-count	Hours per person
	(A)	(B)	(A/B)	(A)	(B)	(A/B)	(A)	(B)	(A/B)
All courses	5019.1	86	58.36	7,586.15	398	19.06	12605.25	484	26.04



4.3.4 Performance management

Competency Evaluation

360° reviews + IDPs support self-set career goals and growth via multi-source feedback; regular reviews align development with business goals and boost engagement, agility, and collaboration.

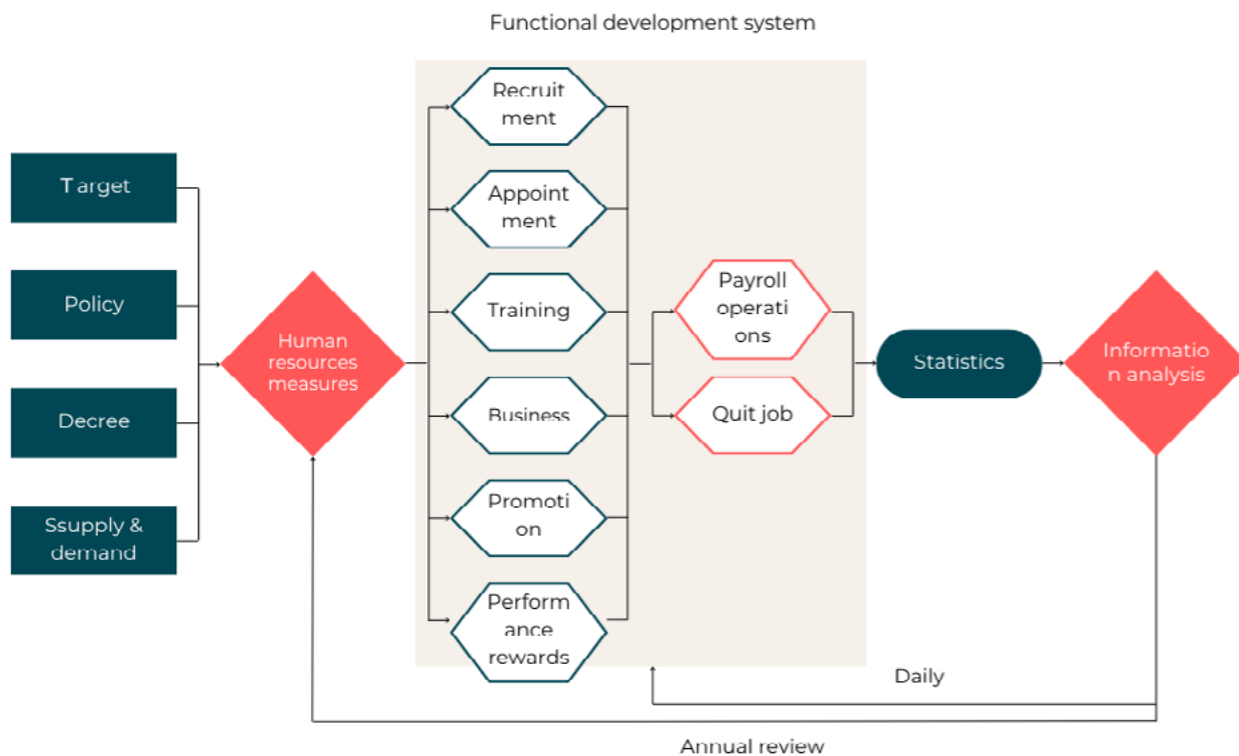


Performance Appraisal

Performance Management — Twice-yearly reviews plus mid-cycle 1:1s for performance, goals, and development; results drive rewards/promotions. Coverage: 100% of post-probation staff (excl. unpaid leave).

Skill Development

Managers deliver real-time 1:1 feedback/coaching to tackle challenges, raise performance/skills, and strengthen team effectiveness.



Promotion

2023: 44 promoted (7.59%). Managers: 25 — indirect: 0% women; direct: 35.29% women. Non-managers: 19 — indirect: 71.43% women; direct: 25% women.

2024: 44 promoted (10.54%). Managers: 25 — indirect: 35.29% women; direct: 50% women. Non-managers: 16 — indirect: 55.56% women; direct: 58.82% women.

Promotion rate rose; women’s promotions increased (notably in non-management), while indirect management still shows a relatively low female share.

Rates		2023		2024		
		Headcount	%	Headcount	%	
Management position	Total	44	7.59%	51	10.54%	
	Indirect	Female	0	0.00%	6	35.29%
		Male	8	100.00%	11	64.71%
		Total	8	100.00%	17	100.00%
	Direct	Female	6	35.29%	4	50.00%
		Male	11	64.71%	4	50.00%
Total		17	100.00%	8	100.00%	
Non-managerial position	Indirect	Female	5	71.43%	5	55.56%
		Male	2	28.57%	4	44.44%
		Total	7	100.00%	9	100.00%
	Direct	Female	3	25.00%	10	58.82%
		Male	9	75.00%	7	41.18%
		Total	12	100.00%	17	100.00%

4.4 Salary and benefits

4.4.1 Compensation System

We foster a fair, motivating workplace where employees feel valued and belong. Pay is reviewed regularly against inflation, law, and market benchmarks to stay competitive.

Rewards include performance/project bonuses, profit-sharing, team/individual excellence awards, and patent awards.

We uphold equal treatment regardless of gender, age, race, religion, or political views and cultivate an inclusive culture. 2024: We advanced gender balance and pay transparency, expanded grade-level disclosure, worked to narrow gender pay gaps, and published data to build trust.

		2024		
		Headcount	Ratio of Salary to Minimum Wage	
Total number of employees	Female	310	1.19	
	Male	174	1.60	
	Total	484	1.34	
Management position	Indirect	Female	24	2.18
		Male	43	2.55
		Total	67	2.42
	Direct	Female	13	1.19
		Male	6	1.28
		Total	19	1.22
Non-managerial position	Indirect	Female	66	1.39
		Male	56	1.58
		Total	122	1.47
	Direct	Female	207	1.01
		Male	69	1.05
		Total	276	1.02

4.4.2 Employee Insurance

Employee Well-being & Security (Simplified):

- Insurance: Statutory labor and national health insurance, plus fully employer-paid group coverage (incl. accident) from day one.
- Retirement: Defined-benefit plan under the Labor Standards Act and, since 2005, monthly contributions under the Labor Pension Act; retirement gratuity provided.
- Commitment: Benefits protect employees during employment and retirement, strengthen belonging and stability, and support attraction/retention; we continue to improve these programs.

Retirement plan categories	Source	percentage
Labor Standards Act (old system)	Employer Contribution	2%
Labor Pension Ordinance (New System)	Employer Contribution	6%
	Employee Voluntary Contribution	Upper limit 6%

4.4.3 Special Policies

Benefits Beyond the Labor Standards Act:

- Paid personal & sick leave: Available to designated grades for personal matters or recovery.
- Maternity leave: Partial salary during leave to ease financial pressure.
- Marriage leave: 2 days for a child's wedding; 1 day for a sibling's.
- COVID-19 measures: Paid vaccination leave and flexible WFH.

These people-centric policies support work-life balance and strengthen belonging and well-being.

Reason for stay		Parental leave			Other		
		Male	Female	Total	Male	Female	Total
A	Number of applicants-2024	2	5	7	3	0	3
B	Number of people who should be reinstated-2024	2	1	3	2	1	3
C	Actual number of people reinstated-2024	2	0	2	2	0	2
D	Number of people reinstated-2023	2	6	8	1	0	1
E	Number of people reinstated for one year-2023	1	4	5	1	0	1
Reinstatement rate (C/B)×100%		100.0%	0.0%	66.7%	100.0%	0.0%	66.7%
Retention rate (E/D)×100%		50.0%	66.7%	62.5%	100.0%	0.0%	100.0%

Parental Leave Outcomes — 2024 return-to-work 66.7% (men 100%); 2023 one-year post-return retention 62.5% (women 66.7%). These results reflect effective family-friendly policies that enhance stability and satisfaction.





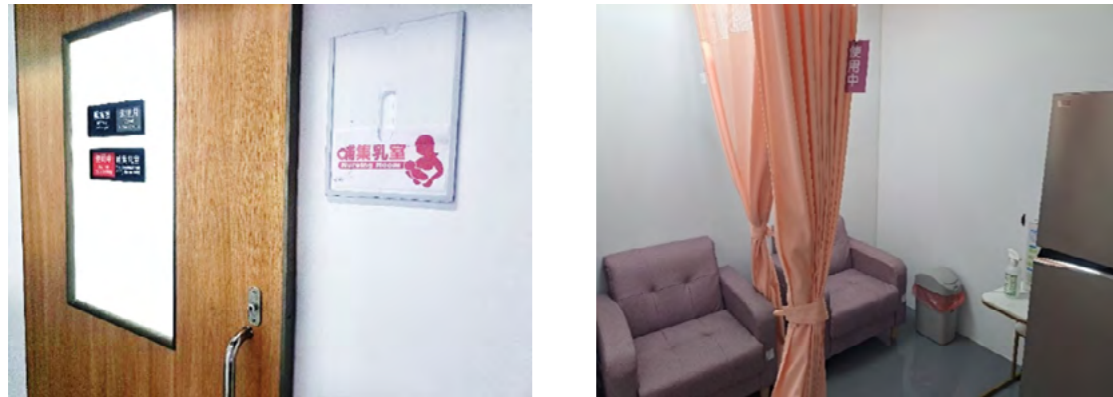
4.4.4 Recreational Activities

Healthy, Caring Workplace — Sites include fitness facilities (open all day), a craft studio, lactation rooms, and vending machines.

The craft studio hosts classes and team events/meals to build cohesion.

An on-site clinic (nurse and company physician) provides free care, and lactation rooms support work-family balance.

At the Xinle plant, a “Time Corridor” showcases our history to deepen cultural identity and belonging.



4.4.5 Staff activities

Employees' Welfare Committee

Employee Welfare & Engagement — Welfare Committee (per Employee Welfare Act), co-managed by labor/management and funded by revenue/welfare funds, improves benefits and L-M harmony.

We support clubs and host sports/cultural/tech events to build teamwork. Ongoing investment enhances benefits and sustains a positive, harmonious workplace with shared growth.

4.5 Workplace Safety and Health

4.5.1 Occupational Safety and Health Management

ISO 45001 OHSMS — Re-certified in 2023; 2024 surveillance completed. In line with ISO/CASCO’s London Declaration, Annex SL-based standards must address climate change; we updated our OHS Manual accordingly.

Governance & Scope — Led by the OHS Department and implemented by all functions under the CEO and Management Representative. Coverage includes all employees (labor reps, OHS committee, general staff), on-site contractors (security, cleaning, dispatched staff), external contractors (construction, waste removal, equipment maintenance), and off-site personnel (e.g., outsourced processing). All operations at Xinle and Xinren plants are in scope.

Occupational Safety and Health Committee

OSH Committee — Established per the OSH Act; chaired by the GM; members include dept heads, safety/engineering staff, an occupational health nurse, and ≥ 1/3 worker reps. Meets quarterly/as needed (4 in 2024) to review/advise on OSH and environmental matters.

Worker Representatives — 10 elected via L-M meetings (biennial), with rights over OSH rule consent, committee participation, monitoring review, and incident investigation—strengthening L-M dialogue and OSH protection.



ISO 45001 OHSMS Annual Surveillance Audit



Policy	Target	Goal
Respect life, health control, and reduce risks and harm to people	Health promotion activities	1. Large blood-donation drive ≥ 1/year to boost visibility. 2. Health promotion: stress-relief classes, 100 participants target.
Developing an environment, safety and health culture in the workplace	Continuous improvement and compliance with environmental, safety and health regulations	1. Equipment inventory & audit annually; corrective closure ≥ 90%.
		2. Hazard-awareness (incl. PPE) training ≥ 2/year.
Continuous improvement • Compliance with regulations • Cooperation in promoting environmental, safety and health policies	Participation of all employees, zero workplace disasters	Major incident rate: 0%.
	Continuous improvement, sustainable environmental protection	Environmental violations: 0%.
Strengthen communication and management-system performance monitoring.	Enhance labor-rights training.	Labor-rights training: ≥ 90% completion each year.
	Enhance ethics / code-of-conduct training.	Ethics training: ≥ 1 hour/person/year.



2024 Health Management & EHS Culture — Targets met with clear results:

- 10 stress-relief sessions
- 90% corrective closure on equipment audit findings
- ≥ 2 hazard-awareness trainings/year
- Major incident rate: 0%
- Environmental violations: 0%

These actions strengthened employee health and safety, advancing toward zero harm and sustainability.

Hazard Identification and Risk Assessment

Method: Classify hazards (physical/chemical/biological/ergonomics/unsafe acts); assess via risk matrix (F–frequency, P–probability, S–severity); apply controls. Include suitability checks for older/young workers, maternity, and psychosocial risks; 2024 added “opportunity” evaluation.

2024 actions: 2 trainings; annual review across 22 departments; extra assessments triggered by near misses, incidents, or management-of-change.

Substitution (2024): Replaced methanol cleaner (Eye Irrit. 2A; Repr. Tox. 2; STOT 1; possible delayed effects). Result: reduced exposure/health risk and lower admin costs (medical checks, monitoring, PPE).



Hazard Identification & Risk Assessment Flowchart

Occupational Injury Statistics

2024: 0 fatalities/occupational diseases; 12 injuries (entanglement, cuts, falls, traffic, other). 91 days’ statutory injury leave granted; all cases reported to EHS for corrective action. Ongoing OSH training and return-to-work health reviews reduce recurrence and protect employees.

Table: Occupational Accident Statistics

Item	unit	2022	2023	2024
Total working hours	Hour	1362936	1261384	911797
Number of recordable occupational injuries	Number of people	12	4	3
Recordable occupational injury rate (million)	-	8.8	3.17	3.29
Number of incapacitating injuries	frequency	11	2	3
Incapacitating injury frequency FR (million)	-	8.07	1.58	3.29
Days lost due to injury	days	985	17.3	34
Incapacitating injury severity rate SR (million)	-	722	13	37.29

Indicator display: 1. Workers include all employees and external personnel engaged in contracting, other labor and dispatch within the factory, with a coverage ratio of 100%

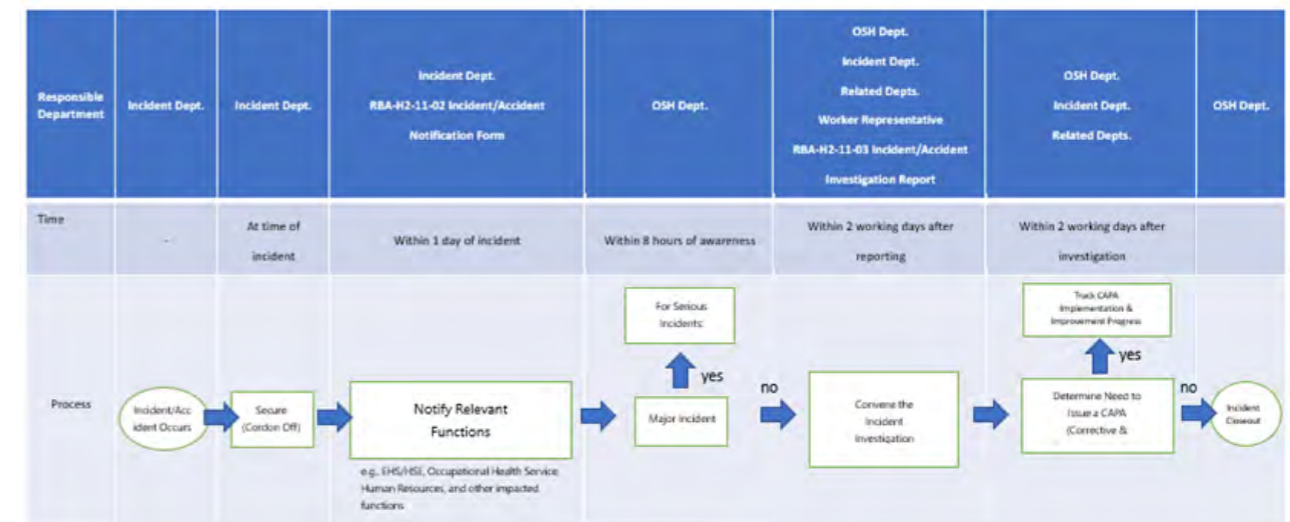
Incident and Accident Investigation

Per procedure, we handle incidents/near misses and conduct hazard & risk assessments. 2024: no major OSH incidents.

Workplace Monitoring

Semiannual monitoring of physical/chemical agents per procedure (sampling & analysis) to prevent occupational disease. 2024 findings: 5 low-illumination cases; 4 corrected.

Chemicals (2024): plant-wide inventory; hazardous-substance register; identified health-hazard and monitoring items. Semiannual checks by law: 171 measurements completed; risks graded and controls recorded under CCB classification.





Preface

Sustainable value

Work together for a win-win situation

Environmental Responsibility

Friendly Workplace

Social responsibility

Chemical Classification & Hazardous Substances Management

Per law and CNS 15030, we keep hazard-assessment records and a tiered chemical register, set risk by hazard/exposure, and apply corresponding controls.

Our Chemical Management Procedure covers inventory, use, storage, emergency response, disposal, and training, with CCB-based assessment. EHS conducts semiannual inventories and SDS reviews, spot audits (labeling, storage, PPE), and annual all-hands training.

Hazardous Material Management		
Pre-entry Safety Documentation Review	Chemical Hazard Evaluation and Classification	Hazard Communication Training and Development
Creation of Hazard Labels and Signage	Creation of a Hazardous Substance Inventory	Suitability Assessment (Prohibited Uses, Incompatibility)
Use of Protective Equipment	Safe Storage Environment	Health Management
Legal Waste Disposal		Operational Environmental Monitoring

Disaster Prevention and Mitigation

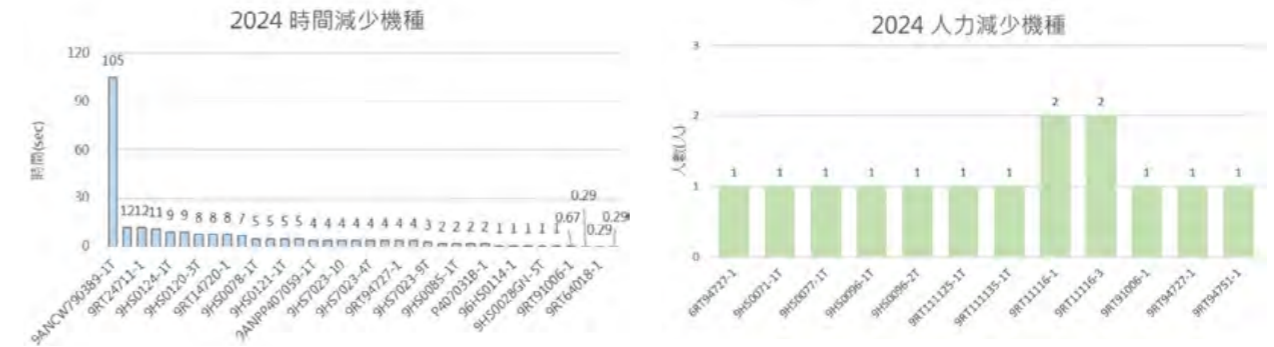
ERT & Training: Role/skill-based ERT; semiannual training; sitewide drills.

EPR Scenarios: Spills, disasters, outages, food safety, infectious disease—boost readiness and reduce EHS risk.

Total number of emergency preparedness & mitigation drills completed in 2024		
No.	Drill Title	Sessions Held
1	Fire Brigade (ERT) Member Training	10
2	Fire Brigade (ERT) Disaster Drill (Earthquake, Fire)	6
3	Natural Disaster Drill (Typhoon, Flood)	1
4	Chemical Spill Drill	1
5	Electrical Fault & Utility Outage Drill (Power/Water)	1
6	Food Poisoning & Infectious Disease Emergency Preparedness Drill	1

Machinery Safety Management

Since 2022, audited 54 high-risk stamping presses (SOPs, warnings, checklists, light curtains, guards) and posted on-machine QR-code results for transparency. 2024: completed 33 safety upgrades with Industrial Development Bureau support.



Process equipment optimization cut 14 headcount and 259 s process time across 12 models (labor) and 36 (time), yielding lean gains.

Employee Training & Competency Development

Per OSH Training Regulations/ISO 45001, our annual plan ran 18 courses (OSH, fire/ER, management systems); 2024 saw 2,157 attendances, improving hazard awareness, injury prevention, and workplace health.



Occupational safety and health management related training and development in 2024

Category	No.	Training/Drill	Course Objective	Course Benefit	Participants	Headcount
Occupational Safety & Health (OSH)	1	New Hire & Change-of-Work: General OSH & Hazard Awareness	Prevent occupational injuries; protect workers' safety and health	Raise pre-job hazard awareness and safety consciousness for new hires	New employees	New employees
	2	OSH Committee Member In-Service Training	Regulatory compliance	Strengthen OSH committee members' EHS management knowledge and ESG learning	OSH Committee members	32
	3	General In-Service OSH & Hazard Awareness Training	Prevent occupational injuries; protect workers' safety and health	Improve employee safety awareness and workplace H&S	All employees	488
	4	OSH Skill Certification (External)	Regulatory compliance; obtain operating qualification	Strengthen on-site management and related competencies	Designated personnel	33
	5	Contractor Safety Orientation/Training	Communicate contractor management policy	Two-way communication between owner and contractors	Project owner unit & contractors	19
	6	Defensive Driving & Road Safety Training	Defensive Driving & Road Safety Training	Defensive Driving & Road Safety Training	Defensive Driving & Road Safety Training	46
	7	Management of Change (MOC) Procedure Training	Management of Change (MOC) Procedure Training	Management of Change (MOC) Procedure Training	Management of Change (MOC) Procedure Training	6
Fire / Emergency Response	8	In-Plant Fire Brigade (ERT) Member Training	In-Plant Fire Brigade (ERT) Member Training	In-Plant Fire Brigade (ERT) Member Training	In-Plant Fire Brigade (ERT) Member Training	397
	9	ERT Disaster Drill (Earthquake)	Regulatory compliance	Role awareness and response skills for ERT members	All employees	866
	10	Natural Disaster Drill (Typhoon, Flood)	Regulatory compliance	Role awareness and response skills for relevant units	Administration Dept; EHS	22
	11	Chemical Spill Drill	Regulatory compliance	Role awareness and response skills for relevant units	Manufacturing; Process Eng.; Materials; Molding	29
	12	Electrical Fault & Utility Outage Drill (Power/Water)	Regulatory compliance	Role awareness and response skills for relevant units	Administration Dept; EHS	22
	13	Food Poisoning & Infectious Disease Emergency Preparedness	Regulatory compliance	Role awareness and response skills for relevant units	Administration Dept; EHS	19
	14	CPR+AED	First-aid training for senior managers and rescue team	Strengthen ERT medical team first-aid skills	All employees	35
15	Escape Descender Operation Training	ERT skills training	Strengthen evacuation guidance skills for ERT team	ERT Evacuation/Guidance Team	30	
Management Systems	16	Hazard & Risk Identification Training	Maintain management system effectiveness	Train unit personnel on MS operation knowledge and correctness	Department designees	33
	17	Environmental Aspects & Impacts Training			Department designees	33
	18	Internal Auditor Training			Department designees	47



Preface

Sustainable Value

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Environmental Responsibility

Friendly Workplace

Social Responsibility



4.5.2 Healthy Workplace

With local hospitals, we run periodic exams for new hires/incumbents/special-duty staff; a full-time nurse stratifies risk and monitors high-risk cases. Per the Labor Health Protection Regulations, the nurse leads programs, and a Kaohsiung Chang Gung physician provides on-site consults, RTW assessments, and follow-ups.

Policy (OSHA-aligned): Maternity protection; abnormal-workload/MSD; unlawful-infringement prevention.

- Stress/CV: Questionnaire screening; occ-physician consults/referrals.
- MSD: With Chang Jung Univ., address prolonged line standing.
- Maternity: Armbands, lactation room, parking; pre/postpartum check-ins.

We are committed to a safe, healthy, and supportive workplace that safeguards employees' physical and mental well-being.



Contractor Management

In 2024 we revised the Contractor Operations Management Procedure; before entry, contractors sign a Safety & Health Management Commitment (OSH compliance, training, hazard communication, protective measures). In June we implemented FineReport for access control, and in September launched QR-code online EHS induction (15 contractors).



Contractor Safety and Health Coordination Organization

Additionally, we held pre-mobilization and monthly contractor S&H coordination meetings (4 in 2024) and a large in-plant training on RBA and ISO 45001/14001 to strengthen ESG alignment (4 contractors).





05 Social responsibility

5.1 Child Welfare

5.2 Land Conservation

5.3 Care for the disadvantaged



Annual Performance

JEBSEE supports child education and the environment through public-welfare projects with employees, customers, and suppliers.

Item	Activity theme	Beneficiaries	Methods of Involvement	Social Impact
Caring for Children	Donate experiment desks Scholarships for low-income students Badminton team sponsorship	Schools/ educational institutions Nonprofit social-welfare orgs	Employee participation Funding	Strengthen distinctive education & child confidence 2024: badminton gear & uniforms for elementary/JH teams
Caring for the Environment	Environmental education Green-area adoption/ beautification Blood drives	Nonprofits Social-welfare nonprofits Local environmental groups	Funding Industry-government-academia collaboration Employee participation	Lower ecological impact; enhance biodiversity 2024: sponsored "Transparent Footprint 3.0" Anping Industrial Park green adoption 2024 blood drive: 56 units (250 mL each)
Supporting Vulnerable Groups	Support charities Donate rice Donate refurbished computers	JEBSEE employees Charitable organizations	Employee participation Funding	Stronger community; better welfare for vulnerable groups Charitable donations: NT\$30,000 2024 rice donations: 720 kg

2024 Charity Activities Overview		
Category	2024	
	Thousand(TWD)	Proportion (%)
Long-term Investment (Note 1)	4.8	72.7
Charity Donations (Note 2)	1.8	27.3
Total	6.6	100

Note 1: Long-term: enrichment for rural children, sponsorships, and university service clubs.
Note 2: Donations to Green Citizens' Action Alliance and Genesis (Tainan Branch); 2024 total NT\$18,000.

Funding objects	Thousand(TWD)
Caring for Children	4.8
Caring for the Environment	0.6
Supporting Vulnerable Groups	1.2



Major topic	Performance indicators	2024		Target			SDGs
		Target	Achievement	2025 (Short-term goals)	2028 (Mid-term goals)	2031 (Long-term goal)	
Social participation	Ecological Restoration Area	2 fen (Taiwan land unit)	2 fen	4 fen	4 fen	4 fen	

Preface

Sustainable value

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Friendly Workplace

Social responsibility



5.1 Child Welfareis

Founded in 1981, Xinxing Junior High once enrolled nearly 3,000 students. Out-migration from Xinxing public housing and shifts in the Anping Industrial Park have sharply reduced enrollment and dampened community vitality. Today, almost half of students come from low-income families; limited school resources mean needs often exceed what teachers can cover personally.

The school urgently needs broader support, especially from business. An experiment desk is more than a tool—it’s a bridge to science learning and aspiration—so each contribution provides both material help and moral encouragement.

Since 2023, JEBSEE has offered scholarships to high-achieving students from disadvantaged families. Yet many still lack tutoring and individualized guidance due to cost. To close this gap, we launched the “JEBSEE Love-in-Action” initiative to sponsor evening self-study fees for Xinxing Junior High, partnering with the school to expand educational opportunity.

Goals

Help students break barriers, boost competitiveness

- Support motivated low-income students to achieve 5A++ on the CAP and enter Tainan First Senior High School.

Support single-parent/low-income youth

- Enable students originally tracking to Tainan Industrial HS to earn admission to Tainan First Senior HS.

Raise Xinxing JH advancement rate

- Target top admissions to Tainan First and Tainan Girls’ Senior HS, maintaining No. 1 in the Southern District.

Join us to build fair education—so poverty never halts a child’s dream

We believe quality education changes destinies and broadens futures; your support strengthens the school and gives every student hope. Together, let’s create equal opportunities at Xinxing Junior High, light a beacon of knowledge, and open limitless possibilities.



5.2 Land Conservation

Safeguarding the Earth, Growing Sustainable Hope

At first light, golden rice bows in the breeze as JEBSEE colleagues walk organic paddies with local farmers—more than a contract-farming milestone, it signals our commitment to a sustainable future and social responsibility. In 2024, we launched two sustainable-agriculture initiatives with farmers and the community, pairing eco-friendly cultivation with social care—so each grain is not just food, but a gesture of warmth and hope.

Sowing Sustainability · Joy in Abundance

On Dec 7, 2024, JEBSEE and Hong Chang Rice Mill hosted the “ICHI Rice” contract-farming showcase in Xiaying, Tainan—more than a wrap-up, it honored the land and brought colleagues back to the paddies.

Restoring Agriculture’s Warmth, Rebuilding Our Bond with the Land

On Leaders’ Gleaning Day, JEBSEE executives stepped into the paddies to harvest, thresh, and mill—rediscovering the rhythm of traditional farming. Overhead, drones recorded our sustainability pledge, turning the fields into a living canvas. Through contract farming, each grain now carries environmental intent and food-safety assurance across a greener supply chain. When colleagues cupped freshly milled organic rice, its aroma narrowed the gap between technology and tradition—and renewed our resolve to steward the land.





One Bag of Blood, Irreplaceable — A Relay of Life and Love

On a crisp winter day at JEBSEE's Xinren Plant, colleagues joined the Taiwan Blood Services Foundation to donate. Sleeves rose, bags filled, and each unit set off like a baton—carrying hope, care, and a chance to sustain a life. On a crisp winter day at JEBSEE's Xinren Plant, colleagues joined the Taiwan Blood Services Foundation to donate. Sleeves rose, bags filled, and each unit set off like a baton—carrying hope, care, and a chance to sustain a life.

Public Blood Drive · Lighting Lives

- A donation campaign that rallied goodwill.
- 100+ employees volunteered, turning care into action.
- Each bag of blood is a selfless gift—a lifeline for patients

Simple Gifts, Priceless Kindness

- We offered small thank-yous—organic rice, a calendar, and a lanyard—and 500 mL donors also received an NT\$200 voucher.
- The gifts were modest, the kindness immense; JEBSEE is deeply grateful to every donor.

Warm Care, All the Way

- OSH staff were on site with first-aid and a shaded rest nook, while a cozy snack corner offered drinks and light bites.

Responsibility in Action — Co-creating a Sustainable Future

- More than a charity drive, it put JEBSEE's ESG pledge into action—deepening our partnership with the Taiwan Blood Services Foundation to stabilize the blood supply, mobilizing employees in a virtuous cycle of giving, and advancing SDG 3 (Good Health & Well-Being).



Guarding the Wetlands, Letting Life Flourish — JEBSEE x Taijiang National Park

Taijiang's spoonbill-rich wetlands face climate and human pressures. JEBSEE and the park are restoring habitat, advancing environmental education, and supporting sustainable livelihoods—turning our ESG pledge into action so nature and the local economy thrive together.

Guardians of the Black-Faced Spoonbill

To protect the spoonbill's wintering grounds, JEBSEE fine-tunes and restores wetlands based on ecological surveys, manages mangrove overgrowth to keep open feeding and flight space, upgrades tech for better monitoring, and mobilizes employee volunteers for regular field work. We act—not just observe—so spoonbills can winter safely and the wetlands stay vibrant.

Eco-Friendly Fishponds — Industry x Ecology

Taijiang's wetlands support both birds and fisheries. With local partners, we're upgrading water-quality monitoring and farming practices with product testing, promoting markets for eco-friendly seafood, and developing eco-tourism to showcase the wetland-aquaculture symbiosis—turning scenic value into a model of environmental-economic co-prosperity.

Wetland Education — Learning Nature, Growing Stewardship

Education is the key to conservation. Partnering with Taijiang National Park, JEBSEE runs wetland-school field learning, promotes eco-tourism to raise public awareness, and joins international exchanges (e.g., spoonbill season ceremonies and symposia). By teaching and experiencing nature, we help make conservation a shared mission for all.

Sustaining Together — Our Long-Term Pledge

JEBSEE's black-faced spoonbill habitat work is a long-horizon restoration program, not a one-off CSR moment. We will keep strengthening conservation, building eco-friendly supply chains, and expanding environmental education so business growth and ecosystem health advance together.





5.3 Care for the disadvantaged

Organic Harvest · Carrying Care Forward

Through JEBSEE's partnership with local farmers, this year's ICHI organic rice brought a bountiful harvest. Land once dimmed by industry is revived through contract farming and now forms part of our green supply chain. Seeing sustainability as a pledge to soV need.

From Fields to Futures — Carrying Care Forward

Through JEBSEE's partnership with local farmers, this year's ICHI organic rice brought a bountiful harvest. Land once dimmed by industry is revived through contract farming and now forms part of our green supply chain. Seeing sustainability as a pledge to society, we turn this harvest into "seeds of care" for those in need.

Future Outlook — Making Sustainability Part of Everyday Life

We'll expand contract farming to benefit more farmers, deepen employee engagement until ESG is our culture, and keep uniting environmental action with care for lasting impact. In the fields—farmers' resolve, children's smiles—we're reminded sustainability is a shared journey. JEBSEE will let technology walk with agriculture, and love with sustainability. We'll expand contract farming to benefit more farmers, deepen employee engagement until ESG is our culture, and keep uniting environmental action with care for lasting impact. In the fields—farmers' resolve, children's smiles—we're reminded sustainability is a shared journey. JEBSEE will let technology walk with agriculture, and love with sustainability.



Bridging the Digital Gap — JEBSEE x ASUS Foundation

In an era where digital learning opens doors, many students still lack devices. In 2024, JEBSEE partnered with the ASUS Foundation's Refurbished Computer Hope Program, donating refurbished computers, projectors, and peripherals to equip classrooms and expand access—turning unused tech into a bridge to knowledge and the future.

Renewing Tech, Unlocking Futures — JEBSEE x ASUS Foundation

Since 2008, the program has delivered 10,000+ refurbished PCs across 36 countries—shrinking the digital divide and e-waste. JEBSEE's donated computers, projectors, and peripherals will be refurbished and sent to social-welfare agencies and schools—less waste, more learning. "For us it's an upgrade; for kids, a window to the world."

Advancing Our ESG Mission—Together

This collaboration is more than CSR in action; it deepens JEBSEE's ESG commitment: we extend device lifecycles to cut e-waste and advance the circular economy; we lift digital literacy for disadvantaged groups to narrow education gaps and create fair access; and, by partnering with public-interest organizations, we use our corporate influence to rally more partners into meaningful social action.

Looking Ahead — Technology for Good, Care in Circulation

Beyond innovation, tech must be shared. JEBSEE will expand a green supply chain and social programs with corporate and nonprofit partners, widening access and building an inclusive, sustainable future.

