全一電子股份有限公司
JEBSEE ELECTRONICS CO., LTD.

# JEBSEE Electronics Co., Ltd.
# Sustainability Report 2025



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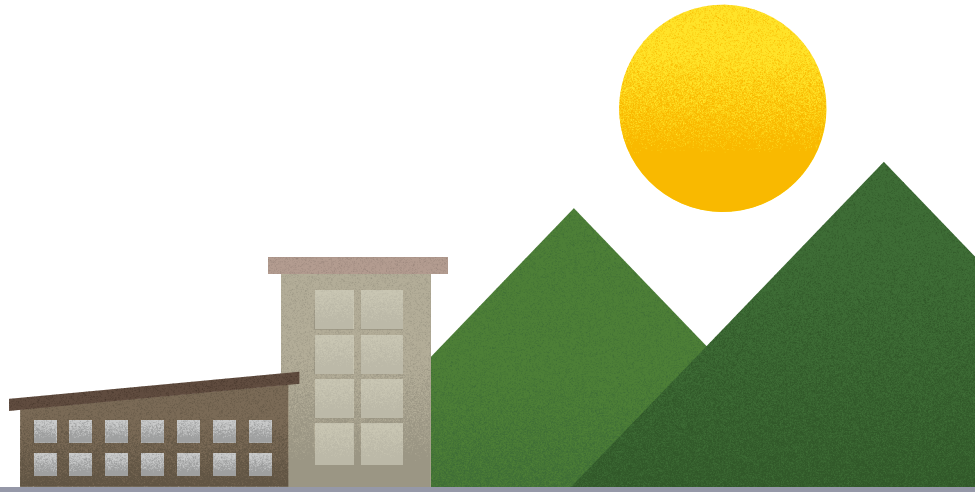
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# About This Report

JEBSEE Electronics Co., Ltd. (hereinafter referred to as "The Company") has published an annual Sustainability Report since 2024 to systematically disclose its sustainability management approach, performance, and progress across the three ESG dimensions: Corporate Governance, Environmental Stewardship, and Social Responsibility. The Report demonstrates The Company's commitment to transparent and accountable corporate management while facilitating effective communication and engagement with stakeholders.

This Sustainability Report is also publicly available in the Sustainability section of The Company's official website, enabling stakeholders to better understand The Company's sustainability strategies, achievements, and future commitments.

## Reporting Boundary

This Report covers the period from January 1 to December 31, 2025.
The disclosed information encompasses.
The Company's sustainability management policies, initiatives, and performance throughout the reporting year.
The reporting boundary includes The Company's manufacturing operations located at:
Xinle Plant, No. 24-3, Xinle Road, Anping Industrial Park, Tainan, Taiwan
Xinren Plant, No. 18, Xinren Road, Anping Industrial Park, Tainan, Taiwan
The Company's operations in Mainland China are not included within the reporting boundary of this Sustainability Report.

## Reporting Principles and Framework

This Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) industry standards, with disclosures reflecting the characteristics of the Electronic Manufacturing Services (EMS) and Original Design Manufacturing (ODM) industries.
Although not required by the competent authorities, The Company voluntarily publishes this Sustainability Report to enhance information transparency and provide stakeholders, including employees, customers, and prospective customers, with timely and relevant sustainability information. The Company will continue to improve its sustainability management and disclosure quality based on stakeholder feedback.

Data Sources and Verification
CSR Data:
Calculated in accordance with internationally recognized standards; estimated data are identified where applicable.
Financial Data:
Presented in New Taiwan dollars (NT$), based on year-end 2025 exchange rates.
External Assurance:
Deloitte & Touche provided assurance on operational and product shipment information.

## Report Management

The Sustainability Report is coordinated by the Sustainability Development Department, with active participation from representatives designated by each functional department.
The cross-functional project team is responsible for data collection, content development, report design, and assurance coordination to ensure the completeness, consistency, and accuracy of all disclosed information.

Reporting Process
An annual project kick-off meeting is held at the end of each year to establish the reporting schedule and implementation plan.
Cross-functional representatives identify and review material sustainability topics based on operational practices and stakeholder engagement results while summarizing sustainability performance achieved during the previous year.
Upon completion of the draft report, it is submitted to the Chairman for review before undergoing independent external assurance during the second quarter of the following year.
The Sustainability Report is officially published each June covering the previous reporting year.

## Publication Schedule and Contact Information

The Company publishes its Sustainability Report annually.

| Version | Publication Date |
|---|---|
| Current Edition | June 2026 |
| Previous Edition | June 2025 |
| Next Edition | Scheduled for June 2027 |

For questions, comments, or suggestions regarding this Report or The Company's Sustainable Development strategy, please contact:
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# Message from the Chairman

To Our Valued Partners and Stakeholders,

The year 2025 marks a significant milestone for JEBSEE Electronics Co., Ltd. as we celebrate the 50th anniversary of our founding. Since our establishment in 1975, The Company has remained steadfast in its core values of Integrity, Diligence, Pragmatism, and Innovation. For five decades, we have continuously strengthened our technological capabilities, product quality, and customer service while adapting to evolving market dynamics and industry challenges. Throughout this journey, we have believed that long-term corporate success can only be achieved by balancing business growth with environmental stewardship, social responsibility, and sound corporate governance.

As the world accelerates toward a low-carbon economy, climate resilience, and sustainable supply chains, The Company continues to integrate Environmental, Social, and Governance (ESG) principles into our corporate strategy and daily operations. We are committed to building a sustainable business model that is resilient, efficient, and responsible, recognizing that sustainability is no longer an option but a critical driver of long-term competitiveness and corporate responsibility.

Advancing Environmental Sustainability

Environmental stewardship remains one of our key strategic priorities. Throughout 2025, The Company continued to implement energy conservation and carbon reduction initiatives through equipment upgrades, manufacturing process optimization, enhanced energy efficiency, and daily energy management practices. These efforts have contributed to reductions in both energy consumption and greenhouse gas emissions.At the same time, we strengthened waste segregation and recycling programs, improved water resource management, and expanded our green procurement practices to minimize the environmental impacts of our operations. As climate-related risks become increasingly significant, The Company continues to monitor global net-zero trends and incorporate climate change considerations into enterprise risk management and operational planning, further enhancing our organizational resilience and adaptability.

Driving Innovation Through Technology

Innovation has always been the foundation of The Company's long-term growth. We continue to invest in the development of high-value products and intelligent technologies while delivering electronic solutions that meet the evolving needs of global customers.Through continuous process optimization and robust quality management systems, we enhance product reliability, operational efficiency, and resource utilization. We firmly believe that technological innovation not only creates business value but also serves as a key enabler of sustainable development.

Creating Value for People and Society

Our employees are our most valuable asset. We remain committed to providing a safe, healthy, diverse, and inclusive workplace where every employee has opportunities for professional growth and career development.Through comprehensive training programs, talent development initiatives, and occupational health and safety management systems, we foster an employee-centered working environment that promotes continuous learning and well-being. Beyond our workplace, we actively participate in community engagement and social welfare initiatives, fulfilling our responsibilities as a responsible corporate citizen and contributing to the sustainable development of society.

Strengthening Corporate Governance

Effective corporate governance provides the foundation for sustainable business operations. The Company continues to enhance Board governance, enterprise risk management, and internal control mechanisms to improve decision-making transparency and operational effectiveness.

During 2025, we further strengthened our information security governance by successfully obtaining ISO/IEC 27001:2022 Information Security Management System (ISMS) Certification, demonstrating our commitment to cybersecurity, customer data protection, and operational continuity. We also continue to uphold the principles of ethical business conduct and regulatory compliance while reinforcing governance practices that support sustainable growth.

Looking Ahead

Sustainable Development is a continuous journey that requires long-term commitment and ongoing improvement. As we celebrate our 50th anniversary, The Company remains dedicated to advancing our ESG initiatives and working closely with employees, customers, suppliers, and business partners to create a more resilient and sustainable future.

Looking ahead, we will continue to drive growth through innovation, create value through responsible business practices, and move confidently toward the next fifty years of sustainable success—delivering lasting value for our industry, society, and the environment.



羅三國

San-Guo,Luo
Chairman
JEBSEE Electronics Co., Ltd.

# Message from the President

Dear Employees, Business Partners, and Valued Stakeholders,

The year 2025 represents another significant milestone in the history of JEBSEE Electronics Co., Ltd. as we celebrate our 50th anniversary. This milestone not only reflects five decades of steady growth but also symbolizes our continuous evolution in technological innovation, quality excellence, and sustainable business development.

Since our founding in 1975, The Company has remained committed to delivering superior quality, honoring our commitments to customers, and fulfilling our responsibilities to society and the environment. These enduring values have enabled us to strengthen our core competitiveness while steadily advancing toward our long-term Sustainable Development goals.

Integrating Sustainability into Business Strategy

Amid rapid industrial transformation and the global transition toward a low-carbon economy, we recognize that long-term corporate value extends far beyond financial performance. Sustainable Development has become an essential component of our corporate strategy and a key driver of future competitiveness.Accordingly, The Company continues to embed ESG principles throughout our operations—from product development, AI Smart Factory initiatives, and supply chain management to talent development and community engagement. By integrating sustainability into every aspect of our business, we are building a resilient organization capable of creating long-term value for all stakeholders.

Achieving World-Class Quality Standards

One of the most significant achievements in 2025 was receiving the Ford Q1 Quality Award, one of Ford's highest recognitions for global suppliers.This prestigious award reflects The Company's outstanding performance in product quality, manufacturing capability, supply chain management, and customer service, demonstrating that our operations meet the rigorous standards required by the global automotive industry.As demand for automotive electronics and intelligent mobility solutions continues to grow, we will further strengthen our core technologies, reinforce our quality culture, and continue delivering highly reliable products that support our customers' expectations for safety, quality, and sustainability.

Building a Culture of Trust and Collaboration

Corporate culture is fundamental to sustainable success. The Company continues to cultivate our corporate philosophy of "Mutual Trust and Collaboration."This philosophy emphasizes mutual support, teamwork, integrity, trust, and accountability. We believe that Sustainable Development is built not only upon robust management systems and technological innovation, but also upon strong relationships among our employees.To foster an inclusive and people-oriented workplace, we continue to promote diversity, mutual respect, cross-functional collaboration, and employee development, enabling every employee to realize their full potential while strengthening organizational cohesion.

Advancing Sustainability Governance

The Company continues to strengthen our Sustainability Governance framework by promoting energy conservation, carbon reduction, green manufacturing, and responsible resource management. We are committed to continuously improving energy efficiency while reducing operational greenhouse gas emissions. In parallel, we work closely with suppliers to advance responsible procurement and sustainable supply chain management, further enhancing the resilience of our value chain.In addition, we continue to reinforce occupational health and safety, information security, regulatory compliance, and enterprise risk management through systematic governance practices, ensuring stable and sustainable business operations.

Looking Forward

Looking ahead, The Company will continue to pursue our strategic vision centered on Quality, Innovation, and Sustainability.We will further accelerate the development of Green Products, expand intelligent manufacturing capabilities, and proactively respond to the opportunities and challenges arising from global decarbonization and industrial transformation.At the same time, we will continue listening to stakeholder expectations and strengthening collaboration with customers, suppliers, employees, and communities to create long-term shared value.

Our 50th anniversary is not only a celebration of past achievements—it is also the beginning of a new chapter.

With unwavering commitment and a forward-looking mindset, JEBSEE Electronics Co., Ltd. will continue advancing toward the next generation of sustainable growth while building a more resilient, trusted, and sustainable future together with all our stakeholders.

羅凱南

Kai-Nan Luo
President
JEBSEE Electronics Co., Ltd.



Sustainability Achievements

# 2025 Taipei AMPA Golden ESG Achievement Recognition

2025 Golden ESG Achievement – Gold Award

In 2025, JEBSEE Electronics Co., Ltd. received the Golden ESG Achievement at Taipei AMPA 2025, recognizing its technological innovation, integrated product capabilities, and commitment to sustainability. This award highlights the Company's strengths in smart automotive electronics, high-value applications, and Sustainability Governance, reinforcing its global competitiveness.

As a leading Asian exhibition for automotive parts, intelligent mobility, and transportation technologies, Taipei AMPA brings together global manufacturers and technology providers. Its award program recognizes excellence in innovation, technological value, market potential, and sustainable impact. Jointly organized by the exhibition organizer and SGS Taiwan, the Golden ESG Achievement evaluates sustainability practices, data integrity, implementation performance, and overall ESG impact.

This recognition reflects the Company's long-standing commitment to technological innovation, Quality Management, and Sustainable Development, as well as its integration of sustainability into business operations, product development, and supply chain collaboration.

In 2025, the Company continued advancing low-carbon transformation, information security, ethical business practices, and Corporate Governance. By strengthening product competitiveness and R&D capabilities and participating in international exhibitions, the Company enhanced its global brand visibility and market position.

Looking ahead, the Company will continue to drive sustainable growth through technological innovation, integrating intelligent technologies with sustainability principles to deliver high-performance, high-quality, and environmentally responsible solutions. Together with industry partners, the Company will advance the sustainable development of the intelligent mobility ecosystem.




Showcasing ESG Achievements at the Exhibition Booth




2025 Golden ESG Achievement Trophy




Sustainability Development Department Director Accepting the Award on Behalf of The Company




Group Photo of Gold Award Recipients;The Company's Representative is First from the Right

Sustainability Achievements

# Information Security Governance Reaches a New Milestone
# JEBSEE Electronics Co., Ltd. Achieves ISO/IEC 27001:2022 Information Security Management System Certification

## Institutionalized Information Security Management

The Company has established a governance framework that separates information technology management from information security management, strengthening organizational accountability while enhancing risk management effectiveness.

## Alignment with International Standards

By implementing an Information Security Management System (ISMS) in accordance with ISO/IEC 27001:2022, The Company continues to improve governance maturity and information security management capabilities.

## Strengthening Supply Chain Resilience

The Company continuously enhances cybersecurity protection, incident response capabilities, and data protection mechanisms to reinforce customer confidence and improve supply chain resilience.

## Advancing Digital Governance

By integrating digital transformation with information security governance, The Company enhances operational stability, information availability, and sustainable business resilience.

Information security is fundamental to The Company's Sustainable Development and supply chain resilience. In 2025, JEBSEE Electronics Co., Ltd. obtained ISO/IEC 27001:2022 Information Security Management System (ISMS) Certification, demonstrating progress in cybersecurity governance, risk management, and systematic controls while strengthening the trust of global customers and stakeholders.

As a long-term supplier to the automotive electronics industry, The Company provides automotive antennas, electronic components, and wireless communication solutions to leading automotive brands across Europe, North America, Japan, Taiwan, and other markets. In response to advances in connected vehicles, autonomous driving, and intelligent mobility, The Company continues to strengthen information security management to address evolving digital and supply chain risks.

To enhance governance effectiveness and independence, The Company separates IT operations from cybersecurity management. The Digital Integration Department and Smart Empowerment Department manage IT infrastructure, information systems, AI implementation, and digital transformation to support data-driven decision-making and AI Smart Factory development. The Cybersecurity Intelligence Department independently oversees cybersecurity risk assessments, security controls, policy development, regulatory compliance, and incident response, strengthening objective and proactive governance and integrating AI with information security management.

The certification covers the Digital Intelligence Transformation Division and its associated IT departments. SGS conducted the certification audit in accordance with applicable international standards, assessing asset management, risk assessment, system security, employee awareness training, and incident response.

Looking ahead, The Company will continue to strengthen its cybersecurity culture, governance framework, enterprise risk management, and operational resilience while enhancing information protection throughout its digital transformation. These efforts reinforce The Company's commitment to being a trusted partner in the global automotive supply chain.


Certificate TW25/00000031 / 證書 TW25/00000031

SGS

The management system of / 下述組織

**JEBSEE ELECTRONICS CO., LTD.**
**全一電子股份有限公司**

No.24-3, Xinke Rd., South Dist., Tainan City 702, Taiwan (R.O.C.)
702 台南市南區新科路 24-3 號

has been assessed and certified as meeting the requirements of
有效管理系統已經過審核，並經證明符合下述要求

**ISO/IEC 27001:2022**

For the following activities / 所涵蓋的活動範圍

Provision of the related information security activity for network service, computer room management, and Enterprise Resource Planning (ERP) and Manufacturing Execution System (MES) development, maintenance and management by Digital Intelligent Center in accordance with the Statement of Applicability v1.0.

數智驅動轉型處所提供網路服務、機房管理以及企業資源規劃（ERP）和製造執行系統（MES）開發、維護和管理之相關資訊安全管理活動，與適用性聲明書版次 1.0 相符。

This certificate is valid from 07 January 2025 until 07 January 2028 and remains valid subject to satisfactory surveillance audits.
此證書的有效期自 2025 年 01 月 07 日 至 2028 年 01 月 07 日 且其有效性需繫於持續符合評定期規範

Issue 1. Certified since 07 January 2025
版次 1. 原始認證日期 2025 年 01 月 07 日

Certified activities performed by additional sites are listed on subsequent pages.
其它補點的活動實際已驗證活動於後續頁上列出

C. Moran

Authorised by / 授權
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Page 1 Of / 頁 1 之 2

Certificate TW25/00000031, continued / 證書 TW25/00000031, 續

SGS

**JEBSEE ELECTRONICS CO., LTD.**
**全一電子股份有限公司**

**ISO/IEC 27001:2022**

Issue 1 / 版次 1

Sites / 地點

JEBSEE ELECTRONICS CO., LTD.
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全一電子股份有限公司新汇廠
No.18,Xinnen Rd.,South Dist., Tainan City 702,Taiwan(R.O.C.)
702 台南市南區新汇路 18 號

Network service, computer room management, and Manufacturing Execution System (MES) maintenance and management.
網路服務、機房管理以及製造執行系統（MES）維護和管理。

Page 2 Of / 頁 2 之 2

ISO/IEC 27001:2022 Certificate



JEBSEE Electronics Chairman (fifth from left), General Manager (fourth from left), members of the Information Security Management Committee (ISM), and representatives from Hezhen Technology Services

Sustainability Achievements

# Ford Q1 Quality Award—Demonstrating World-Class Quality Excellence



Ford Q1 Quality Award Flag at the Xinren Plant

In 2025, JEBSEE Electronics Co., Ltd. received the prestigious Ford Q1 Quality Award in recognition of its outstanding performance in product quality, delivery, customer service, and continuous improvement.

As one of Ford Motor Company's highest recognitions for global suppliers, the Ford Q1 Quality Award recognizes suppliers that demonstrate sustained excellence in quality management, manufacturing, delivery, problem-solving, and customer satisfaction.

The Company specializes in automotive antennas and wireless communication products and continues to strengthen quality management through the IATF 16949 Quality Management System, digital quality tools, and Failure Mode and Effects Analysis (FMEA). These initiatives enhance process control, reduce quality risks and resource waste, and improve manufacturing efficiency and product reliability.

The award reflects international recognition of The Company's quality management capabilities and commitment to Quality First and Continuous Improvement. Looking ahead, The Company will continue to advance intelligent manufacturing and digital quality management to enhance operational excellence, strengthen customer partnerships, and create sustainable value across the supply chain.


Ford Q1 Quality Award Presentation Ceremony, with the General Manager (center) receiving the award on behalf of The Company.



Ford Q1 Quality Award Ceremony, with Vice President Lo of the Supply Chain Center (first from right) receiving the award on behalf of The Company.



Group photo of JEBSEE Electronics Chairman (seventh from left), General Manager (fifth from left), Ford team, and JEBSEE Electronics team members.

# Company Profile About JEBSEE Electronic

Founded in 1975 and headquartered in Tainan, Taiwan, JEBSEE Electronics Co., Ltd. (hereinafter referred to as “The Company”) has evolved from a developer of television reception components into a global manufacturer of CATV and satellite TV reception components, automotive antennas, and related electronic components.

With more than 50 years of expertise in wireless communication technologies, The Company continues to strengthen its core technologies, engineering capabilities, and global competitiveness, serving as a trusted partner in the communications and automotive electronics industries.

Core Values and Business Philosophy

The Company is guided by its core values of Integrity, Diligence, Pragmatism, and Innovation, which form the foundation of its corporate culture and business operations.

We pursue sustainable growth while creating value for employees, customers, society, and other stakeholders, balancing economic performance, environmental responsibility, and social contribution.

Sustainable Development and Climate Action

In response to climate change and global ESG trends, The Company has implemented greenhouse gas (GHG) inventory management to better understand its carbon footprint and support future carbon reduction strategies.

Through systematic carbon accounting, performance monitoring, and continuous improvement, The Company strives to reduce environmental impacts, strengthen Sustainability Governance, and enhance green competitiveness.

Smart Manufacturing and Operational Excellence

The Company has implemented Enterprise Resource Planning (ERP), automated warehousing and logistics systems, and a Manufacturing Execution System (MES) to enhance operational efficiency and manufacturing performance.

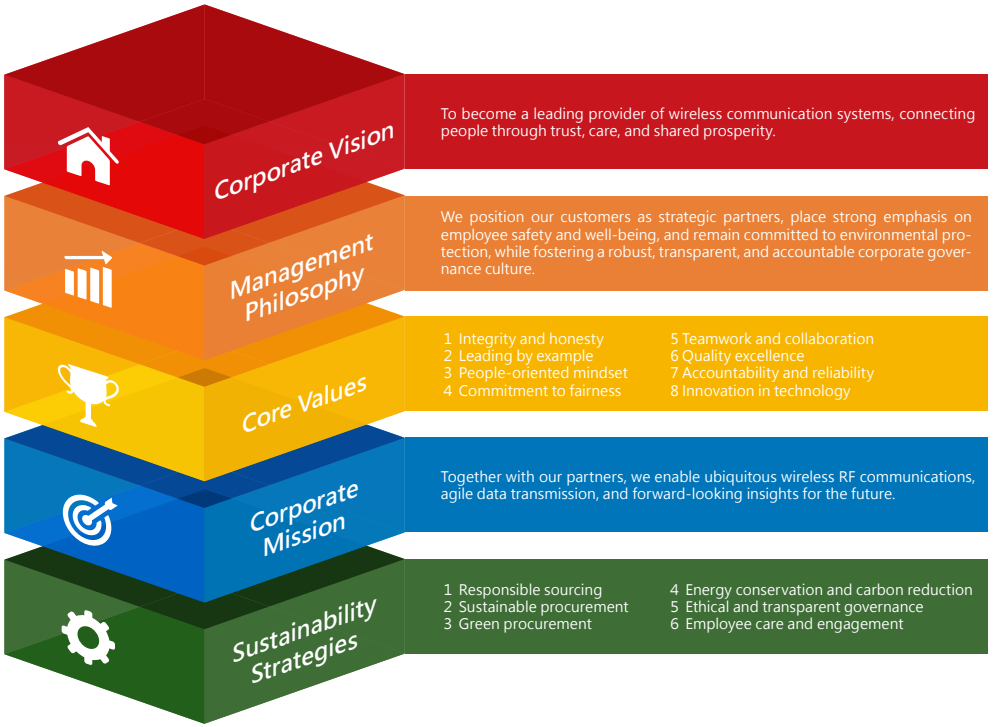
We continue to invest in automation, intelligent manufacturing technologies, and digital transformation to improve productivity, product quality, and process efficiency while reducing reliance on manual operations. These efforts support the development of an AI Smart Factory and strengthen operational resilience.

Future Outlook

Leveraging more than 50 years of experience in RF antenna and wireless communication technologies, The Company aims to become a benchmark smart manufacturing enterprise.

Looking ahead, we will continue to expand our capabilities in connected vehicle technologies, wireless communication, signal transmission, and next-generation connectivity solutions, while strengthening collaboration with global customers and strategic partners.

Guided by Sustainable Development and corporate responsibility, The Company will continue integrating environmental considerations into business decisions and creating long-term sustainable value for all Stakeholders.




Headquarters
Tainan, Taiwan

Date of Establishment
August 4, 1975

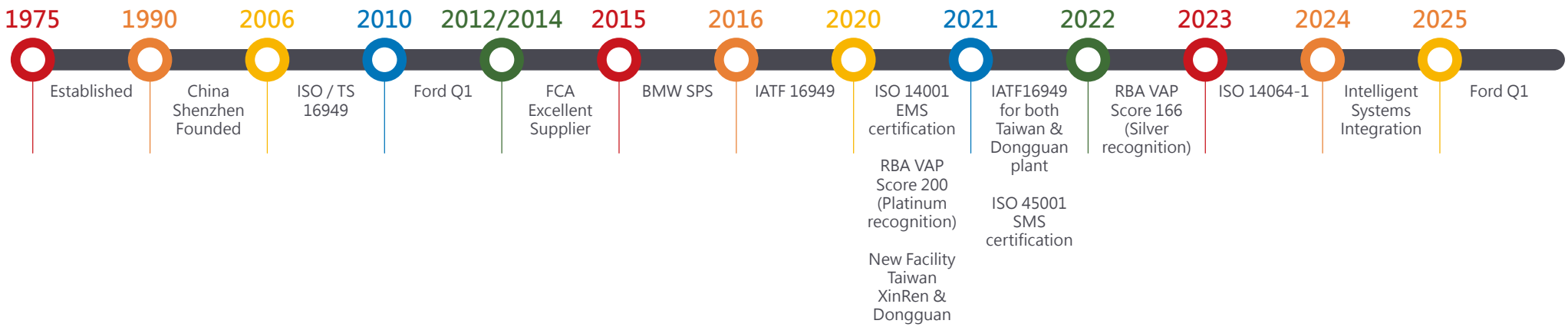
Paid-in Capital
NT$633.75 million

Revenue (2025)
NT$1.051 billion

Number of Employees (2025)
413



## Company History




## Operational Footprint

The Company operates two manufacturing facilities in Taiwan: the Xinle Plant and the Xinren Plant. These facilities serve as the primary production sites and operational support centers for The Company's manufacturing activities.

Each facility has been strategically planned according to product characteristics, manufacturing processes, and operational requirements to enhance production efficiency, strengthen supply chain resilience, and ensure operational stability and flexibility.

As of 2025, The Company's manufacturing sites occupied a total land area of 9,861 m² and a total gross floor area of 24,116.62 m². Through continuous facility optimization, production line integration, and equipment upgrades, The Company has improved space utilization and manufacturing flexibility while supporting future production capacity expansion and process optimization.

To enhance environmental performance, The Company continues to implement energy conservation initiatives and energy management practices across its manufacturing facilities. These efforts include improving equipment efficiency, optimizing electricity consumption, and enhancing operational management to reduce energy intensity per unit area.

Going forward, The Company will continue reviewing facility utilization and energy performance to support energy conservation, carbon reduction, and Smart Manufacturing initiatives, further advancing our transition toward low-carbon operations.

| Item | Xinle Plant | Xinren Plant | Total |
|---|---|---|---|
| Location | No. 24-3, Xinle Road, South District, Tainan City, Taiwan | No. 18, Xinren Road, South District, Tainan City, Taiwan | |
| Primary Function | Corporate Headquarters / Manufacturing Facility | Manufacturing Facility | |
| Land Area (m²) | 4,581 | 5,280 | 9,861 |
| Gross Floor Area (m²) | 7,832.92 | 16,283.7 | 24,116.62 |





Xinle Plant

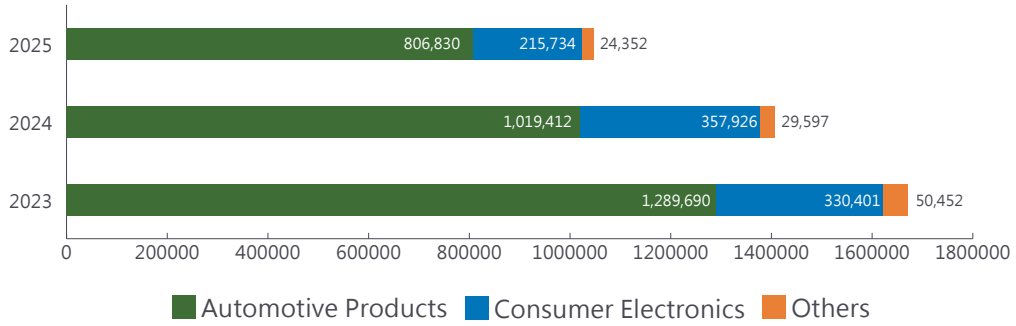

Xinren Plant


Dongguan Plant

## Product Portfolio

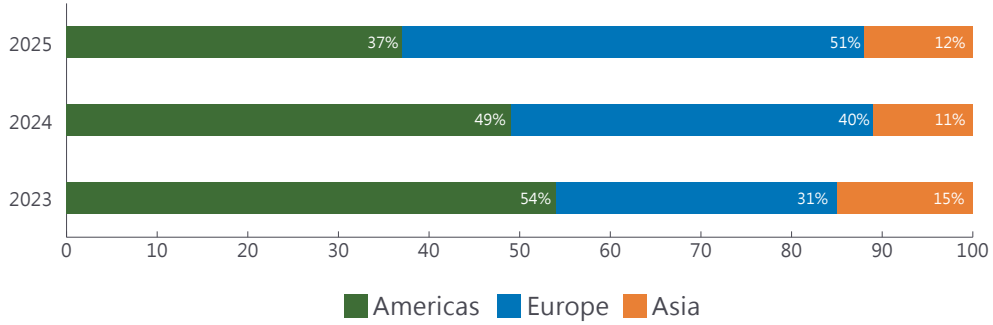
The Company's products serve two major markets: consumer electronics and automotive applications. Its product portfolio includes antennas, signal amplifiers, HDMI video switchers, and a wide range of other solutions.

Revenue by Major Product Category (NT$ thousand, %)




The Company maintains a global sales network and continues to diversify its market presence to mitigate operational risks. In 2025, the Americas and Europe remained its primary sales markets, with Europe accounting for 51% of total revenue and the Americas representing 37%. The shift in regional revenue distribution reflects a more balanced market presence, helping strengthen the Company's operational resilience against regional economic fluctuations and changes in industry conditions.

Major Sales Regions by Product




## Information Disclosure

The Company complies with applicable regulatory requirements in all operating locations to ensure that product labeling meets relevant standards. It also manages product information labeling in accordance with customer requirements. To enhance the completeness and consistency of information disclosure, the Company has established the External Communications and Information Disclosure Management Procedures, which clearly define the scope of disclosure, spokesperson system, and internal review processes to ensure the accuracy, timeliness, and consistency of publicly disclosed information.

In addition to publishing its Sustainability Report on a regular basis, the Company provides a News Center, Corporate Information, and ESG & Sustainability sections on its official website to keep stakeholders informed of corporate developments, relevant information, and sustainability initiatives. Multiple communication channels are also available to facilitate engagement and strengthen interaction with stakeholders.

## External Memberships and Participation

The Company actively participates in industry associations, technology alliances, and professional organizations. Through engagement and collaboration with industry partners and relevant organizations, the Company stays informed of industry trends and technological developments while advancing its sustainability initiatives.

| Category | Organization |
|---|---|
| Sustainable Development | Green Citizens' Action Alliance (GCAA) |
| | Sustainable Enterprise Association* |
| Corporate Governance | Dun & Bradstreet (D&B) |
| | Statista |
| | HDCP Adopter |
| | HDMI Adopter |
| | Responsible Business Alliance (RBA) |
| Industry Collaboration | Global Electronics Association (GEA) |
| | Taiwan Electrical and Electronic Manufacturers' Association (TEEMA) |
| | Anping Industrial Park Manufacturers Association* |
| | Yizai Association |
| | China Productivity Center (CPC) |
| | Chinese Association for Total Productive Management (CATPM) |
| | Taiwan Nurses Association |

# Stakeholder Engagement and Materiality Assessment

To ensure that The Company's sustainability strategy effectively addresses stakeholder expectations and the impacts of its business activities, The Company has established a systematic Materiality Assessment process in accordance with the GRI Standards 2021.

The assessment consists of four key stages: Stakeholder Identification, Impact Assessment, Materiality Determination, and Topic Prioritization. Through this structured approach, The Company identifies and prioritizes sustainability topics that have the most significant impacts on its business and stakeholders. The assessment results serve as an important foundation for sustainability strategy development and the preparation of this Sustainability Report.

## 1. Stakeholder Identification and Organizational Context Analysis

Through cross-functional collaboration, the Company reviewed its value chain to identify upstream and downstream relationships and related sustainability issues. In accordance with the GRI Standards 2021, key stakeholders were identified based on dependency, responsibility, tension, influence, and diverse perspectives, including customers, employees, government authorities, investors/shareholders, and suppliers/contractors.

The Company conducts surveys to understand stakeholder concerns and expectations, providing a basis for identifying material sustainability topics and developing sustainability strategies.

## 2. Impact Identification and Assessment

The Company systematically assesses the actual and potential impacts of its business activities across the value chain on the economy, the environment, and society, including human rights. Positive and negative impacts are evaluated based on their nature, timing, scope, and reversibility.

The assessment considers the scale, scope, and likelihood of all impacts, with irreversibility additionally assessed for negative impacts. The results highlight the need to strengthen risk management and mitigation measures.

## 3. Materiality Determination

The Company integrates assessment results across four dimensions—economic, environmental, social, and human rights—to establish an impact significance assessment mechanism. Actual impacts are assessed based on scale and scope, with irreversibility considered for negative impacts. Potential impacts are assessed based on likelihood.

The Company also collected 510 stakeholder survey responses from employees, suppliers/contractors, government authorities, and investors/shareholders to identify key concerns and expectations. The analysis identified 21 sustainability topics for materiality prioritization.

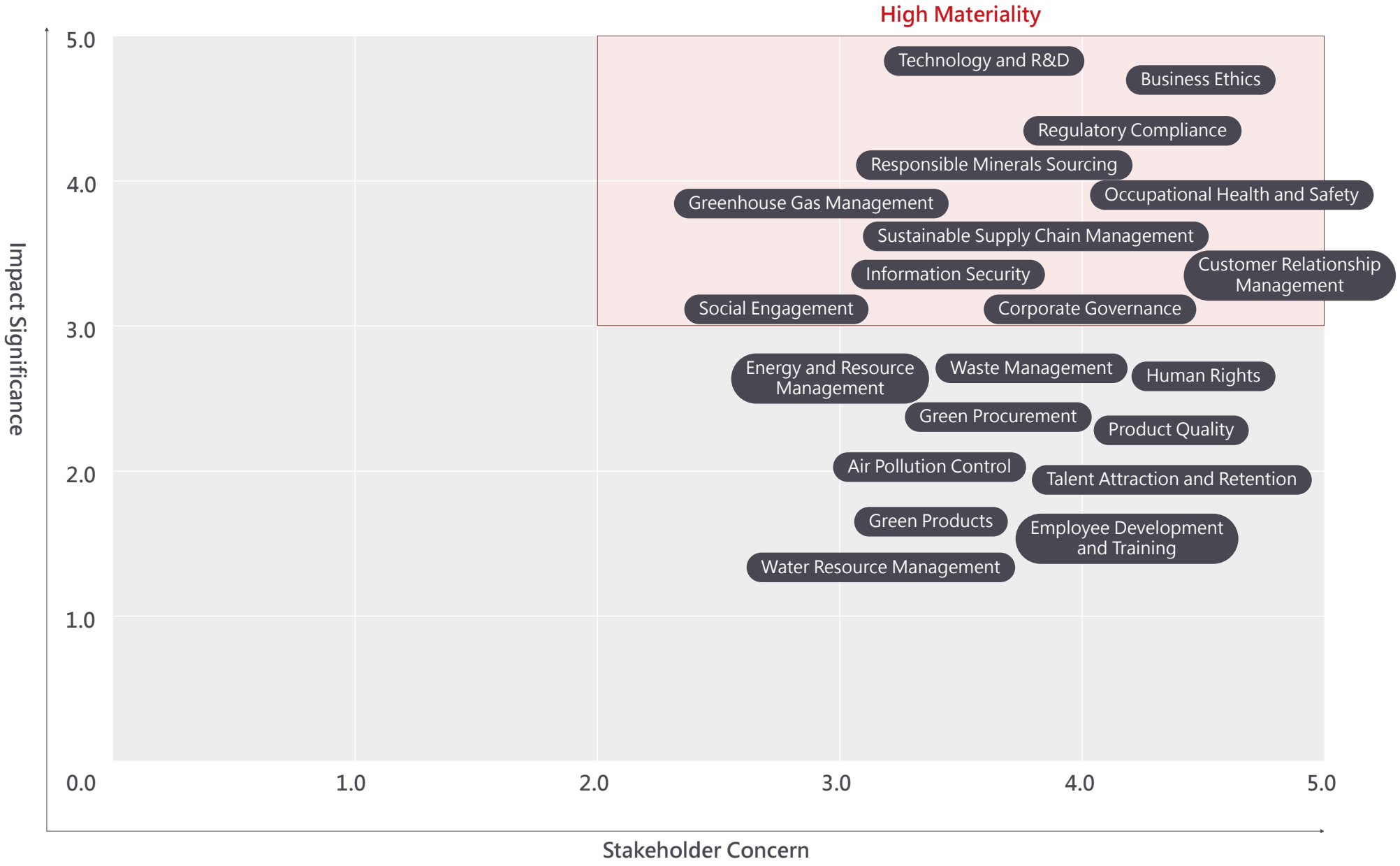
## 4. Prioritization of Material Topics and Materiality Matrix

Based on impact assessment results and stakeholder concerns, the Company developed a materiality matrix, plotting stakeholder concern on the horizontal axis and impact significance, including positive and negative impacts, on the vertical axis to prioritize sustainability topics.

The assessment identified 11 high-priority material topics with high stakeholder concern and significant impacts, along with 10 secondary topics. These topics guide the report's disclosures and future sustainability strategies.

| Stakeholder | Significance to The Company | Top Three Topics of Concern | Responsible Department | Communication Channels / Frequency | The Company's Response | 2025 Key Achievements |
|---|---|---|---|---|---|---|
| Customers | Customers are The Company's primary source of revenue and a key driver of technological innovation. We are committed to building long-term partnerships by delivering high-quality products and services. | Customer Relationship Management Technology R&D Information Security | Sales Department | Customer Satisfaction Survey (Annually) Nonconformance Reporting Mechanism (As needed) Project Review Meetings (As needed) Real-time Customer Response Mechanism (Ongoing) | Customer feedback is regularly collected and analyzed to continuously improve product quality and service processes, strengthen supply chain compliance, and enhance customer satisfaction. | Customer satisfaction score reached 91, meeting the Company's target. |
| Employees | Employees are the cornerstone of Sustainable Development. The Company is committed to attracting, developing, and retaining talent while fostering an inclusive and supportive workplace. | Talent Attraction and Retention Employee Development and Training Human Rights | Human Resources DepartmentAll Departments | Labor-Management Meetings (Monthly) Occupational Safety and Health Committee Meetings (Monthly) Employee Welfare Committee Meetings (Monthly) New Employee Gatherings (As needed) Performance Reviews (As needed) | The Company provides competitive compensation and diversified incentive programs while strengthening internal communication and employee engagement through multiple feedback channels. | Target achieved. |
| Investors / Shareholders | Investors and shareholders provide financial support for The Company's long-term development and place great importance on transparent disclosure and sustainable business performance. | Corporate overnance Business erformance Information isclosure | Board of Directors | Board Meetings (Twice a year) | Financial and operational information is disclosed on a regular basis while continuously strengthening risk management and internal control mechanisms to ensure transparent, accurate, and timely disclosure. | Target achieved. |
| Suppliers / Contractors | Suppliers and contractors are critical business partners whose performance directly affects product quality and sustainability throughout the value chain. | Sustainable Supply Chain Management Regulatory Compliance Green Procurement | Procurement Department Quality Assurance Department RBA Working Group | Supplier Performance Evaluation (According to the annual plan) Supplier Audits (According to the annual plan) Contractor Performance Evaluation (According to the annual plan) | The Company implements the Responsible Business Alliance (RBA) supplier management framework through supplier assessments and audits to ensure compliance with sustainability requirements and applicable regulations while promoting continuous improvement. | 80% of Tier-1 suppliers signed the Supplier Code of Conduct. |
| Government Agencies | Government agencies establish regulatory requirements and oversee corporate compliance, serving as key stakeholders in ensuring responsible business operations. | Occupational Safety and Health Environmental Management Regulatory Compliance | Human esources Department All Departments | Official Correspondence and Site Visits (As needed) Regulatory Briefings, Seminars, and Industry Association Activities (As needed) | The Company continuously monitors regulatory developments, updates internal management systems accordingly, and supports government policies through effective compliance management. | No material violations resulting in fines exceeding NT$1 million or incidents with significant operational impact. |

## Materiality Matrix

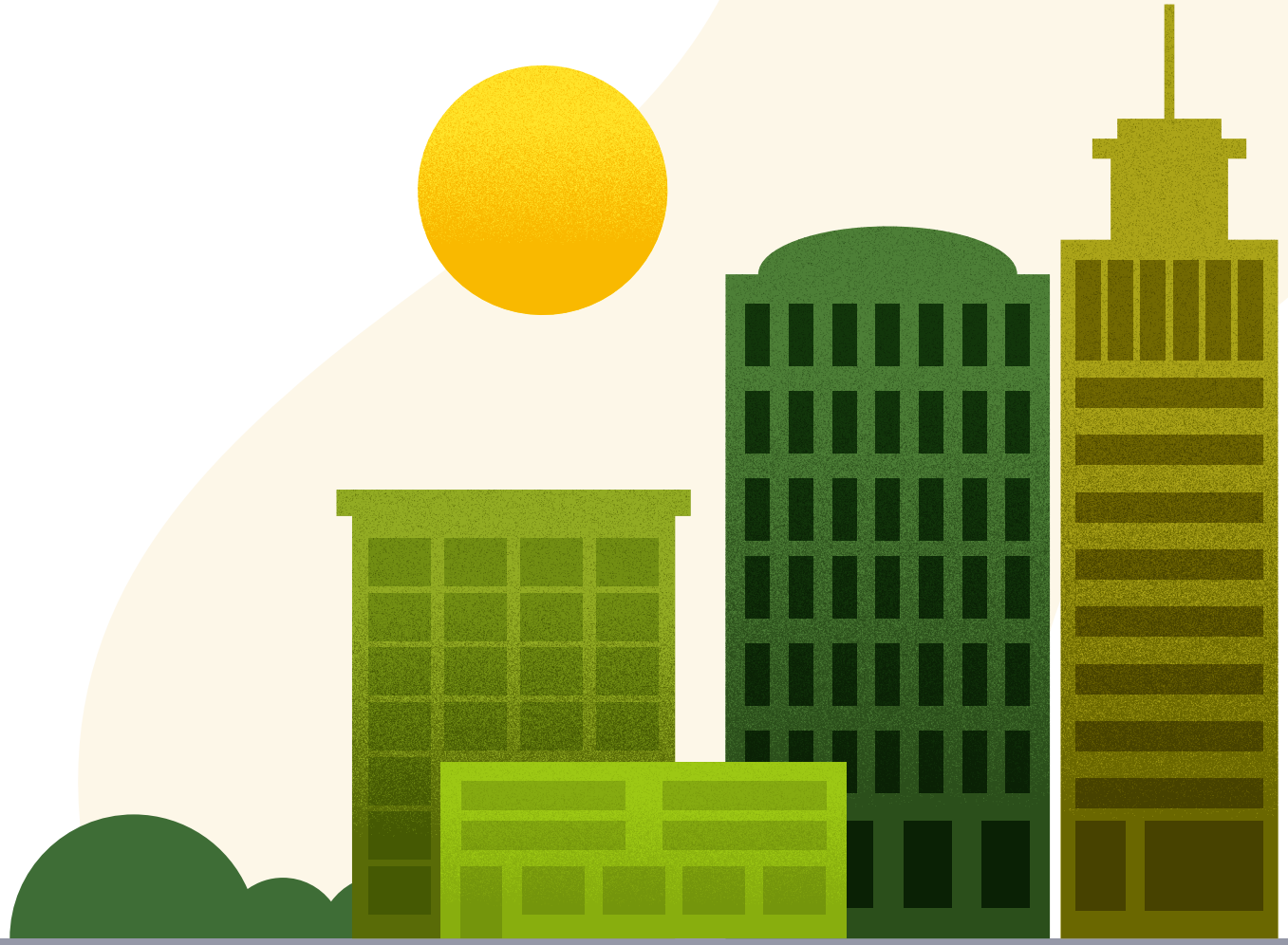


| Topic Category | Material Topic | Positive Impacts | Negative Impacts | Management Approach / Actions | Related Section in This Report | GRI Disclosure (GRI Standards 2021) |
|---|---|---|---|---|---|---|
| Corporate Governance | Customer Relationship Management | Enhances customer satisfaction and strengthens long-term customer loyalty. | Continuous investment and innovation are required to meet evolving customer expectations. | Establish customer feedback mechanisms, conduct regular customer satisfaction surveys, and provide customized services. | Customer Satisfaction Management (p.26) | GRI 3-3, GRI 417, GRI 418 |
| | Business Ethics | Fosters a culture of integrity and enhances talent attraction and retention. | Requires ongoing oversight and effective self-governance mechanisms. | Implement the Code of Ethics, establish whistleblowing mechanisms, and strengthen ethics training and internal audits. | Due Diligence (p.20) | GRI 2-23, GRI 2-24, GRI 2-26, GRI 205 |
| | Corporate Governance | Strengthens corporate transparency and shareholder confidence. | Decision-making requires balancing the interests of diverse stakeholders. | Enhance Board governance, improve information transparency, and strengthen internal control systems. | Board Governance and Oversight (p.18) | GRI 2-9–2-22, GRI 206 |
| | Regulatory Compliance | Reduces legal and regulatory risks while ensuring compliant business operations. | Regulatory changes may increase operating costs and compliance requirements. | Monitor regulatory developments continuously and ensure compliance with applicable laws and regulations. | Integrity Management and Regulatory Compliance (p.20) | GRI 2-27 |
| | Responsible Minerals Sourcing | Supports human rights protection and strengthens corporate reputation. | Increases supply chain management complexity and due diligence efforts. | Establish responsible supply chain management mechanisms to ensure minerals are sourced in accordance with international requirements. | Supply Chain Management (p.32) | GRI 2-23, GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2 |
| | Information Security | Protects corporate and customer information while reducing cybersecurity risks. | Requires continuous investment in information security technologies and resources. | Strengthen information security management systems and protective measures to mitigate cybersecurity risks. | Information Security Management (p.23) | GRI 418 |
| | Sustainable Supply Chain Management | Enhances supply chain resilience and long-term competitiveness. | Increases management complexity and implementation costs. | Establish supplier evaluation and capacity-building mechanisms to promote a sustainable supply chain. | Supply Chain Management (p.32) | GRI 204, GRI 308, GRI 414 |
| | Technology and R&D | Strengthens innovation capability and enhances market competitiveness. | R&D investments involve uncertainty and long-term resource commitments. | Continue investing in research and development to improve product competitiveness and innovation. | Green Product Design (p.27) | GRI 3-3, GRI 301, GRI 302, GRI 306 |
| | Occupational Health and Safety | Safeguards employee health and workplace safety. | Requires ongoing investment in facilities, equipment, and employee training. | Improve workplace conditions, strengthen safety training, and implement occupational accident prevention programs. | Occupational Health and Safety Management (p.52) | GRI 403 |
| Environmental | Greenhouse Gas Management | Reduces environmental impacts and enhances climate resilience and corporate reputation. | Requires significant initial investment in carbon reduction initiatives. | Implement greenhouse gas inventories, energy conservation, and carbon reduction measures while establishing emission reduction management mechanisms. | Greenhouse Gas Inventory (p.39) | GRI 302, GRI 305, GRI 201-2 |
| Social | Social Engagement | Enhances corporate reputation and creates positive social value. | Ineffective implementation may generate negative public perception. | Promote agricultural collaboration and biodiversity conservation initiatives to strengthen social impact. | Biodiversity (p.43) | GRI 203, GRI 413 |

| Topic Category | Material Topic | Performance Indicator | 2025 | | Target | | | SDGs |
|---|---|---|---|---|---|---|---|---|
| | | | Target | Performance | Short-term(2026) | Mid-term(2027) | Long-term(2032) | |
| Corporate Governance | Customer Relationship Management | Customer Satisfaction | 91% | 91% | 91% | 91% | 91% |  |
| | Business Ethics | Ethics Training Participation Rate | 90% | 95% | 90% | 92% | 95% |  |
| | | Employee Ethics Satisfaction | ≥90% | 96% | ≥90% | 92% | 95% | |
| | Corporate Governance | Board Independence Ratio | ≥50% | Achieved | ≥50% | ≥50% | ≥50% |  |
| | Regulatory Compliance | Number of Regulatory Violations | 0 | 0 | 0 | 0 | 0 |  |
| | | Regulatory Training Completion Rate | 90% | 100% | 90% | 92% | 95% | |
| | Responsible Minerals Sourcing | Conflict-Free Supply Chain Partner Ratio | 80% | 88% | 80% | 80% | 80% |  |
| | Information Security | Number of Information Security Incidents | 0 | 1 | 0 | 0 | 0 | |
| | | Information Security Training Completion Rate | 90% | 100% | 90% | 95% | 99% |  |
| | | Vulnerability Scan Frequency | Once per year | Once per year | Once per year | Once per year | Once per year | |
| | | Endpoint Protection Deployment Rate | 95% | 99% | 95% | 99% | 99% | |
| | Sustainable Supply Chain Management | Suppliers Completing Sustainability Assessment | 30% | 33% | 30% | 30% | 30% | |
| | | Sustainability Collaboration Projects | 2 projects/year | Achieved | 2 projects/year | 2 projects/year | 2 projects/year |  |
| | | Supply Chain Risk Incidents | 0 | 0 | 0 | 0 | 0 | |
| | Technology and R&D | Number of New Products Developed | 48 | 30 | 48 | 50 | 50 | |
| | | R&D Expenditure as a Percentage of Revenue | ≥2% | Achieved | ≥2% | ≥2% | ≥2% |  |
| | | Number of Patent Applications | 4 | 1 | 4 | 4 | 4 | |
| | Occupational Health and Safety | Occupational Injury Cases | 0 | 3 | 0 | 0 | 0 |  |
| | | Occupational Disease Rate | 0 | 0 | 0 | 0 | 0 |  |
| | | Safety Training Coverage | 100% | 100% | 100% | 100% | 100% | |
| Environmental | Greenhouse Gas Management | Total Greenhouse Gas Emissions | ↓10% | 5% | ↓10% | ↓10% | ↓10% |  |
| Social | Social Engagement | Ecological Restoration Area | 0.2 hectares | 0.2 hectares | 0.2 hectares | 0.4 hectares | 0.4 hectares |  |

# Sustainability Value

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## Sustainability Value

JEBSEE Electronics Co., Ltd. (hereinafter referred to as the Company) continues to integrate the principles of Sustainable Development into its business operations. Through concrete initiatives in Corporate Governance, ethical business conduct, and Risk Management, the Company strengthens operational resilience and enhances its overall competitiveness.

**Corporate Governance**

The Company promotes Board diversity and independence, with two female directors and an average of 8.2 hours of professional training per director, advancing gender equality (SDG 5) and strong governance (SDG 16).

**Ethical Business Conduct**

The Company implements its Integrity Management Policy, completes all required integrity declarations, and regularly reviews system effectiveness. In 2025, it achieved 100% compliance with significant regulatory requirements, demonstrating its commitment to ethical conduct and sound governance (SDG 16).

**Risk Management**

The Company assessed one significant potential risk and strengthens Risk Management to reduce operational uncertainty and support sustainable growth (SDGs 8 and 16), while addressing climate-related risks (SDG 13).

## Sustainable Development Strategy

Since 2021, JEBSEE Electronics Co., Ltd. (hereinafter referred to as the Company) has integrated the principles of Sustainable Development into its business operations and decision-making processes. By fostering long-term partnerships with supply chain partners and complying with environmental protection, labor and human rights, and applicable regulatory requirements, the Company fulfills its corporate social responsibility while advancing sustainable business operations.

In response to evolving global sustainability trends and changing customer expectations, the Company continuously reviews and refines its business strategies. By integrating Sustainable Products, Social Responsibility, and Corporate Governance into its core development strategy, the Company enhances its long-term competitiveness and creates sustainable value for stakeholders.

## Three Strategic Pillars of Sustainable Development

**Environmental Sustainability**
The Company strengthens environmental management and climate action to reduce operational environmental impacts and advance Sustainable Development.

**Social Responsibility**
The Company protects employee human rights and occupational health and safety, fosters a healthy and inclusive workplace, and supports social welfare and community engagement.

**Corporate Governance**
The Company maintains a robust corporate governance framework and internal controls to uphold business ethics, ensure regulatory compliance, and strengthen governance effectiveness.

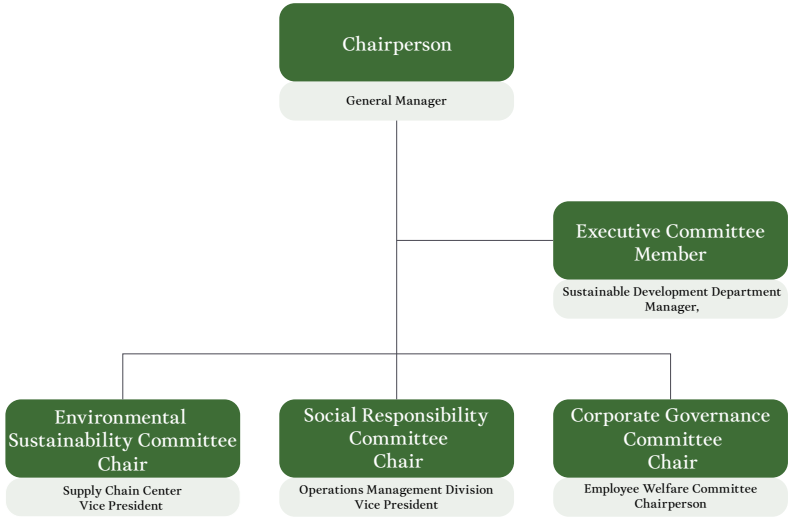
## Sustainability Governance Structure

The Company established the Sustainability Development Committee, comprising the General Manager and department heads, as its highest decision-making body for sustainability matters. The Committee reviews policies, oversees implementation, evaluates medium- and long-term targets, and drives ESG initiatives.

The Committee coordinates cross-functional efforts through three working groups: Environmental, Social, and Corporate Governance. Relevant department heads serve as members and set action targets based on policy direction and customer requirements, driving sustainability initiatives and related disclosures.

Coordinated by the Sustainability Development Department, the Committee meets monthly to track target achievement and project progress, ensuring effective implementation. The General Manager regularly reports stakeholder engagement outcomes and sustainability performance to the Board of Directors, strengthening governance oversight and transparency.

JEBSEE Electronics Co., Ltd.
Sustainability Governance Committee
Organizational Structure




## Sustainable Development Milestones

- 2021 The Company initiated its Sustainable Development journey by integrating sustainability principles into its business operations. It strengthened collaboration with supply chain partners while ensuring compliance with environmental, economic, and human rights-related regulations, as well as customer requirements.
- 2023 The Company established the Sustainability Governance Committee to enhance cross-functional collaboration and implement an effective sustainability governance framework.
- 2024 The Company established dedicated Environmental (E), Social (S), and Governance (G) working groups to further strengthen its sustainability governance structure and enhance the effectiveness of sustainability management.

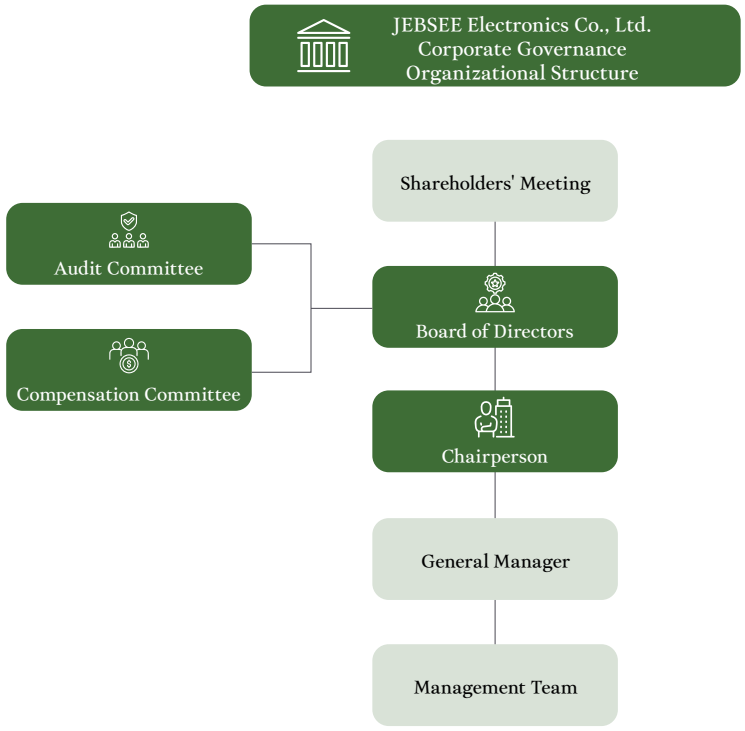
# Corporate Governance

JEBSEE Electronics Co., Ltd. (hereinafter referred to as the Company) recognizes that Corporate Governance is the cornerstone of sustainable business development. The Company continuously strengthens its governance framework and operational mechanisms to enhance business transparency, regulatory compliance, and the protection of shareholders' rights and interests. Through proactive engagement with stakeholders, the Company ensures that its policies and business practices comply with applicable regulations and meet customer expectations.

The Board of Directors serves as the Company's highest decision-making body, responsible for overseeing business performance and financial transparency, as well as reviewing the appointment and remuneration of senior management. The Board also provides strategic direction for the Company's long-term development. In addition, the Board oversees material economic, environmental, and social issues and integrates Sustainable Development into its decision-making process to strengthen the Company's long-term competitiveness.

To further enhance governance effectiveness, the Company has established specialized committees, including the Audit Committee, Compensation Committee, and Risk Management Committee, to assist the Board in fulfilling its oversight responsibilities and conducting professional reviews. The Company has also implemented a comprehensive internal control and risk management system, supported by regular self-assessments and independent third-party audits, to ensure regulatory compliance and management effectiveness.

In terms of information disclosure, the Company continued to publish its financial statements, Annual Report, and Sustainability Report on a regular basis in 2025, providing transparent disclosure of its corporate governance practices, business strategies, financial performance, and sustainability achievements. These disclosures enhance transparency and facilitate effective communication with stakeholders.




**Audit Committee**

- The Company established the Sustainability Development Committee, comprising the General Manager and department heads, to oversee sustainability policies, implementation, long-term targets, and ESG initiatives.
- The Committee coordinates three working groups—Environmental, Social, and Corporate Governance—to set action targets based on policies and customer needs and promote sustainability initiatives and disclosures.
- Coordinated by the Sustainability Development Department, the Committee meets monthly to track progress. The General Manager regularly reports stakeholder engagement and sustainability performance to the Board of Directors, strengthening oversight and transparency.

**Compensation Committee**

- Composition: Four independent directors.
- Key Responsibilities: Establish and periodically review remuneration policies and standards for directors and executives, link compensation to performance, and ensure market competitiveness, fairness, and alignment with the Company's long-term development.
- 2025 Performance: Held at least two meetings during the year, with a 100% attendance rate.

**Board of Directors**

- JEBSEE Electronics has 6–9 directors under its Articles of Incorporation, elected by shareholders through a candidate nomination system for three-year terms, with at least three independent directors
- In 2025, the Board was re-elected with six directors, including two women. All directors were aged 50 or above and had professional backgrounds in business, law, finance, accounting, or relevant industry experience. Two directors were employees (approximately 33%), while four were independent directors (approximately 66%), providing independent expertise to enhance decision-making.
- The Company provides annual director training on corporate governance, regulatory compliance, and sustainability to strengthen board competency and effectiveness.
- Although not publicly listed, the Company adopts a Board Diversity Policy with reference to Article 20 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, considering gender, professional expertise, and industry experience in line with operational needs and strategic goals.
- The Company will continue to enhance Board diversity, governance effectiveness, and decision-making to support business development and sustainable operations.

### Board Diversity Goals and Performance

The Company establishes Board diversity goals and regularly reviews progress. All targets were achieved in 2025:

- Directors serving as executive managers: No more than one-third of Board seats: Achieved
- Female representation: At least one female director:Achieved
- Cross-industry experience: Increase directors with cross-industry backgrounds:Achieved
- Independent directors: Compliance with applicable regulatory requirements :Achieved

Overall, the Board balances professional expertise and diversity, enhancing decision-making and corporate governance effectiveness.

### Director Training

- Given its current scale, the Company has not fully adopted the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies. However, in 2025, professional consultants and law firms provided training on corporate governance, regulatory compliance, and sustainability.
- Directors received an average of 8.2 training hours in 2025. Course details and participation records are available through the Company's E-learning system.

## Board Composition

The table below summarizes the composition of the Board of Directors, including directors' gender, age groups, professional expertise, and industry experience. It demonstrates the Board's diverse competencies across the electronics industry, finance and accounting, legal affairs, and cross-industry experience, while highlighting the Board's diversity to support sound corporate governance and high-quality decision-making.

| Name | Position | Gender | Professional Expertise and Skills | | Professional Experience | | | | Age Group | | Employee Status |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 3–9 Years | Over 9 Years | Electronics Industry | Medicine, Law, or Finance & Accounting | Technology Industry | Finance / Legal Profession | Under 55 | 65 and Above | |
| San-Kuo Lo | Chairperson | Male | | o | o | | o | | | o | o |
| Chi-Hao Lo | Director | Male | | o | o | | o | | o | | |
| Kai-Nan Lo | Director | Male | | o | o | | o | | o | | o |
| Shu-Ling Chin | Director | Female | | o | o | | o | | | o | |
| Chih-Tsung Lin | Director | Male | | o | o | o | | o | | o | |
| Hsiu-Yu Lo | Supervisor | Female | | o | o | | o | | | | |

- Female directors represent approximately 33% of the Board (2 of 6 directors), demonstrating the Company's continued commitment to enhancing gender diversity.
- All directors possess experience in the electronics industry, achieving 100% coverage of the Company's core industry expertise.
- The Board's collective expertise spans finance and accounting, legal affairs, and cross-industry experience, supporting diverse perspectives and high-quality decision-making.
- The majority of directors have more than nine years of professional experience, providing extensive expertise in corporate governance and business management.
- The Board is primarily composed of directors aged over 55, reflecting a balanced combination of extensive experience and sound judgment in strategic decision-making.

## Board Performance Evaluation

To strengthen Corporate Governance and Board effectiveness, the Company conducts annual performance evaluations of the Board of Directors and its functional committees in accordance with the Board Performance Evaluation Policy.

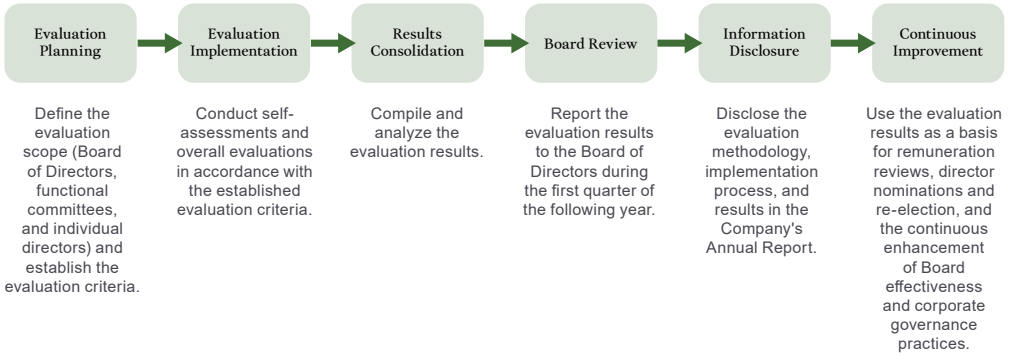
The 2025 evaluation covered the Board's performance from January 1 to December 31, 2024. Results were reported to the Board and disclosed in the Company's Annual Report in accordance with applicable requirements. The latest evaluation received an “Exceeds Expectations” rating, reflecting the Board's overall effectiveness and governance practices.

The results support continuous improvements in Board operations, inform remuneration reviews for directors and functional committees, and serve as a reference for director nominations and re-election.

| Evaluation Scope | Evaluation Focus |
|---|---|
| Board of Directors | A comprehensive assessment of Board performance, covering directors’ participation, decision-making, fulfillment of fiduciary duties, Board and committee effectiveness, continuing education, and internal control effectiveness. |
| Individual Directors | Self-assessment of directors’ understanding of the Company’s strategic objectives, fulfillment of duties, corporate governance participation, internal and external communication, professional competencies, and continuing education. |
| Information Disclosure and Implementation | Evaluation results are submitted to the Board in the first quarter of the following year, with the methodology, process, and results disclosed in the Company's Annual Report. |

## Board Performance Evaluation Process

The Company conducts annual Board performance evaluations, with the results incorporated into the continuous enhancement of decision-making and corporate governance practices.




## Remuneration Policy

JEBSEE Electronics Co., Ltd. (hereinafter referred to as the Company) is committed to establishing a fair, transparent, and market-competitive remuneration system. Through a performance-based remuneration framework and systematic compensation management, the Company seeks to balance employee well-being with its long-term business development and sustainable growth.

| Item | Description |
|---|---|
| Employee Remuneration | The Company provides fixed salaries that are reviewed and adjusted periodically to remain competitive with market conditions and changes in the cost of living. Through a performance management and profit-sharing mechanism, remuneration is adjusted based on individual performance and the Company's operating results. |
| Senior Management Remuneration | The remuneration structure for senior management is designed with reference to the Company's operating performance, risk profile, and industry trends. It comprises both fixed and variable remuneration to strengthen the alignment between compensation and business performance. In 2025, variable remuneration for indirect management personnel accounted for 2.54% of base salary. |
| Remuneration Review | The Human Resources Department regularly reviews and updates the remuneration system with reference to external market benchmarking and recommendations from professional consultants to ensure market competitiveness and compliance with applicable regulations. |
| Remuneration Structure | The Company adopts a dual-track remuneration structure consisting of fixed and variable remuneration, balancing the interests of employees, shareholders, and the Company. Annual performance evaluation indicators and weighting are established and implemented following the prescribed approval process. |
| Pay Equity | In 2025, the annual total remuneration of senior management was 2.39 times the median remuneration of general employees, reflecting a reasonable and equitable remuneration structure. |
| Ratio of Senior Management Remuneration to Median Employee Remuneration | 0.44 |
| Calculations are based on employees who were employed for the full calendar year (excluding employees with less than one year of service). Remuneration includes base salary, allowances, and bonuses. | |

## Conflict of Interest Management

JEBSEE Electronics Co., Ltd. (hereinafter referred to as the Company) has established a comprehensive Conflict of Interest Management mechanism to strengthen the integrity, impartiality, and transparency of the Board of Directors' operations. Through well-defined governance policies and management procedures, the Company effectively identifies, manages, and mitigates potential conflicts of interest, thereby safeguarding sound corporate governance and supporting its long-term sustainable development.

| Item | | Description |
|---|---|---|
| Regulatory Compliance | Although the Company is not publicly listed, JEBSEE Electronics Co., Ltd. follows the principles set forth in Article 16 of the Securities and Exchange Act to promote transparent, fair, and effective corporate governance. | |
| Conflict of Interest Declaration and Management | Declaration Requirement | Directors who have a personal interest in any agenda item under Board consideration are required to disclose the nature of the conflict to the Board of Directors. Where such interests may prejudice the Company's interests, the director shall abstain from discussions and voting. |
| | Recusal and Proxy Restrictions | Directors with a conflict of interest shall neither participate in discussions or voting on the relevant agenda nor act as a proxy for another director in exercising voting rights. |
| | Related Party Considerations | A conflict of interest is deemed to exist where the interests of a director's spouse, lineal relative, or an entity under the director's control are involved in matters under Board consideration. |
| Management Objectives | Ensuring Fairness and Transparency | All conflicts of interest must be appropriately disclosed and documented to safeguard the transparency and integrity of the Board's decision-making process. |
| | Protecting the Company's Interests | The Company prevents personal or related-party interests from improperly influencing Board decisions, thereby safeguarding the best interests of the Company and its shareholders. |

## Internal Control System

JEBSEE Electronics maintains robust internal controls and audit systems, supported by independent audits, risk-based management, and regular reporting to ensure operational effectiveness and governance transparency.

**Independent Audit Mechanism**

The Internal Audit Department operates independently and reports directly to the Board of Directors. It develops an annual audit plan and conducts regular audits to ensure effective internal controls and operational processes.

**Risk-Based Auditing**

Annual audit plans are based on risk assessments and approved by the Board. Special audits are conducted as needed to strengthen controls and address high-risk areas.

**Reporting and Communication**

The Head of Internal Audit regularly reports findings to management, the Board of Directors, and the Audit Committee, tracks material deficiencies and corrective actions, and submits reports by the end of the following month.

## Business Integrity and Regulatory Compliance

JEBSEE Electronics upholds integrity as a core value and follows its Code of Ethics Compliance Procedures, guided by integrity, responsibility, fairness, teamwork, quality, and innovation.

In 2025, external legal counsel provided business integrity and anti-corruption training for management personnel at Taiwan facilities, from the Chairperson to frontline supervisors. The Company also maintains anti-corruption policies and an anonymous whistleblowing mechanism to ensure confidential investigations, follow-up actions, and protection against retaliation. Compliance is continuously monitored, with violations investigated and addressed through established disciplinary procedures to uphold business integrity and corporate governance.

## Due Diligence

JEBSEE Electronics upholds business integrity, with 100% of directors, senior executives, and department heads completing integrity declarations. New employees and key suppliers must sign the Code of Ethics, pledging not to offer or accept improper benefits. All new employees completed the required declarations in 2025.

The Company maintains anti-corruption policies and anonymous reporting channels to ensure proper documentation, confidential investigations, corrective action tracking, and whistleblower protection, reinforcing business integrity and risk management.

## Training and Awareness

JEBSEE Electronics promotes a fair and transparent business environment to protect the interests of the Company and its stakeholders. Through training, policy communication, and management procedures, the Company continuously reinforces its culture of business integrity.

The Company upholds the following business integrity principles:

**Suppliers**

- Zero-Tolerance Policy: Prohibits bribery, corruption, fraud, embezzlement, and other unlawful conduct.
- Supplier Contracts: Explicitly prohibit unethical business practices and bribery.

**Employees**

- Code of Ethics: Prohibits accepting gifts, preferential treatment, or hospitality from suppliers or customers.
- Ethical Business Practices: Prohibits transactions with unethical parties to prevent conflicts of interest and misconduct.

## Grievance Mechanism

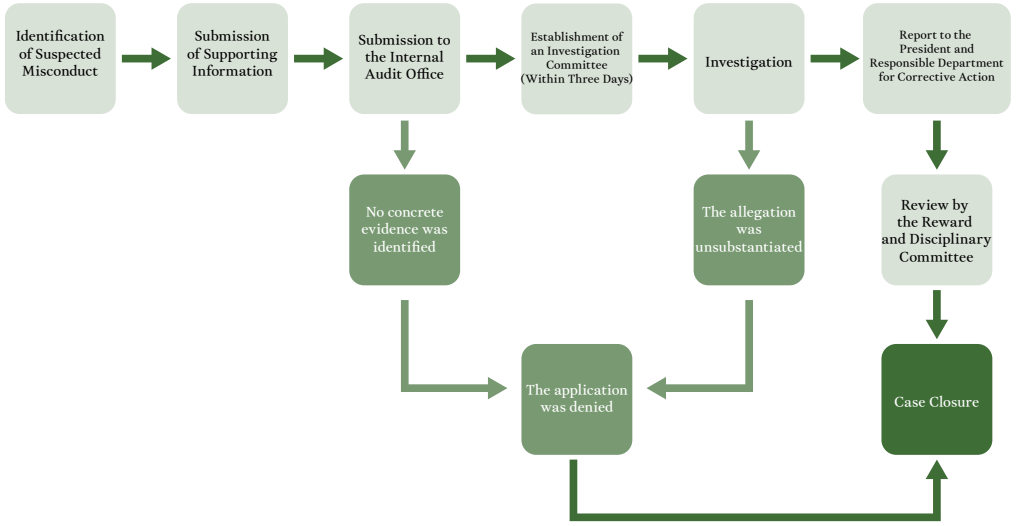
JEBSEE Electronics provides a public whistleblowing mailbox for internal and external stakeholders to report legal, business integrity, or ethical violations anonymously or by name. Established procedures govern case intake, investigation, and confidentiality to protect whistleblowers.

A dedicated integrity investigation unit handles reports and forms task forces as needed to ensure impartial, objective, and effective investigations. All personnel involved must maintain confidentiality, and retaliation or adverse treatment against whistleblowers is strictly prohibited.

The reporting process and principles are as follows:




**In 2025, the Company received no material complaints or reported cases involving corruption, fraud, or violations of its Business Integrity Policy.**




Flowchart of the Procedures for Reporting Corruption and Misconduct

## Anti-Competitive Practices and Antitrust

JEBSEE Electronics upholds fair competition and complies with applicable laws, prohibiting unfair competition, monopolistic practices, market manipulation, and anti-competitive conduct. The Company reinforces regulatory compliance and business integrity. No cases involving anti-competitive practices, antitrust violations, or breaches of fair trade laws were reported in 2025.

The Company maintains political neutrality and respects employees' civic participation rights while prohibiting political activities, election participation, or political donations in the Company's name. No political contributions or related expenditures were made in 2025, reaffirming its commitment to corporate neutrality and governance transparency.

## Regulatory Compliance

JEBSEE Electronics maintains robust internal controls to ensure compliance with applicable laws and company policies across all levels. The Company regularly reviews and updates its environmental protection, occupational safety, anti-corruption, and fair competition practices to mitigate operational risks and support sustainable business operations.

| Management Area | Key Initiatives |
|---|---|
| Compliance Management | Implemented the Environmental Information Platform (EIP) to provide timely regulatory updates and enhance compliance management and operational efficiency. |
| Regulatory Monitoring | Continuously monitors environmental, occupational health, and safety regulations to ensure compliance with the latest legal and regulatory requirements. |
| Supply Chain Management | Requires suppliers to comply with applicable laws and regulations and conform to ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems standards. |
| Occupational Health and Safety | Implements occupational health and safety management measures to mitigate operational risks while protecting employee health and workplace safety. |
| Compliance and Risk Management | Continuously strengthens the Internal Control System and compliance management mechanisms to ensure that business operations and decision-making comply with applicable laws, regulations, and ethical standards. |
| Compliance Performance | In 2025, the Company recorded no material violations of laws or regulations, regulatory penalties, or significant litigation cases. |

## Risk Management and Internal Control Systems

JEBSEE Electronics Co., Ltd. manages operational risks through its organizational structure and internal controls by identifying, preventing, mitigating, and transferring risks. Business divisions and functional units jointly implement risk management. At weekly senior management meetings, the Company reviews internal and external factors, including economic conditions, industry trends, technology, markets, supply chains, and internal operations, to assess potential risks and opportunities and adjust response strategies for material risks.

The Company also strengthens internal controls and response capabilities and works with suppliers to enhance overall risk resilience and mitigate market impacts. For details on financial and operational risk management and sustainability strategies, please refer to the Economic and Operational Performance chapter of this report.

## Financial Risk Management

JEBSEE Electronics Co., Ltd. focuses on R&D, manufacturing, and sales, and does not engage in high-risk or highly leveraged investments. All fund allocations are subject to prudent risk assessments. The Company regularly reviews bank borrowing rates and funding costs to maintain a sound financial structure.

Approximately 95% of the Company's revenue comes from exports, primarily denominated in U.S. dollars. As raw material purchases are also largely paid in U.S. dollars, the Company uses natural hedging by matching the currencies of income and expenditures to mitigate exchange rate fluctuations. Other foreign currency holdings are converted into New Taiwan dollars as appropriate based on market conditions.

The Company adopts the following measures to manage interest rate, foreign exchange, and inflation risks:

| Risk Category | Management Measures |
|---|---|
| Foreign Exchange Risk | Strengthens the natural hedge between foreign currency revenues and expenditures to minimize the impact of exchange rate fluctuations. |
| Liquidity Risk | Optimizes cash management and financing costs based on business forecasts and funding requirements to maintain financial flexibility and a sound capital structure. |
| Market Risk | Utilizes derivative financial instruments, when appropriate, within the Company's risk management framework to mitigate the impact of market volatility on financial performance. |
| For more information on the Company's financial performance and operating results, please refer to the "Operating Performance" section of this report. | |

## Business Risk Management

### Compliance Management and Sustainable Development

JEBSEE Electronics Co., Ltd. strictly complies with applicable laws and regulations and promptly updates internal policies and management processes in response to regulatory changes to ensure legal compliance and transparent disclosure. The Company regularly holds shareholders' meetings and investor conferences to disclose financial and sustainability information, while promoting green design, energy conservation, carbon reduction, and community engagement to fulfill its corporate social responsibility.

### Continuous Innovation and Operational Management

In response to rapid changes in the communications industry, the Company continuously adopts new materials, technologies, and equipment to strengthen product competitiveness and improve quality, delivery, and cost management, safeguarding the interests of customers and shareholders

The Company also enhances operational resilience and responsiveness through cost control, risk assessment, and internal management mechanisms to address future market challenges and opportunities.

## Market Risk Management

JEBSEE Electronics Co., Ltd. monitors global economic and political developments, industry trends, and value chain changes. The Sustainability Development and Marketing teams regularly conduct market and industry analyses and track regulatory updates to ensure compliance and alignment with market needs.

Business units develop response strategies through real-time information analysis, cross-functional collaboration, and cooperation with upstream and downstream partners to strengthen market responsiveness, mitigate external risks, and ensure stable operations and sustainable development.

## Business Continuity Management

JEBSEE Electronics Co., Ltd. has established business continuity mechanisms and standard operating procedures to promptly activate response measures during incidents or emergencies, minimize harm to personnel, environmental damage, and property loss, and ensure employee safety and operational stability. In 2025, the Xinren and Xinle Plants continued to strengthen risk management and disaster prevention to mitigate natural and human-induced risks.

Key management measures include:

| Management Area | Key Management Measures |
|---|---|
| Information Security | • Established an Information Security Policy to ensure employees comply with information security requirements.<br>• Implemented the ISO/IEC 27001 Information Security Management System (ISMS) at the Headquarters and Xinren Plant.<br>• Conducts annual internal and external audits, risk assessments, and business impact analyses to verify the effectiveness of the information security management system.<br>• Regularly performs disaster recovery drills, vulnerability assessments, and antivirus inspections.<br>• Implements encrypted data storage to protect research and development information and other confidential data.<br>• Requires suppliers to sign Non-Disclosure Agreements (NDAs) to strengthen information security management throughout the supply chain. |
| Supply Chain Resilience | • Monitors material supply status on a daily basis and dynamically adjusts procurement strategies in response to business requirements.<br>• Maintains strategic safety stock and establishes Second Source and Dual Source supply mechanisms to enhance supply chain stability and resilience. |
| Workforce Management | • Protects employee rights in accordance with applicable labor laws and regularly conducts business continuity and emergency response drills.<br>• Collaborates with universities through industry–academia partnership programs to cultivate professional talent.<br>• Provides employee training and talent development programs to strengthen employee retention and enhance organizational competitiveness. |
| Infectious Disease Prevention | • Established an infectious disease response team capable of activating appropriate response measures based on different risk scenarios to minimize operational impacts.<br>• Maintains adequate infection prevention supplies and promotes employee awareness through multiple communication channels to strengthen workplace health protection. |

# Information Security and Privacy Protection

## Information Security Management and Confidential Information Protection

The Company prioritizes information security and confidential data protection by continuously strengthening its information security framework across governance, technology, and management to ensure the confidentiality, integrity, and availability of information. The information security management system is established in accordance with ISO/IEC 27001:2022, with ongoing efforts to align with international information security standards.

### Information Security Governance and Management Framework

Information Security Committee (Established in Q4 2023)
- Oversees information security strategy and cross-functional coordination, and regularly reviews security risks and implementation effectiveness.
- Monitors information security technology developments and regulatory trends, incorporating external expert advice.
- Establishes incident reporting and tiered response mechanisms to strengthen overall response capabilities.

Information Security Policy and Risk Management
- Conducts regular information security risk assessments and vulnerability reviews.
- Implements risk classification and corrective action tracking.
- Integrates information security into internal audits and the operational risk management framework.

### Technical Safeguards and System Controls

SIP (Security Intelligence Portal) Deployment (Q1 2024)
- External protection: Strengthens firewall and intrusion prevention mechanisms to effectively block malicious attacks.
- Internal protection: Controls data export and transfer to prevent confidential information leaks through messaging applications and external devices.

Advanced Information Security Measures
- Implements endpoint detection and response (EDR) and anomalous behavior monitoring.
- Advances Zero Trust architecture planning.
- Strengthens data encryption and data loss prevention (DLP) technologies.

### Confidential Information and Personnel Management

Employee Information Security Training
- Requires new employees to complete training on confidential information and trade secrets to ensure compliance with confidentiality commitments.
- Conducts regular information security training and awareness campaigns for all employees.

Information Security Awareness
- Conducts regular social engineering simulations.
- Continuously strengthens employees' ability to identify and respond to information security threats.

### Supply Chain Information Security Management

Supplier Information Security Management
- Integrates information security requirements into supplier qualification, evaluation, and contractual agreements.
- Conducts information security assessments and audits for critical suppliers to verify compliance with the Company's cybersecurity requirements.
- Continuously strengthens supply chain cybersecurity management to reduce information security risks across the supply chain.

### Business Continuity and Information Security Resilience

Business Continuity Plan (BCP) and Disaster Recovery (DR) Mechanisms
- Established redundant architecture for critical information systems to ensure service availability and operational continuity.
- Regularly conducts Disaster Recovery (DR) drills and cybersecurity incident response exercises to verify the effectiveness of recovery procedures and response capabilities.
- Strengthens business continuity capabilities to ensure the uninterrupted operation of critical business functions during emergencies and other unexpected events.

### International Information Security Certifications

TISAX Information Security Assessment (Q4 2025)
- Aligns with internationally recognized information security requirements for the automotive supply chain.
- Strengthens secure information exchange and access control mechanisms across the value chain.
- Enhances the Company's information security maturity, reinforcing its position as a trusted supplier to the global automotive industry.

ISO/IEC 27001:2022 Certification (Q4 2024)
- Established a systematic Information Security Management System (ISMS) in accordance with the ISO/IEC 27001:2022 standard.
- Strengthens personal data protection and information security risk management capabilities.
- Enhances the Company's overall cyber resilience and information security governance.

## Zero Trust Security Framework

The Company adopts the Zero Trust security approach, based on the principle of “never trust, always verify.” Through identity authentication, device control, network protection, incident monitoring, and backup and recovery mechanisms, the Company establishes a multilayered security framework to reduce unauthorized access and data leakage risks and strengthen overall information security resilience.

| Management Area | Key Management Measures |
|---|---|
| Authentication Management | Account and password policies; least-privilege access control |
| Device Deployment | Antivirus systems, firewalls, and software asset inventory systems |
| Network Defense | Vulnerability scanning and remediation, external network intrusion detection, social engineering drills, and information security monitoring systems |
| Incident Response | Automated alert systems and emergency response plans |
| Backup and Recovery | Off-site backups and regular recovery drills |

## Information Security Initiatives

| Information Security Initiative | 2025 | 2026 | 2027 | 2028 |
|---|---|---|---|---|
| ISO/IEC 27001:2022 Certification | | | | Planned |
| TISAX® Assessment | Established | | | Planned |
| Data Loss Prevention (DLP) Email Monitoring System | Established | | | |
| Secure Network Zone Deployment | Established | | | |
| Endpoint Protection and EDR Deployment | | Planned | | |
| Third-Site Authentication System Deployment | | Planned | | |
| Cloud Security Enhancement | | | Planned | |
| Asset Monitoring Coverage | | | Planned | |

## ISM Information Security Management Committee – Roles and Responsibilities

The ISM Information Security Management Committee is responsible for developing and implementing information security policies, conducting drills, and performing management reviews to ensure effective implementation and ongoing operation of the information security management system. The Committee also monitors domestic and international information security trends and consolidates expert recommendations and industry alerts to strengthen risk early warning and response capabilities.

**Core Committee Management**

- Chairperson: Oversees overall information security management.
- Information Security Coordinator: Implements information security policies, coordinates resource allocation, and regularly reports information security management system performance to the Chairperson.

**Core Committee Members**

Appointed by the Information Security Officer, the team comprises an Executive Secretary, an Audit Team Leader, an Implementation Team Leader, and an Emergency Response Team Leader. It is responsible for implementing information security management, coordinating cross-functional efforts, and overseeing policy execution to ensure the effective operation of the information security management system.

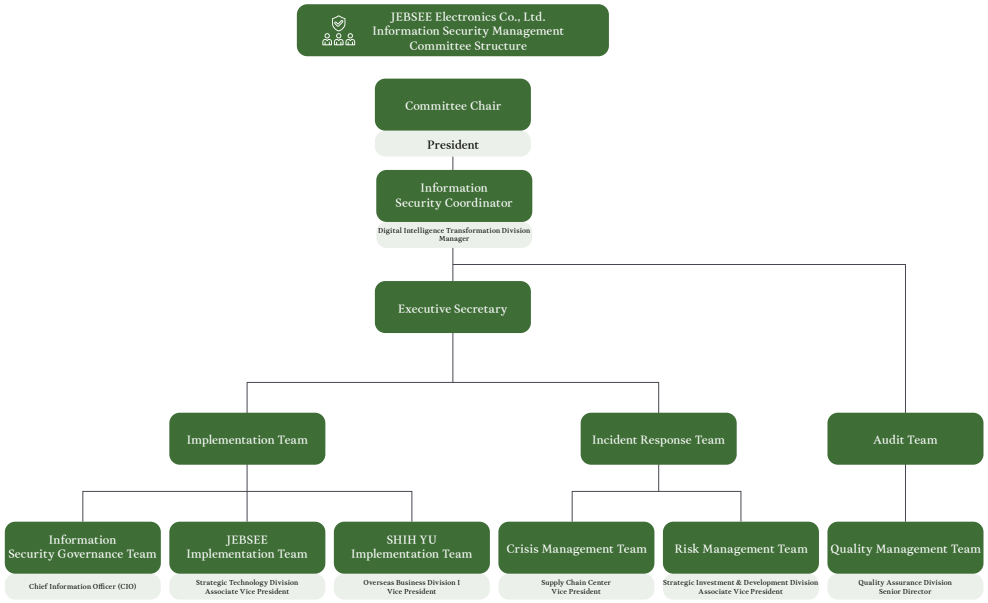
**Meeting Frequency**

The Committee meets quarterly to review information security plans and progress.

**Technology Monitoring and Strategic Enhancement**

Continuously monitors information security risks and threat trends, implementing timely response strategies and corrective measures to strengthen cybersecurity resilience and risk response capabilities.

## Information Security Management Committee Organizatio




## 2025 Information Security Training Program Summary

| Course Title | Training Participants | Training Type (Internal / External) | Training Hours | Number of Participants | Q1 | Q2 | Q3 | Q4 |
|---|---|---|---|---|---|---|---|---|
| 2025 CIO Forum for the Manufacturing Industry – Kaohsiung Session | Head of Information Security | External Training | 3 | 1 | | 3 | | |
| 2025 High-Tech Cybersecurity Forum – Hsinchu Session | Head of Information Security | External Training | 6 | 1 | | | 6 | |
| ISO/IEC 27001:2022 Information Security Management System (ISMS) Lead Auditor (LA) Transition Training | Head of Information Security | External Training | 16 | 1 | | | 16 | |
| 2025 CYBERSEC Taiwan | Head of Information Security | External Training | 7 | 2 | | 7 | | |
| TISAX® Overview, Asset Inventory and Risk Assessment, and Internal Auditor Training | IT Personnel | External Training | 3 | 20 | | 2 | 1 | |

# Economic & Operations

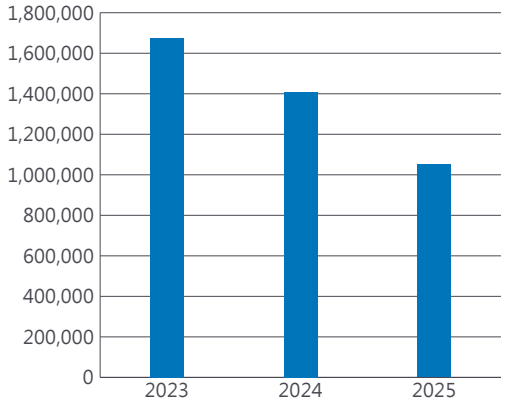
Business Performance 26
Green Products and Circular Design 26
AI Smart Factory 29
Supply Chain Management 32



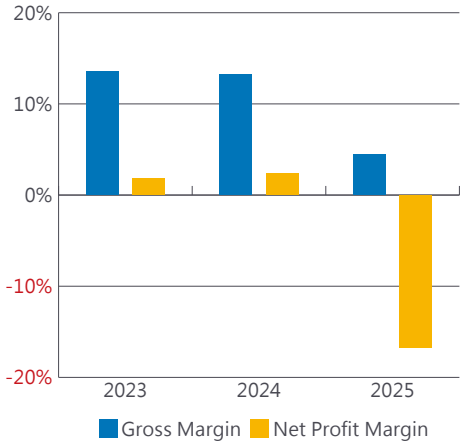
## Operating Performance

In 2025, JEBSEE Electronics Co., Ltd. recorded revenue of NT$1.051 billion, a gross profit margin of 4.46%, and a net profit margin of -16.75%. In response to market changes and industry competition, The Company continued to improve processes, control costs, optimize its product portfolio, and enhance operational efficiency to strengthen business resilience and competitiveness, improve long-term performance, and meet the expectations of investors and stakeholders.

Revenue (NT$ thousand)




Gross Margin (%)&Net Profit Margin (%)




## Government Grants

JEBSEE Electronics Co., Ltd. invests in R&D and talent development while supporting government initiatives for industrial innovation. Through technology development, professional training, and workforce development programs, The Company strengthens its competitiveness and sustainable development capabilities.

The Company also supports government employment policies through workforce training and employment promotion programs, enhancing employees' professional knowledge and skills while promoting employment stability and fulfilling its corporate social responsibility.

Government grants received by The Company in 2025 are summarized in the table below.

| Granting Agency | Grant Program / Basis | Amount (NT$ in thousands) |
|---|---|---|
| Industrial Development Administration, Ministry of Economic Affairs (MOEA) | Industrial Cluster Supply Chain Digital Integration and AI Application Program | 6,600 |
| Yunlin-Chiayi-Tainan Branch, Workforce Development Agency, Ministry of Labor | Human Resources Development Program | 295 |
| Yunlin-Chiayi-Tainan Branch, Workforce Development Agency, Ministry of Labor | Recharge and Takeoff Program | 124 |
| Yunlin-Chiayi-Tainan Branch, Workforce Development Agency, Ministry of Labor | Work-Life Balance Promotion Subsidy Program | 16 |
| International Trade Administration, Ministry of Economic Affairs (MOEA) | Venue Rental Subsidy Program for Participation in Overseas International Exhibitions | 85 |
| Total | | 7,120 |

## Customer Satisfaction Management

The Company collects customer feedback through product inspections, customer meetings, emails, and satisfaction surveys, evaluating pricing, delivery, product quality, service, environmental sustainability, and competitiveness to drive continuous improvement.

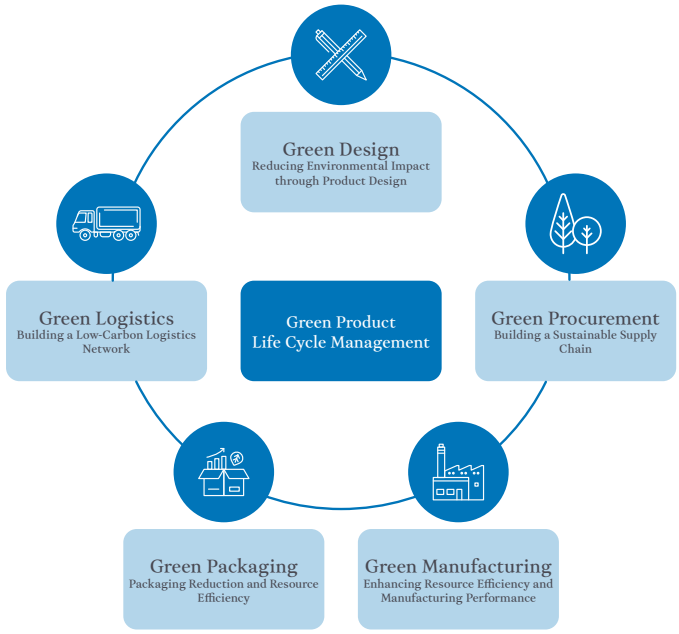
To respond promptly to customer needs, The Company provides dedicated customer service contacts, holds regular weekly, monthly, and quarterly meetings, and participates in customer supplier evaluations to identify further improvement opportunities.

In 2025, The Company achieved its customer satisfaction target of 91%, with customers expressing high satisfaction with service quality and order processing efficiency. The Company continues to implement improvements to enhance customer satisfaction and strengthen long-term partnerships.

## Green Products and Circular Design

The Company focuses on innovative communication technologies and integrates environmental sustainability into product development and operations, striving to develop green products that deliver high performance, low pollution, and recyclability. Through restricted substance management, renewable material adoption, green packaging optimization, and eco-design, The Company reduces the environmental impact of products throughout their life cycles and improves resource efficiency to support the circular economy and sustainable development.

To implement its green product strategy, The Company follows the Operating Procedures for Ecodesign of Energy-Using Products, integrating environmental considerations into product development. Life cycle assessments cover raw material acquisition, manufacturing, use, and end-of-life treatment, focusing on chemical substance management, energy efficiency, and resource circularity to promote low-carbon products and environmentally responsible design.




Green Product Life Cycle Management

## Restricted Substance Management

The Company has established a Restricted Substance Management System in accordance with its management procedures, covering product design, raw material procurement, manufacturing, and shipment. To minimize environmental and health risks, The Company has implemented lead-free manufacturing and halogen-free management across its operations.

The Company regularly updates its restricted substance list to comply with international environmental regulations and requires suppliers to sign a Declaration of Non-Use of Environmentally Managed Substances. Through supply chain management, The Company verifies that raw materials and components meet applicable environmental requirements.

All products and packaging comply with relevant international regulations, including the EU RoHS Directive, REACH SVHC requirements, the WEEE Directive, the Ecodesign for Energy-Related Products (ErP) Directive, and the Packaging and Packaging Waste Directive (PPWD).

In 2025, 100% of products shipped complied with applicable environmental regulations, with no reported incidents of non-compliance.

## Renewable Materials Management

To reduce reliance on petrochemical resources and improve product environmental performance, The Company promotes renewable and recycled materials in collaboration with suppliers, gradually increasing recycled content in its products.

In 2025, The Company continued to introduce post-consumer recycled (PCR) plastics, assessing their suitability for products and packaging while ensuring quality, safety, and durability. The Company also explored bio-based materials and alternative technologies to improve resource circularity.

Moving forward, The Company will expand the use of renewable materials through material innovation and supply chain collaboration to reduce life cycle environmental impacts, meet market demand for sustainable products, and advance the transition to a circular economy.

## Green Packaging Management

The Company continues to promote green packaging through material reduction, recycling, and improved transportation efficiency. Packaging standardization, shared designs, and structural optimization help reduce material use and environmental impacts while ensuring product protection and transport safety.

Packaging improvements prioritize existing production equipment to avoid additional resource consumption and carbon emissions from new equipment.

Key achievements in 2025 included:

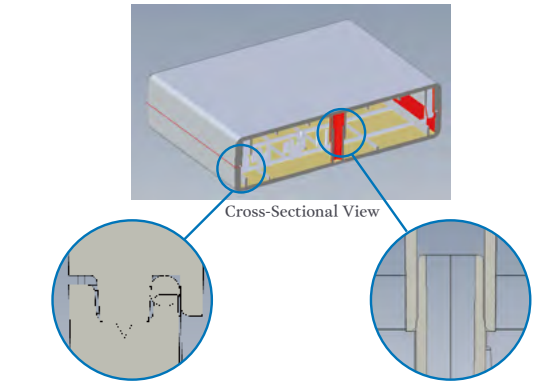
- Reduced packaging material types from six to four, simplifying materials and lowering management costs.
- Expanded shared packaging designs to improve versatility and recyclability.
- Improved product stacking and loading efficiency to maximize transport space.
- Prioritized recycled pulp and recyclable packaging materials.
- Adopted reinforced water-activated kraft paper tape and plant-based inks to reduce environmental impacts.
- Assessed the feasibility of recycled plastics to reduce virgin plastic use.

By the end of 2025, recycled materials accounted for over 90% of packaging materials. The Company continues to advance green packaging solutions that are low-polluting, non-toxic, recyclable, and resource-efficient.

## Green Product Design

### Product Simplification through Ultrasonic Welding Technology

To advance green product design, The Company continuously optimizes product structures and manufacturing processes. Ultrasonic welding has been adopted in selected products to replace traditional screw fastening, reducing component use, simplifying assembly, and improving product performance while minimizing resource consumption and environmental impacts.



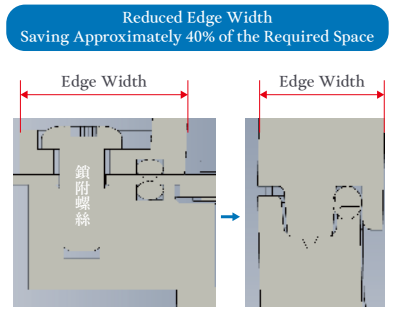

Ultrasonic Welding Simplifies the Design and Eliminates Fastening Screws.

Ultrasonic Welding Reinforces the Structural Design and Eliminates Fastening Screws.

### Material Reduction Design and Manufacturing Process Optimization

The Company adopted ultrasonic welding to replace conventional screw fastening for joining the upper and lower housings, reducing screws and structural components, material consumption, and manufacturing costs while improving production efficiency.

The product bezel width was also reduced by approximately 40% compared with the original design, minimizing material use and improving space utilization to enhance resource efficiency and reduce environmental impacts.



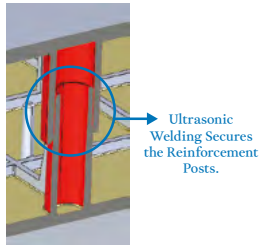

Conventional Screw-Fastened Design (Cross-Sectional View)

Ultrasonic Welded Design (Cross-Sectional View)

### Enhanced Product Durability

The Company incorporates positioning and reinforcement posts into product designs and combines them with ultrasonic welding to enhance joint strength and structural stability.

By reducing fasteners and simplifying product structures, The Company minimizes loosening and wear over time, improving product durability and reliability.




Upper and Lower Housing Reinforcement Post Structure (Cross-Sectional View)

# Patented FPCB Antenna Design for Unmanned Aerial Vehicles (UAVs)

## Optimized Structural Design

To reduce material use and improve durability, The Company adopted an adhesive-free structural design for its antenna products. Unlike conventional designs that rely on double-sided tape, which may detach due to temperature changes, environmental conditions, or prolonged use, this design reduces material costs and assembly time.

Through its proprietary snap-fit design, The Company enables assembly without adhesives or dedicated fixtures, simplifying manufacturing and reducing material consumption. The optimized structure also offers resistance to high-frequency vibration and harsh environmental conditions, enhancing product stability and service life while supporting product quality, efficiency, and green design.

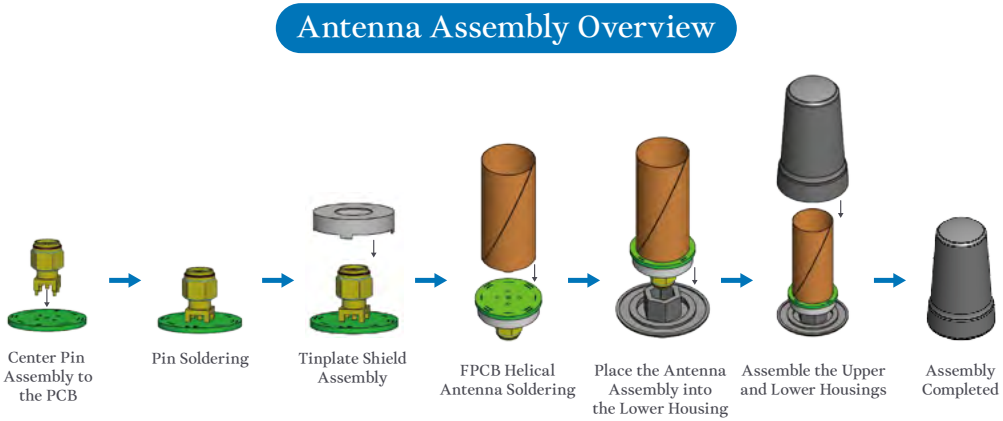

中華民國專利證書

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Figure: Utility Model Patent Certificate

## Design Benefits

Reduced the use of adhesives and auxiliary materials, lowering resource consumption.
Enabled fixture-free assembly, improving manufacturing efficiency.
Improved resistance to high-frequency vibration, extending product service life.




# Green Manufacturing and Process Improvement

## Process Improvement | Enhancing Quality, Efficiency, and Occupational Safety

In 2025, The Company optimized magnetic product manufacturing processes and adhesive box assembly through process adjustments, automation, and workflow improvements.

These initiatives increased magnetic force testing yield from 44.07% to 100% and production efficiency by 137%, while reducing the risk of musculoskeletal injuries caused by repetitive tasks, demonstrating progress in continuous improvement and smart manufacturing.

## Magnetic Product Process Optimization

During magnetic force testing, The Company identified a height difference between the magnets and foam adhesive pads that affected magnetic performance.

Following process analysis, the product resting method was changed from fixture-based positioning to flat placement with the magnets facing downward, reducing the height difference from approximately 0.1 mm to below 0.05 mm and improving magnetic force stability.

The Company also introduced automated magnetic force testing equipment to replace manual pull tests, improving testing consistency and operational efficiency while reducing human error.

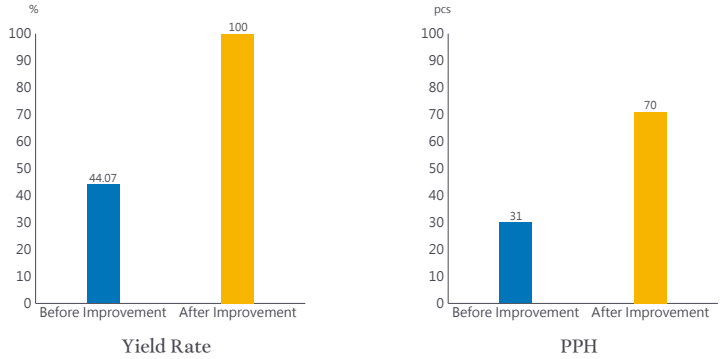



Figure: Comparison of Process Improvement Outcomes Before and After Implementation

## Automated Fixtures to Reduce Repetitive Work Risks

During adhesive box assembly, operators used spring clamps to secure products approximately 3,840 times per day. Repeated force applied with the thumb and index finger increased the risk of musculoskeletal disorders, such as trigger finger.

To reduce repetitive strain, The Company introduced a pneumatic clamping fixture to replace manual clamping. A foot switch activates the pneumatic cylinder, reducing repetitive hand force, improving working conditions, and lowering the risk of occupational injuries.

Benefits:

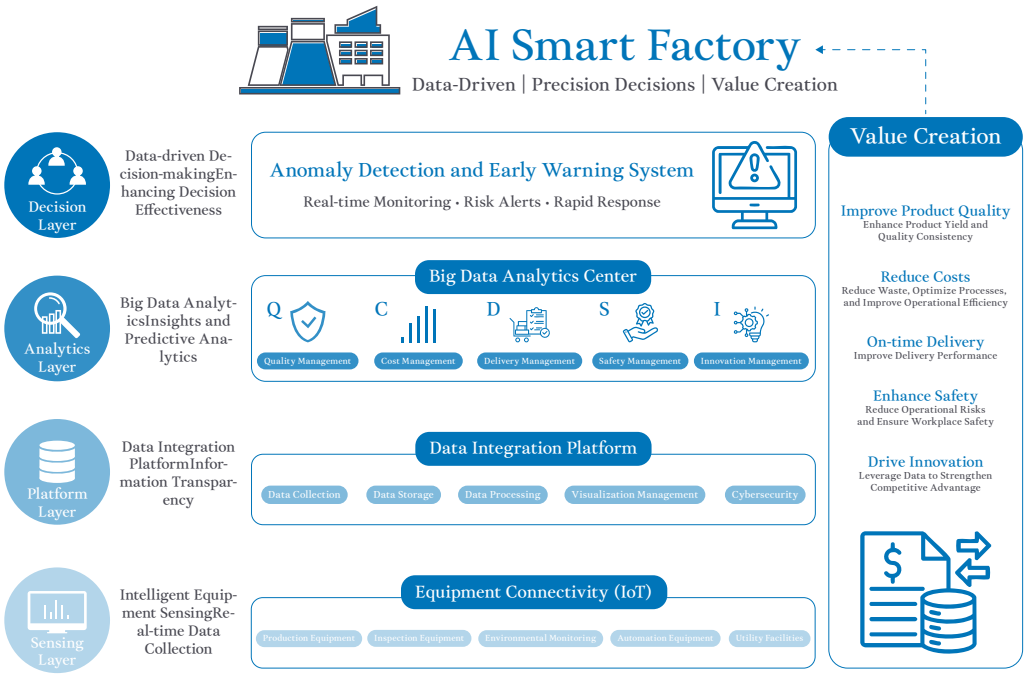
- Reduced risk of repetitive strain injuries and improved operator comfort and safety.
- Enhanced operational consistency and advanced production automation.

## AI Smart Factory Development

To improve manufacturing efficiency, quality consistency, and operational resilience, The Company continues to develop its AI Smart Factory by integrating digitalization, intelligence, and automation. By leveraging the Internet of Things (IoT), artificial intelligence (AI), machine learning, and big data analytics, The Company is building a smart manufacturing management platform to enable data-driven decision-making and precision production management.

Through connected production equipment, real-time process data collection, and visual management systems, The Company can monitor production status, equipment performance, and quality in real time. These capabilities enhance early warning and decision-making, reduce production losses and resource waste, and improve overall operational performance.

| Initiative | 2025 Management Focus |
|---|---|
| Smart Manufacturing | AI, IoT, and Big Data Analytics Technologies |
| Quality Management | FMEA, DOE, and AI-driven Defect Prevention Mechanisms |
| Digital Transformation | Production Information Visualization and Real-time Monitoring |
| Automated Production | Modular Equipment Architecture and Flexible Manufacturing |
| Lean Management | LEAN + LCIM Smart Lean Production |
| Sustainability Benefits | Improved Efficiency, Reduced Waste, and Lower Environmental Impact |




## Establishing a Data-Driven Decision-making Framework

The Company has established an intelligent manufacturing management framework centered on five key dimensions: Quality, Cost, Delivery, Safety, and Innovation (QCDSI). By integrating production, quality, and supply chain data through its Big Data Analytics Platform, The Company has transformed its traditional reactive management approach into a proactive risk monitoring and decision-making framework.

Leveraging data analytics and an Anomaly Detection and Early Warning System, The Company can monitor process variations, equipment abnormalities, and quality risks in real time. This enables timely corrective actions before issues escalate, improving product yield and customer satisfaction while strengthening operational resilience and enhancing market competitiveness.

## Smart Manufacturing Roadmap and Quality Excellence

With the vision of establishing a high-quality, cost-efficient, and flexible green smart factory, The Company continues to accelerate the adoption of production automation, lean manufacturing, and digital transformation. Through standardized operating procedures, low-labor production models, and comprehensive digital management systems, The Company is steadily achieving greater quality consistency, cost optimization, and flexible delivery capabilities.

To further strengthen quality management, The Company has implemented Failure Mode and Effects Analysis (FMEA), Design of Experiments (DOE), and AI-powered defect detection technologies to build a comprehensive quality management framework covering prevention, monitoring, and continuous improvement. These initiatives enhance quality engineering capabilities while advancing the Company's long-term objective of defect prevention and Total Quality Management (TQM).

## Modular Automation Production

To improve equipment flexibility and maximize investment efficiency, The Company has adopted a modular production architecture, breaking down production lines into standardized modules that can be flexibly configured according to product requirements. This approach enhances the efficiency of automation deployment while reducing the risk of duplicate equipment investments. By integrating modular design with smart manufacturing technologies, The Company can respond more rapidly to changing market demands, shorten product introduction lead times, and improve both production efficiency and manufacturing flexibility.

## Lean Manufacturing and Continuous Improvement

In 2025, The Company continued to strengthen its Lean Manufacturing management approach by integrating the Kanban pull system, Just-in-Time (JIT) production, and the LCIM Smart Lean Manufacturing framework. These initiatives continuously optimize value streams while reducing non-value-added activities, including waiting time, material handling, excess inventory, and rework, thereby improving overall production efficiency and resource utilization.

Through a culture of continuous improvement and the adoption of digital management tools, The Company is progressively integrating lean manufacturing with smart manufacturing to establish a production model that delivers higher efficiency, lower energy consumption, and stronger competitiveness.

Smart Manufacturing

## Manufacturing Challenges

Production line planning and equipment upgrades require significant testing resources, with uncertain benefits and potential downtime costs.
In a rapidly changing manufacturing environment, digital tools are key to improving planning efficiency and decision-making accuracy in smart manufacturing.

# AI Virtual Factory Development and Digital Twin Applications

## Virtual Factory Platform Development

Use digital twin technology to create digital production line models, integrating equipment, processes, and logistics into a visualized virtual factory.

## Production Line Simulation and Validation

Simulate equipment configurations, layouts, and workflows to validate optimized plans before implementation.

## Data-Driven Decision-Making

Integrate production and equipment data to assess utilization, efficiency, and investment returns for more accurate decisions.

## Smart Manufacturing Advancement

Use virtual validation results to guide implementation, reduce deployment risks, and accelerate smart factory development.

## Project Outcomes

| Category | Key Benefits |
|---|---|
| Production Efficiency | Improved production line planning and validation efficiency |
| Equipment Management | Enhanced equipment utilization analysis |
| Cost Control | Reduced pilot production and machine setup costs |
| Risk Management | Minimized risks associated with equipment deployment and production line modifications |
| Digital Transformation | Established the foundation for Digital Twin applications |
| Smart Manufacturing | Strengthened data analytics capabilities and intelligent decision-making |

## Sustainability Value

| Category | Value Created |
|---|---|
| Operational Excellence | Improved production line planning and resource utilization through digital simulation and intelligent analytics. |
| Resource Efficiency | Reduced physical trial production and rework, lowering material consumption, energy usage, and labor requirements. |
| Innovation and Competitiveness | Accelerated the adoption of digital and smart manufacturing technologies to strengthen innovation capabilities and enhance competitive advantage. |
| Sustainable Manufacturing | Advanced data-driven management and intelligent decision-making to support high-efficiency, low-carbon, and sustainable manufacturing operations. |

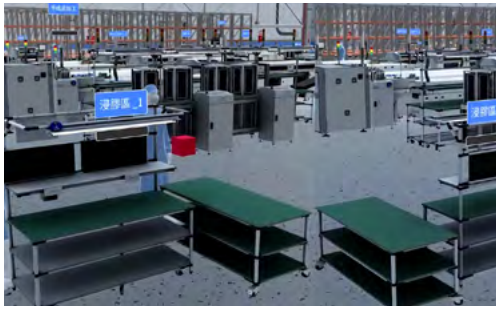
To accelerate smart manufacturing and digital transformation, The Company implemented the DataMesh FactVerse Digital Twin Platform to establish an AI Virtual Factory. By digitally modeling production equipment, manufacturing lines, and material flow, The Company has created a virtual environment that is synchronized with its physical production operations.

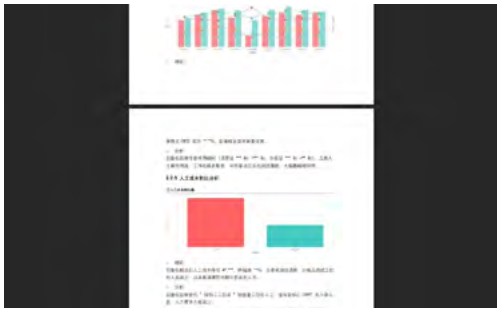
The Company adopts a "Virtual First, Physical Deployment Second" strategy. Before actual implementation, production line configurations, equipment parameters, and manufacturing workflows are simulated and validated within the virtual environment to evaluate production capacity, equipment utilization, and operational performance. This approach effectively reduces trial-and-error costs and deployment risks while improving the quality of investment decisions.

By leveraging Digital Twin technology and production data analytics, The Company can monitor production line performance in real time, optimize equipment allocation and manufacturing processes, and improve Overall Equipment Effectiveness (OEE) and overall operational performance. These capabilities also establish a solid foundation for future AI-driven decision-making, intelligent production scheduling, and Smart Factory development, supporting The Company's transition toward high-efficiency, low-energy, and sustainable manufacturing.

Physical Factory → Digital Modeling → AI Virtual Factory → Virtual Simulation & Validation → Data Analytics → Optimization Solutions → Physical Deployment


Digital Modeling


Workflow Optimization Simulation


Data Analytics Reports


Production Capacity Simulation

Smart Manufacturing

## Manufacturing Challenges

As automotive quality requirements become more stringent, managing IATF 16949, VDA 6.3, and Ford customer-specific requirements has become increasingly complex. Traditional document- and spreadsheet-based systems face challenges in data fragmentation, inconsistent standards, inefficient audits, and risk tracking, limiting quality management effectiveness and compliance.

# Smart Quality Management Platform to Enhance Audit Efficiency and Compliance

## In-House Quality Audit Support System Development

**Integrates IATF 16949, VDA 6.3, and FMEA management to meet Ford requirements, improving quality management efficiency and supply chain compliance.**

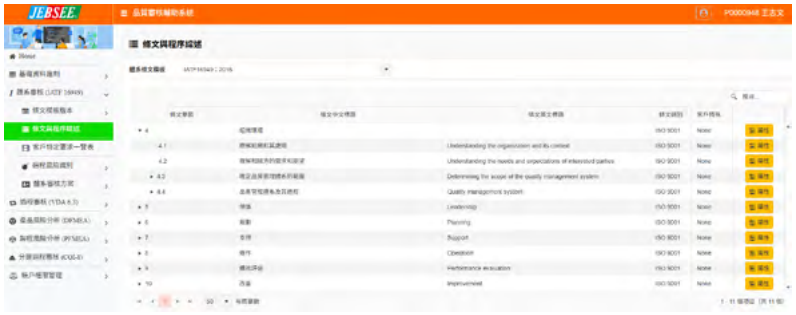
### Project Outcomes

- Established a digital quality management platform with standardized quality requirements.
- Complied with Ford customer-specific requirements.
- Improved FMEA and VDA audit efficiency.
- Strengthened quality risk prevention and compliance management.
- Reduced paperwork and manual maintenance costs.

To improve quality management and compliance with customer requirements, The Company developed an in-house Quality Audit Support System integrating IATF 16949, VDA 6.3, DFMEA, and PFMEA into a standardized digital platform.

Designed to meet Ford customer-specific requirements, the system supports clause management, process audits, FMEA analysis, and corrective action tracking, improving audit efficiency, reducing manual errors, and strengthening quality risk identification and compliance.

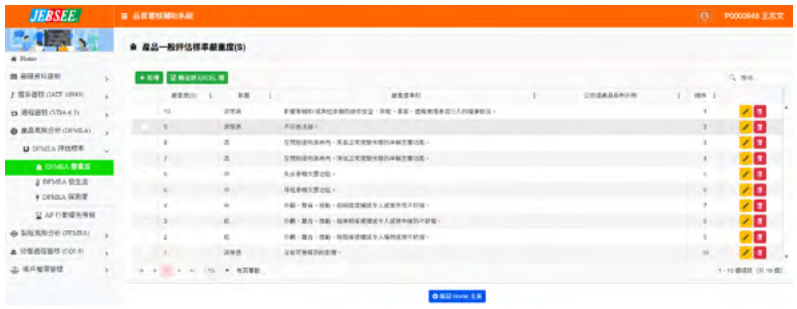
Through digitalized quality management, The Company continues to enhance product reliability, customer satisfaction, and competitiveness in the automotive supply chain.



Quality Audit Support System – IATF16949



Quality Audit Support System – VDA6.3



Quality Audit Support System – DFMEA



Quality Audit Support System – PFMEA

## Supply Chain Management

Guided by Responsible Procurement and Shared Sustainable Growth, The Company integrates quality, delivery, cost, technical capability, and sustainability into its Supply Chain Management System and supplier evaluations.

Sustainability factors, including labor and human rights, occupational health and safety, environmental protection, business ethics, and regulatory compliance, are incorporated into supply chain risk management. Through supplier qualification, performance evaluations, risk assessments, audits, corrective action management, and strategic collaboration, The Company strengthens supply chain resilience and promotes responsible practices.

Working with suppliers, The Company advances environmental stewardship, social responsibility, and sound corporate governance to create long-term value for customers, suppliers, investors, and other stakeholders.

## Supplier Management Framework

The Company implements a supplier life cycle management system covering supplier selection, qualification, performance evaluation, sustainability risk management, and continuous improvement to ensure compliance with quality requirements and sustainability principles.

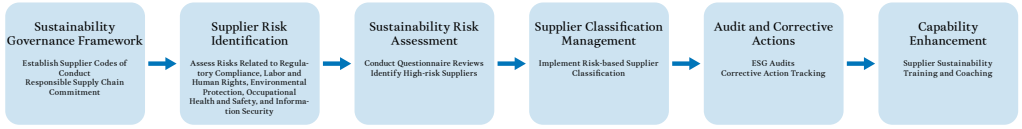
All new suppliers must comply with the *Supplier/Contractor Code of Conduct* and the *Code of Ethics* and sign the relevant declarations before evaluation. Assessments cover quality management, procurement, design and development capabilities, trade security, labor and human rights, occupational health and safety, environmental management, business ethics, and regulatory compliance.

In addition to general evaluation requirements, automotive parts suppliers must obtain ISO 9001 or IATF 16949 certification to ensure product quality and supply stability.

After inclusion in the Approved Vendor List (AVL), suppliers are continuously monitored through performance evaluations, sustainability risk assessments, and on-site audits. Results serve as key references for procurement decisions and future collaboration.

## Supplier Sustainability Risk Management

The Company integrates sustainability risk management into its supply chain management system, regularly assessing suppliers' performance in labor and human rights, occupational health and safety, environmental protection, and business ethics through sustainability questionnaires and risk assessments.




Supplier Sustainability Management Process

To promote supply chain sustainability, The Company integrates sustainability requirements, risk identification and assessment, risk classification, audits and corrective actions, and capability building into supplier life cycle management.

Through a risk-based approach, The Company monitors suppliers' risks and performance in labor and human rights, occupational health and safety, environmental protection, and business ethics. Audits, guidance, and training help suppliers strengthen their sustainability management capabilities and build a resilient, sustainable supply chain together.

## Supplier Sustainability Management Performance

As of the end of 2025, The Company continued to implement supplier sustainability management and risk assessment, with the following results:

| Management Area | 2025 Performance |
|---|---|
| New Supplier Qualification | Three new suppliers successfully completed the qualification process and were added to the Approved Vendor List (AVL). |
| Code of Conduct Compliance | 91% of suppliers signed The Company's Supplier / Contractor Code of Conduct. |
| Sustainability Risk Assessment | Sustainability assessments were completed for 81 suppliers with annual procurement amounts exceeding NT$1 million. |
| Environmental and Occupational Health & Safety Certifications | 18 suppliers obtained ISO 14001 and/or ISO 45001 certification. |
| Sustainability Disclosure | 42.3% of suppliers published a Sustainability Report. |
| Carbon Management | 50% of suppliers completed GHG inventories. |
| Audit and Corrective Actions | All audited suppliers completed corrective actions within the required timeframe. |

The Company will continue to promote supplier carbon inventories, emissions reduction management, and sustainability disclosures to progressively enhance supply chain sustainability maturity and climate governance.

## Green Supply Chain Management

The Company promotes green procurement and supply chain management by integrating environmental requirements into supplier management and reducing environmental impacts throughout the product life cycle, from design and raw material procurement to manufacturing.

To ensure compliance with international environmental regulations and customer requirements, The Company requires suppliers to follow its *Restricted Substance Management Procedure* and sign relevant declarations, including declarations of non-use of environmentally managed substances, restricted substance compliance, and quality and environmental management commitments.

All supplier-provided products, components, packaging, and materials must comply with international environmental regulations, including RoHS. Any non-compliance triggers corrective action procedures requiring suppliers to implement corrective and preventive measures to mitigate environmental risks and ensure product compliance.

Through incoming inspection, supplier quality management, and the Production Part Approval Process (PPAP), The Company strengthens quality and environmental controls at the source, reducing resource waste and potential environmental impacts.

## Local Procurement and Supply Chain Resilience

The Company prioritizes local procurement to support regional industrial development, reduce transportation-related carbon emissions, and enhance supply chain flexibility and supply stability.

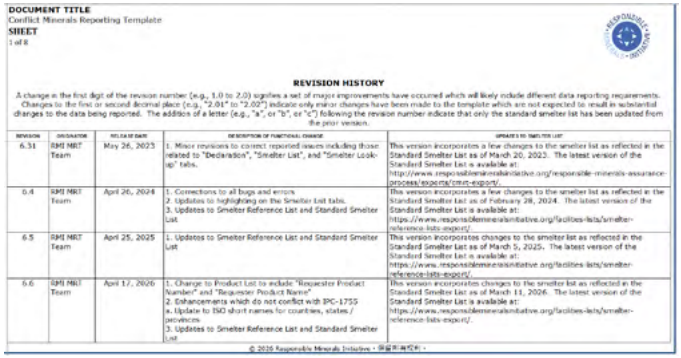
In 2025, approximately 70% of raw materials, components, and production consumables were sourced from local suppliers in Taiwan, with the remaining 30% sourced from suppliers in Asia, Europe, and the Americas. This approach supports local economic development and job creation while reducing logistics risks and transportation emissions, thereby strengthening supply chain resilience.

## Responsible Minerals Management

The Company supports responsible mineral sourcing through its Conflict Minerals Policy and related procedures. It conducts source investigations and due diligence on tantalum (Ta), tin (Sn), tungsten (W), and gold (Au) used in its products to avoid sourcing minerals that directly or indirectly finance armed conflict, human rights abuses, or environmental damage.

The Company follows the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and requires suppliers to provide conflict minerals sourcing information and complete the Conflict Minerals Reporting Template (CMRT).

If sourcing involves high-risk mining areas, suppliers must submit improvement plans and switch to compliant sources. The Company continues to monitor corrective actions to ensure responsible mineral sourcing throughout its supply chain.



DOCUMENT TITLE
Conflict Minerals Reporting Template
SHEET
1 of 8

REVISION HISTORY

A change in the first digit of the revision number (e.g., 1.0 to 2.0) signifies a set of major improvements have occurred which will likely include different data reporting requirements. Changes to the first or second decimal place (e.g., "2.01" to "2.02") indicate only minor changes have been made to the template which are not expected to result in substantial changes to the data being reported. The addition of a letter (e.g., "a", or "b", or "c") following the revision number indicate that only the standard smelter list has been updated from the prior version.

| REVISION | DESIGNATOR | RELEASE DATE | DESCRIPTION OF FUNCTIONAL CHANGE | UPDATES TO SMELTER LIST |
|---|---|---|---|---|
| 6.3.1 | RMI MRT Team | May 26, 2023 | 1. Minor revisions to correct reported issues including those related to "Declaration", "Smelter List", and "Smelter Look-up" tabs. | This version incorporates a few changes to the smelter list as reflected in the Standard Smelter List as of March 20, 2023. The latest version of the Standard Smelter List is available at: http://www.responsiblemineralsinitiative.org/responsible-minerals-assurance-process/expected/cmrt-export/. |
| 6.4 | RMI MRT Team | April 26, 2024 | 1. Corrections to all bugs and errors<br>2. Updates to highlighting on the Smelter List tabs.<br>3. Updates to Smelter Reference List and Standard Smelter List | This version incorporates a few changes to the smelter list as reflected in the Standard Smelter List as of February 28, 2024. The latest version of the Standard Smelter List is available at: https://www.responsiblemineralsinitiative.org/facilities-lists/smelter-reference-lists-export/. |
| 6.5 | RMI MRT Team | April 25, 2025 | 1. Updates to Smelter Reference List and Standard Smelter List | This version incorporates changes to the smelter list as reflected in the Standard Smelter List as of March 5, 2025. The latest version of the Standard Smelter List is available at: https://www.responsiblemineralsinitiative.org/facilities-lists/smelter-reference-lists-export/. |
| 6.6 | RMI MRT Team | April 17, 2026 | 1. Change to Product List to include "Requester Product Number" and "Requester Product Name"<br>2. Enhancements which do not conflict with IPC-1755<br>a. Update to ISO short names for countries, states / provinces.<br>3. Updates to Smelter Reference List and Standard Smelter List | This version incorporates changes to the smelter list as reflected in the Standard Smelter List as of March 11, 2026. The latest version of the Standard Smelter List is available at: https://www.responsiblemineralsinitiative.org/facilities-lists/smelter-reference-lists-export/. |

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Standardized Conflict Minerals Reporting Template (CMRT)




JEBSEE Electronics GPM System Approved Supplier List

## Digital Supply Chain Management

The Company continues to digitalize supply chain management through its Green Product Management (GPM) platform to improve efficiency and information transparency.

Suppliers can use the platform to submit qualification applications, upload documents, sign sustainability commitments, and update information. The platform also facilitates sustainability initiatives and information exchange, strengthening supply chain collaboration, risk management, and sustainability governance.

## Supplier Partnerships and Capability Development

The Company regards suppliers as key partners and shares business strategies, industry trends, and sustainability priorities through regular business review meetings, supplier engagement activities, and sustainability briefings.

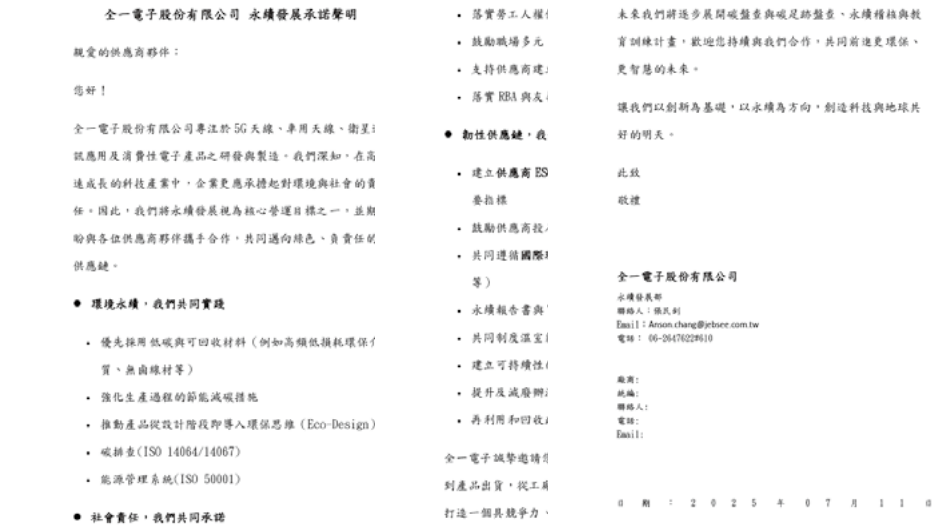
Moving forward, The Company will promote sustainability training, carbon management support, and sustainability disclosure capability development to build a resilient, low-carbon, and responsible supply chain together with its partners.




2025 Supplier Conference



2025 Supplier Conference



全一電子股份有限公司 永續發展承諾聲明

親愛的供應商夥伴：

您好！

全一電子股份有限公司專注於 5G 天線、車用天線、衛星通訊應用及消費性電子產品之研發與製造。我們深知，在高速成長的科技產業中，企業更應承擔起對環境與社會的責任。因此，我們將永續發展視為核心營運目標之一，並期盼與各位供應商夥伴攜手合作，共同邁向綠色、負責任的供應鏈。

● 環境永續，我們共同實踐

- 優先採用低碳與可回收材料（例如高頻低損耗環保材質、無鹵線材等）
- 強化生產過程的節能減碳措施
- 推動產品從設計階段即導入環保思維（Eco-Design）
- 碳排查(ISO 14064/14067)
- 能源管理系統(ISO 50001)

● 社會責任，我們共同承諾

- 落實勞工人權
- 鼓勵職場多元
- 支持供應商建
- 落實 RBA 與友

● 韌性供應鏈，我

- 建立供應商 ES 參指標
- 鼓勵供應商投
- 共同遵循國際 等）
- 永續報告書與
- 共同制度溫室
- 建立可持續性
- 提升及減廢附
- 再利用和回收

全一電子誠摯邀請 到產品出貨，從工 打造一個具競爭力、

未來我們將逐步展開碳盤查與碳足跡盤查、永續稽核與教育訓練計畫，歡迎您持續與我們合作，共同前進更環保、更智慧的未來。

讓我們以創新為基礎，以永續為方向，創造科技與地球共好的明天。

此致

敬禮

全一電子股份有限公司

永續發展部

聯絡人：張民軒

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地址：

聯絡人：

電話：

Email：

日 期 ： 2 0 2 5 年 0 7 月 1 1 日

Sustainability Commitment Statement

# Environmental Responsibility

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## Environmental Governance

The Company promotes waste recycling, green design, and resource management while strengthening environmental protection and workplace safety through environmental monitoring, safety management, and employee engagement.

The Company also works closely with suppliers to advance energy conservation, carbon reduction, and pollution prevention, pursuing sustainable development that balances environmental protection, safety, and economic growth.

## Environmental Policy and Management System

In accordance with its environmental, health, and safety policy and ISO 14001 and ISO 14064-1 standards, The Company promotes energy conservation, carbon reduction, and efficient resource management through regular internal audits and third-party verification. In response to customer requirements, The Company also collaborates with suppliers to implement environmental and green product management systems, ensuring compliance with environmental regulations and customer requirements.

## Emissions Targets and Carbon Management

The Company has designated 2022 as the baseline year for its greenhouse gas (GHG) inventory. In accordance with ISO 14064-1 and the GHG Protocol, the Company has established a comprehensive GHG inventory mechanism and defined organizational boundaries to support systematic carbon management. In response to global net-zero trends and customers' low-carbon expectations, the Company actively identifies climate-related risks and transition opportunities while continuously enhancing the resilience of its low-carbon operations.

## Environmental Disclosure

The Company implements ISO 14001 and a digital regulatory identification system. In 2025, no major environmental violations were reported. In compliance with waste management regulations, The Company works with qualified waste collection and treatment providers to improve waste reporting and resource recovery efficiency, achieving a 40% recycling rate for production waste in 2025. The Company also encourages employee participation in recycling and environmental initiatives to foster an ESG sustainability culture.

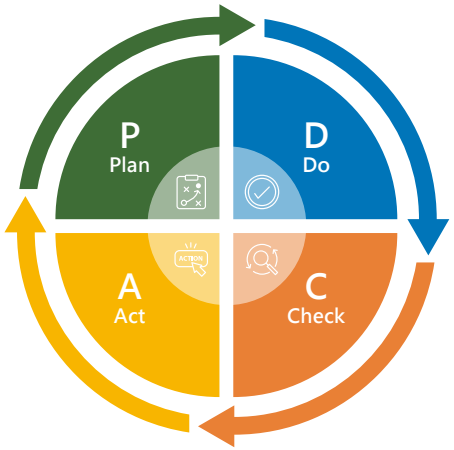
## Risk Planning and Review Mechanism (PDCA Cycle)

The Company implements a risk planning and review mechanism based on the PDCA cycle, systematically managing risks through identification, assessment, planning, implementation, and performance review to drive continuous improvement and strengthen operational resilience. Cross-functional collaboration and regular reviews ensure effective risk management, mitigate operational impacts, and enhance competitiveness and long-term sustainability.




### Risk Identification Framework (SWOT Analysis)

| Strengths | Weaknesses |
|---|---|
| Technical capabilities、Quality management system、Long-term customer relationships、Brand competitiveness | Resource constraints、Dependence on specific markets or customers |
| **Opportunities** | **Threats** |
| Market demand growth、Emerging technologies、Government policies and incentive programs | Regulatory changes、Supply chain risks、Intensifying market competition |




**Risk Management Implementation Mechanism**

The Company engages Manufacturing, Design, Procurement, and General Affairs in risk management under its environmental, health, and safety policy and internal procedures. Through baseline reviews, improvement assessments, process monitoring, and performance tracking, The Company strengthens risk prevention and continuous improvement.

**Key Risk Management Priorities**

- Competitiveness: Strengthen technical feasibility, financial, operational, and business needs assessments.
- Execution: Ensure process monitoring, performance measurement, and KPI tracking
- Continuous Improvement: Regularly review risk management effectiveness to guide further improvements.

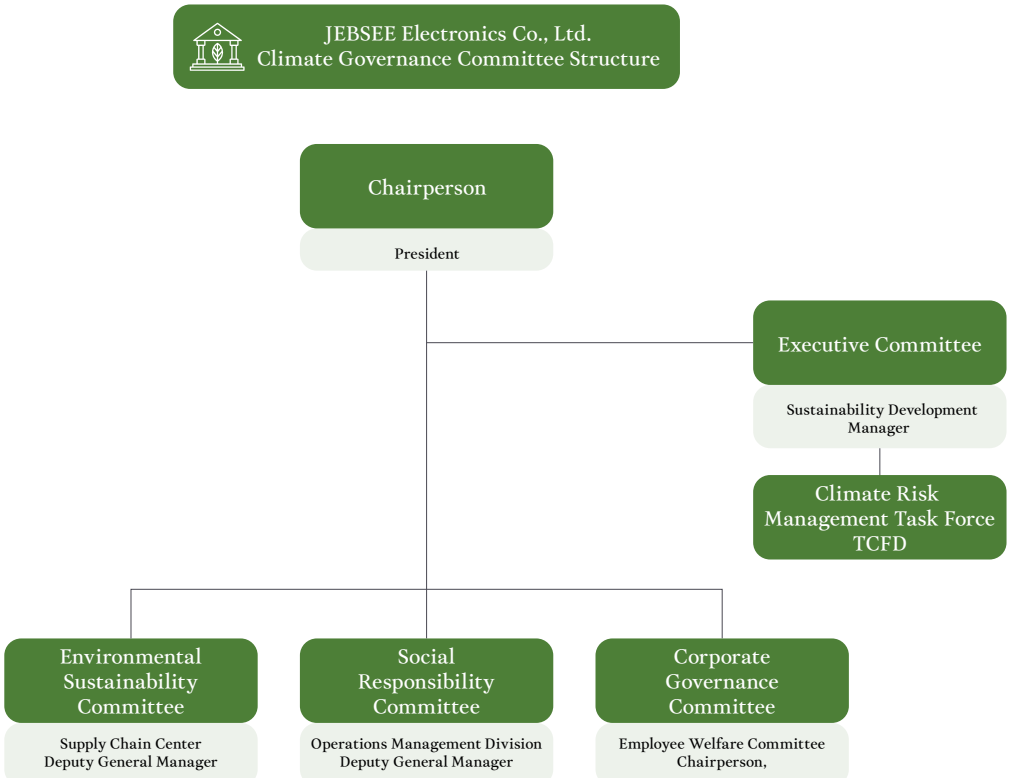
## Climate Governance

Climate change and extreme weather pose risks to business operations, property, and employee health, challenging corporate sustainability. The Company strengthens its resilience, risk management, and response strategies to address these challenges.

## Climate Governance Structure and Responsibilities

The Company integrates climate-related risks and opportunities into its Sustainability Development Committee, chaired by the General Manager, who oversees and approves climate policies and sustainability strategies. The Sustainability Development Department coordinates task forces for climate change, greenhouse gas inventories, energy conservation, and water resource management to monitor, consolidate, and review environmental performance.

Each task force implements improvement measures and tracks performance within its responsibilities. Annual results are included in the Sustainability Report, reviewed by the Board of Directors, and publicly disclosed to enhance climate governance transparency and sustainability management.




## Climate Risk and Opportunity Assessment Results

In response to evolving climate change trends, regulatory developments, and industry expectations, the Company conducts systematic identification and assessment of climate-related risks and opportunities across the short-, medium-, and long-term.

The assessment results are integrated into the Company's business strategy and operational planning to develop appropriate response measures, thereby strengthening climate resilience and enhancing long-term sustainable competitiveness.

**Short-term (2025–2028)**

Climate Opportunities
- Promote green buildings and energy efficiency improvements, assess green building or international energy efficiency certifications, and reduce energy use, carbon emissions, and air pollution.
- Strengthen supply chain ESG management to meet customer sustainability requirements, covering environmental protection, labor and human rights, and business ethics.
- Advance digital transformation and process optimization through sustainable and smart management to improve operational efficiency and energy management.

Climate Risks
- Delays in adopting energy-saving and carbon reduction equipment or measures may increase operating costs and regulatory compliance risks.
- The expansion of renewable energy and carbon management policies may increase costs associated with renewable electricity procurement and carbon fees.

**Medium-term (2028–2031)**

Climate-Related Opportunities
- Global decarbonization trends and carbon policies expose businesses to energy price fluctuations, rising carbon costs, and low-carbon transition pressures.
- Stricter climate regulations and customer decarbonization requirements demand higher environmental standards for products and supply chains.

Climate Opportunities
- Develop low-carbon, energy-efficient, and high-performance products to enhance competitiveness and capture green market opportunities.
- Advance green design and process improvements to increase product value and expand customer collaboration opportunities.

**Long-term (2031–2035)**

Climate Strategies and Opportunities
- Improve energy efficiency and gradually adopt renewable energy and low-carbon measures to reduce operational carbon footprints.
- Strengthen supply chain climate risk management and collaborate with suppliers on sustainability and emissions reduction.
- Invest in energy-saving and environmental technologies to enhance innovation and sustainable competitiveness.
- Monitor international climate initiatives and disclosure trends, referencing frameworks such as IFRS, RE100, and SBTi to progressively strengthen climate governance and emissions reduction planning.

## Climate Risk and Opportunity Management

The Company integrates climate risk and opportunity management into its ISO 14001 environmental management system. R&D, Energy, Occupational Health and Safety, and Sustainability teams jointly assess climate-related risks across operations, regulatory compliance, market demand, and supply chain management to develop response measures and improvements, strengthening climate governance and sustainability management.

## Material Risk Management

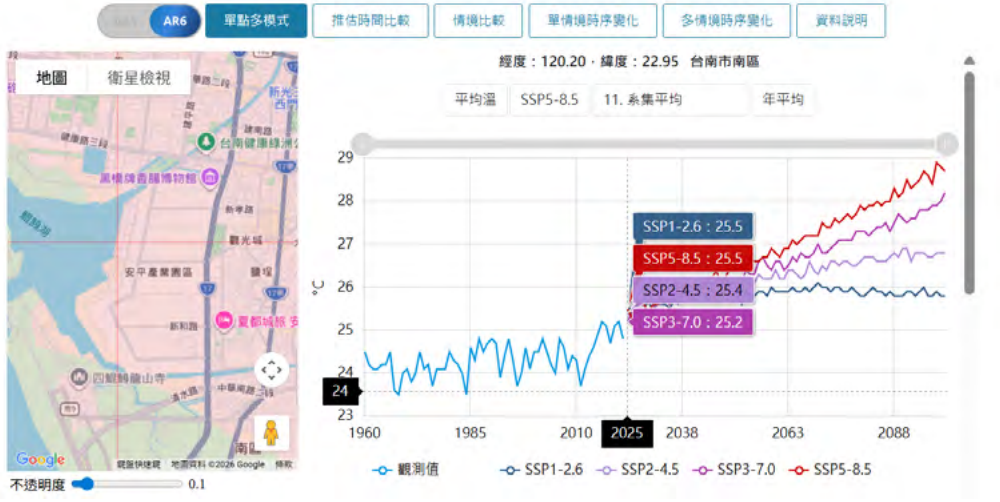
For identified material climate risks, The Company develops management and response measures based on risk type and impact, including risk mitigation, control, transfer, and improvement plans, supported by relevant performance indicators and implementation mechanisms.

These measures are regularly monitored and reviewed, with continuous improvement integrated into the ISO 14001 environmental management system to minimize operational impacts and strengthen business resilience and long-term sustainability.

## Climate Scenario Analysis Strategy

The Company uses climate scenario data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) to assess future climate risks at its operating sites. Temperature and precipitation trends under different Shared Socioeconomic Pathways (SSPs) inform extreme weather risk management, business continuity planning, and climate adaptation strategies.

To provide a comprehensive disclosure of climate risks, The Company also summarizes lower-level transition risks and corresponding response measures in Table 1 (Transition Risks), Table 2 (Physical Risks), and Table 3 (Climate Opportunities).




TCCIP Climate Scenario Analysis Results

Source: Climate Scenario Data, Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)

Table 1. Transition Risks

| Risk Category | Climate-Related Issue | Potential Risk Description | Response Measures |
|---|---|---|---|
| Policy and Legal | Tainan City Low-Carbon City Autonomy Ordinance and renewable energy regulations | Higher costs for renewable energy installations or certificates | Advance energy conservation, emissions reduction, and energy management |
| | GHG inventory and registration requirements under the Climate Change Response Act | Higher inventory, verification, and compliance costs | Conduct GHG inventory and management in accordance with regulations |
| | Nationally Determined Contributions (NDCs) and renewable energy policies | Rising renewable energy costs and electricity prices | Improve energy efficiency and assess renewable energy adoption |
| Technology | Low-carbon and environmentally friendly technologies | Higher material and process costs may affect competitiveness | Develop low-carbon products and processes to expand market opportunities |
| | Low-carbon technologies and smart manufacturing | Initial process instability may increase costs | Strengthen process control, testing, validation, and standardization |
| Market | Growing demand for sustainable and low-carbon products | Failure to meet customer requirements may affect orders and revenue | Enhance green product design and low-carbon capabilities |
| | Carbon fee and tax policies | Higher material and supply chain costs may reduce profitability | Strengthen supply chain management and diversify sourcing |
| Reputation | Growing stakeholder focus on sustainability | Demand shifts toward green and recyclable products may affect brand competitiveness | Invest in green products and environmental technology R&D |

Table 2: Physical Risks

| Risk Category | Climate-Related Issue | Potential Risk Description | Response Measures |
|---|---|---|---|
| Acute | Extreme Rainfall and Flooding | Heavy rainfall may overwhelm drainage systems, flood facilities, damage equipment, and disrupt production. | Strengthen emergency response, flood prevention, and disaster mitigation measures. |
| | Typhoons and Extreme Weather | Severe weather may suspend operations, disrupt production schedules, and affect stability. | Enhance disaster preparedness and emergency management, and mitigate risks through insurance. |
| | Water Supply Disruption | Water shortages may affect production and daily operations. | Strengthen water supply and storage management, emergency response, and water conservation. |
| | Power Outages | Power interruptions may disrupt equipment operation and compromise safety. | Strengthen power risk management, equipment maintenance, and employee training. |
| Chronic | Rising Average Temperatures | Increased cooling demand may raise energy consumption and operating costs. | Improve energy efficiency and evaluate the adoption of the ISO 50001 Energy Management System. |
| | Sea-Level Rise and Drainage Risks | Increased drainage pressure may cause facility flooding and disrupt production. | Improve drainage and disaster prevention infrastructure to strengthen flood protection and emergency response. |

Table 3: Climate Opportunities

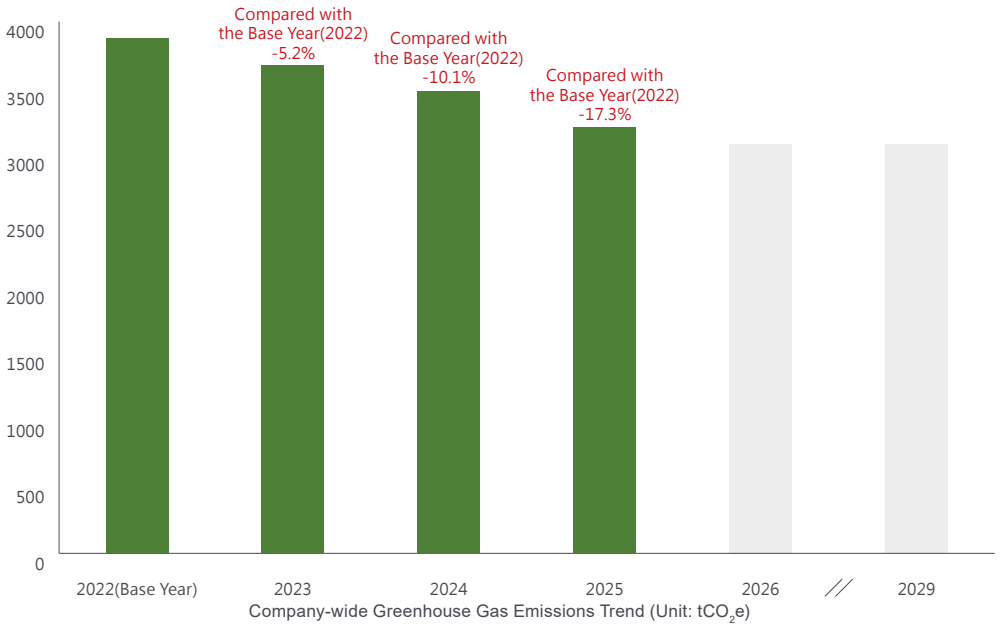
| Opportunity Category | Climate-Related Issue | Potential Opportunity Description | Response Measures |
|---|---|---|---|
| Resource Efficiency | Smart Manufacturing and AI Applications | Improve production efficiency and yield while reducing electricity, water, and raw material consumption, operating costs, and carbon emission risks. | Collaborate with data technology partners to apply big data analytics and AI, enhancing equipment performance and manufacturing process management. |
| | ISO 50001 Energy Management | Improve energy efficiency while reducing energy costs and climate-related regulatory risks. | Continue energy efficiency initiatives and regularly review energy management performance and savings. |
| Market Opportunities | Renewable Energy and Energy Transition | Adopt low-carbon energy systems to reduce energy costs and greenhouse gas emissions. | Evaluate solar photovoltaic (PV) and energy storage systems to increase renewable energy use. |
| Products and Services | Environmentally Friendly and Low-Carbon Products | Meet growing customer demand for low-carbon products, enhance competitiveness, and expand market opportunities. | Continue developing low-carbon, eco-friendly products using recycled materials, while strengthening green design and product innovation. |

## Carbon Reduction Targets and Management

The Company conducts annual greenhouse gas inventories at its Xinren and Xinle plants and discloses the results in the environmental section of its ESG Report. In 2025, total emissions from the seven greenhouse gases amounted to 3,202.101 $tCO_2e$, down 277.160 $tCO_2e$ (approximately 8.0%) from 3,479.261 $tCO_2e$ in 2024 and approximately 17.3% below the 2022 baseline, demonstrating sustained reductions in absolute emissions.

Category 2 energy indirect emissions remained the largest source in 2025, totaling 2,507.030 $tCO_2e$, or 78.29% of total emissions. The Company will continue to improve electricity efficiency through ISO 50001 energy management, compressed air and HVAC optimization, energy-efficient lighting, and renewable energy adoption and green electricity certificates to advance its emissions reduction goals.

| | | |
|---|---|---|
| Total GHG Emissions | 3,202.101 $tCO_2e$ | Decreased by 277.160 $tCO_2e$ (8.0%) compared with 2024. |
| Comparison with the 2022 Baseline Year | -17.3% | Calculated based on the 2022 baseline emissions of 3,871.611 $tCO_2e$ disclosed in Table 4.1 of the previous Sustainability Report. |
| Largest Emission Source | Scope 2 2,507.030 $tCO_2e$ | Accounted for 78.29% of total GHG emissions and remained the primary focus of the Company's carbon reduction initiatives. |
| Annual Electricity Consumption | 5,074,960 kWh | Xinren Plant: 4,668,000 kWh<br>Xinle Plant: 406,960 kWh<br>Average monthly consumption of approximately 422,900 kWh. |
| Fuel Consumption | 2,542.958 L | Gasoline: 1,646.310 L<br>Diesel (Company Vehicles): 851.248 L<br>Diesel (Emergency Generator): 45.400 L |



Company-wide Greenhouse Gas Emissions Trend (Unit: $tCO_2e$)

## Other Energy Conservation Management Targets

The Company convenes Energy Management Meetings on a regular annual basis to establish annual performance targets for water consumption and electricity consumption per unit of product. Performance against these targets is continuously monitored and reviewed to improve resource efficiency and enhance carbon management performance.

### Water Conservation Target

Using either the 2024 water consumption per unit of product or 95% of the 2022 target value (whichever is more stringent) as the management benchmark, the Company continues to implement water conservation initiatives to improve water use efficiency.

Unit: metric tons per unit of product (t/unit of product)

### Electricity Conservation Target

Using either the 2024 electricity consumption per unit of product or 99% of the 2022 target value (whichever is more stringent) as the management benchmark, the Company continues to improve energy efficiency through ongoing energy conservation initiatives.

Unit: kWh per unit of product

## Greenhouse Gas Inventory

Since 2022, the Company has implemented a comprehensive Greenhouse Gas (GHG) Inventory program. The inventory boundary is established using the operational control approach, covering the principal operating activities at both the Xinren Plant and the Xinle Plant. In 2025, the Company continued to conduct its GHG inventory in accordance with ISO 14064-1:2018, covering the seven greenhouse gases (GHGs), including $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, and $NF_3$. Emissions are categorized into Scope 1 – Direct GHG Emissions, Scope 2 – Indirect GHG Emissions from Purchased Energy, and other indirect emissions.

In 2025, the Company's total greenhouse gas emissions amounted to 3,202.101 $tCO_2e$, comprising 21.573 $tCO_2e$ from Scope 1 – Direct GHG Emissions, 2,507.030 $tCO_2e$ from Scope 2 – Indirect GHG Emissions from Purchased Energy, 163.230 $tCO_2e$ from Category 3 – Other Indirect GHG Emissions, and 510.268 $tCO_2e$ from Category 4 – Other Indirect GHG Emissions.

The Company's emissions profile continued to be dominated by Scope 2 – Indirect GHG Emissions from Purchased Energy, accounting for 78.29% of total GHG emissions. This was followed by Category 4 – Other Indirect GHG Emissions, representing 15.94% of total emissions. These results indicate that electricity management and supply chain-related emissions will remain the primary focus of the Company's future carbon reduction initiatives.

**Plant-wide GHG Emissions Summary**

- Total Annual GHG Emissions: 3,202.101 $tCO_2e$ (Table 1)
- Scope 1 – Direct GHG Emissions: 21.573 $tCO_2e$ (Table 2)
- Scope 2 – Indirect GHG Emissions from Purchased Energy: 2,507.030 $tCO_2e$ (Table 3)
- Other Indirect GHG Emissions (Categories 3–6): 673.498 $tCO_2e$ (Table 3)

## Greenhouse Gas Emissions Reduction

According to the 2025 inventory results, purchased electricity (Category 2) remains the Company's primary source of emissions. Accordingly, its decarbonization strategy will continue to focus on improving energy efficiency and expanding renewable energy use. Category 2 emissions totaled 2,507.030 $tCO_2e$ in 2025, down 198.202 $tCO_2e$, or approximately 7.3%, from 2,705.232 $tCO_2e$ in 2024. This reduction demonstrates the gradual effectiveness of the Company's energy management and electricity monitoring measures.

Category 1 direct emissions totaled 21.573 $tCO_2e$ in 2025, an increase of approximately 12.0% from 19.261 $tCO_2e$ in 2024. The Company will continue to strengthen fuel consumption management for company vehicles, control the use of diesel generators, maintain refrigerant replenishment records, and conduct regular leak inspections. Although Category 1 emissions accounted for only 0.67% of total emissions, they remain an important indicator for equipment maintenance and low-carbon operations.

For other indirect emissions, combined Category 3 and Category 4 emissions totaled 673.498 $tCO_2e$ in 2025, a decrease of approximately 10.7% from 754.408 $tCO_2e$ in 2024. The Company will continue to improve the management of other indirect emissions through employee commuting management, optimized waste treatment processes, resource recycling initiatives, and wastewater management.

Table 1. Greenhouse Gas Emissions by Gas Type and Proportion of Total Emissions Across All Facilities

| | $CO_2$ | $CH_4$ | $N_2O$ | HFCs | PFCs | $SF_6$ | $NF_3$ | Annual Total $CO_2e$ Emissions of the Seven Greenhouse Gases |
|---|---|---|---|---|---|---|---|---|
| Emissions (tCO2e/year) | 3,186.5928 | 0.0391 | 0.1365 | 15.3327 | 0.0000 | 0.0000 | 0.0000 | 3,202.101 |
| Share by Greenhouse Gas (%) | 99.5157% | 0.0012% | 0.0043% | 0.4788% | 0.0000% | 0.0000% | 0.0000% | 100.0000% |

Table 2. Scope 1 Greenhouse Gas Emissions by Gas Type

| | $CO_2$ | $CH_4$ | $N_2O$ | HFCs | PFCs | $SF_6$ | $NF_3$ | Annual Total $CO_2e$ Emissions of the Seven Greenhouse Gases |
|---|---|---|---|---|---|---|---|---|
| Emissions (tCO2e/year) | 6.0644 | 0.0391 | 0.1365 | 15.3327 | 0.0000 | 0.0000 | 0.0000 | 21.5727 |
| Share by Greenhouse Gas (%) | 28.1115% | 0.1812% | 0.6327% | 71.0746% | 0.0000% | 0.0000% | 0.0000% | 100.0000% |

Table 3. Plant-wide Greenhouse Gas Emissions by Scope and Scope 1 Emission Sources

| | Scope 1 | | | | Scope 2 | Category 3 | Category 4 | Category 5 | Category 6 | Total GHG Emissions |
|---|---|---|---|---|---|---|---|---|---|---|
| | Stationary Combustion | Process Emissions | Mobile Combustion | Fugitive Emissions | Indirect GHG Emissions from Purchased Energy | Other Indirect GHG Emissions | Other Indirect GHG Emissions | Other Indirect GHG Emissions | Other Indirect GHG Emissions | |
| Emissions (tCO2e/year) | 0.1183 | 0.0000 | 6.1197 | 15.3347 | 2,507.0302 | 163.2299 | 510.2683 | 0.0000 | 0.0000 | 3,766.472 |
| Share by Greenhouse Gas (%) | 0.0037% | 0.0000% | 0.1911% | 0.4789% | 78.2933% | 5.0976% | 15.9354% | 0.0000% | 0.0000% | 100.00% |

## Science Based Targets initiative (SBTi)

In response to the global transition toward net-zero emissions and in support of the 2050 Net Zero ambition, the Company continues to reference the Science Based Targets initiative (SBTi) framework in developing its decarbonization roadmap and progressively establishing a climate management framework aligned with international best practices.

The Company's carbon reduction objectives are as follows:

- Reduce electricity consumption by 10% by 2025, compared with the 2022 baseline year.
- Join the TRIPs Climate Temperature Rating initiative in 2026 to strengthen climate performance management and align with internationally recognized climate assessment methodologies.
- Establish Scope 3 emissions reduction targets aligned with the SBTi by 2031, while continuing to promote supply chain decarbonization and supporting the transition toward a low-carbon value chain to ensure alignment with international climate standards.

## Energy Management

As the impacts of extreme climate events continue to intensify, climate-related risks and the transition to a low-carbon economy have become key considerations for business operations. The Company continues to strengthen its energy and environmental management by establishing objectives for carbon reduction, energy conservation, waste reduction, resource circularity, and water resource management.

Through the implementation of renewable energy projects, energy efficiency improvement initiatives, green product transformation, and environmental education and training programs, the Company enhances its climate resilience and energy efficiency while advancing its sustainable development strategy.

## Energy Consumption

The Company operates two facilities, Xinren and Xinle, with purchased electricity as its primary energy source. In 2025, total electricity consumption across both facilities was 5,074,960 kWh, comprising 4,668,000 kWh at Xinren and 406,960 kWh at Xinle, with average monthly consumption of approximately 422,900 kWh. Based on the 2025 electricity emission factor, energy indirect emissions totaled 2,507.030 $tCO_2e$, accounting for 78.29% of the Company's total emissions. This highlights purchased electricity as the Company's primary source of carbon emissions.

In addition to purchased electricity, total gasoline and diesel consumption by company vehicles and generators amounted to 2,542.958 liters in 2025, including 1,646.310 liters of gasoline, 851.248 liters of diesel for company vehicles, and 45.4 liters of diesel for generators. Although fuel consumption is not a major source of emissions, it is closely associated with Category 1 direct emissions. The Company will continue to strengthen vehicle fuel efficiency management, generator operation monitoring, equipment maintenance, and records of abnormal usage to reduce energy consumption and the risk of direct emissions.

## Renewable Energy

The Company has identified the adoption of renewable energy as one of its core carbon reduction strategies. However, based on the results of the 2025 greenhouse gas inventory, the Company had no self-generated renewable energy consumption, renewable electricity purchases, or renewable electricity certificates (RECs) eligible for recognition or emissions reduction accounting during the reporting year.

Going forward, in accordance with its energy management strategy, the Company will progressively evaluate the feasibility of adopting renewable energy and establishing renewable electricity procurement mechanisms. These initiatives will serve as key measures for reducing Scope 2 – Indirect GHG Emissions from Purchased Energy and supporting the Company's long-term decarbonization objectives.

## Energy Conservation Management

In 2025, energy indirect emissions remained the Company's primary source of emissions. Accordingly, energy conservation efforts will continue to focus on significant energy-consuming equipment through monthly electricity consumption monitoring, equipment replacement, piping improvements, compressed air system leak detection and repair, air-conditioning efficiency optimization, and energy-efficient lighting.

Going forward, the Company will further integrate its ISO 50001 energy management system with greenhouse gas inventory results and establish quantitative indicators for each energy-saving initiative, including electricity savings (kWh), emissions reductions ($tCO_2e$), and payback periods. These indicators will serve as a basis for tracking energy performance, supporting internal management decisions, and reporting ESG performance.

### Production Line Lighting Optimization and Energy-Saving Initiative

To improve energy efficiency, the Manufacturing Department launched a production line lighting optimization project in 2025, reviewing lighting configurations in production areas on Floors 4 through 6. Selected lamps were removed while ensuring that illumination levels continued to meet production requirements. Post-improvement measurements confirmed that illumination levels remained above the workshop standard of 300 lux, maintaining workplace safety while achieving energy savings.

The project reviewed a total of 2,496 lamps and removed 944 from use, including 373 on the 4th floor, 352 on the 5th floor, and 219 on the 6th floor. The initiative is expected to save approximately 7,930 kWh of electricity per month.

Following implementation, total electricity consumption on Floors 4 through 6 decreased from 45,279 kWh in July to 33,818 kWh in November, a reduction of 11,460 kWh, or approximately 25.3%. These results demonstrate the effectiveness of lighting optimization in reducing energy consumption. The Company will continue to improve equipment and strengthen energy monitoring to enhance energy efficiency and reduce operational carbon emissions.

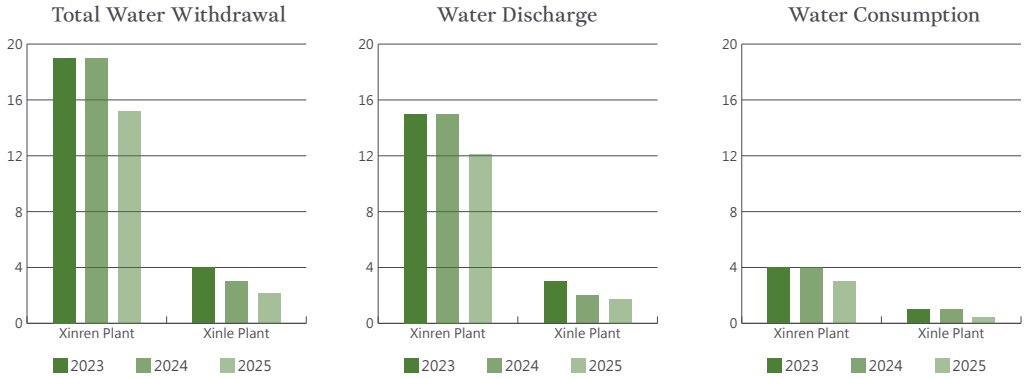
## Air Pollution Control

The Company is not a regulated stationary pollution source under Taiwan's Air Pollution Control Act. Its primary air emissions are indirect $CO_2$ emissions from purchased electricity, while VOCs, $NO_x$, and $SO_x$ mainly originate from process chemicals, standby generators, and boilers. Since 2021, the Company has voluntarily disclosed air emissions data. Emissions remained low in 2025, reflecting its ongoing commitment to pollution prevention and environmental management.

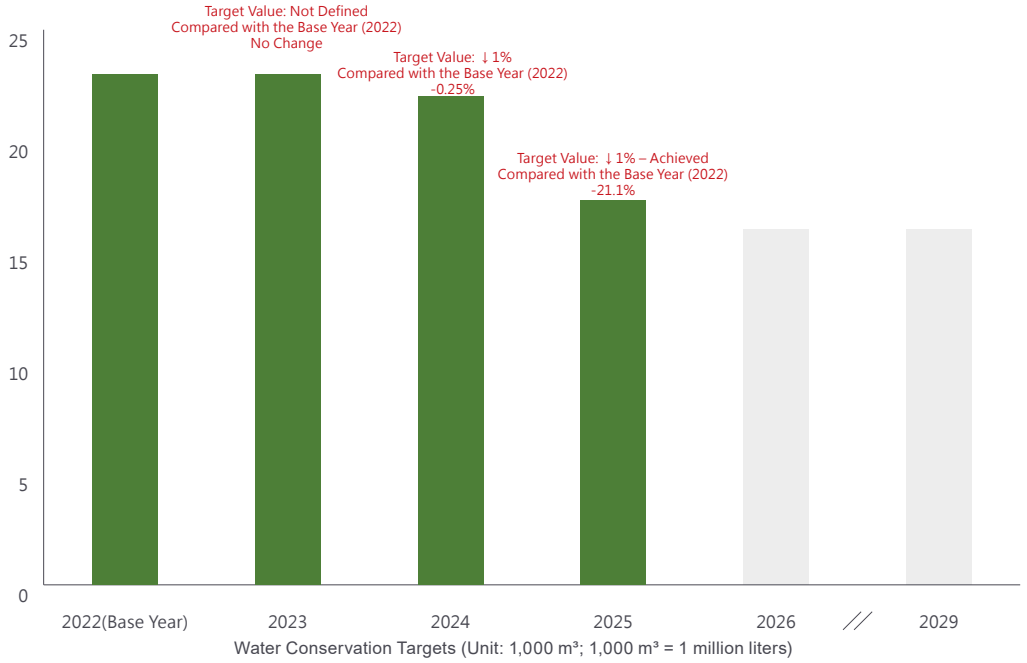
Although not classified as a major air pollution source by the government, the Company continues to strengthen environmental risk management and occupational safety. In 2025, hazardous chemical training and emergency response drills were conducted to improve employees' spill response capabilities, reduce environmental and workplace risks, and enhance environmental safety management.

## Water Resource Management

Extreme weather and changing rainfall patterns have made water resource management an increasingly important environmental issue. The Company relies entirely on municipal water for employee use, facility cooling, product design, and testing. To improve water-use efficiency, the Company continuously monitors water withdrawal, discharge, and consumption. Water use over the past three years is shown in the figure below.




Water Consumption (Unit: 1,000 m³; 1,000 m³ = 1 million liters)




Water Conservation Targets (Unit: 1,000 m³; 1,000 m³ = 1 million liters)

## Impacts on Shared Water Resources

The Company's water use is primarily for domestic needs, facility operations, and manufacturing processes, with all water supplied by the municipal water system. To minimize impacts on shared water resources, the Company has implemented water-saving equipment and strengthened water management. Monthly production and water consumption data are tracked to monitor usage and forecast demand.

As of December 2025, water consumption had decreased by 0.25% compared with 2024. The Company continues to work toward its annual water conservation target of 1%, aiming to reduce water consumption and water scarcity risks, improve water-use efficiency, and strengthen operational resilience and environmental sustainability.

## Wastewater Management

The Company operates a dedicated collection tank and a dual-pipeline circulation system for process water, primarily managing domestic wastewater. In accordance with the Industrial Development Administration's requirements, wastewater is discharged to the Anping Industrial Park Wastewater Treatment Plant for treatment. In 2025, total wastewater discharge was approximately 13.879 thousand m³, including 12.153 thousand m³ from the Xinren plant and 1.726 thousand m³ from the Xinle plant. Emissions associated with wastewater treatment are included in Category 4 other indirect emissions, totaling approximately 8.6745 $tCO_2e$.

The Company conducts annual water quality testing and submits reports in accordance with applicable regulations to ensure compliance with effluent standards. Going forward, it will continue to reduce water demand and strengthen water resource management resilience through consumption monitoring, process optimization, improved equipment efficiency, and employee water conservation awareness initiatives.

## Water Conservation Management

To improve water-use efficiency and recycling, the Company continues to optimize processes, improve water circulation efficiency, and promote water reuse. It also evaluates the adoption of water treatment and rainwater harvesting systems to reduce water demand and environmental impacts. Environmental training and internal communications further reinforce employees' water conservation awareness and promote a culture of sustainability.

These measures help reduce water consumption and environmental impacts, demonstrating the Company's commitment to environmental protection and sustainable development. The Company will continue to invest in water management and improvement initiatives, strengthen water conservation, and enhance operational resilience in pursuit of its sustainability goals.

## Waste Management

As an electronic component designer and manufacturer, the Company manages waste generated throughout its operations and supply chain in accordance with applicable regulations, covering classification, storage, collection, and disposal to minimize environmental and human health impacts.

To improve resource efficiency, the Company provides recycling facilities and implements waste sorting for recyclable materials, including paper, plastics, and metals. It also continues to reduce waste and promote resource recycling and reuse. These measures support environmental protection and resource conservation while improving operational efficiency and corporate image, demonstrating the Company's commitment to environmental sustainability and social responsibility.

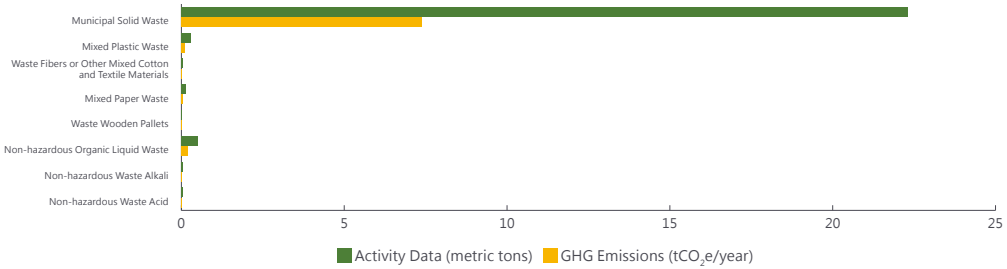
## Waste Management Compliance

The Company continued to strengthen waste management and regulatory compliance in 2025, with no major environmental pollution incidents or environmental law violations. All waste was handled by qualified collection and treatment providers in accordance with Taiwan's Waste Disposal Act, with required reporting and proper disposal completed to minimize environmental impacts and ensure regulatory compliance.

## Waste Inventory

In 2025, waste treatment generated 7.7773 $tCO_2e$. Including 0.0229 $tCO_2e$ from waste transportation, total emissions from waste collection and treatment were approximately 7.8002 $tCO_2e$, accounting for 1.53% of Category 4 other indirect emissions and 0.24% of total facility emissions. Although the impact was relatively limited, the Company continues to improve resource efficiency and reduce its carbon footprint through process and material management optimization, environmentally conscious product design, and expanded recycling and reuse opportunities.

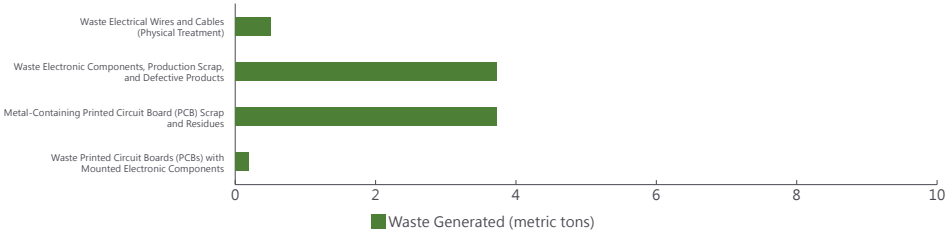
Based on the inventory results, the Company can prioritize source reduction, improved waste sorting, and resource recovery partnerships for domestic waste, mixed waste plastics, waste electronic components, and printed circuit board-related waste. It will also establish an annual tracking mechanism for waste weight, treatment methods, destinations, and emissions, further integrating waste reduction, the circular economy, and low-carbon product design.




Note: Based on Table 5, Category 4 – Waste Treatment Emissions in the Company's 2025 Emissions Inventory.
GHG emissions from waste collection and transportation are calculated separately and amounted to approximately 0.0229 $tCO_2e$.

## Overall Waste Resource Recovery Rate

The Company continues to promote waste recycling and reuse through internal communications, employee participation, waste sorting, and contractor management to strengthen recycling practices and improve resource efficiency. Based on a preliminary review of waste types and treatment methods in the 2025 emissions inventory, approximately 8.130 metric tons of waste, including waste wires and cables, electronic components, metal-containing printed circuit boards, and printed circuit boards with attached components, were identified as suitable for physical processing or resource recovery.




## Environmental Management System

The Company is ISO 14001-certified and maintains an Environmental Management System (EMS) to minimize the environmental impacts of its operations and ensure ongoing compliance with applicable environmental regulations, reducing the risk of violations.

The Company continues to improve environmental performance and strengthen its environmental reputation by enhancing operational efficiency, reducing resource consumption, and minimizing waste. Regular internal and external audits, management reviews, and environmental target assessments support continuous improvement, demonstrating the Company's commitment to environmental responsibility and sustainable operations while enhancing stakeholder trust, market competitiveness, and sustainability opportunities.

## Waste Contractor Management

The Company conducts annual evaluations of waste collection and recycling contractors through document reviews and on-site inspections, assessing waste transportation, storage, safety management, and recycling destinations.

Contractors are evaluated for compliance with applicable regulations and environmental requirements, then classified based on their results. The Company works only with contractors that meet legal and environmental management standards and requires prompt corrective action for identified deficiencies to continuously improve waste management and fulfill its environmental responsibilities.

## Environmental Compliance

The Company is committed to environmental compliance and sustainability, continuously improving its environmental performance through the ISO 14001 Environmental Management System. Key measures include regulatory identification, internal audits, corrective action tracking, and compliance with requirements for waste disposal, wastewater discharge, water management, and pollution control. This systematic approach helps minimize environmental impacts, strengthen positive contributions to society and the environment, and support long-term business sustainability and value creation.

Biodiversity

## Manufacturing Challenges

The Company values biodiversity and nature conservation and continues to monitor the impacts of its operations on ecosystems.
Through environmental management, local partnerships, and ecological initiatives, the Company seeks to minimize impacts on natural habitats and promote the sustainable use of natural resources.

## Our Role and Approach

The Company continues to strengthen employees' environmental awareness and actively support local biodiversity conservation initiatives.

# Ecological Conservation and Land Sustainability
# Partnering with Taijiang to Protect Black-Faced Spoonbill Habitats



JEBSEE Electronics' Habitat Conservation Partnership with Taijiang National Park



JEBSEE Electronics' Eco-Friendly Habitat Initiatives

In 2025, the Company partnered with Taijiang National Park to promote biodiversity conservation and habitat-friendly initiatives, supporting Black-faced Spoonbill habitat conservation and wetland sustainability. The Taijiang area is an important wintering ground for Black-faced Spoonbills. In recent years, eco-friendly fishponds and habitat restoration initiatives have helped improve conservation outcomes while promoting the coexistence of fisheries and biodiversity.

Through environmental education, ecological tours, and sustainability initiatives, the Company also raises employee awareness of wetland ecosystems, biodiversity, and natural resource conservation, strengthening corporate engagement with nature-related issues.

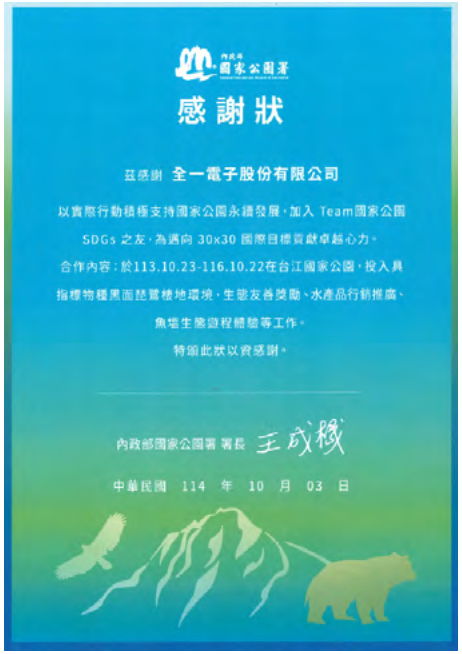
Going forward, the Company will continue to minimize potential impacts on the natural environment through pollution prevention, resource management, environmental education, and local partnerships. It will further advance biodiversity conservation and land sustainability initiatives toward a future where business and nature thrive together.

**Project Objectives**

- Protect Black-faced Spoonbill habitats and raise environmental awareness.
- Fulfill corporate social responsibility and strengthen local partnerships.
- Promote ecological experiences at fishponds and integrate environmental education.

**Project Investment and Resources**

- Annual Investment: NT$100,000
- Brand Exposure Period: 3 years


感謝狀

茲感謝 全一電子股份有限公司

以實際行動積極支持國家公園永續發展，加入 Team國家公園
SDGs 之友，為邁向 30x30 國際目標貢獻卓越心力。
合作內容：於113.10.23-116.10.22在台江國家公園，投入具
指標物種黑面琵鷺棲地環境、生態友善獎勵、水產品行銷推廣、
魚塭生態遊程體驗等工作。
特頒此狀以資感謝。

內政部國家公園署 署長 王成機

中華民國 114 年 10 月 03 日

Certificate of Appreciation Presented by Taijiang National Park


Eco-Friendly Habitat Black-Faced Spoonbill Merchandise Marketing and Corporate ESG Promotion at the Green Procurement Exhibition – Tainan



JEBSEE Electronics' Habitat Conservation Partnership with Taijiang National Park

# People & Society

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# Human Rights Policy and Management

## Human Rights Policy

In 2019, The Company established its Labor Policy as the foundation of its human rights management framework. In accordance with international human rights principles and local laws, The Company prohibits discrimination based on gender, sexual orientation, age, race, nationality, religion, marital status, or political affiliation. Suppliers are also required to prohibit forced labor, slavery, and human trafficking, supporting a diverse, equitable, and inclusive workplace.

The Company protects the human rights of employees and supply chain workers through annual human rights risk assessments (Table 1), informed by international standards, applicable laws, and stakeholder concerns. Identified risks are addressed through management measures and improvement plans, with ongoing monitoring to mitigate human rights risks across operations and the supply chain and strengthen sustainability governance and organizational resilience.

## Legal Employment and Youth Protection

The Company strictly complies with applicable labor laws and regulations and maintains a zero-tolerance policy toward child labor. Relevant requirements are clearly stipulated in both the Labor Policy and the Recruitment, Selection and Employment Management Procedures. No incidents of child labor were identified at any of The Company's operating sites in 2025.

For young workers aged 16 to under 18, The Company provides statutory protection measures in accordance with applicable regulations, ensuring they are not assigned hazardous duties or excessive working hours, thereby safeguarding their physical and mental well-being as well as their labor rights.

## Labor Rights and Working Hours Management

The Company prohibits forced labor, human trafficking, and restrictions on personal freedom. It strengthens working-hour management and employee protection to ensure compliance with labor laws and international labor standards through the following measures:

- Employee Protection: Established procedures to protect child, young, and female workers and ensure a safe and fair workplace.
- Working-Hour Management: Implemented the SCS Cloud system to monitor working hours, alert supervisors to irregularities, and regularly review exception reports to reduce overwork risks.
- Labor Communication: Holds regular labor-management meetings and employee forums to promote labor law compliance, working-hour management, transparent communication, and employee satisfaction.
- Freedom of Employment: Respects employees' freedom to accept or leave employment without restrictions on personal freedom or forced labor.

## Human Rights Management in the Supply Chain

The Company extends human rights management to its supply chain, requiring suppliers to comply with human rights and labor standards to mitigate operational risks and build a responsible, sustainable supply chain through the following measures:

- Publishing the Labor Policy annually, explicitly prohibiting human trafficking, slavery, and all forms of forced labor.
- Conducting regular supply chain risk assessments and monitoring to identify and address potential human rights risks.
- Requiring suppliers to sign the Supplier Integrity Commitment, committing to compliance with applicable laws, regulations, and internationally recognized human rights principles.
- Enhancing suppliers' awareness and management capabilities through ongoing communication, guidance, and training on human rights management.

Table 1. Human Rights Risk Assessment Matrix

| Risk Topic | Risk Description | Risk Level | Related Policy | Preventive and Management Measures | Corrective and Remedial Measures |
|---|---|---|---|---|---|
| Working Hours Management | Working hours exceed statutory limits. | High | JEBSEE Labor Policy | Provide new employees with working-hour training; implement an overtime alert system and monthly reviews; and adjust staffing based on workforce needs identified through multiple communication channels. | When excessive working hours are detected, HR promptly checks on employees and activates alerts, requiring adequate rest and corrective action. |
| Humane Treatment | Harassment, workplace violence, sexual harassment, bullying, or other forms of inappropriate treatment. | High | | Provide new employees with human rights and workplace safety training; offer regular emotional management and workplace communication courses for managers; and implement procedures to prevent workplace misconduct. | Establish multiple grievance channels, including hotlines and email, and provide medical and psychological counseling resources for employee support and follow-up care. |
| Non-discrimination | Discrimination based on gender, race, religion, political affiliation, or other protected characteristics. | Medium | | Conduct regular anti-discrimination and diversity and inclusion training; establish fair employment and management systems; and provide anonymous grievance channels. | Provide necessary assistance and support to affected employees and review management systems to prevent recurrence. |
| Conflict Minerals Management | Suppliers use mineral materials sourced from conflict-affected or high-risk areas. | Medium | Responsible Minerals Sourcing Commitment | Require suppliers to sign the Responsible Procurement Commitment and undergo regular audits; establish supply chain traceability and investigation mechanisms; and review relevant laws and international standards. | Immediately suspend procurement upon detecting violations and require corrective action or seek alternative suppliers. |
| Supplier Management | Suppliers fail to comply with The Company's requirements. | Medium | Supplier Integrity Commitment | Conduct regular supplier training on human rights, working hours, and equality, and establish supplier audit and monitoring mechanisms. | Require non-compliant suppliers to implement corrective actions within specified deadlines and terminate business relationships for serious violations. |

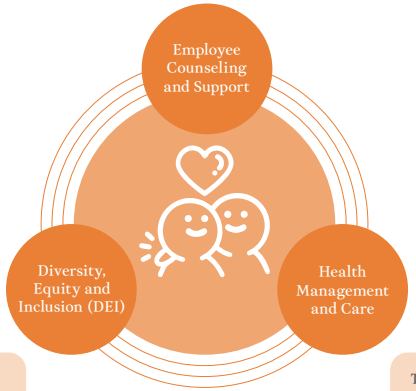
# Employee Care and a Friendly Workplace

The Company firmly believes that talent is the cornerstone of sustainable business development. Through comprehensive compensation and benefits, talent development, health and wellness programs, and diversified communication mechanisms, The Company is committed to creating a safe, supportive, and growth-oriented workplace that empowers employees to realize their full potential while fostering shared success between the Company and its workforce.

The Company places great importance on employees' physical and psychological well-being as well as respect for individual dignity. It is committed to cultivating a safe, respectful, and inclusive working environment and has established the Whistleblowing, Grievance, and Sexual Harassment Prevention Management Regulations, administered by the Human Resources Department. These regulations cover awareness and prevention initiatives, grievance handling procedures, investigation processes, and disciplinary measures to safeguard employees' legitimate rights and interests.

To further strengthen employee protection and promote effective two-way communication, The Company has established multiple grievance and communication channels. Employees who experience workplace misconduct, sexual harassment, workplace bullying, discrimination, or other inappropriate treatment may file a complaint with the Human Resources Department. Upon receipt of a complaint, the Human Resources Department forms a dedicated investigation team. Depending on the nature of the case, relevant managers and external experts may be invited to participate in the investigation. Investigation findings are submitted to senior management for review to ensure that all cases are handled in a fair, objective, confidential, and impartial manner.

To help employees balance work and personal life, The Company provides a variety of employee assistance resources. Through internal communications, awareness campaigns, and support programs, employees are encouraged to address work-related, health, and personal concerns, helping reduce stress and promote overall physical and mental well-being.




The Company values diversity among its workforce regardless of gender, age, ethnicity, marital status, religion, sexual orientation, or cultural background. By fostering a workplace culture that embraces diversity, equity, and inclusion, The Company is committed to providing a fair, respectful, and inclusive working environment where every employee can thrive.

The Company's Health Management Team consists of dedicated occupational health professionals, including occupational health service personnel and registered occupational health nurses, providing employees with comprehensive occupational health services and health management support.

## Grievance Management

In 2025, The Company received one workplace bullying complaint and engaged two external experts to investigate in accordance with relevant procedures. The investigation concluded that the case did not constitute workplace bullying, and both parties accepted the findings. The case was properly closed.

Dedicated support and grievance channels are available for migrant workers at all operating sites. HR personnel assist with investigations and responses, while the labor union or employee representatives monitor progress to ensure fair, transparent, and effective handling.

To prevent workplace misconduct, The Company continues to strengthen workplace safety management, training, and awareness campaigns on workplace misconduct and sexual harassment. It also improves grievance procedures and corrective measures to build employee trust and a safer workplace culture.

## JEBSEE Electronics' Commitment

The Company remains committed to strengthening its human rights due diligence and employee care practices while enhancing communication and engagement mechanisms across the organization. By working closely with supply chain partners to uphold human rights and social responsibility, The Company will continue to improve its human rights management performance and advance its Sustainable Development objectives.

## Employee Engagement

The Company values employee feedback and participation and promotes transparent, accessible communication through formal meetings, digital platforms, and grievance channels to strengthen two-way communication, employee engagement, and organizational cohesion.

To foster harmonious labor relations, The Company provides multiple communication channels, including labor-management meetings, employee forums, the Employee Welfare Committee, the Occupational Safety and Health Committee, employee information platforms, email, hotlines, and physical suggestion boxes.

Labor-management meetings and employee forums are held at least quarterly, allowing relevant departments to address employee concerns and continuously improve internal management and working conditions. HR also operates an employee care hotline and coordinates with relevant departments to provide timely assistance and resolve concerns.

New employee gatherings and recognition programs for outstanding employees encourage interaction between employees and management while recognizing achievements and fostering a supportive, growth-oriented workplace.

To protect employee rights, The Company provides an anonymous grievance mailbox for reporting misconduct, concerns, and suggestions. All complaints and personal information are kept strictly confidential, and retaliation or unfair treatment is prohibited to maintain a fair, respectful, and inclusive workplace.

The Company also uses its employee information system and mobile access to share company activities, benefits, and important announcements, ensuring timely and transparent communication.

## Talent Recruitment and Equal Employment Opportunities

The Company upholds human rights and places employees in suitable roles in compliance with labor laws and equal employment principles. It maintains an open, fair, and transparent recruitment process, providing equal opportunities regardless of gender, age, race, religion, or other personal characteristics.

To improve recruitment quality and efficiency, recruiters receive regular professional training in interviewing, talent assessment, and selection to ensure fair and effective hiring and attract talent aligned with the Company's needs.

To retain talent, The Company provides competitive compensation and benefits, training, career development, and diverse communication channels, fostering a safe, supportive, and growth-oriented workplace that strengthens employee engagement and retention.

## Workforce Profile and Organizational Development

As of December 31, 2025, JEBSEE Electronics employed 413 people, down from 484 in 2024 following organizational and workforce optimization. The gender ratio was approximately 3:2 (female to male). Of the total workforce, 79 were managers and 334 were non-management employees, representing a ratio of approximately 1:4.

In response to AI adoption and digital transformation, The Company continues to support workforce reskilling and upskilling through training and competency development, strengthening employees' ability to apply new technologies and adapt to changing job requirements. Process optimization and organizational adjustments further enhance operational efficiency and resilience, supporting sustainable development.



New Employee Welcome Gathering

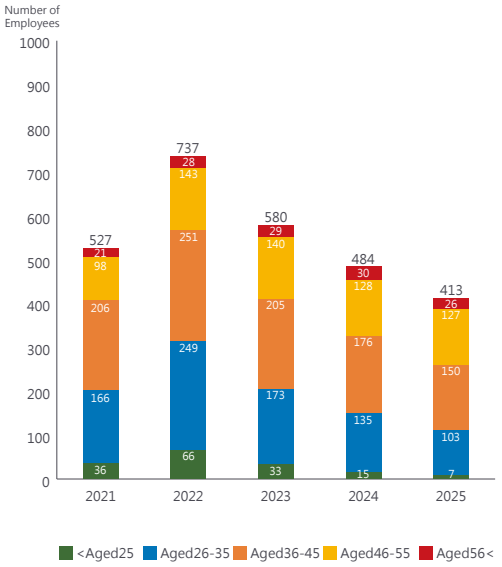

Labor-Management Meeting


New Employee Welcome Gathering

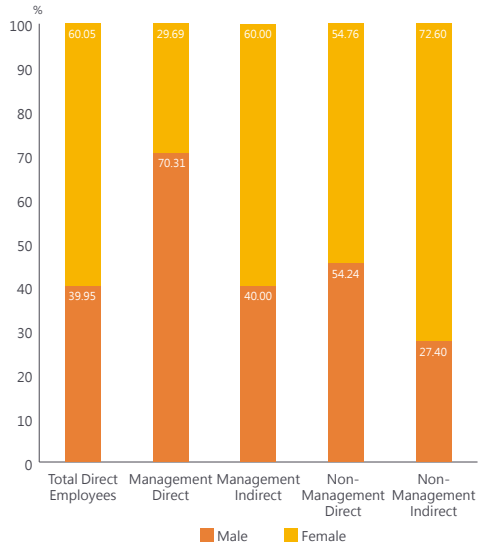


Outstanding Employee Recognition


Outstanding Employee Recognition



Workforce Age Distribution



Management Representation

## Internal Promotion and Career Development

The Company places great emphasis on talent development and internal career advancement. Through a comprehensive promotion system that incorporates performance evaluations, competency development, and management recommendations, The Company provides employees with diverse career development opportunities while encouraging continuous enhancement of both professional expertise and leadership capabilities.

In 2025, a total of 47 employees were promoted, representing an overall promotion rate of 9.71%. Among them, 24 employees were promoted to managerial positions. Female employees accounted for 23.53% of indirect managerial promotions and 50.00% of direct managerial promotions. In addition, 23 employees were promoted to non-managerial positions, with women representing 55.56% of indirect non-managerial promotions and 35.29% of direct non-managerial promotions. These results demonstrate The Company's continued commitment to providing equal career development and advancement opportunities for female employees.

Over the past three years, The Company's overall promotion rate has remained at a consistently high level, increasing from 7.59% in 2023 to 10.54% in 2024, and reaching 9.71% in 2025. These results reflect the effectiveness of The Company's ongoing investment in talent development and its well-established career development framework.

Looking ahead, The Company will continue to enhance its talent development and succession planning mechanisms based on employees' competencies, performance, and career aspirations. By fostering a fair, diverse, and development-oriented workplace, The Company aims to cultivate a sustainable talent pipeline that supports its long-term business growth.

## Compensation Structure and Pay Equity

The Company determines compensation based on job responsibilities, professional competencies, performance, and market benchmarks. It offers competitive pay and incentives in accordance with equal employment principles, ensuring gender pay equity and internal fairness. Compensation structures are regularly reviewed and adjusted based on role requirements, managerial responsibilities, and professional expertise to support talent retention and development.

In 2025, the overall employee compensation-to-minimum-wage ratio was 1.41, up from 1.34 in 2024, reflecting improved competitiveness through salary adjustments, performance-based incentives, and allowances. The ratios for female and male employees were 1.23 and 1.68, respectively. The difference primarily reflects variations in job functions, the proportion of technical roles, and overtime hours.

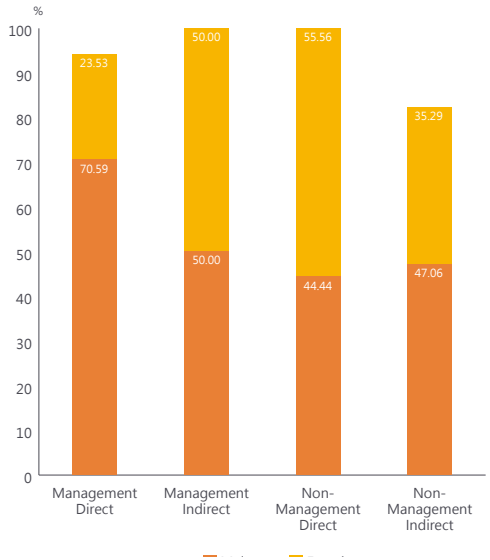
By job category, management positions had higher compensation ratios. Indirect management personnel recorded a ratio of 2.54, reflecting the Company's emphasis on managerial and professional talent, while direct management personnel maintained a stable ratio of 1.25.

Among non-management employees, the ratio was 1.48 for indirect personnel, higher than 1.03 for direct personnel. This difference mainly reflects the higher pay levels of administrative, technical, and professional support roles, while production-oriented positions tend to have compensation closer to the minimum wage.

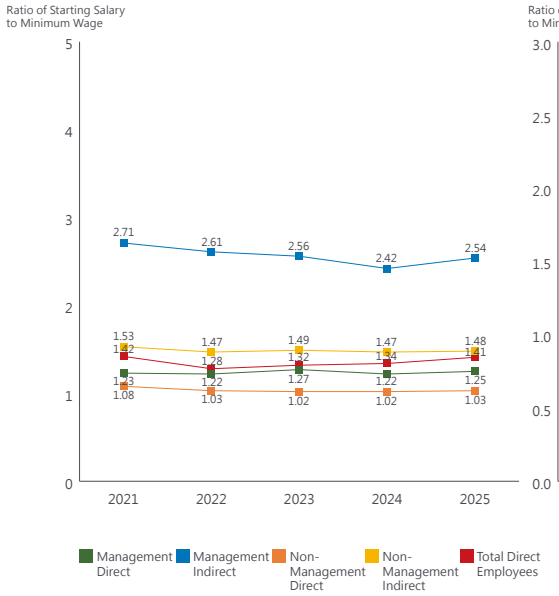
The Company will continue to optimize compensation and incentive systems to balance internal equity with market competitiveness. Through diverse benefits, training, and career development opportunities, it aims to foster an attractive and sustainable workplace.



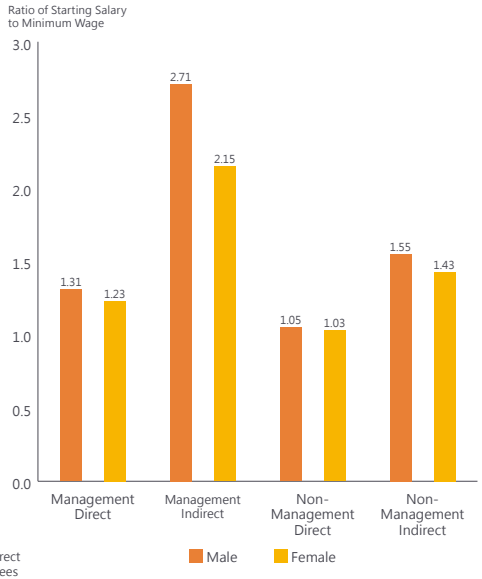

Historical Employee Promotion Rates at JEBSEE Electronics




2025 Employee Promotion Rate




Historical Compensation-to-Minimum-Wage Ratios




2025 Compensation-to-Minimum-Wage Ratios by Gender

## Talent Development Strategy

The Company is committed to a talent development philosophy centered on Growth, Innovation, and Collaboration. By establishing a comprehensive learning and talent development framework, The Company provides diversified learning resources tailored to employees' job responsibilities and career development needs. Through continuous enhancement of professional expertise and leadership capabilities, The Company empowers employees to grow alongside the business while strengthening its long-term organizational competitiveness and supporting Sustainable Development.

The Company identifies high-potential talent through competency assessments, talent reviews, and Individual Development Plans (IDPs). Based on different competency requirements, employees are provided with a variety of development opportunities, including structured training programs, action learning, job rotation, project assignments, and one-on-one coaching. These initiatives enhance professional knowledge, practical experience, and leadership capabilities while expanding employees' career development opportunities.

In addition, The Company conducts annual talent reviews to monitor the development of key talent and the effectiveness of succession planning. By continuously refining its talent development strategy and strengthening its talent pipeline, The Company lays a solid foundation for sustainable business growth and long-term organizational success.

## Leadership Development and Learning

The Company provides a structured learning and development framework designed by the Human Resources Department according to employees' job levels and functional responsibilities. Training programs cover a broad range of topics, including professional knowledge, communication and collaboration, team leadership, and managerial competencies, enabling employees to continuously strengthen their professional capabilities and leadership effectiveness while supporting both individual growth and organizational development.

In addition, managers at all levels play an active role in employee development through on-the-job coaching, knowledge transfer, and continuous feedback. These practices help employees enhance their problem-solving skills, teamwork, and work efficiency while strengthening overall organizational performance.

The Company also continues to build a diverse and flexible learning ecosystem by integrating internal and external learning resources, digital learning platforms, and practical, experience-based training programs. Employees are encouraged to pursue self-directed learning and actively share knowledge, fostering a culture of continuous learning across the organization.

To broaden employees' knowledge and enhance professional competencies, The Company encourages participation in both internal and external learning opportunities, including seminars, professional forums, specialized training courses, and continuing education programs. In addition, departmental book clubs and knowledge-sharing sessions are regularly organized to facilitate knowledge transfer and cross-functional learning. Upon completion of each training program, participant satisfaction surveys and feedback are collected to support the continuous improvement of future training programs and learning initiatives.

## Digital Learning and Practical Training

The Company holds regular project and cross-functional meetings to track progress and resolve product-related issues. Case studies, problem-solving workshops, and collaborative discussions strengthen employees' risk prevention, problem-solving, and teamwork skills. Departmental operational, technical, and business reviews further enhance management, product development, and market capabilities while optimizing resource use and competitiveness.

Launched in 2023, The Company's E-Learning Platform integrates internal and external resources with annual training programs, enabling employees to learn flexibly according to job requirements and strengthen their professional competencies.

The Company also provides role- and level-specific modular training, including orientation for new hires, IATF 16949 and ISO management training for specialists, foundational management training for first-line supervisors, and advanced programs in performance management, project management, and workplace communication for middle and senior management.

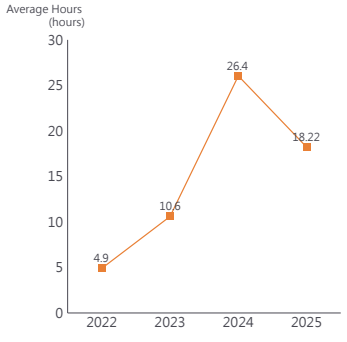
## Training and Development Performance

The Company continues to promote a diversified learning and talent development framework by integrating classroom training, the E-Learning Platform, and external professional learning resources. Through a comprehensive training and development system, The Company strengthens employees' professional competencies while enhancing organizational capability and long-term competitiveness.

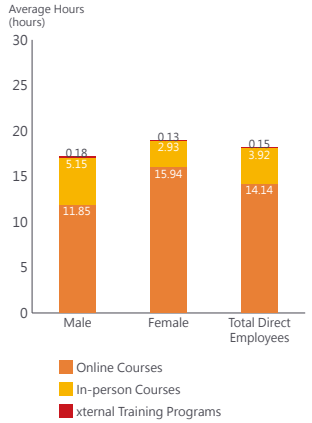
In 2025, The Company's total investment in employee training reached NT$4,064,133, with an average training investment of NT$5,724 per employee. The average training hours per employee totaled 18.22 hours during the year.

Aligned with its organizational development strategy and workforce capability requirements, The Company has established a structured talent development roadmap. Through its internal trainer program, professional skills training, and leadership development programs, The Company continuously enhances employees' technical expertise, leadership capabilities, and execution excellence. Employees are encouraged to pursue self-directed learning and continuous career development, further strengthening talent retention and organizational effectiveness.

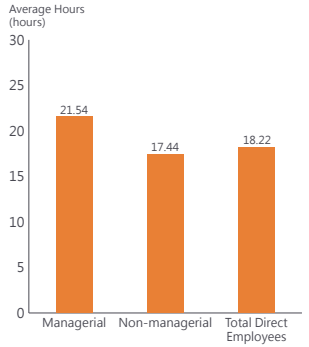
In 2025, employees completed an average of 14.14 hours of online learning, accounting for the largest share of total training hours. This demonstrates the continued advancement of The Company's digital learning framework, providing employees with greater flexibility and accessibility in learning. By job category, managerial employees completed an average of 21.54 training hours, exceeding the 17.44 hours recorded for non-managerial employees, reflecting The Company's continued investment in leadership development and management capability enhancement.




Historical Average Training Hours




2025 Average Training Hours by Learning Format




2025 Average Training Hours by Job Category

## Training Effectiveness and Performance Management

The Company evaluates training effectiveness using the Kirkpatrick Model, covering reaction, learning, behavior, and results. In 2025, all courses completed reaction evaluations, achieving an average course recommendation score of 4.6. On-the-job training also included learning and behavior assessments, with outcomes and practical applications evaluated through performance management.

The Company promotes employee development through competency assessments, performance reviews, and development coaching to strengthen professional skills, job performance, operational efficiency, and talent competitiveness.

Through 360-degree assessments and Individual Development Plans (IDPs), employees receive feedback and establish career and learning goals. Regular reviews and cross-functional exchanges further strengthen professional capabilities, personal growth, and teamwork while aligning individual development with organizational goals.

Performance reviews and interviews are conducted semiannually, supplemented by mid-year one-on-one discussions to review results, track progress, and provide development guidance. Performance outcomes inform compensation, promotion, and talent development. In 2025, 100% of employees who completed probation were covered by performance reviews, excluding those on unpaid leave who had not returned to work.

Managers also provide ongoing coaching, work guidance, and feedback to help employees address challenges, improve skills and efficiency, and strengthen teamwork and overall performance.

### Kirkpatrick Four-Level Training Evaluation Model

**Level 1 — Reaction**
Training participants evaluate the overall effectiveness of each training program, including course design, instructor performance, administrative support, and overall training quality, through post-training satisfaction surveys.

**Level 2 — Learning**
Evaluate participants' learning effectiveness through methods such as assessments, hands-on practice, simulations, post-training assignments, and action plans to verify knowledge acquisition and skill development.

**Level 3 — Behavior**
Managers assess changes in participants' workplace performance and observe whether newly acquired knowledge and skills are effectively applied in their daily work.

**Level 4 — Results**
Evaluate the business outcomes generated by training programs, including improvements in organizational performance, operational effectiveness, productivity, and overall business value.

## Comprehensive Benefits and Employee Protection

JEBSEE Electronics is committed to safeguarding the health, safety, and long-term well-being of its employees. In accordance with applicable regulations, the Company provides Labor Insurance and National Health Insurance coverage for all employees. In addition, comprehensive group insurance and accident insurance are fully funded by the Company, with coverage becoming effective on the employee's first day of employment to ensure timely and comprehensive protection.

To safeguard employees' retirement benefits, the Company administers a defined benefit pension plan in accordance with the Labor Standards Act. Since 2005, it has also made monthly pension contributions under the Labor Pension Act, ensuring employees' retirement security. Furthermore, a retirement appreciation bonus is provided to recognize and thank employees for their long-term dedication and contributions.

The Company continues to enhance its employee care and welfare programs to strengthen employees' sense of belonging and job stability. By fostering a supportive, friendly, and sustainable workplace, JEBSEE Electronics strives to attract, retain, and develop outstanding talent.

## Family-Friendly Workplace and Employee Well-being

The Company fosters a supportive workplace by providing statutory leave and benefits that exceed legal requirements. To support employees during important family milestones, it offers two days of marriage leave for a child's wedding and one day for a sibling's wedding.

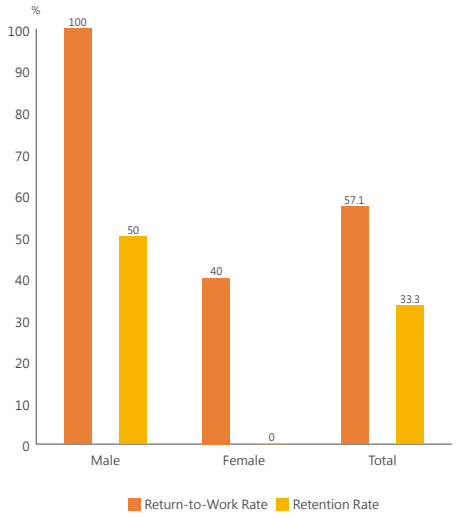
The Company also supports work–family balance through parental leave without pay. In 2025, the return-to-work rate following parental leave was 57.1%, reaching 100% among male employees. The retention rate one year after returning from parental leave was 33.3% for employees who returned in 2024, reflecting the Company's ongoing commitment to family-friendly policies and employee care.

The Company provides free health care and consultations through an on-site health center staffed by a dedicated occupational health nurse and an on-site physician. A nursing room is also available to provide a comfortable, supportive space for breastfeeding employees, helping them balance health and family needs in a safe and inclusive workplace.

| 2025 Parental Leave Without Pay | | |
|---|---|---|
| Gender | Male | Female |
| Number of Applicants | 1 | 6 |

**Parental Leave Without Pay Process**

Apply for Parental Leave Without Pay
↓
Employees Due to Return to Work
↓
Employees Who Actually Returned to Work
↓
Employees Retained for One Year After Returning to Work



# Employee Welfare and Engagement

JEBSEE Electronics has established an Employee Welfare Committee in accordance with the Employee Welfare Fund Act. Jointly managed by representatives from both management and employees, the Committee oversees the planning and implementation of diverse employee welfare programs and engagement activities funded through the Employee Welfare Fund and related resources. It regularly reviews employees' needs and evaluates the effectiveness of welfare initiatives, continuously enhancing the fairness, practicality, and overall value of the Company's employee benefits.

To support employees' well-being and enhance job satisfaction, the Company provides a comprehensive range of welfare benefits, including holiday bonuses, birthday gifts, marriage and bereavement allowances, hospital visitation assistance, childbirth subsidies, and company-sponsored employee trips. Seasonal celebrations and employee appreciation activities are also organized to strengthen employees' sense of belonging and foster stronger connections with the Company.

Recognizing the importance of work-life balance, JEBSEE Electronics encourages employees to participate in a variety of recreational, cultural, and social activities outside of work, creating a healthy, inclusive, and supportive workplace environment.

The Company fully respects employees' freedom of association and actively encourages participation in employee clubs, interest groups, and networking activities. Various sporting events, cultural programs, and technical exchange activities are organized regularly to promote physical and mental well-being, strengthen teamwork, and cultivate a positive corporate culture. Through cross-functional collaboration and team-building initiatives, employees are provided with greater opportunities to communicate, collaborate, and build stronger organizational cohesion.

Looking ahead, JEBSEE Electronics will continue investing in the enhancement of its employee welfare programs and engagement initiatives. By aligning welfare policies with employees' evolving needs and the Company's long-term development strategy, the Company strives to create a more diverse, inclusive, and engaging workplace while fostering a healthy, people-centered, and collaborative working environment where both employees and the Company can grow together.


50th Anniversary Celebration


50th Anniversary Employee Sports Day


50th Anniversary Employee Sports Day


Year-End Department Gatherings


50th Anniversary Employee Sports Day


50th Anniversary Employee Sports Day



50th Anniversary Employee Sports Day


Year-End Department Gatherings


Year-End Department Gatherings


Year-End Department Gatherings

## Occupational Health and Safety Management

The Company implements the ISO 45001 Occupational Health and Safety Management System, completing recertification in 2023 and a surveillance audit in 2025 to continuously strengthen its OHS management. In response to the ISO/CASCO resolution supporting the London Declaration on Climate Change, which requires climate change considerations to be incorporated into management systems based on the ISO High-Level Structure (Annex SL), The Company revised its Occupational Health and Safety Management Manual to integrate climate-related risks and response measures into its management processes.

The OHS management system is coordinated by the Occupational Safety and Health Department, implemented across departments, and overseen by the President and management representative. Its scope covers employees, including labor representatives and OHS committee members; on-site contractors, including security, cleaning, and dispatched personnel; general contractors, including construction, equipment maintenance, and waste removal providers; and off-site partners, such as outsourced manufacturers. All operational activities at the Xinle and Xinren plants are included to ensure a safe and healthy workplace.




## Hazard Identification and Risk Assessment

The Company conducts workplace hazard identification and risk assessments under its Risk, Hazard, and Opportunity Management Procedure. Physical, chemical, biological, ergonomic, and unsafe behavioral hazards are assessed using a risk matrix based on frequency (F), probability (P), and severity (S). Risk levels are determined and appropriate controls implemented to reduce workplace risks and occupational accidents.

The Company also conducts job suitability assessments and health risk management for specific groups, including older workers, young workers, pregnant and breastfeeding employees, and those with mental health concerns.

In 2025, The Company conducted two hazard identification and risk assessment training sessions and completed its annual review. A total of 22 departments participated in reassessing hazards and risks affecting personnel safety, property, and the environment. Assessments are also initiated promptly following near misses, occupational accidents, or management of change events to strengthen preventive controls.

## Occupational Injury and Illness Statistics

In 2025, The Company recorded no major occupational accidents, employee fatalities, or occupational illnesses, and reported three work-related injuries involving caught-in/between incidents, cuts, falls, traffic accidents, and other work-related injuries. Injured employees received legally required injury leave and care. The Occupational Safety and Health Department conducted incident investigations, root cause analyses, and follow-up corrective actions.

To prevent recurrence, The Company continues to promote OHS awareness, training, and hazard prevention. Occupational physicians and nurses also conduct return-to-work assessments and provide health support to help employees resume work safely and strengthen workplace health and safety management.

## Incident and Accident Investigation

In 2025, The Company recorded no major occupational accidents and maintained stable OHS management operations.

Under its Incident Reporting and Investigation Procedure, The Company reports and investigates accidents and near misses, analyzes root causes, and conducts hazard identification and risk assessments to identify potential risks and corrective actions.

Following an incident, relevant departments investigate causes, develop corrective measures, and monitor implementation. Training, operational improvements, and strengthened management controls help prevent recurrence. Near misses are managed under the same procedures to enhance early warning and prevention.

## Workplace Environmental Monitoring

In 2025, workplace environmental monitoring confirmed compliance with occupational health and safety standards.

Under its Environmental and Safety Measurement and Monitoring Procedure, The Company conducts semiannual monitoring of physical and chemical hazards through sampling, analysis, and assessment to evaluate workplace conditions and prevent occupational illnesses and health risks.

In 2025, The Company completed a site-wide chemical inventory, established a hazardous substance register, and identified substances requiring health risk assessments and workplace monitoring. A total of 171 monitoring points were assessed throughout the year in accordance with legal requirements. The Company also applies the Chemical Control Banding (CCB) system to classify risks and implement appropriate controls, strengthening chemical safety and health risk management.

## Chemical Control Banding

The Company follows applicable regulations and CNS 15030 chemical classification standards to document and classify hazardous chemicals based on their hazard characteristics, exposure levels, and usage conditions.

Risk-based controls include workplace monitoring, engineering controls, personal protective equipment, training, and health management to reduce employee exposure and ensure safe chemical handling.

The Company also regularly reviews its chemical inventory and control measures and promotes the reduction or substitution of highly hazardous substances to minimize potential impacts on employee health and the environment.

## Hazardous Materials Management

The Company manages hazardous materials under its Chemical Management Procedures, covering inventory, use, storage, emergency response, disposal, and training. It also applies the Chemical Control Banding (CCB) system to strengthen risk control and chemical safety.

The Environmental, Health, and Safety Department conducts semiannual chemical inventories to verify the completeness and validity of chemical lists, Safety Data Sheets (SDS), and related information. Regular site inspections and guidance reviews ensure proper labeling, storage, and personal protective equipment use, reducing operational risks and potential hazards.

Annual chemical safety training strengthens employees' hazard identification, safe handling, and emergency response capabilities, fostering a stronger safety culture and improving chemical management performance.

## Disaster Preparedness and Emergency Response

The Company organizes an in-house fire brigade based on employees' roles and skills and conducts regular disaster preparedness training and emergency drills to strengthen response, self-rescue, and mutual assistance capabilities. The brigade receives general and practical skills training every six months, alongside site-wide disaster drills to improve response efficiency and coordination.

Under its Emergency Preparedness and Response Procedure, The Company regularly conducts scenario-based drills covering chemical spills, natural disasters, power outages, food safety incidents, and infectious diseases. On-site exercises, post-drill reviews, and corrective action tracking continuously improve emergency response mechanisms, reduce environmental, safety, and health risks, and protect employees while maintaining operational stability.

## Machinery and Equipment Safety Management

Since 2022, The Company has systematically inspected high-risk machinery, including press machines, and reviewed safety mechanisms, completing inventories of 54 high-risk machines.

Inspections cover work instructions, warning signs, equipment checklists, light curtains, safety barriers, and other protective devices to ensure safe operation and reduce workplace hazards.

The Company has also digitized equipment inspection and management records using QR codes posted at machines, enabling real-time access to safety information and inspection records while improving transparency and management efficiency.

## Employee Training and Competency Development

In accordance with the Occupational Safety and Health Education and Training Rules and ISO 45001 requirements, The Company develops annual training plans covering four areas: occupational safety and health, fire safety and emergency response, management systems, and ESG sustainability awareness. A total of 17 training courses are planned to strengthen safety awareness, hazard identification, and professional competencies.

In 2025, The Company completed 1,932 training attendances across programs covering general OHS, OHS committee members, contractors, in-house fire brigade drills, evacuation exercises, first aid, and environmental education. Through regulatory briefings, safe work practices, hazard prevention, and emergency drills, The Company strengthens employees' risk awareness and response capabilities, reduces occupational accident risks, and fosters a company-wide safety culture.

| Category | Training / Drill | Objectives and Benefits | Participants / Attendance |
|---|---|---|---|
| Occupational Safety | General OHS and Hazard Awareness Training for New Hires and Job Changes | Prevent occupational accidents and protect worker safety and health; strengthen new hire hazard awareness. | New employees |
| | OHS Committee Member Training | Ensure legal compliance and strengthen OHS committee members' management knowledge. | Occupational Safety and Health Committee Members (30) |
| | General OHS Training for Employees | Enhance employee safety awareness and workplace health protection. | All employees |
| | Occupational Safety Certification Training | Ensure legal compliance and qualifications; strengthen on-site management skills. | Designated personnel (22) |
| | Contractor Safety Training | Communicate contractor policies and strengthen two-way communication. | Project owners and contractors (39) |
| | Defensive Driving and Traffic Safety Training | Clarify management of change procedures and strengthen cross-functional coordination. | Designated personnel (60) |
| | Management of Change (MOC) Training | Communicate management of change procedures and implementation requirements; use practical simulations to build cross-functional consensus. | Designated personnel from each department (24) |
| Fire Protection & Emergency Response | Emergency Response Team Training | Ensure regulatory compliance while strengthening emergency response team members' understanding of their roles and emergency response skills. | Emergency Response Team Members (378) |
| | Company-wide Emergency Drill (Earthquake) | | All employees |
| | Natural Disaster Response (Typhoon and Flood) | Legal Compliance: Strengthen emergency response team members' role awareness and response skills. | Designated personnel from each department (27) |
| | Chemical Spill Emergency Drill | | Designated personnel from each department (14) |
| | Power Failure and Utility Interruption Drill | | Designated personnel from each department (27) |
| | Food Safety and Infectious Disease Emergency Preparedness | | Designated personnel from each department (26) |
| | CPR & AED Training | First Aid Training: Enhance first aid skills among senior managers and in-house fire brigade first aid team members. | Designated personnel from each department (38) |
| Management Systems | Hazard Identification and Risk Assessment Training | Management System Effectiveness: Equip departmental personnel with the knowledge to implement management systems effectively and accurately. | Designated personnel from each department (25) |
| | Environmental Aspects Training | | Designated personnel from each department (25) |
| ESG | Environmental Protection and Sustainability Education Seminar | Net-Zero Sustainable Living: Integrate sustainability concepts into daily life through practical learning. | Designated personnel from each department (34) |

## Health Management and Employee Care

The Company maintains a comprehensive health management system supported by a dedicated occupational health nurse and an on-site physician, providing health care, medical consultations, and wellness services to foster a safe and healthy workplace.

In addition to legally required health examinations for employees in special operations, The Company provided 16 on-site medical sessions in 2025, offering appointment-based consultations and personalized care to strengthen health risk prevention and management.

The Company held 11 health promotion activities throughout the year, covering influenza and COVID-19 vaccinations, oral cancer screening, traditional Chinese medicine consultations, food safety education, weight management, stress-relief workshops, and mental health seminars to promote healthy lifestyles and well-being.

In addition to the existing massage service for visually impaired practitioners, The Company introduced wellness equipment, including the Good Mood Rhythm Chair, to help employees relax, relieve stress and fatigue, and support overall workplace well-being.


Good Mood Rhythm Chair


Stress-Relief Craft Workshop


Massage Services by Visually Impaired Practitioners


Plant Craft Workshop


Stress-Relief Craft Workshop


On-Site Medical Services

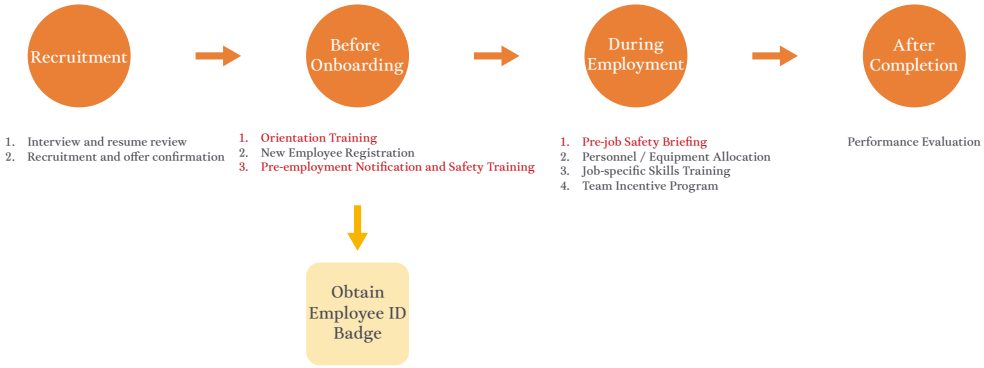

Employee Health Examinations


Employee Health Examinations

## Contractor Management

In response to amendments to the Occupational Safety and Health Act, The Company continues to strengthen contractor safety management through preventive and risk-based controls. For contracted and leased operations, it enhances pre-work risk assessments, hazard communication, protective measures, and on-site supervision to reduce occupational safety risks and environmental impacts.

Before work begins, contractors must complete site access procedures under The Company's Contractor Management Procedures and sign the Contractor Work Safety Commitment, which defines both parties' OHS responsibilities, including legal compliance, safety training, hazard communication, and protective measures. In 2025, 15 contractors completed the required management and training procedures.




## Contractor Safety and Health Coordination Committee

The Company holds regular contractor safety and health coordination meetings to communicate and coordinate OHS requirements before and during construction. In 2025, four meetings were held to strengthen construction safety and risk communication.

The Company also conducts large-scale contractor training sessions to communicate ISO 45001 and ISO 14001 management policies and sustainability requirements, enhancing contractors' awareness of occupational safety, environmental management, and ESG principles. A total of 17 contractors participated in 2025.


2025 Contractor Coordination Meetings


2025 Contractor Coordination Meetings

Child Welfare

## Manufacturing Challenges

The Company addresses disparities in educational resources and youth development by leveraging corporate resources to help bridge regional and resource gaps and support students' growth.

## Our Role and Approach

The Company integrates ESG strategies into long-term partnerships to provide sustained, structured support.

# Investing in Sports Education to Nurture Future Talent — Supporting the Athletic Program at Tainan Municipal Sinsing Junior High School



JEBSEE Electronics' Long-Term Sponsorship of Tainan Municipal Sinsing Junior High School's Athletic Program




Equipment Bags Sponsored by JEBSEE Electronics

The Company supports youth development and equitable access to education through its Tainan Municipal Sinsing Junior High School Athletic Program Sponsorship, advancing grassroots sports and corporate social responsibility.

The school's athletic program focuses on badminton and swimming, developing students' diverse abilities and athletic skills while nurturing promising athletes. However, limited resources and funding pose challenges to training equipment, competition participation, and professional support. Through long-term sponsorship, The Company provides stable funding to improve training conditions and support students' participation in competitions at various levels.

Looking ahead, The Company will continue to explore opportunities to support education and sports development, advance its people-centered sustainability vision, and create a more promising future for the next generation.

### Project Objectives

- Enhance resources and training quality for grassroots sports education.
- Expand students' opportunities to compete in official events.
- Develop key competencies, including communication, teamwork, critical thinking, and innovation.
- Fulfill corporate social responsibility and strengthen local community ties.

### Project Investment and Resources

- Annual Investment: NT$55,000
- Students Benefited: 15–18 per year
- Brand Exposure: 12 sporting events per year


臺南市立新興國民中學
Tainan Municipal Sinsing Junior High School
感謝狀
茲感謝 全一電子股份有限公司 以無私的大愛支持本校體育發展，捐贈認養體育班團體服及運動裝備袋，新興國中因有您的鼓勵而更加美好，全體師生同感敬佩，特頒此狀以資感謝。
愛心久久 希望久久
輕叩新興學子
感恩祝福之門
新興關師生獻上誠摯的謝意
校長 鄭雅麗
中華民國 112 年 12 月 22 日

Certificate of Appreciation Presented by the Principal of Sinsing Junior High School



Distribution of Team Uniforms and Equipment Bags



Athletic Program Students Participating in Competitions

Community Care

## Manufacturing Challenges

Food insecurity among rural and vulnerable communities, alongside the need for sustainable agricultural development and land management.

## Our Role and Approach

Through organic rice contract farming and charitable donations, The Company supports eco-friendly farming, land restoration, and community care, sharing agricultural benefits with local communities and vulnerable groups.

# Social Contribution — Organic Rice Donation Initiative



Donation of Rice to Social Welfare Organizations



Donation of Rice to Social Welfare Organizations

In 2025, JEBSEE Electronics continued its ICHI Organic Rice Contract Farming Program, turning its harvest into a resource for charitable giving. Organic rice was donated to local schools and social welfare organizations to support vulnerable communities and students, extending the value of sustainability throughout society.

The initiative reflects the Company's commitment to the land, people, and social responsibility. By partnering with contract farmers to promote eco-friendly farming and land restoration, The Company returns agricultural benefits to the community, creating a sustainable cycle that integrates environmental protection and social care.

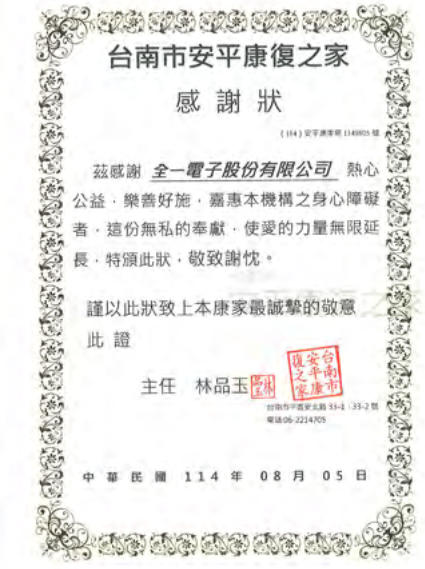
Through this initiative, The Company strengthens local community ties and puts its commitment to giving back to society into action. Moving forward, it will continue combining sustainable agriculture with charitable engagement to expand its social impact and create shared value.

### Project Objectives

- Promote organic contract farming and eco-friendly agriculture to support land sustainability.
- Donate organic rice to support vulnerable communities.
- Integrate environmental protection and charitable giving into a sustainable cycle.
- Strengthen community ties and fulfill corporate social responsibility.
- Expand sustainability and social impact to create shared value.

### Project Investment and Resources

- Annual Investment: NT$50,000
- Beneficiaries: 200 person-visits per year
- Brand Exposure: 4 opportunities per year


台南市安平康復之家

感 謝 狀

茲感謝 全一電子股份有限公司 熱心公益，樂善好施，嘉惠本機構之身心障礙者，這份無私的奉獻，使愛的力量無限延長，特頒此狀，敬致謝忱。

謹以此狀致上本康家最誠摯的敬意

此 證

主任 林品玉

中 華 民 國 114 年 08 月 05 日

Certificate of Appreciation
from the Social Welfare Organization


感謝狀

茲謝 全一電子股份有限公司，捐贈白米一批予光宏康復之家，嘉惠社區精神復健機構住民，特表謝忱。

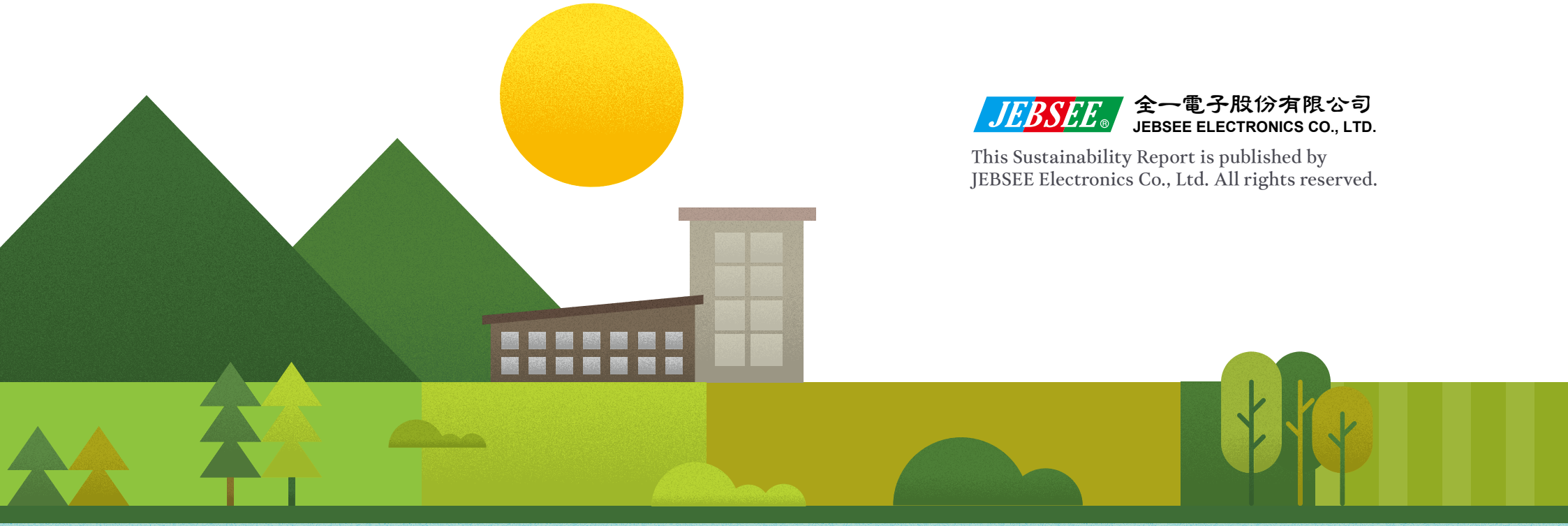
光宏康復之家

負責人 李怡慧

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Feedback from Recipient Organizations



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