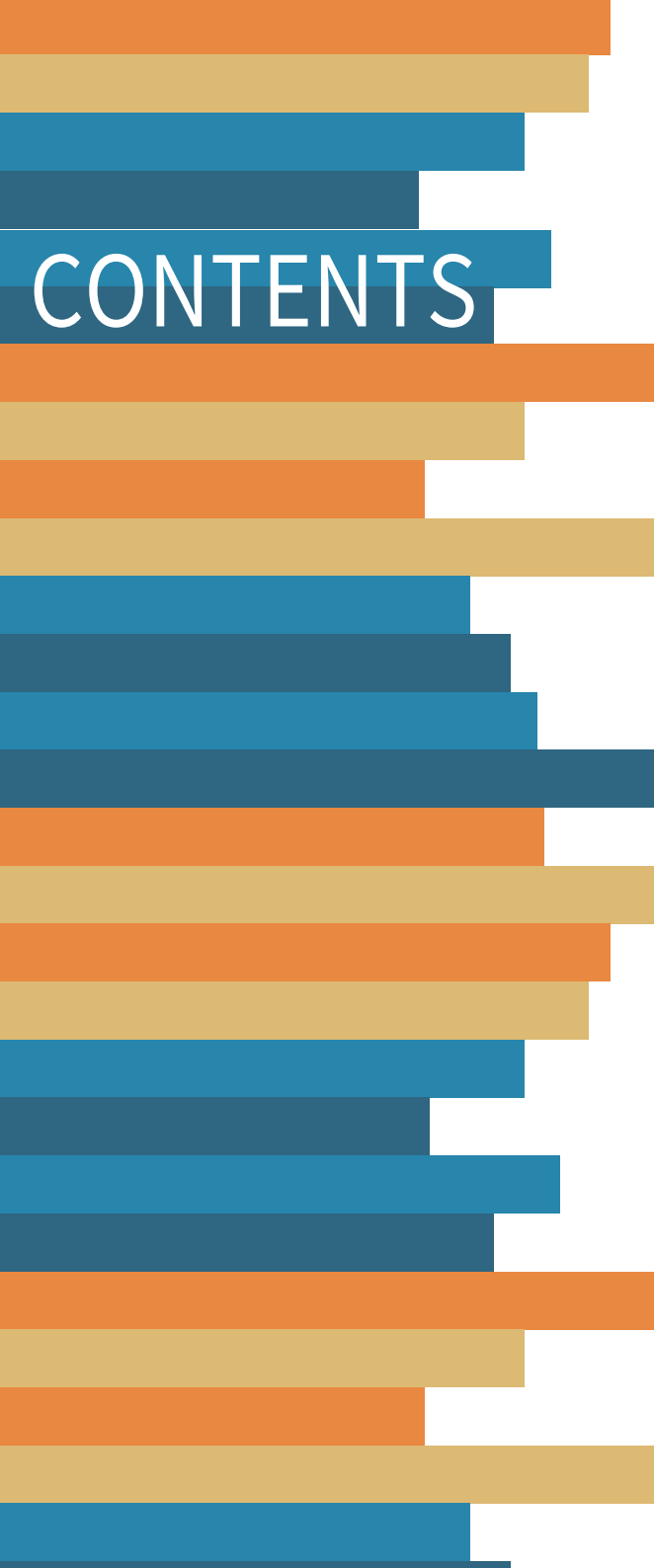


2024 SUSTAINABILITY REPORT



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About This Report

This report is prepared by JVE Technology Co., Ltd. (stock code: 3520, hereinafter “ JVE Technology”) in accordance with the 2021 version of the Global Reporting Initiative (GRI) Universal Standards. It aims to disclose JVE Technology’ s strategies, management approaches, resource inputs, and performance outcomes related to sustainable development. A GRI Content Index is provided for reference.

Reporting Period

This report primarily discloses performance data from 2024 (January 1 to December 31) and includes historical data up to December 31, 2022 for trend comparison. JVE will publish sustainability reports annually and upload them to its official website.

Scope and Data Disclosure

The reporting boundary includes JVE Technology’ s Taipei office. Financial data covers JVE and its subsidiaries. All data is compiled by relevant departments in accordance with international standards, local regulations, or industry norms.

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01 Sustainability Commitments from the Board

Sustainability Commitments from the Board

With rapid global economic growth and increasing focus on sustainability, corporations must go beyond financial gains to take responsibility for environmental protection, social welfare, and good governance. As a responsible listed company, Jhen Vei Electronic Co., LTD. acknowledges ESG as a key standard for long-term success. In 2024, Jhen Vei established the Sustainability Governance Group, led by the General Manager and involving department heads to drive sustainability across the company.

This ESG Report aims to strengthen communication with stakeholders by transparently presenting our commitments and progress. We will continue monitoring global ESG trends, benchmarking against industry leaders, and striving for continuous improvement to become a responsible, innovative, and sustainable company. This report marks an important milestone, not just as data collection but as a pledge to stakeholders, showcasing our efforts, results, and future commitments.

On the environmental dimension, we commit to managing natural resources responsibly by reducing carbon emissions, adopting renewable energy, and minimizing waste through improved efficiency. Since October 2023, our PV solar system has generated 564,682 kWh in 2024, saving over NTD 2.07 million in electricity costs — a testament to our environmental efforts.

On the social dimension, we provide a safe, inclusive, and equitable workplace, promote diversity, and empower employees. We deliver high-quality, ethical products and services to earn customer trust. We also support community programs for education and disadvantaged groups to foster shared prosperity.

On the governance dimension, We deeply understand the importance of sound governance. The Board is committed to transparency, accountability, and compliance with laws and ethics. Through strong internal controls, risk management, and external audits, we strive to protect stakeholder interests and improve decision-making.

We hope this ESG Report serves as an effective communication bridge with our stakeholders, clearly presenting our commitments and actions. Moving forward, we will continue to monitor global ESG trends, benchmark against industry leaders, and pursue continuous improvement. Through ongoing efforts, we strive to become a more responsible, innovative, and sustainable company — contributing to society and leaving a better world for future generations.

Board of Directors
Jhen Vei Electronic Co., LTD.

The background of the slide features a close-up, slightly blurred image of a notebook. On the notebook, there is a hand-drawn line graph. The graph has two main sections: 'THE PAST' on the left and 'THE FUTURE' on the right, separated by a vertical line. In the 'THE PAST' section, a blue line with small tick marks slopes downwards from left to right. In the 'THE FUTURE' section, a black line with circular markers shows an upward trend, starting from the end of the blue line. Above the graph, the words 'NOT SUCCEEDING' are faintly visible. A gold-colored pen lies diagonally across the left side of the notebook. A ruler is partially visible in the top right corner.

02

Stakeholder Engagement and Materiality Assessment

2.1 Sustainability Governance

2.2 Stakeholder Engagement

2.3 Materiality Assessment and Analysis

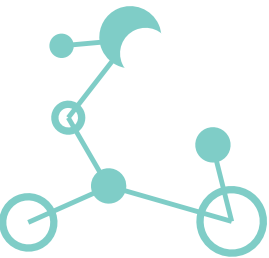
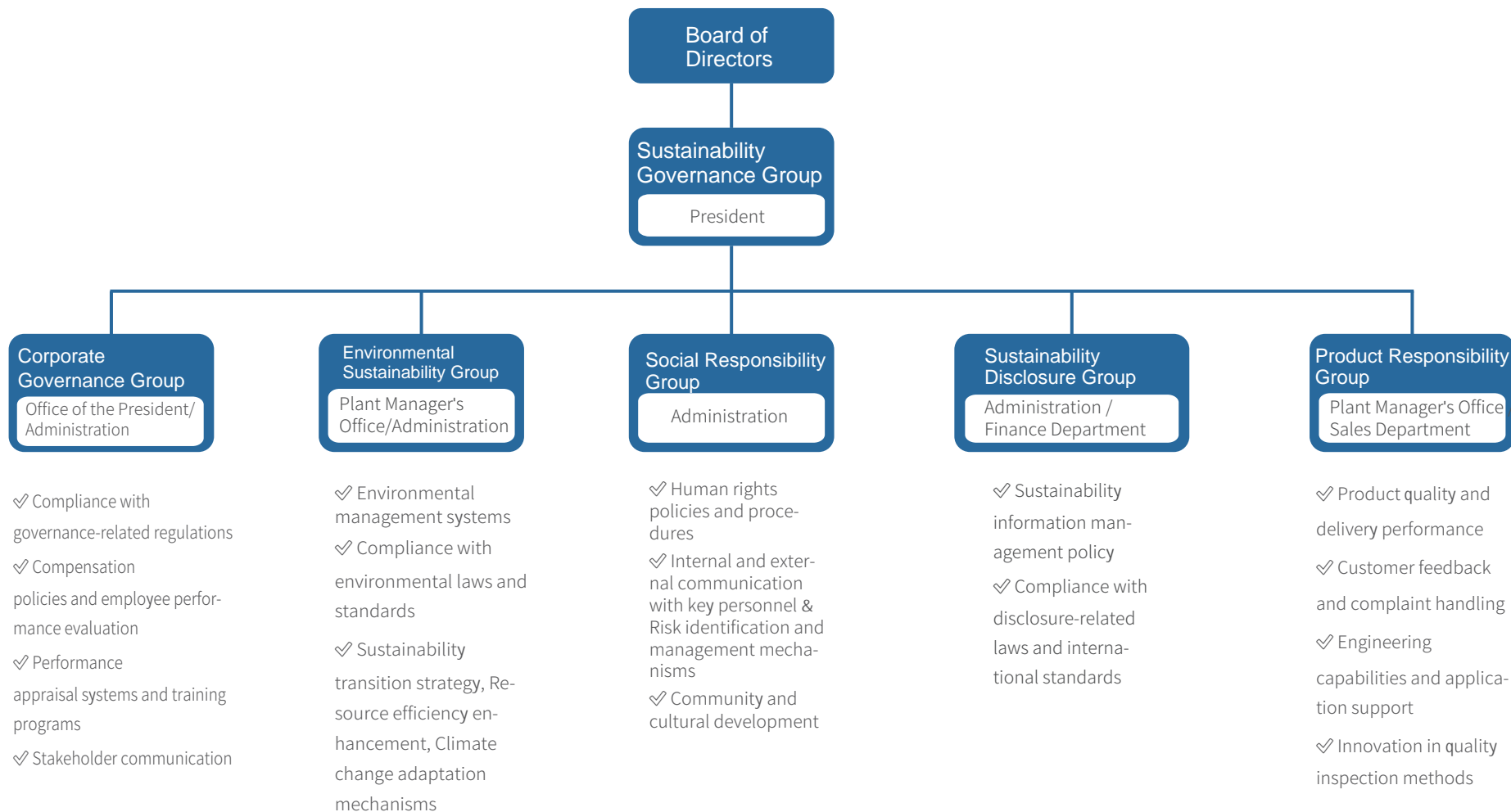
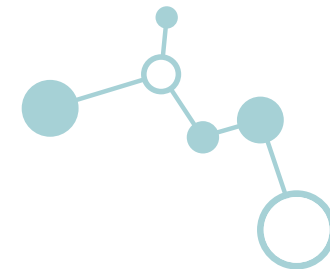
2.1 Sustainability Governance

To enhance the execution of sustainable development strategies, Jhen Vei Electronic has established the "Sustainable Development Best Practice Principles". The Office of the General Manager also serves as the unit responsible for promoting sustainability. Based on the principle of materiality, Jhen Vei Electronic conducts risk assessments across environmental, social, and governance (ESG) aspects relevant to its operations and formulates management policies and implementation measures, with regular reporting to the Board of Directors.

The company has also established five working groups—Corporate Governance, Environmental Sustainability, Social Responsibility, Sustainability Disclosure, and Product Responsibility—each led by department heads to comprehensively promote ESG practices.

Unit Name	Department Responsibilities	Members
Sustainability Governance Group	Assists the Board of Directors in planning and implementing corporate sustainability initiatives.	Office of the President
Chairperson	Leads each working group to achieve the company's sustainability goals.	President
Corporate Governance Group	Ensures compliance with corporate governance regulations, manages compensation policies, employee performance evaluations, training, and stakeholder communication.	Office of the President / Administration
Environmental Sustainability Group	Oversees environmental management systems, compliance with environmental regulations and standards, sustainable transition initiatives, resource efficiency, and climate change responses.	Plant Manager's Office / Administration
Social Responsibility Group	Develops human rights management policies and procedures, establishes internal and external communication mechanisms with key stakeholders, assesses risks, and supports community and cultural development.	Administration
Sustainability Disclosure Group	Manages sustainability-related information and ensures compliance with disclosure regulations and international standards.	Administration / Finance Department
Product Responsibility Group	Creates value for customers by becoming a trusted partner and providing products that better meet customer needs.	Plant Manager's Office / Sales Department

Jhen Vei Electronic



2.2 Stakeholder Engagement

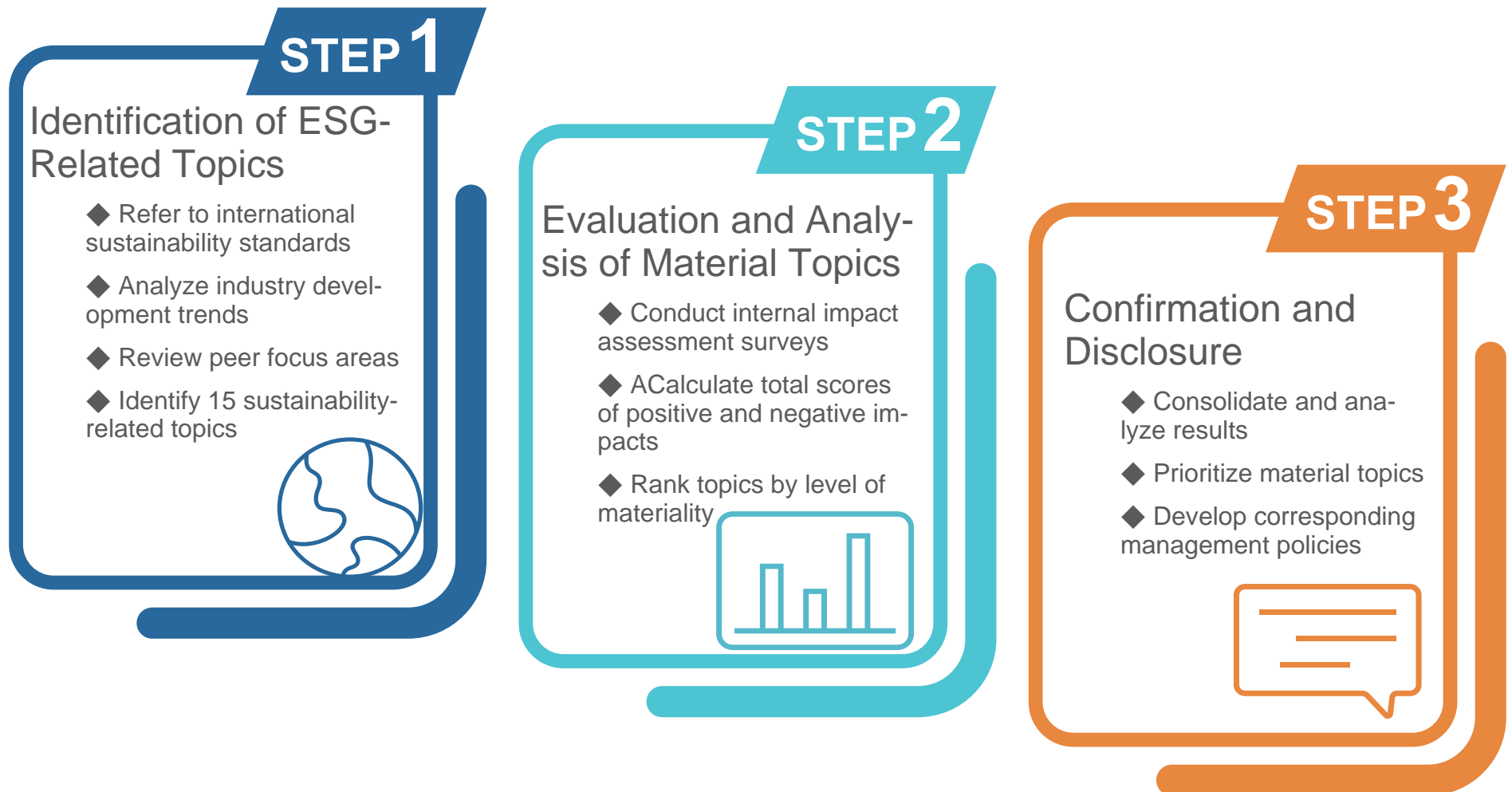
Jhen Vei Electronic has identified six key stakeholder groups through its Sustainability Governance Task Force and established diverse communication channels to engage with them:

Stakeholder	Importance to Jhen Vei Electronic	Responsible Unit	2024 Communication Methods & Frequency	Key Issues of Concern	Actions Taken and Engagement Outcomes (2024)
Customers	Customers are central to Jhen Vei Electronic' s survival and development. Their needs and feedback directly influence product design and service innovation. Customer satisfaction not only affects revenue performance but also forms the foundation of brand reputation. Building long-term trust, understanding true needs, and exceeding expectations are key drivers of sustainable growth.	Product Responsibility Group	<ul style="list-style-type: none"> - Customer satisfaction survey (annually) - Customer service hotline/email (real-time) - Official website platform (ongoing) - Messaging app communication (ongoing) 	<ul style="list-style-type: none"> - Product innovation and service quality - Customer privacy and information security - Customer health and safety - Marketing and labeling - Business performance 	Strengthened product innovation and service quality; continuously improved customer satisfaction and complaint response mechanisms.
Employees	Employees are the company' s most valuable assets and the source of innovation and competitiveness. Attracting and retaining top talent is crucial for long-term development. Their expertise, cohesion, and professionalism directly impact business performance and corporate culture. Jhen Vei Electronic values employee well-being, fosters a friendly work environment, and provides career development opportunities to unlock employee potential.	Corporate Governance Group	<ul style="list-style-type: none"> - Labor-management meetings (quarterly) - Welfare committee meetings (quarterly) - Suggestion mailbox (ongoing) 	<ul style="list-style-type: none"> - Labor relations - Talent training and development - Occupational safety and health - Workforce diversity and equal opportunity - Business performance 	Improved career development and gender equality policies; introduced internal job rotation and family-friendly initiatives.
Shareholders / Investors	Shareholders provide the capital necessary for Jhen Vei Electronic' s growth and are key participants in corporate governance. Investor trust and support reflect not only financial backing but also alignment with the company' s long-term value and sustainability strategy. Strong investor relations help stabilize stock prices, lower financing costs, and lay the foundation for long-term development.	Corporate Governance Group / Sustainability Disclosure Group	<ul style="list-style-type: none"> - Annual general meeting - Investor conferences (annually) - Investor relations hotline (ongoing) - Market Observation Post System (ongoing) 	<ul style="list-style-type: none"> - Business performance - Corporate governance - Risk management - Ethical business conduct-Climate change response 	Actively disclosed business and financial information to strengthen investor confidence and engagement.

Stakeholder	Importance to Jhen Vei Electronic	Responsible Unit	2024 Communication Methods & Frequency	Key Issues of Concern	Actions Taken and Engagement Outcomes (2024)
Suppliers	Suppliers are a vital link in Jhen Vei Electronic's value chain. Product quality and delivery reliability depend on supplier collaboration. Establishing a mutually beneficial relationship fosters sustainable procurement and responsible manufacturing, which help reduce supply chain risks, enhance competitiveness, and achieve shared growth.	Product Responsibility Group	<ul style="list-style-type: none"> - Supplier audits (regular) - Procurement and price negotiation meetings (irregular) 	<ul style="list-style-type: none"> - Supply chain management- Ethical business conduct - Business performance- Risk management - Climate change response 	Strengthened ESG audits across the supply chain; promoted responsible sourcing and green supply chain collaboration.
Government Agencies	Government agencies set policies and regulations that shape Jhen Vei Electronic's business environment and development roadmap. Compliance is a fundamental obligation, while active participation in policy discussions supports better industry conditions. Maintaining open communication and timely feedback to government ensures sustainable development and strengthens long-term competitiveness.	Corporate Governance Group / Sustainability Disclosure Group	<ul style="list-style-type: none"> - Policy discussion meetings (irregular) - Official correspondence (ongoing) - Mandatory information disclosure (scheduled) 	<ul style="list-style-type: none"> - Regulatory compliance - Ethical business conduct - Occupational safety and health - GHG emissions- Community involvement 	Complied with regulations and environmental requirements; actively responded to policy suggestions and regulatory reviews.
Community / Non-Profit Organizations	Rooted in the local community, Jhen Vei Electronic's operations and image are closely tied to community development. Actively giving back to society and participating in community projects demonstrates corporate citizenship, earns local recognition, and enhances brand value. Collaborating with NGOs on social issues also reflects the company's commitment to sustainability.	Social Responsibility Group	<ul style="list-style-type: none"> - Community event participation (irregular) - Public welfare collaboration projects (irregular) - Annual giving-back programs 	<ul style="list-style-type: none"> - Community engagement- Environmental protection - GHG emissions - Customer health and safety - Ethical business conduct 	Participated in local culture promotion and public service programs, strengthening local ties and social recognition.

2.3 Materiality Assessment and Analysis

Jhen Vei Electronic conducts materiality assessments through a three-step process: :

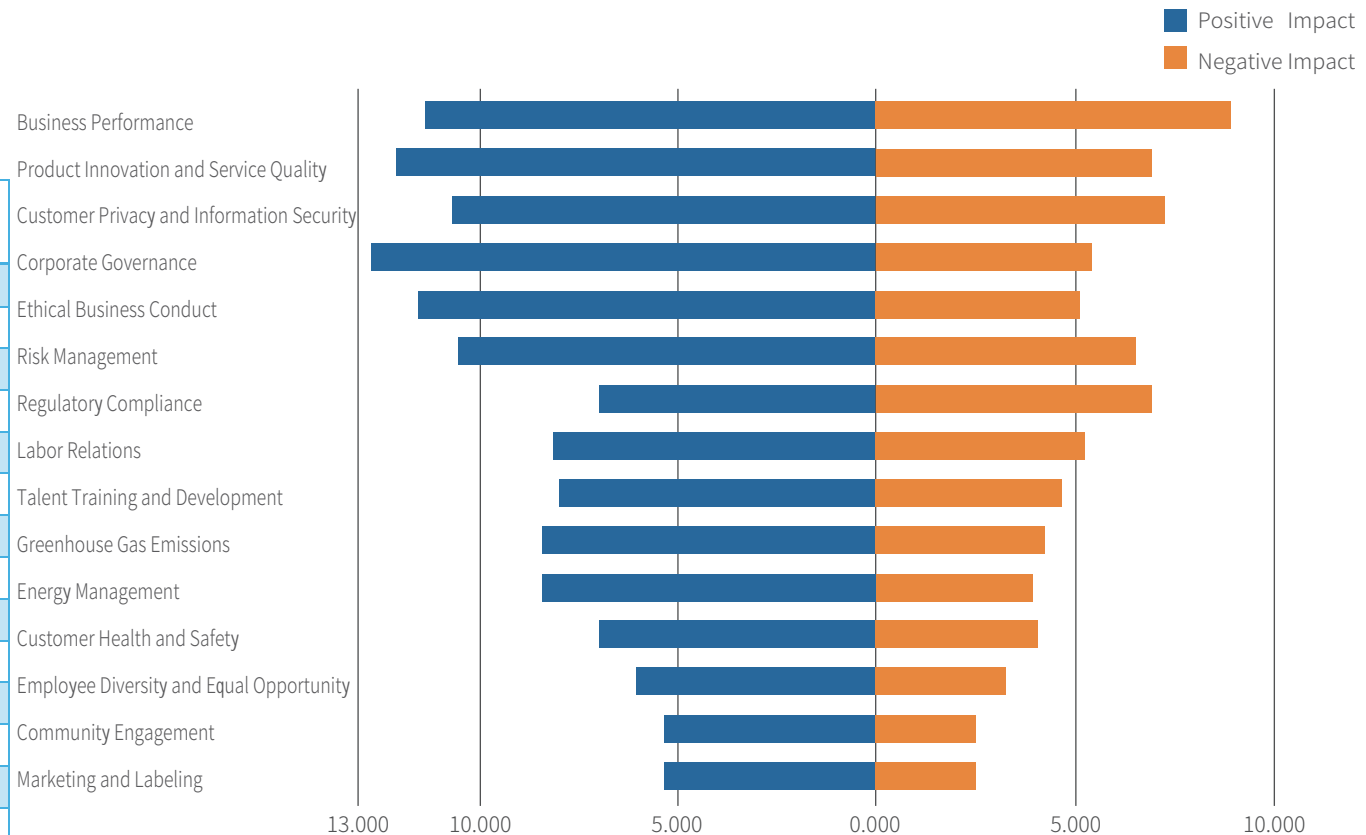


Materiality Analysis Results

Based on the impact assessment survey results, the 15 sustainability topics were ranked according to their total impact scores (positive + negative). Please refer to the figure below for details.

Topic	Positive Impact	Negative Impact	Total Impact Score
3. Business Performance	11.673	8.816	20.490
9. Product Innovation and Service Quality	12.245	6.980	19.224
8. Customer Privacy and Information Security	10.796	7.347	18.143
2. Corporate Governance	12.735	5.306	18.041
1. Ethical Business Conduct	11.755	5.041	16.796
5. Risk Management	10.327	6.204	16.531
4. Regulatory Compliance	6.980	6.939	13.918
12. Labor Relations	8.143	5.224	13.367
13. Talent Training and Development	7.980	4.898	12.878
6. Greenhouse Gas Emissions	8.571	4.245	12.816
7. Energy Management	8.571	3.918	12.490
10. Customer Health and Safety	6.980	3.980	10.959
14. Employee Diversity and Equal Opportunity	6.204	3.184	9.388
15. Community Engagement	5.204	2.918	8.122
11. Marketing and Labeling	5.204	2.918	8.122

Positive and Negative Impact Assessment



Materiality Matrix Analysis Results

Based on the results of the impact assessment, and considering the degree of both positive and negative impacts, the Sustainability Governance Task Force of Jhen Vei Electronic has identified the following six material topics:

1. Corporate Governance (High positive impact: 12.735)
2. Product Innovation and Service Quality (High positive impact: 12.245)
3. Business Performance (High total impact score: 20.489)
4. Customer Privacy and Information Security (Balanced significant impact: 10.796 / 7.347)
5. Ethical Business Conduct (High positive, moderate negative impact: 11.755 / 5.041)
6. Risk Management (Significant balanced impact: 10.327 / 6.204)

Boundaries and Impact Management Policies for Material Topics

Based on the impact assessment survey results and discussions by the Sustainability Governance Task Force, Jhen Vei Electronic has identified, in addition to the six core material topics, the following as key areas of concern: Greenhouse Gas Emissions, Energy Management, Regulatory Compliance, Labor Relations, and Community Engagement. Details are provided in the table below.

Material Topic	Boundary	Impact Description	Policies & Commitments	Goals	Actions	Evaluation Mechanism	Responsible Unit
Corporate Governance	Internal: Board of Directors, Senior Management External: Investors, Regulatory Authorities	Positive impact (12.735) significantly exceeds negative impact (5.306), indicating strong corporate governance enhances value	Corporate Governance Best Practice Principles	Improved CG evaluation ranking; ≥1/3 of board seats held by different genders	Strengthen board function, enhance transparency, regularly review governance structure	Governance evaluations, board assessments, internal controls	Corporate Governance Group
Product Innovation & Service Quality	Internal: R&D, Production, Quality Control External: Customers, Suppliers	Positive impact (12.245) is significantly higher than negative impact (6.980), highlighting the role of innovation in competitiveness	Production Planning Guidelines, Process Control Measures, Supplier Management Regulations	New product development, increased product codes, reduced complaint rate	Invest in R&D, optimize quality systems, innovate based on customer needs	Quality audits, customer feedback	Product Responsibility Group
Business Performance	Internal: Entire Organization External: Investors, Customers, Suppliers	High positive impact (11.673) and high negative impact (8.816); fundamental to sustainable business	Business Plan Operation Guidelines	Sustained growth in revenue and profit margins	Diversify business lines, enhance efficiency, optimize costs	Business reviews, financial analysis	Product Responsibility Group
Customer Privacy & Information Security	Internal: IT & Sales Departments External: Customers, Regulatory Authorities	Both positive (10.796) and negative (7.347) impacts are high, indicating both opportunities and risks in data protection	Information Security Policy, Personal Data Management Policy	Zero cybersecurity incidents	Security system implementation, regular assessments, staff training	Cyber risk assessments, simulation drills	Sustainability Disclosure Group, Product Responsibility Group
Ethical Business Conduct	Internal: All Employees, Board of Directors External: Suppliers, Customers, Investors	Positive impact (11.755) is significant; negative impact (5.041) is moderate. Ethical practices have major influence	Code of Integrity, Code of Ethics, Operating Procedures & Conduct Guidelines	Zero corruption cases; 100% employee training on integrity	Integrity declarations, anti-corruption training, supplier integrity commitments	Internal audits, whistleblower system	Corporate Governance Group, Product Responsibility Group
Risk Management	Internal: Entire Organization External: Investors, Customers, Suppliers	Balanced impact: Positive (10.327) and negative (6.204) scores reflect dual nature of risk management	Risk Management Policies and Procedures	Establish an enterprise-wide risk management system	Risk identification and evaluation	Reporting risk performance to the Board of Directors	Corporate Governance Group, Product Responsibility Group










Key Topic	Boundary	Impact Description	Policies & Commitments	Goals	Actions	Evaluation Mechanism	Responsible Unit
Greenhouse Gas Emissions	Internal: Production facilities, office premises External: Suppliers, customer usage phase	Positive impact (8.571), negative impact (4.245), total 12.816. Carbon management enhances reputation and reduces regulatory risk.	Sustainability Best Practice Principles, GHG Reduction Plan	Complete consolidated GHG inventory and assurance; product carbon footprint inventory and reduction plan	GHG inventory, process improvement, low-carbon technology implementation, renewable energy procurement	ISO 14064-1 Verification	Environmental Sustainability Group, Product Responsibility Group
Energy Management	Internal: Production facilities, office premises External: Supply chain	Positive impact (8.571), negative impact (3.918), total 12.489. Energy efficiency reduces environmental impact and costs.	Sustainability Best Practice Principles, GHG Reduction Plan	Progressively achieve RE30, RE40; ultimate goals: RE100 and carbon neutrality	Equipment efficiency upgrades, smart factory initiatives	Energy-saving reviews	Environmental Sustainability Group
Regulatory Compliance	Internal: All departments External: Government agencies, customers, investors	Positive impact (6.980), negative impact (6.939), total 13.919. Compliance enhances reputation and avoids penalties.	Code of Ethical Conduct	Zero major violations; timely response to regulatory changes	Regulatory tracking, compliance education, regular self-evaluation and audits	Internal compliance checks, internal audits, external reviews	Corporate Governance Group
Labor Relations	Internal: All employees, management units External: Job seekers, regulatory authorities	Positive impact (8.143), negative impact (5.224), total 13.367. Harmonious labor relations improve productivity and reputation.	Jhen Vei Group Human Rights Policy, Employee Welfare Management	Conduct employee satisfaction surveys; continuous improvement in compensation and benefits	Diverse welfare programs, career development plans	Labor-management meetings	Social Responsibility Group
Community Engagement	Internal: Management units External: Communities, non-profit organizations	Positive impact (5.204), negative impact (2.918), total 8.122. Community engagement enhances image and public recognition.	Sustainability Best Practice Principles	Continue financial support for disadvantaged groups and sheltered workshops	Cultural preservation, care for vulnerable populations	Investment benefit assessments	Social Responsibility Group

Correspondence Between Material Topics and Relevant GRI Standards

Dimension	2024 Material Topic	Relevance to Jhen Vei Electronic	Corresponding GRI Topic
Governance	Business Performance	Business performance reflects Jhen Vei Electronic' s ability to generate economic value. It is the foundation of operations and a critical resource for stakeholder returns. The company adopts diversified business strategies to improve operational efficiency, generate steady profits, and allocate economic value to employees, investors, suppliers, while retaining earnings for future growth and balancing financial goals with social and environmental responsibility.	GRI 201: Economic Performance
Product	Product Innovation and Service Quality	Product innovation and service quality are key to Jhen Vei Electronic' s market competitiveness. The company invests in R&D, establishes a rigorous quality management system, and ensures product and service excellence. With innovation management protocols and quality policies in place, Jhen Vei regularly reviews customer satisfaction and creates value through innovation and quality to achieve sustainable growth.	– (Not specified in GRI)
Product	Customer Privacy and Information Security	Jhen Vei Electronic regards customer data as a valuable asset and has established a comprehensive personal data protection and information security system. Every step in data processing is strictly controlled. Regular risk assessments and audits, combined with technical safeguards and employee training, ensure customer privacy is protected and a trustworthy brand image is maintained.	GRI 418: Customer Privacy
Governance	Corporate Governance	Corporate governance forms the foundation of Jhen Vei Electronic' s operations. Through a well-structured board, supervisory mechanisms, and transparent disclosure, the company ensures clear accountability and oversight. These practices enhance decision-making and operational efficiency, build investor confidence, and ensure compliance with legal and ethical standards. Governance performance is reviewed regularly.	GRI 2: General Disclosures
Governance	Ethical Business Conduct	Ethical business conduct is a core element of Jhen Vei Electronic' s corporate culture. The company has established a Code of Integrity and Code of Conduct prohibiting any form of corruption or improper benefits. A robust whistleblower mechanism is in place. All board members, managers, and employees must sign integrity declarations and complete training, while suppliers must follow the Business Conduct Guidelines.	GRI 205: Anti-corruption
Governance	Risk Management	Risk management ensures Jhen Vei Electronic' s operational continuity and ability to respond to changing conditions. The company has built an integrated risk management framework to systematically identify, assess, and monitor various risks—including financial, operational, legal, and emerging risks. A forward-looking risk mindset strengthens the company' s resilience and supports long-term sustainable development.	– (Not specified in GRI)

2024 Actions and Outcomes in Response to the SDGs

In 2024, Jhen Vei Electronic implemented various sustainability initiatives and achieved meaningful results across the three ESG dimensions—Environmental, Social, and Governance. This report covers operational sites including the headquarters in Sanchong, Taiwan and the factory in Huaian, China. A summary of actions and outcomes aligned with the UN Sustainable Development Goals (SDGs) is provided in the table below.

Aligned SDG(s)	Topic	2024 Summary of Actions and Outcomes
 	Carbon Management and Renewable Energy Transition	Conducted the company's first GHG inventory for the previous year in accordance with ISO 14064 and obtained third-party verification. Total emissions in 2023 amounted to 9,581.27 metric tons CO ₂ e, of which Scope 3 emissions (including product purchases, waste disposal, and transportation) accounted for 90.23%. In 2024, the Huaian plant increased its renewable energy usage to 24.12%, initiating the RE30/RE100 roadmap.
	Water Resource Management	Compared to the previous year, the water use intensity at the Huaian plant decreased by 32.88% in 2024.
	Resource Recycling and Waste Reduction	In 2024, the Huaian plant adopted the IECQ QC080000 standard to enhance hazardous substance control and green manufacturing. Waste intensity at the Huaian plant decreased by 10.43% compared to the previous year.
 	Labor Relations and Employee Development	As of the end of 2024, there were 27 employees at the Sanchong headquarters, with 48.1% in managerial positions. There were 13 new hires and a turnover rate of 22.2%.
	Employee Training and Development	Directors and employees participated in governance and professional training. In 2024, board members completed a total of 54 hours of training.
	Ethical Business and Governance	The company has adopted a Code of Integrity and a Human Rights Policy. The Board of Directors includes three independent directors, with an attendance rate of 79.6%. An annual performance evaluation was conducted, with results rated as good.
	Stakeholder Engagement and Community Participation	Identified six key stakeholder groups and established communication mechanisms. Actively engaged in community giving and public welfare partnerships.

Key Achievements Summary

1. Carbon Inventory and Climate Action :

Jhen Vei Electronic completed its first ISO 14064-1:2018 GHG inventory in 2023, verified by a third party. Total emissions were 9,581.274 tCO₂e, with 90.23% from Scope 3. The inventory covers the Sanchong HQ and Huaian plant. In 2024, preliminary emissions reached 12,553.143 tCO₂e, with verification underway. Renewable energy usage increased to 24.12%, initiating the RE30/RE100 roadmap, targeting RE30 by 2027, RE40 by 2029, and RE100/carbon neutrality by 2050.

2. Water and Waste Management :

In 2024, water use intensity at the Huaian plant fell 32.88%, and waste per NT\$1,000 revenue dropped 10.43%, driven by plastic reduction and recycling efforts.

3. Employee Well-being and Development :

The company offers benefits such as bonuses, insurance, and travel subsidies. In Sanchong, 13 new hires and 22.2% turnover were recorded, with improved gender and management balance. Huaian plant added 73 new staff, with stable turnover (26.1%).

4. Corporate Governance and Integrity :

The Board includes 3 independent directors with 79.6% attendance. All members received regular training, and annual board evaluations were rated as excellent. Policies on ethics, internal control, and human rights are in place.

5. Stakeholder Engagement and Social Impact :

The Sustainability Governance Task Force and five working groups meet quarterly. In 2024, the company actively participated in community events and charitable activities.

Management of Secondary Topics

Although the following four issues were not identified as material topics for the year, Jhen Vei Electronic continues to monitor and manage them proactively:

1. Talent Training and Development: Establishment of diverse learning channels and career advancement opportunities.
2. Customer Health and Safety: Ensuring product safety and compliance with relevant regulatory standards.
3. Employee Diversity and Equal Opportunity: Fostering a diverse and inclusive work environment.
4. Marketing and Labeling: Ensuring transparency, honesty, and compliance in product information.

Jhen Vei Electronic will continue to conduct stakeholder engagement and surveys regularly to review and update material topics, ensuring that its sustainability strategy effectively responds to external changes and internal operational needs—thereby creating long-term sustainable corporate value.

A modern office interior with glass walls and industrial lighting. The space is bright and open, with a polished floor reflecting the light. The glass walls provide a view into other parts of the office, and the industrial-style pendant lights add a contemporary touch.

03 Organizational Overview

- 3.1 Company Profile
- 3.2 Organizational Structure
- 3.3 Annual Key Performance Indicators
- 3.4 Business Philosophy

3.1 Company Profile

Founded in 1986, Jhen Vei Electronic Co., Ltd. (Jhen Vei Group) specializes in the R&D, manufacturing, and sales of electronic components. Its product portfolio includes power and signal connectors, wire and cable assemblies, and OEM services for electronic products, widely applied in networking, automotive, and consumer electronics sectors.

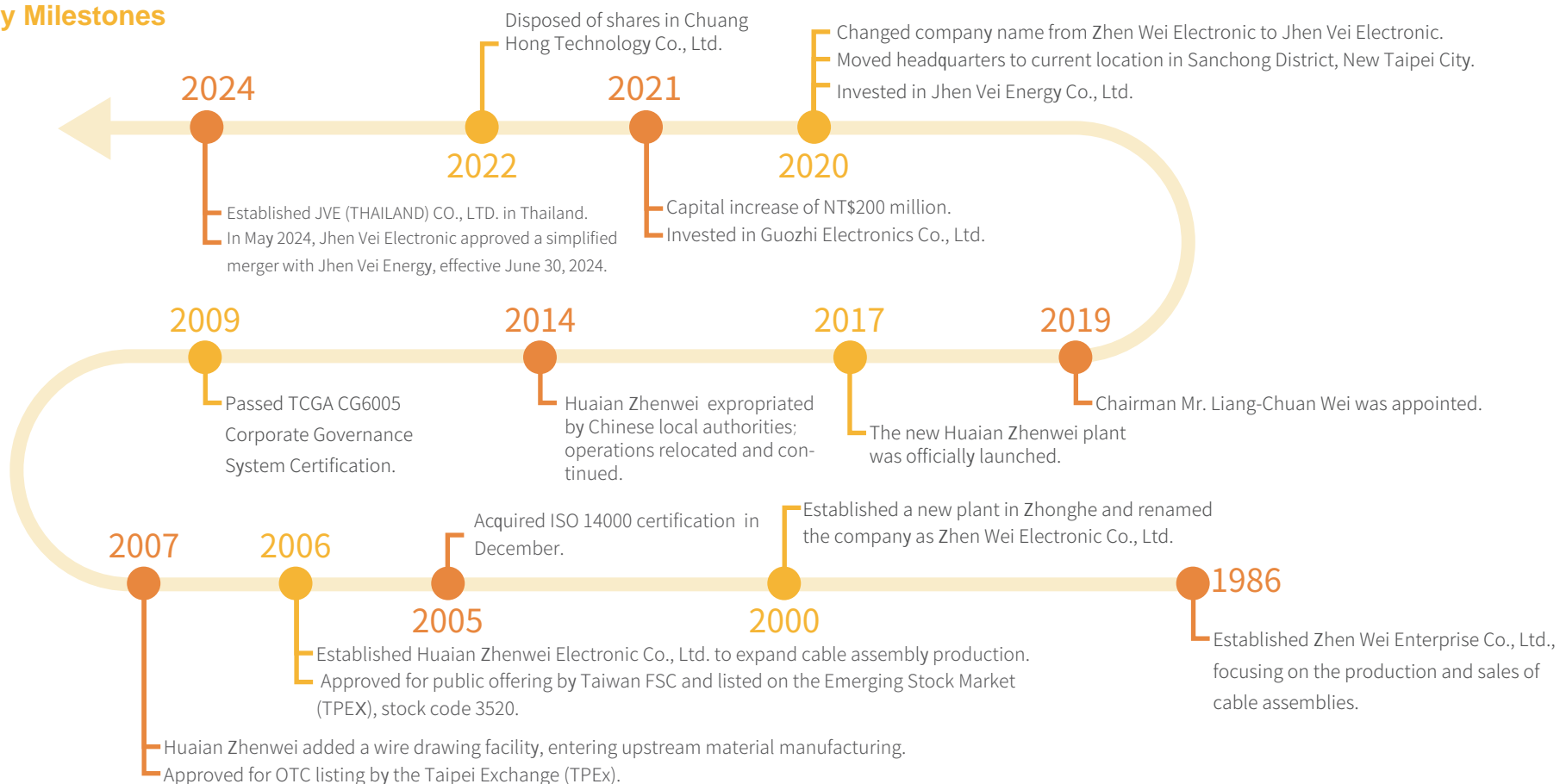
Headquartered in Taiwan, Jhen Vei also operates a manufacturing base in Huaian, China, and has established a subsidiary in Thailand to serve customers in response to global geopolitical and economic shifts. The company delivers high-quality solutions to clients worldwide.

Guided by its business philosophy of "Quality Assurance, Innovative Service, and Environmental Sustainability", Jhen Vei has obtained certifications including ISO 9001 and ISO 14001, and maintains long-term partnerships with several globally renowned companies.

In recent years, the company has actively advanced its ESG initiatives. Through the establishment of an Energy Business Division and investment in Guozhi Electronics, Jhen Vei has expanded into solar photovoltaic systems and high-precision OEM services, aiming for diversified growth while creating long-term value for customers, employees, and shareholders.

In 2024, the company achieved NT\$1,097.794 million in revenue, representing an annual growth rate of 32%, reflecting steady momentum in the market.

Company Milestones



3.2 Organizational Structure

Jhen Vei Electronic adopts a flat organizational structure to enhance decision-making speed and overall operational efficiency. The company is organized into the following key departments:

Jhen Vei Group Organizational Chart

Unit Name		Unit Overview
Decision-Making Units	Board of Directors	The highest decision-making body of Jhen Vei Electronic, responsible for ensuring transparency and stability in governance, financial management, and risk control.
	Audit Committee	Exercises its authority in accordance with Article 14-5 of the Securities and Exchange Act.
	Remuneration Committee	Established in accordance with Article 14-6, Paragraph 1 of the Securities and Exchange Act, and operates based on the "Regulations for the Establishment and Exercise of Powers of Remuneration Committees."
	Internal Audit Office	Conducts independent, dedicated internal audits, including regular and ad hoc financial and operational audits, to evaluate the adequacy, reasonableness, and effectiveness of the internal control system.
Management Units	General Management Center	Includes administration and finance departments.
R&D and Manufacturing Units		Comprising the Wire Business Unit, Energy Business Unit, and Electronics Business Unit (i.e., investee companies), this unit is responsible for product R&D and manufacturing. It implements quality management systems to ensure compliance with international standards and actively promotes smart manufacturing and automation to enhance efficiency and reduce costs.



3.3 Annual Key Performance Indicators

In 2024, Jhen Vei Electronic demonstrated strong market competitiveness and steady financial growth across various areas. Key performance indicators for the year include:

Reduced Energy Consumption: Through process optimization and equipment upgrades, energy consumption at the Huaian Zhenwei facility decreased by 25.3% in 2024.

Employee Training Hours: The average training hours per employee reached 7.33 hours, reflecting the company's commitment to workforce development.

2024	Supervisors		Employees	
	Male	Female	Male	Female
Number of Employees	9	4	8	6
Total Training Hours	66	40	68	24
Average Training Hours	7	10	8.5	4
Total	13		14	

Operational and Financial Performance in NT\$ thousand

Category			2024	2023	2022
Generated Economic Value	Revenue	Operating Revenue	1,097,794	836,326	1,003,670
	Operating Costs	Operating Costs	938,347	707,690	846,488
	Employee Wages and Benefits	Employee Benefits	213,635	191,790	204,131
Distributed Economic Value	Payments to Investors	Cash Dividends	6,885	20,654	0
		Financial Costs	9,620	8,201	7,943
	Payments to Government	Payments to Government	21,421	7,804	12,312
	Community Investments	Community Investments (Donations)	173	196	147
Retained Economic Value			20,128	3,819	102,573

Note: Compiled based on the CPA-audited financial statements of the Company.

The data not only demonstrate the Company's financial health, but also reflect its performance and commitment in environmental and social responsibilities.

Revenue Proportion

Product	2024		2023		2022	
	Consolidated Revenue Amount	%	Consolidated Revenue Amount	%	Consolidated Revenue Amount	%
Electronic Components	793,764	72.30	536,701	64.18	620,724	61.85
Electronic Component Assembly	206,428	18.80	230,001	27.50	304,817	30.37
Energy	97,602	8.90	69,624	8.32	78,129	7.78
Total	1,097,794	100.00	836,326	100.00	1,003,670	100.00

Main Products and Services

Jhen Vei Electronic's main products and services currently focus on three major segments: electronic components, downstream processing of electronic components, and energy. The Company is progressively expanding its portfolio in the sustainable development segment.

Electronic Components

Components for consumer electronics, industrial electronics, medical devices, and automotive applications.

Downstream Processing of Electronic Components

Services including SMT, DIP, coating, assembly, and packaging.

Energy

Solar power generation, as well as integrated services for power plant construction and long-term operation and maintenance.

3.4 Business Philosophy

Jhen Vei Electronic upholds the management philosophy of “ Quality Assurance, Continuous Innovation, Customer Satisfaction, and Environmental Protection” , with sustainable development as one of the Company’ s core strategies. We firmly believe that only by adhering to integrity, pursuing continuous innovation, and maintaining a strong focus on product quality and environmental sustainability can we earn the trust of customers and recognition from the market. Our management philosophy is reflected in the following aspects:

Customer First : Committed to providing customers with exceptional products and services, prioritizing their needs, and continuously innovating and improving our offerings.

Quality Assurance : Strictly implementing quality management systems, obtaining ISO and other international certifications, and striving to maintain high product quality, reliability, and innovation to meet market and customer expectations.

Sustainability and Environmental Stewardship : We improve manufacturing processes to reduce costs and optimize resources, while advancing energy management, carbon reduction, waste management, and social responsibility. We promote green production across the supply chain to balance economic and environmental benefits, and are allocating resources to meet ESG requirements and achieve long-term sustainability goals.

Business Strategies

- 1 Secure orders and strengthen strategic cooperation with key customers to increase overall market share.
- 2 Maintain and integrate supply-demand relationships within the industry chain to improve material quality, sustain flexibility and efficiency in production processes, and foster mutually beneficial partnerships.
- 3 Continuously refine production and sales policies, improve product quality, and optimize customer service.
- 4 Develop diversified products, introduce investments or strategic alliances to expand business scale and profitability, and achieve sustainable development goals.

Specific Execution Strategies

- 1 Increase automation to reduce reliance on direct labor, lower fatigue, and improve production efficiency while achieving carbon reduction goals.
- 2 Leverage existing mature technologies and resources, integrate and guide supply chain partners to continuously improve product quality and meet delivery requirements.
- 3 Strengthen coordination between manufacturing and sales to minimize inventory backlog, enhancing inventory and capital turnover efficiency.
- 4 Develop high value-added products and, when necessary, adopt flexible pricing strategies to strengthen long-

Future Development Strategies

- 1 Deepen existing business operations across all divisions, continuously enhancing capabilities to sustain growth.
- 2 Expand business scope and invest in new ventures to strengthen growth momentum.
- 3 Adapt to global market dynamics by gradually establishing new locations.
- 4 Enhance corporate governance, prioritize environmental protection, and fulfill social responsibilities to achieve sustainable operations.

Since 2023, Jhen Vei Electronic has continuously conducted Greenhouse Gas Verification Reports (ISO 14064-1:2018) and Carbon Footprint Verification Statements (ISO 14067:2018). The entire Group, including Huaian Zhenwei Electronic and Guozhi Electronic, has actively obtained relevant professional certifications.

Jhen Vei Electronic



Huaian Zhenwei Electronic



For detailed certificates,
please refer to official website.

Guozhi Electronic

ISO 9001



ISO 14064-1



ISO 14001



ISO 13485



IATF 16949



ISO 50001



For detailed certificates,
please refer to official website.

A low-angle, upward-looking photograph of several modern skyscrapers. The buildings are constructed with dark glass and steel, with many windows reflecting the sky and some showing interior lights. The perspective creates a sense of height and architectural grandeur. The sky is visible at the top, showing some light clouds.

04 Corporate Governance

- 4.1 Governance Structure
- 4.2 Functional Committees
- 4.3 Integrity Management Policies and Implementation
- 4.4 Risk Management
- 4.5 Supply Chain Management

4.1 Governance Structure

Policy Commitments

1. **Integrity Management Policy:** Jhen Vei Electronic upholds integrity as a core value and has established the Integrity Management Guidelines. All employees are required to strictly comply with relevant regulations during business operations and must not directly or indirectly offer, promise, request, or accept any improper benefits.
2. **Human Rights Policy:** Guided by the Jhen Vei Group Human Rights Policy, the Company is committed to respecting and protecting human rights across all operations, ensuring employees work in a fair, safe, and inclusive environment.
3. **Related-Party Transactions:** To ensure fairness and transparency, the Company has formulated the Regulations Governing Financial and Business Dealings Among Related Parties, which clearly regulate related-party transactions and prevent conflicts of interest.
4. **Information Transparency:** Jhen Vei Electronic complies with applicable laws and regulations by regularly disclosing financial, operational, and governance information, thereby ensuring shareholders and stakeholders have timely access to accurate and reliable company updates.



Through the above policy commitments, Jhen Vei Electronic Co., Ltd. is dedicated to establishing a sound corporate governance framework, strengthening risk management, enhancing information transparency, safeguarding shareholder rights, and ensuring sustainable corporate development. (The organizational structure of Jhen Vei Electronic is described in the preceding section.)

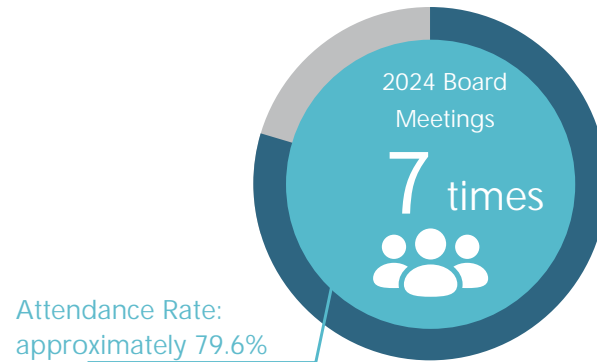
Jhen Vei Electronic Co., Ltd. is committed to sustainable development by embracing the principles of Environmental, Social, and Governance (ESG), with a focus on economic governance, human rights protection, and environmental stewardship. In accordance with the Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies, the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies, and relevant domestic labor laws, the Company has formulated internal policies and regulations, including the Integrity Management Guidelines, the Procedures and Code of Conduct for Integrity Management, the Code of Ethical Conduct, the Sustainability Best Practice Principles, and the Jhen Vei Group Human Rights Policy.

The Company openly commits to responsible business conduct in all operations and engages in active communication with internal and external stakeholders through channels such as email, meetings, the official website, internal networks, and contractual clauses, to foster mutual understanding and collaboration.

Professional Board of Directors

Composition and Operations

The Board of Directors of Jhen Vei Electronic currently consists of nine members, including three independent directors, ensuring objectivity and diversity in the decision-making process. The board members' backgrounds span across management, finance, engineering, law, and operations, bringing extensive industry experience and interdisciplinary expertise to address market dynamics and the Company's development needs. The Board convenes on a regular basis, with seven meetings held in 2024 and an average attendance rate of approximately 79.6%, reflecting the Board's active engagement and strong execution capacity.



Title	Name	Gender	Age	Professional Background				Industry Experience			
				Management	Accounting & Finance	Engineering	Law	Business Management	Leadership & Decision-Making	Engineering & Technology	Legal Practice
Chairman	Liang-Chuan Wei	Male	51 ~ 60	●		●		●	●		
Director	Ching-Lang Chung	Male	51 ~ 60	●		●		●	●	●	
Director	Yu-Jung Pan	Male	41 ~ 50	●		●		●	●	●	
Director	Shih-Fang Liao	Male	51 ~ 60	●		●		●	●	●	
Director	Hung-Chun Lin	Male	51 ~ 60	●		●		●	●		
Director	Yu-Jun Shen	Female	41 ~ 50	●				●	●		
Independent Director	Shih-Tung Lu	Male	51 ~ 60	●		●		●	●	●	
Independent Director	Chun-Yi Chou	Female	31 ~ 40	●	●			●	●		
Independent Director	Chin-Han Chen	Male	51 ~ 60	●			●	●	●		●

Board Election and Term Arrangement

In accordance with the Articles of Incorporation and related public announcements, the previous Board of Directors (The 9th Term), elected by shareholders, serves a three-year term commencing June 17, 2022 (ROC Year 111) and ending June 16, 2025 (ROC Year 114). In addition, Mr. Liang-Chuan Wei continues as Chair of the Board, ensuring that the Board's composition aligns with sustainable development and risk management needs. The Company proactively introduces candidates with strategic and professional expertise for director elections and maintains independent directors at one-third of the Board to strengthen oversight and the quality of decision-making.

Meeting Convening and Decision-Making Procedures

Jhen Vei Electronic's Board of Directors convenes meetings on a regular basis in accordance with the Corporate Governance Best-Practice Principles and applicable laws and regulations. The Board undertakes in-depth deliberations on material business matters, financial position and performance, internal controls, and sustainability strategy. In 2024, the frequency of Board meetings remained within established requirements, effectively fulfilling the Board's oversight responsibilities for company operations, risk management, and strategic planning. Meeting procedures are transparent and minutes are complete, and the Board ensures that all proposals are fully discussed before resolutions are adopted by majority vote, thereby safeguarding the rights and interests of all shareholders.

Training and development for Board of Directors

Jhen Vei Electronic attaches great importance to the professional competence and governance quality of its Board members and has adopted the following measures to strengthen training and continuing development:

1.Regular Internal Workshops and Pre-Board Meeting Briefings:

Jhen Vei Electronic convenes periodic workshops for directors, inviting internal and external experts to present and discuss the latest regulations, risk management, corporate governance, and market trends. These sessions help Board members refresh their knowledge and enhance decision quality.

2.Encouragement of External Development and Participation in Professional Forums:

In addition to internal training, certain directors continue to attend domestic and overseas professional seminars, forums, and development programs, further strengthening their competencies in international governance concepts, legal and financial knowledge, and industry trends.

3.Policy and Planning for training and development :

In line with corporate governance requirements, Jhen Vei Electronic has established relevant education and training policies that specify the need for directors to undertake regular continuing education to respond to changes in market and regulatory environments and to ensure overall Board effectiveness.

These measures demonstrate that Jhen Vei Electronic has a systematic plan for directors' training and continuing development, aimed at enhancing the Board's overall governance capability and ensuring the Company remains forward-looking and resilient when facing emerging challenges.

Title	Name	Organizer	Course Title	Training Hours	Total Hours in 2024
Director	Liang-Chuan Wei	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Corporate Legal Framework and Practical Operations	3	
	Ching-Lang Chung	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Corporate Legal Framework and Practical Operations	3	
	Yu-Jung Pan	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Corporate Legal Framework and Practical Operations	3	
	Shih-Fang Liao	Taiwan Corporate Governance Association	Better, Faster, and More Valuable – Green Supply Chain Optimization and Digital Maturity	3	6
		Taiwan Corporate Governance Association	Cross-Border M&A Practices – Transaction Process, Corporate Valuation, and Deal Terms Analysis	3	
	Hung-Chun Lin	Taiwan Corporate Governance Association	Better, Faster, and More Valuable – Green Supply Chain Optimization and Digital Maturity	3	6
		Taiwan Corporate Governance Association	Cross-Border M&A Practices – Transaction Process, Corporate Valuation, and Deal Terms Analysis	3	
Independent Director	Yu-Jun Shen	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		CPA Associations of the R.O.C.	Key Design Elements of ESG Ratings	3	
	Shih-Tung Lu	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Corporate Legal Framework and Practical Operations	3	
	Chun-Yi Chou	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Corporate Legal Framework and Practical Operations	3	
	Chin-Han Chen	Taiwan Corporate Governance Association	Mergers & Acquisitions and Insider Trading	3	6
		Taiwan Corporate Governance Association	Global Economic Trends and China's Political-Economic Shifts – Strategies for Taiwanese Enterprises	3	

Board Performance Evaluation

Jhen Vei Electronic has established the "Board Performance Evaluation Policy" to assess the effectiveness of board operations. At least once a year, the Company conducts evaluations of the Board of Directors, individual board members, and functional committees (including the Audit Committee and the Remuneration Committee). In 2024, self-assessments were completed by the Board, functional committees, and individual directors. The evaluation results were rated as Good and were presented to the Board in March 2025. The evaluation items, methods, contents, and results are summarized below :

Evaluation Category	Method	Evaluation Scope	Result
Board Performance Evaluation	Board Self-Assessment Questionnaire	- Participation in company operations - Enhancement of decision-making quality - Board composition and structure - Director selection and ongoing development - Internal control	4.83 5.00 5.00 5.00 5.00
Board Members' Self-Assessment of Performance	Board Self-Assessment Questionnaire	- Understanding of company goals and tasks - Awareness of directors' responsibilities - Participation in company operations - Internal relations and communication - Professional expertise and ongoing development - Internal control	5.00 5.00 4.87 5.00 5.00 4.96
Functional Committee Performance Evaluation – Audit Committee	Functional Committee Performance Evaluation – Self-Assessment Questionnaire	- Participation in company operations - Awareness of committee responsibilities - Enhancement of decision-making quality - Committee composition and member selection - Internal control	4.92 4.90 5.00 5.00 5.00
Functional Committee Performance Evaluation – Remuneration Committee	Functional Committee Performance Evaluation – Self-Assessment Questionnaire	- Participation in company operations - Awareness of committee responsibilities - Enhancement of decision-making quality - Committee composition and member selection	5.00 4.94 5.00 5.00

Remuneration Policy for Directors and Managerial Officers

Jhen Vei Electronic upholds the principles of fairness, transparency, and market competitiveness and has established a comprehensive remuneration policy for directors and managerial officers. The policy aims to attract and retain outstanding management talent and to ensure the Company maintains a leading position amid intense market competition. The remuneration framework primarily comprises fixed salary, performance bonuses, and equity-based incentives, and is reviewed regularly to ensure alignment with the Company's long-term strategy and sustainability objectives.

The remuneration structure includes (1) **Fixed salary**: Based on position, scope of responsibilities, and prevailing market pay levels, competitive base pay is provided to directors and managerial officers. (2) **Performance bonus**: Granted according to the achievement of the Company's annual operating targets and the results of individual performance appraisals. This component is designed to motivate the management team to continuously enhance performance and create greater value for the Company.



Fixed salary

Based on position, scope of responsibilities, and prevailing market pay levels, competitive base salaries are provided to directors and managerial officers.



Performance bonus

Performance bonuses are granted based on the achievement of the Company's annual operating targets and the results of individual performance appraisals.

Jhen Vei Electronic's remuneration policy strictly complies with applicable laws and regulations and incorporates risk management principles. In formulating and implementing remuneration plans, the Company thoroughly assesses potential risks to prevent misconduct arising from excessive incentives, thereby ensuring a sound remuneration mechanism and the Company's long-term, stable development. Through an appropriate remuneration policy, Jhen Vei Electronic is committed to building a high-performing, professional, and accountable management team to drive continuous innovation and sustainable growth.

4.2 Functional Committees

In today's globalized and highly competitive business environment, corporate sustainability has become a focal point of attention. To ensure balanced development across economic, social, and environmental dimensions, a robust corporate governance framework is essential. Within this framework, the establishment and effective operation of functional committees play an indispensable role in enhancing governance effectiveness, strengthening risk management, promoting decision-making transparency, and safeguarding shareholders' rights and interests. Jhen Vei Electronic recognizes the importance of sound corporate governance for sustainable operations, and, in accordance with regulatory guidance, has established multiple functional committees, including the Audit Committee and the Remuneration Committee. These committees are mandated to oversee and decide on specific areas, assist the Board in effectively discharging its duties, ensure transparency and fairness in operations, and improve overall operating performance.

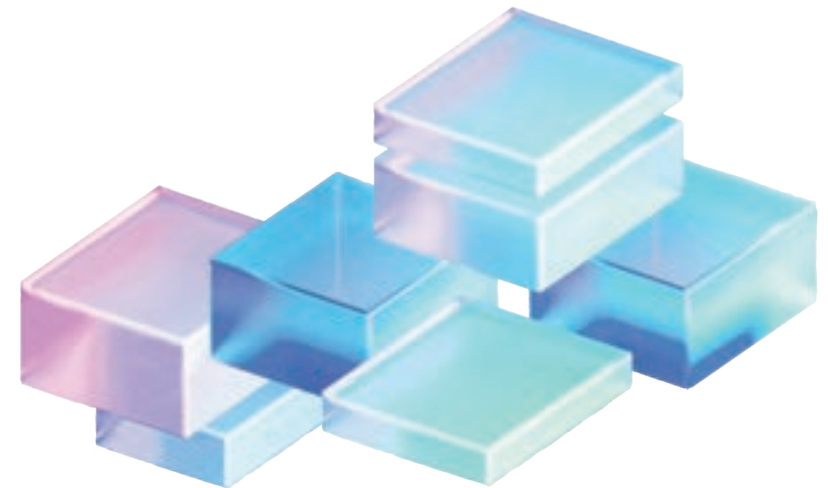
Through the effective functioning of its functional committees, Jhen Vei Electronic is committed to strengthening internal controls, enhancing information transparency, ensuring regulatory compliance, and actively responding to stakeholder expectations and needs. These efforts not only bolster the Company's competitiveness, but also demonstrate our commitment to corporate social responsibility, laying a solid foundation for achieving our sustainability objectives.

Audit Committee.

To enhance the quality of corporate governance and to ensure the transparency of financial statements and compliance with laws and regulations, Jhen Vei Electronic has established an Audit Committee (the "Audit Committee") comprising three Independent Directors. The Audit Committee is responsible for overseeing the Company's financial reporting process, internal control system, compliance mechanisms, and the independence of the external auditors, thereby ensuring that operations comply with applicable laws and corporate governance standards.

The Company's Audit Committee operates in accordance with the Company Act and the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. The primary duties include:

- Oversee the preparation and disclosure of financial statements.
- Evaluate the effectiveness of the internal control system.
- Ensure the independence and suitability of the external auditors.
- Supervise compliance risk management and the execution of the audit plan.
- Review significant investments, credit facilities, financial decisions, and other matters that may materially affect the Company's financial position.



Operation of the Audit Committee

The Company's Audit Committee convenes at least once per quarter and, as business needs arise, holds ad hoc meetings to ensure the adequacy of the Company's financial reporting and internal control systems. In 2024 (ROC Year 113), the Audit Committee convened five meetings.

The key discussion items and resolutions were as follows:

- Reviewed and approved the Company's quarterly financial statements to ensure accuracy and transparency, and submitted them to the Board for deliberation.
- Evaluated the independence and suitability of KPMG (KPMG Taiwan) and confirmed no breaches of independence requirements.
- Approved the renewal of a credit facility with a limit of NT\$60 million.
- Established the approval authority matrix (delegation of authority) for the indirect subsidiary JVE (Thailand) Co., Ltd., ensuring alignment with the parent company's governance framework.
- Conducted periodic reviews of internal audit reports and the internal control system to ensure the effectiveness of risk management mechanisms.
- Discussed information security matters alongside internal audit reports to ensure compliance with applicable laws and market requirements.
- Enhanced transparency in financial reporting and strengthened oversight of the external auditors' independence to further improve corporate compliance and risk control capabilities.

Jhen Vei Electronic will continue to strengthen the functions of the Audit Committee and enhance the quality of financial disclosure and internal controls to better align with international corporate governance standards. The Committee will focus on:

- Deepening ESG (Environmental, Social, and Governance) metrics to advance corporate social responsibility.
- Strengthening risk management mechanisms to ensure information security and data compliance.
- Improving Audit Quality Indicators (AQIs) to safeguard financial transparency.

The Audit Committee consistently adheres to the principles of independence, professionalism, and impartiality, maintaining continuous oversight of the Company's financial and operational risks to ensure sustainable development and create shareholder value.



Remuneration Committee

To strengthen corporate governance, Jhen Vei Electronic has adopted the "Remuneration Committee Charter" and established a Remuneration Committee composed of three Independent Directors. The Committee is responsible for formulating and reviewing remuneration policies for directors and senior managerial officers to ensure the fairness and transparency of the remuneration system.

Primary Duties of the Remuneration Committee Include :

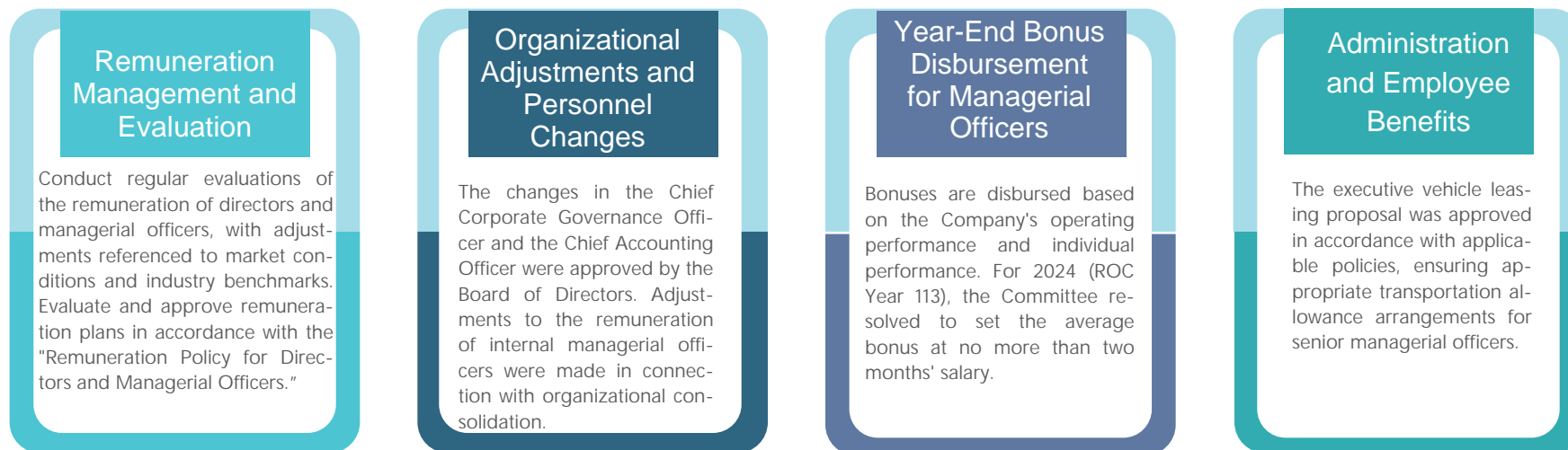
Formulate remuneration policies: In alignment with the Company's business goals and strategies, develop market-competitive remuneration policies to attract and retain outstanding talent.

Review remuneration structure : Regularly review the remuneration structure of directors and senior managerial officers to ensure alignment with the Company's performance and long-term development objectives.

Evaluate performance: Assess the appropriateness of remuneration schemes based on Company and individual performance to ensure remuneration is linked to performance outcomes.

Operation of the Remuneration Committee

Jhen Vei Electronic's Remuneration Committee convenes at least twice annually. In 2024, the Committee held three meetings to evaluate the appropriateness of remuneration policies and to propose adjustments based on Company performance, market trends, and individual performance. The key discussion items and resolutions were as follows:



4.3 Integrity Management Policy and Implementation Status

With the General Manager serving as the convener, Jhen Vei Electronic has established a dedicated Integrity Management Unit under the Office of the General Manager. In alignment with the duties and scope of each department, the Unit coordinates and advances Group-wide integrity management, anti-corruption, anti-bribery, and regulatory compliance, among other corporate governance matters. The Unit reports annually to the Board of Directors on implementation status; the 2024 report was presented on 2024.08.13.

Establishment of Policies and Systems

Jhen Vei Electronic's integrity management system encompasses several key management mechanisms, including :

1. Prohibition of Unethical Conduct and Bribery :

All employees and relevant stakeholders shall not directly or indirectly offer, solicit, or accept any form of improper benefit—including cash, kickbacks, gifts, or facilitation payments—to obtain or maintain business advantages.

2. Prevention of Conflicts of Interest :

The Company has established mechanisms to identify and address conflicts of interest. Directors, Supervisors, and managerial officers must proactively disclose any potential conflicts related to corporate decision-making and, where necessary, recuse themselves from discussions and voting to ensure objectivity and fairness.

3. Regulation of Political Contributions and Donations :

All political contributions, charitable donations, and sponsorships provided by the Company shall be reviewed and approved in accordance with applicable laws and internal procedures to ensure legitimate purposes and to prevent their use as disguised bribery.

4. Protection of Intellectual Property and Confidential Information :

The Company stipulates that employees have a duty of confidentiality and shall not, without authorization, use, disclose, or harm the trade secrets, trademarks, patents, copyrights, or other intellectual property of the Company or its customers.

5. Prevention of Unfair Competition :

The Company upholds the principles of fair trade and prohibits any monopolization, bid-rigging, market allocation, or other conduct that undermines market fairness.

6. Product and Service Safety Assurance :

Throughout the research, provision, and sale of products and services, the Company emphasizes transparency and safety to prevent harm to consumers or other stakeholders. In the event of risk, recall and contingency mechanisms will be activated promptly.

Jhen Vei Electronic has established a robust internal control system and risk assessment mechanisms, conducts periodic reviews of high-risk business areas, and implements anti-fraud controls through audit procedures to ensure the sustained effectiveness of preventive measures. Prior to entering into relationships with suppliers, customers, or other business partners, the Company conducts integrity risk assessments and stipulates integrity clauses in contracts—including anti-bribery provisions and termination rights—to ensure that integrity values are shared across the supply chain, including :

- Promulgate the Supplier Code of Conduct, communicate the Company's integrity policy, and require confidentiality obligations.
- Deliver products that meet the agreed quality, design, functionality, technical specifications, and inspection standards.
- Promulgate the Supplier Code of Conduct, communicate the Company's integrity policy, and require confidentiality obligations.
- Employees and senior managerial officers sign the Employee Integrity Commitment — 100%.
- Directors sign the Statement of No Violation of Integrity Principles — 100%

Education, Training, and Awareness

The Company arranged a 3-hour course on “ Corporate Legal Framework and Operational Practices” to reinforce education and awareness for compliant operations. Onboarding training was provided for new employees; in 2024, a total of 81 new employees received training, and 2 newly appointed supervisors were trained to communicate the Company’ s integrity management policy. These initiatives help build a corporate culture of legal compliance, safe operations, and high-quality products, and reinforce the core elements of integrity management.

Whistleblowing and Protection Mechanisms

Jhen Vei Electronic has promulgated the Integrity Management Code and the Operating Procedures and Code of Conduct for Integrity Management, and, accordingly, established a whistleblowing mechanism. Internal and external parties may file reports upon discovering any violations of integrity. The Company has designated the Administration Division as the dedicated unit for receiving reports and, in adherence to confidentiality principles, takes appropriate measures to protect whistleblowers' personal data. A communication channel for complaints and whistleblowing by employees, customers, suppliers, investors, stakeholders, and external parties is available in the Stakeholder Section of the corporate website to safeguard their rights and interests. In 2024, the Company received no whistleblowing cases and there were no incidents involving unethical conduct. Stakeholder complaint or whistleblowing hotline: 02-2999-6166#860; whistleblowing mailbox : ir@jve-tech.com

4.4 Risk Management

Risk Management Policy

In accordance with corporate governance principles and operational needs, Jhen Vei Electronic has established the "Risk Management Policy and Procedures," which explicitly set forth the Company's commitment to identify, assess, monitor, and respond to potential risks related to stakeholders and corporate sustainability.

Scope of Coverage : Covers enterprise-wide risks, including operations, finance, information security (cybersecurity), legal and regulatory compliance, supply chain, and ESG.

Approval Level : Approved and overseen by the Board of Directors; implemented by senior management.

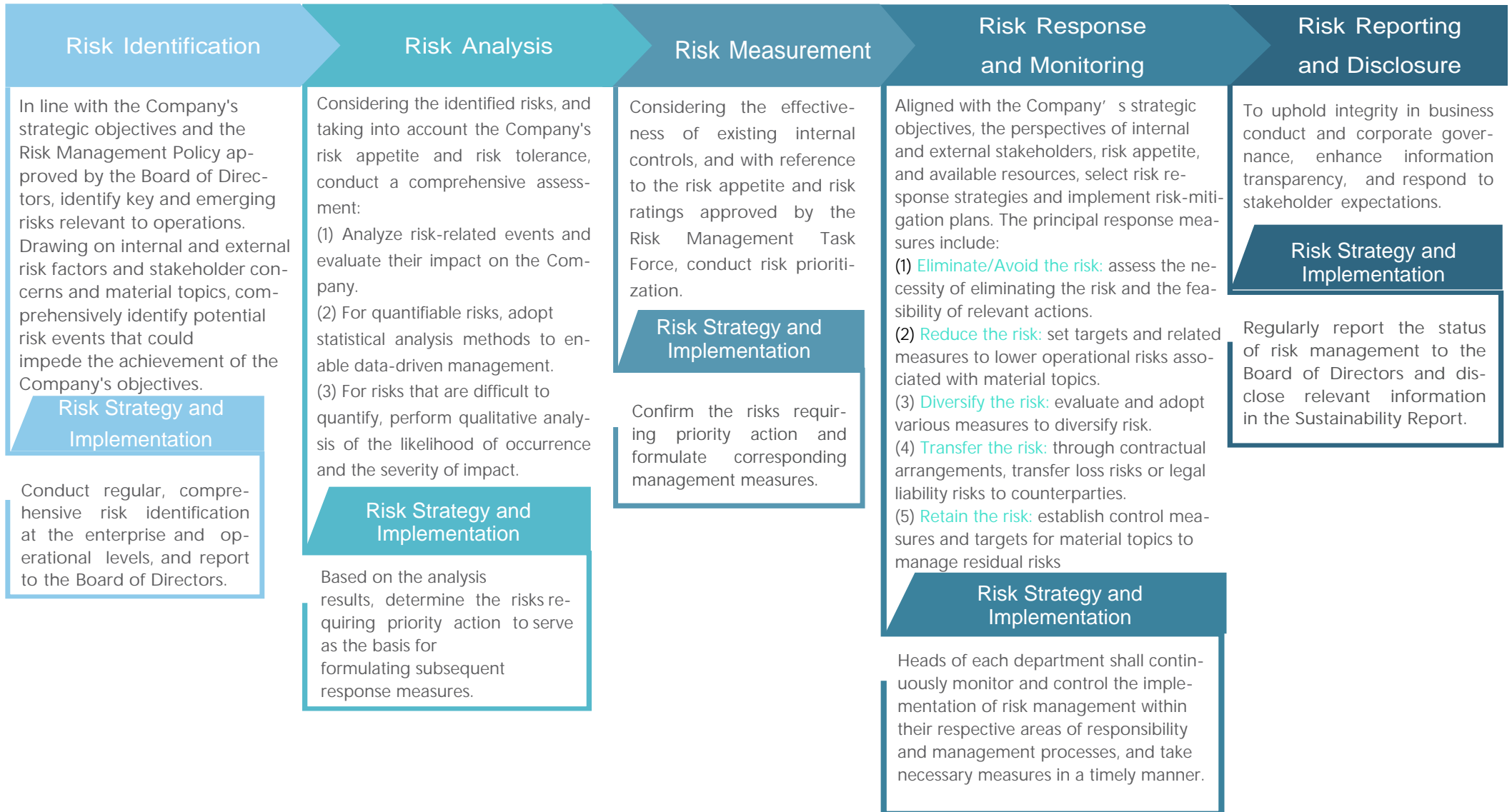
Policy Objective : Ensure stable operations, information transparency, and regulatory compliance through a systematic risk management and control mechanism.

Procedures and Organizational Framework for Implementing the Risk Management Policy

I. Governance Structure



II. Risk Management Processes and Strategies



Through the aforementioned policies and processes, Jhen Vei Electronic is committed to establishing a proactive risk management mechanism to ensure business continuity and operational stability, and to safeguard the best interests of customers and stakeholders.

III. Overview of Risk Assessment Items and Response Measures

Risk Category	Causes and Description	Response Strategy and Implementation Status
Foreign Exchange Risk	Procurement and sales are largely denominated in U.S. dollars, with exchange rate volatility impacting profit and loss	Adopt natural hedging to balance foreign-currency exposure and, where appropriate, execute forward foreign exchange contracts in collaboration with banking partners
Interest Rate Risk	Although the borrowing ratio is below 20%, high energy-related expenditures necessitate reliance on bank financing	Regularly assess market interest rate trends and maintain communication with financial institutions to ensure rate reasonableness and reduce financing costs
Copper Price Risk	Copper is the primary raw material, with significant price volatility driven by industry demand and global supply-demand dynamics	Monitor daily "Copper Futures Price Analysis," procure at lower price points, and manage hedge ratios and procurement strategies
Geopolitical Risk	Instability in the international political and economic landscape, including U.S.–China trade tensions, conflicts in the Middle East, and the Russia–Ukraine war	Establish a production base in Thailand to strengthen regional supply chain deployment, leverage ASEAN trade preferences, and reduce China-related risk
Information Security Risk	Information and communications (ICT) systems are vulnerable to cyberattacks and human error	Upgrade firewalls, servers, and backup systems to strengthen cybersecurity defenses and redundancy architecture
Credit Risk	Accounts receivable are exposed to customer payment defaults, and investments are subject to counterparty default risk	Establish a credit approval system and credit-limit review mechanism, and partner with credit-rated financial institutions
Liquidity Risk	Disruptions in working capital turnover may adversely affect daily operations	Maintain adequate cash and credit lines to ensure sufficient access to bank financing
Market-wide Volatility Risk	Global economic instability, inflation, and fluctuations in international interest rates lead to changes in market demand and the cost of capital	The Board of Directors and management convene regular meetings to monitor global macroeconomic and geopolitical trends and adjust financial and investment strategies as needed

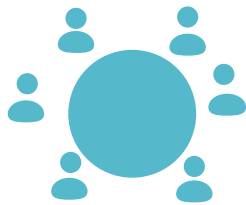
Information Security Management

I. Information and Communication Security (ICS) Management Policy

Jhen Vei Electronic Co., Ltd., upholding the core principles of “uninterrupted operations” and “information protection,” has established information security control mechanisms and internal control policies. Through institutionalized procedures and risk assessments, the Company enhances the confidentiality, integrity, and availability of its information operations. The Company has promulgated the “Information and Communication Security (ICS) Management Measures.” The Information Security Committee is responsible for establishing the ICS risk management framework, formulating ICS policies and concrete control programs, with the Head of the Information Technology Department serving as the convener to coordinate all information security matters. The most recent report to the Board of Directors was on 113.08.13.

This Policy follows the objectives and procedures set out in the “Risk Management Policy and Operating Procedures,” incorporating ICS-related risk identification, control, monitoring, and disclosure mechanisms; it also references the information security principles issued by the Financial Supervisory Commission (FSC) and the Taiwan Stock Exchange (TWSE), and is integrated into the Company’s internal audit system.

II. Information and Communication Security (ICS) Risk Management Framework



Board of Directors

Ultimate decision-making authority for information risk management; reviews and approves information (and communication) security policies and systems; oversees the effectiveness of implementation and business continuity strategies



General Manager / Risk Management Task Force

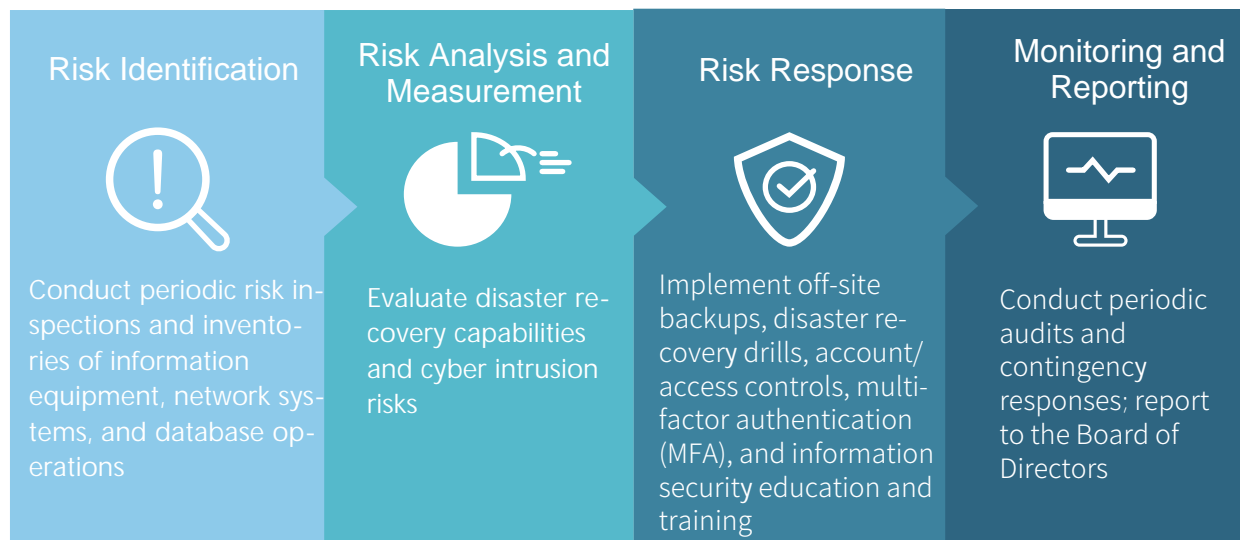
Establish an incident response team and oversee the effective implementation of off-site backup and disaster recovery (DR), drills/exercises, and information security monitoring measures



Information Technology and Internal Audit Departments

Execute data backups, account/access controls, firewall configuration, and information security audits; ensure thorough drills and continuous follow-up tracking

III. Information Security Operating Procedures



IV. Information Security Operational Performance

1. Gradually replaced legacy data-center equipment to strengthen the physical security of the overall hardware infrastructure.
2. Maintained normal operation of firewalls, mail servers, and core system hosts, with no incidents of hacking, Trojan implantation, or ransomware.
3. Optimized backup strategies for the mail servers, e-approval/workflow system, and file servers to provide more comprehensive data redundancy.
4. Re-architected the physical network topology and upgraded firewall hardware and software, bringing information systems, surveillance, and security hosts within the protection scope.
5. Upgraded wireless network hardware; deployed enterprise-grade wireless routers and implemented segregation between employee and guest networks.
6. Established a VLAN architecture to ensure effective separation of internal and external networks, reducing potential threat infiltration risks.
7. Conducted a comprehensive review of all system accounts and revoked access privileges for separated employees or personnel with role changes.
8. Maintained at least two external internet links/ISPs to enable timely failover in the event of a single-connection outage.



Internal Control and Internal Audit

I. Overview of the Internal Control System

Upholding the principles of corporate governance, Jhen Vei Electronic has established and maintains an effective internal control system to ensure the legality of business activities, the reliability of financial reporting, and operational efficiency. The internal control system also serves as the cornerstone of risk management, enabling management to promptly identify potential risks and implement appropriate countermeasures.

II. Implementation and Oversight of Internal Control

Aligned with applicable laws and regulations and the Company's internal policies, Jhen Vei Electronic has established and implements an internal control system that covers all major business processes, including financial management, procurement and payments, sales and receivables, information security, and subsidiary management. To enhance execution effectiveness, a dedicated Internal Audit Department conducts periodic internal audits and performs independent, objective assessments of the design and operating effectiveness of the internal control system. For all identified deficiencies, the responsible units are required to propose remediation plans, with continuous follow-up by Internal Audit to ensure corrective actions are implemented.

III. Internal Audit Mechanism

1. Formulation and Execution of the Audit Plan

Each year, based on risk assessment results, the Company formulates an annual audit plan covering finance, operations, and regulatory compliance. The audit plan is implemented upon approval by the Board of Directors and ensures the scope encompasses both the Company and its subsidiaries. According to the Year 113 Annual Audit Plan, the principal audit items include:

- Derivative financial instruments operations
- Endorsements and guarantees operations
- Loans to others
- Financial statement preparation process
- Information and Communication Security management
- Subsidiary oversight and management

2. Audit Reporting and Corrective Action Tracking

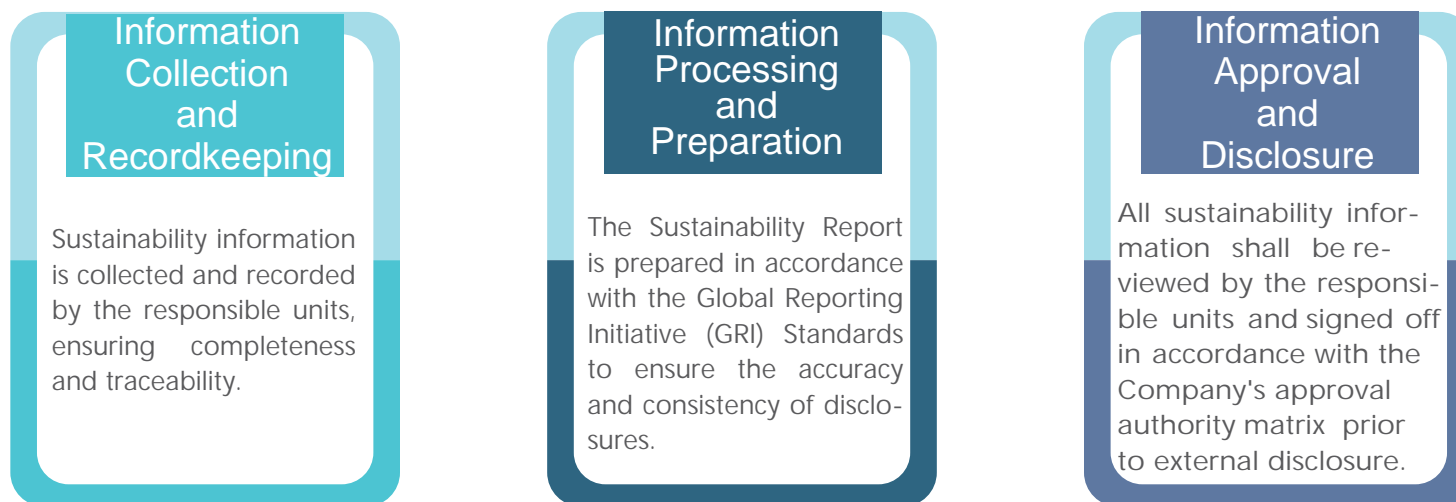
Upon completing the audit procedures, the Internal Audit Department issues an audit report that identifies internal control deficiencies and irregularities and provides recommendations for improvement. The responsible units must formulate corrective action plans to address the deficiencies and ensure effective implementation, while Internal Audit conducts periodic follow-up and verification of remediation progress and effectiveness.

3. Independence and Professional Competence

The Internal Audit Department reports directly to the Board of Directors and provides regular reports to the Audit Committee to ensure the independence and objectivity of audit activities. In addition, the Company continuously strengthens the professional competence of audit personnel by providing relevant training and development.

IV. Sustainability Information Management and Internal Control

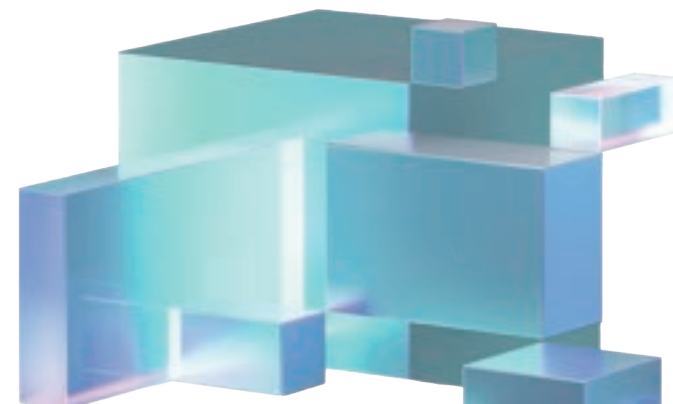
To ensure the accuracy and transparency of sustainability information, the Company, in accordance with its internal control system, has established stringent standards for the collection, processing, retention, and disclosure of sustainability information, including:



V. Continuous Improvement and Outlook

Jhen Vei Electronic will continue to optimize its internal control system and internal audit function, strengthen risk management capabilities, and ensure the transparency and reliability of sustainability information. Looking ahead, the Company will remain attentive to changes in the internal and external operating environment, and will timely adjust its internal controls and audit mechanisms to advance toward higher sustainability objectives.

The Company is committed to robust internal controls and auditing practices to ensure operational transparency and conduct business with integrity, while continuously creating long-term value for stakeholders.



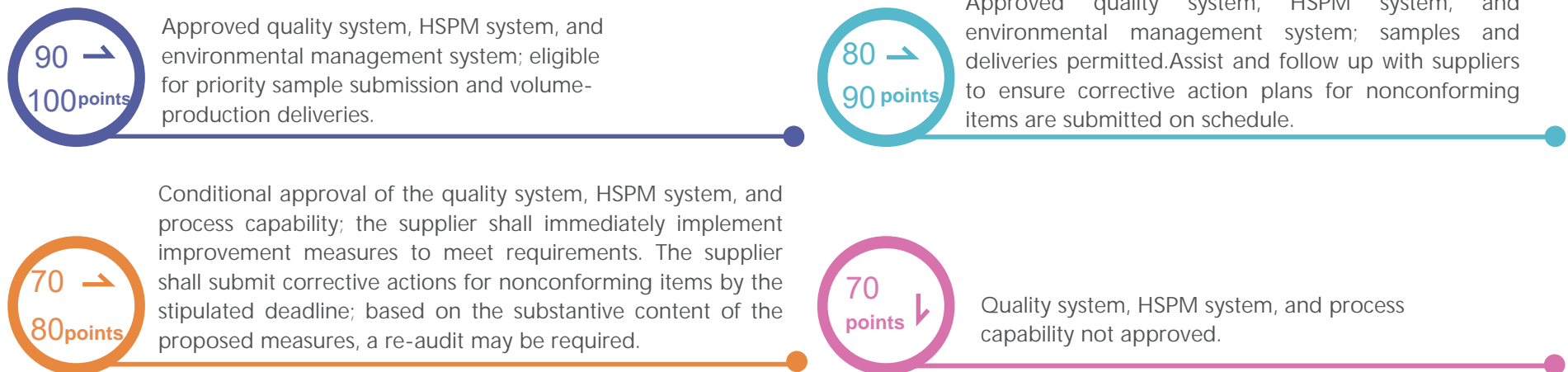
4.5 Supply Chain Management

In supply chain management, Jhen Vei Electronic adheres to the principles of “ rigorous quality assurance, continuous innovation, customer satisfaction, and environmental stewardship,” focusing on three core professional domains: design and manufacturing of electronic cable components; electronics contract manufacturing services (including SMT, DIP [through-hole insertion], testing, adhesive dispensing/coating, assembly, and packaging); and solar photovoltaic (PV) power system services.

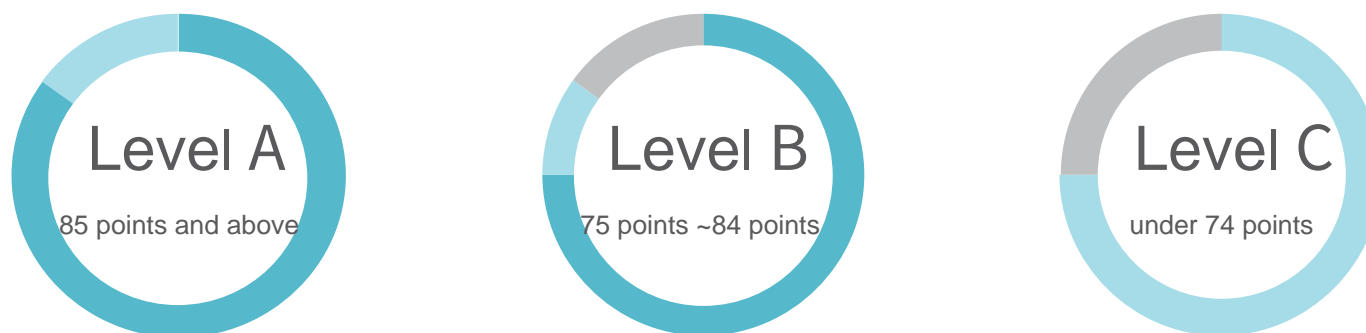
1. Supplier Evaluation and Management System

Jhen Vei Electronic has developed “ Supplier Evaluation Procedures” for the Production Department and conducts regular assessments of suppliers. This approach not only communicates the Company’ s evaluation standards to suppliers, but also helps them identify areas for improvement, fostering mutual growth. The Company’ s supplier coaching program is carried out by relevant functions (e.g., Engineering, Quality Assurance, Procurement, etc.), which collect data on order volumes, routine incoming material quality, HSF characteristics management and material quality, and the status of HSF characteristics. We provide coaching and conduct evaluations of suppliers, and convene quarterly supply chain risk management meetings to work with Quality Management and related business units to jointly identify and manage risks such as insufficient supplier capacity, quality issues, or supply chain disruptions. Each June and December, we report supply chain management performance to Production Control, Procurement, Quality Assurance, and the General Managers.

The evaluation results are categorized as follows:



Suppliers that pass the evaluation are added to the Approved Supplier List (ASL) to commence transactions and are subject to ongoing supplier assessment / management. The Procurement function, based on the Quality Assurance function's monthly quality scores, conducts comprehensive evaluations across quality, unit price, cooperation, delivery performance, and HSF; results are recorded and distributed to relevant units. The weighting for supplier ratings is: Quality 50%, Unit Price 20%, Cooperation 5%, Delivery Performance 5%, HSF 20%. The overall score is the sum of the five weighted category scores.



If a material supplier receives a monthly rating of Grade C for three consecutive months, the Procurement Department will issue a formal written notice requesting the supplier to come on-site for a quality review meeting and to implement quality improvements; the Quality Assurance (QA) Department will participate in the meeting. 2024 results: New suppliers evaluated: 18; approved suppliers: 17; approval rate: 94%. Suppliers assessed: 35—Grade A: 30, Grade B: 4, Grade C: 1 (subsequently upgraded to Grade B following coaching).

2. Environmental Protection and Energy Conservation Measures

In advancing a sustainable supply chain, Jhen Vei Electronic actively promotes environmental protection and energy-saving measures. In 2020, the Company made an equity investment in Jhen Vei Energy to develop solar photovoltaic (PV) power generation systems, providing system-integration services for power plant engineering, construction, and long-term operation and maintenance (O&M). Jhen Vei Electronic is committed to building a blueprint for "environmental protection and energy conservation, carbon reduction and a low-carbon transition, and sustainable operations."

3. Quality and Environmental Management Certifications

Jhen Vei Electronic's manufacturing facilities have obtained ISO 9001 and ISO 14001 certifications for their quality and environmental management systems, ensuring effective product quality control and environmental management, and enhancing supply chain sustainability.

4. Stakeholder Engagement

Jhen Vei Electronic has established a "Corporate Social Responsibility and Stakeholder" section on its corporate website to actively engage with stakeholders, demonstrating the Company's commitment to corporate social responsibility.

Through the foregoing measures, Jhen Vei Electronic has demonstrated its commitment to quality, environmental protection, and sustainable operations in supply chain management, laying a solid foundation for the Company's long-term development.

05

Environmental Protection

5.1 Environmental Policy Commitments

5.2 Greenhouse Gas Management

5.3 Energy Management

5.4 Resource Management



This chapter covers information from the Sanchong Headquarters in New Taipei City and the Huaian Wire Plant. It outlines Jhen Vei Electronic's commitments and achievements in environmental protection, greenhouse gas management, energy management, and resource management.

5.1 Environmental Policy Commitments

Jhen Vei Electronic upholds the core philosophy of "Fulfilling Corporate Social Responsibility and Creating Sustainable Value," integrating environmental protection into corporate governance and operations. Guided by the Sustainable Development Practices Code and led by the Administration Department, the Company regularly reports to the Board on environmental risk management. Key climate risks include rising energy costs and operational instability from extreme weather, creating both short-term cost pressures and long-term industrial challenges. Opportunities lie in increased renewable energy adoption and the growth of low-carbon markets, which shape investment direction and energy policies. The Company has set up backup power and disaster-prevention mechanisms, installed solar systems, conducted GHG and product carbon footprint inventories, and launched energy-saving initiatives to reduce long-term costs.

Climate risk is classified as a major risk, evaluated by the Sustainability Governance Group as part of overall risk management with periodic reviews. While a full scenario analysis is not yet established, the Company plans to adopt science-based tools aligned with future regulatory and industry trends.

In practice, Jhen Vei enforces energy-saving and carbon-reduction measures such as electronic document approval, waste segregation, and power-off initiatives. In 2024, the Company completed its first organizational GHG inventory for 2023 in accordance with ISO 14064-1, verified by a third party, establishing its carbon emissions baseline. Results showed total emissions of 9,581.274 tCO₂e in 2023, with over 90% from Scope 3. Based on this, the Company set reduction roadmaps: RE30 by 2027, RE40 by 2029, and RE100 with carbon neutrality by 2050.

Water intensity at the Huaian plant improved by 32.88% in 2024, while waste management emphasized recycling, plastic reduction, and hazardous substance control under IECQ QC080000. Since 2019, the Huaian plant has been certified under GB/T 24001-2016 (equivalent to ISO 14001:2015), reflecting a long-term commitment to environmental protection. To expand renewable energy development, Jhen Vei invested in Jhen Vei Energy in 2020, which provides solar PV system integration, construction, and O&M services. In May 2024, the Board approved a simplified merger between Jhen Vei Electronic and Jhen Vei Energy, further consolidating resources for renewable energy, carbon reduction, and sustainable growth.

Through these initiatives, Jhen Vei Electronic systematically and scientifically fulfills its environmental responsibilities, laying a solid foundation for sustainable development and ecological balance.

5.2 Greenhouse Gas Management

The Earth's climate and environment are currently impacted by the greenhouse effect. As greenhouse gas emissions continue to increase, the environment is deteriorating. As a member of the global community, Jhen Vei Electronic fulfills its corporate social responsibility by contributing to the mitigation of global warming. In 2024, Jhen Vei Electronic conducted its first organizational greenhouse gas (GHG) inventory for the year 2023, in accordance with ISO 14064-1:2018, adopting the operational control approach. The scope of the inventory covered Jhen Vei Electronic Co., Ltd. and Huaian Zhenwei Electronics Co., Ltd, and was verified by a third party, AFNOR ASIA, in November 2024. Based on the results of this inventory, Jhen Vei Electronic will use the findings as a reference for future reduction measures, aiming to comply with forthcoming environmental and climate-related regulations, and is committed to creating a sustainable home where the environment, economy, and society can coexist harmoniously.

Greenhouse Gas Emissions Inventory Table

Region	Item	2024	2023	Notes:
New Taipei Sanchong Headquarters	Category 1 Direct GHG Emissions (CO ₂ e metric tons)	28.9275	4.9233	1. This table summarizes the greenhouse gas emissions (in metric tons CO ₂ e) from the Sanchong Headquarters and Huaian Wire Plant. 2. Types of greenhouse gases: Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃). 3. Category 1 refers to mobile emissions (e.g., vehicle gasoline) and fugitive emissions (e.g., fire extinguishers, refrigerants in cooling equipment, methane from septic tanks). 4. Category 2 refers to emissions from purchased energy, such as electricity. For 2023, the emission factor published by the Bureau of Energy, Ministry of Economic Affairs, Taiwan was applied = 0.495 kg CO ₂ e/kWh; for 2024, the emission factor published by the Bureau of Energy, Ministry of Economic Affairs, Taiwan = 0.494 kg CO ₂ e/kWh. For Huaian Wire Plant, the emission factor published by the Ministry of Ecology and Environment of China for 2022 (announced in 2023) = 0.5703 kg CO ₂ e/kWh. 5. The total number of employees in this table is calculated based on the annual average, rounded to the nearest whole number.
	Category 2 Indirect GHG Emissions (CO ₂ e metric tons)	23.5968	21.4707	
	Total Emissions (Category 1 + Category 2 CO ₂ e metric tons)	52.5243	26.3940	
	Total Number of Employees	24	21	
	GHG Emission Intensity (CO ₂ e metric tons / Total Employees)	2.1885	1.2569	
Huaian Wire Plant	Category 1 Direct GHG Emissions (CO ₂ e metric tons)	88.3427	74.7615	
	Category 2 Indirect GHG Emissions (CO ₂ e metric tons)	796.6070	835.0378	
	Total Emissions (Category 1 + Category 2 CO ₂ e metric tons)	884.9497	909.7993	
	Revenue (NT\$ thousand)	793,764	536,701	
	GHG Emission Intensity (CO ₂ e metric tons / Revenue (NT\$ thousand))	0.0011	0.0017	
Consolidated	Total Emissions (Category 1 + Category 2 CO ₂ e metric tons)	937.4740	936.1933	
	GHG Emission Intensity (CO ₂ e metric tons / Revenue (NT\$ thousand))	0.0012	0.0017	

Current Status and Future Carbon Reduction Plans of Huayin Group

Huayin Group actively promotes greenhouse gas (GHG) reduction and conducts organizational GHG inventories in accordance with ISO 14064-1 to ensure data transparency and the achievement of reduction targets. The following presents a detailed analysis of the current status and future plans.

1. Current Status of Greenhouse Gas Emissions

2024 GHG Emissions Overview and Annual Comparison

· New Taipei Sanchong Headquarters

In 2024, the total GHG emissions of the New Taipei Sanchong Headquarters amounted to 52.5243 metric tons CO₂e, representing an approximate 99% increase compared with 2023 (26.3940 metric tons CO₂e).

- Category 1 (Direct Emissions): 28.9275 metric tons, an increase of 24.0042 metric tons compared with 2023, representing approximately 487.6% growth.
- Category 2 (Indirect Emissions): 23.5968 metric tons, a slight increase of about 9.9%.

The total number of employees at the headquarters increased from 21 to 24, resulting in a percapita GHG emission intensity increase from 1.2569 metric tons to 2.1885 metric tons, an increase of approximately 74.12%.

These changes are closely related to business expansion, increased equipment usage, higher employee attendance and activity, as well as the improved GHG inventory system. The main reasons for the increase in Category 1 direct emissions are as follows:

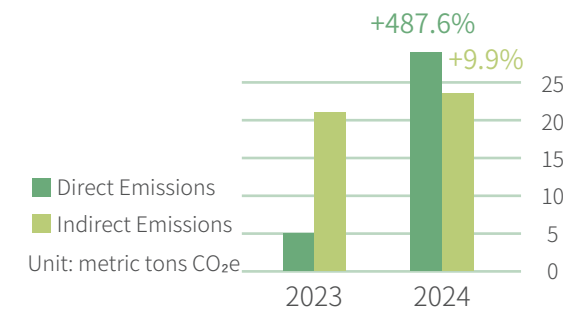
Vehicle gasoline emissions reflecting actual operational needs and more comprehensive statistics

- In 2024, additional official vehicles were added for the President's Office and the Energy Department to support organizational expansion and subsidiary operations, including multiple executive vehicles. This adjustment was essential to improve decision-making efficiency and operational flexibility.
- Compared with 2023, the GHG inventory process was further optimized in 2024, integrating all departments' vehicle fuel reimbursement records for the first time, enhancing data completeness and accuracy, demonstrating the Company's emphasis on ESG disclosure and institutional implementation.

Inclusion of fugitive emissions from newly purchased fire extinguishers

- Compared with 2023, the 2024 inventory included fugitive emissions from newly purchased fire extinguishers (7.8 metric tons CO₂e) due to updated safety equipment on-site.

The increase in Category 1 GHG emissions at the Jhen Vei Headquarters in 2024 was not solely due to increased energy consumption but resulted from corporate expansion, higher operational demands, and a more robust GHG management system, highlighting the Company's ongoing commitment to environmental sustainability and transparency in information disclosure.



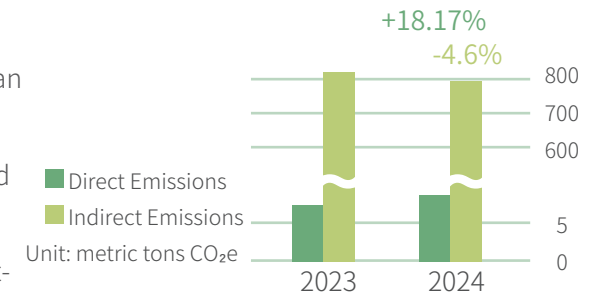
· Huaian Wire Plant

In 2024, the total GHG emissions of Huaian Wire Plant amounted to 884.9497 metric tons CO₂e, representing an approximate 2.73% decrease compared with 2023 (909.7993 metric tons CO₂e).

· Category 1 (Direct Emissions): slightly increased to 88.3427 metric tons (+18.17%), associated with increased operational activity within the plant.

· Category 2 (Indirect Emissions): decreased from 835.0378 metric tons to 796.607 metric tons (-4.6%), indicating the effectiveness of energy-saving equipment or improved electricity usage efficiency.

It is noteworthy that the plant's revenue increased from NT\$536,701 thousand to NT\$793,764 thousand, a 47.9% year-on-year growth, resulting in a reduction of carbon emission intensity (Category 1 + Category 2) from 0.0017 to 0.0011 metric tons CO₂e/NT\$ thousand, a decrease of approximately 35.29%, demonstrating higher operational carbon efficiency.



Supplementary Explanation for Category 3 and Category 4 (Other Indirect Emissions)

In 2024, the GHG emissions of Category 3 and Category 4 amounted to 11,615.6685 metric tons CO₂e, accounting for approximately 92.53% of total emissions, mainly from the supply chain, purchased raw materials (copper), and outsourced electricity for production processes.

Compared with 2023 (8,645.0809 metric tons), this represents an increase of approximately 34.36%, which is closely related to revenue growth (+47.9%) and increased business activity for the year, a normal phenomenon during the corporate growth phase.

· Consolidated Analysis (New Taipei Sanchong Headquarters + Huaian Wire Plant)

In 2024, the combined Category 1 and Category 2 emissions of New Taipei Sanchong Headquarters and Huaian Wire Plant totaled 937.4740 metric tons CO₂e, almost unchanged from 2023 (936.1933 metric tons CO₂e), representing a minor increase of 0.14%.

However, the overall carbon emission intensity decreased from 0.0017 to 0.0012 metric tons CO₂e/NT\$ thousand, a 29.41% reduction, indicating a significant improvement in the overall operational carbon efficiency of the Group.

Consolidated
Emissions
+0.14%

Overall Carbon
Emission
Intensity
-29.41%

2. Future Carbon Reduction Measures and Plans

Short-term Carbon Reduction Plan (2025-2027)

Jhen Vei Electronic has established a carbon reduction roadmap for 2025–2027 and commits to:

- Achieve RE30 by 2027: (In 2024, renewable energy usage reached 24.12%; renewable energy will be gradually expanded each year to meet this target.)
- Energy Transition: Increase the proportion of clean energy by converting fossil fuel-dependent processes and equipment to electric power. Expand and upgrade rooftop solar PV systems to further increase renewable energy usage, expected to reduce carbon emissions by 191–335 metric tons CO₂e.
- Infrastructure Improvements:
 1. Replace lighting with LED energy-saving fixtures to reduce electricity consumption.
 2. Replace air conditioners with inverter-type systems using environmentally friendly refrigerant (R-600a).
 3. Install smart meters to monitor energy consumption, implement MES (Manufacturing Execution System) to improve energy efficiency, and introduce EMS (Equipment Energy Monitoring System) to optimize energy usage in manufacturing processes.
- Low-Carbon Transportation:
 1. Procure electric forklifts or AGVs for material handling.
 2. Encourage employees to commute using public transportation or other low-carbon means.
- Product Manufacturing:
 1. For specific products such as DC Cables, ISO 14067 carbon footprint verification was completed in 2024, and the plan is to gradually extend this to other products to comprehensively monitor and analyze carbon emissions throughout product life cycles, serving as a key basis for future carbon reduction optimization.
 2. Gradually adopt low-carbon or green materials.

Medium-term Carbon Reduction Plan (2027-2030)

- Reduce carbon emission intensity by 30%.
- Expand the RE40 program (increase renewable energy share to 40%) to reduce reliance on fossil fuels.
- Implement AI-powered smart energy management systems to dynamically adjust energy usage, and apply lean management to reduce waste and improve plant operational efficiency.
- Supply Chain Carbon Reduction: Require key suppliers to conduct GHG inventories and increase the procurement of low-carbon materials.

Long-term Carbon Reduction Plan (2030-2050)

- Achieve carbon neutrality by 2050: Promote RE100 to significantly increase renewable energy usage.

5.3 Energy Management

Jhen Vei Electronic's energy consumption in 2024 was primarily electricity (93.89%), with gasoline and diesel accounting for 5.19% and 0.92%, mainly used in production, lighting, and air-conditioning. To improve efficiency, the Company has upgraded infrastructure with LED lighting, inverter air-conditioning with eco-friendly refrigerants, smart meters, and plans to implement MES and EMS for digital energy management.

In transportation, electric forklifts and AGVs are gradually adopted. The Company is advancing renewable energy, targeting RE30 by 2027, RE40 by 2029, and RE100 by 2050. In 2024, renewable energy use reached 1,800.56 GJ, or 24.12% of total consumption, highlighting its growing role in the energy mix.

To support energy self-sufficiency and carbon reduction, Jhen Vei Energy, established in 2020, focuses on solar PV projects. A simplified merger in 2024 enables integration of renewable energy resources, strengthening the Group's green energy deployment and sustainability efforts.

In 2024, Jhen Vei Electronic achieved notable performance in energy management, with several key performance indicators demonstrating simultaneous improvement in operational efficiency and sustainability outcomes:

1. Significant Improvement in Energy Intensity per Revenue – Enhanced Operational Efficiency at Huaian Plant

Energy intensity at the Huaian Plant (GJ per NT\$ thousand revenue) decreased from 0.011 in 2023 to 0.009 in 2024, an improvement of 18.2%. This result indicates that while revenue increased by 47.9% year-on-year, the Company effectively reduced overall energy consumption, demonstrating high operational efficiency and energy-saving achievements, a concrete example of green transformation in manufacturing.

2. Stable Expansion of Renewable Energy – Significant Increase in Self-Use Green Electricity

In 2024, the Company's total self-generated electricity reached 9,083,006.6 kWh, of which 500,154.60 kWh (~1,800.56 GJ) was self-consumed. The remaining electricity—64,527 kWh from Huaian Plant and 8,518,325 kWh from the Sanchong Headquarters—was fed back to the Jiangsu power grid in China and the Taiwan Power Company grid as green electricity contributions to society. Renewable energy usage accounted for 24.12% of total energy consumption (7,464.75 GJ), showing a substantial increase in self-use green electricity and demonstrating the Company's commitment to implementing and expanding renewable energy usage.

3. Headquarters Operations Demonstrate Renewable Energy Participation – Mainly Electricity Sales with Meaningful Self-Use

The energy intensity at the Sanchong Headquarters in 2024 was 18.11 GJ/person, higher than 7.48 GJ/person in 2023. This increase is mainly due to the comprehensive recording of gasoline usage across all departments, the addition of executive vehicles for the President's Office and Energy Department, and increased business activity. Despite the growth in personnel and business operations, the Company still demonstrated high energy efficiency and sustainable operational capability. In addition, the Headquarters successfully sold 8,518,325 kWh of self-generated electricity in 2024, serving as a key contribution point of green electricity back to the grid.

4. Overall Energy Use Slightly Increased – Energy Intensity per Revenue Decreased Nearly 20%

Although the total energy consumption increased from 5,945.09 GJ in 2023 to 7,464.75 GJ in 2024, overall revenue also grew significantly, resulting in a reduction of energy intensity per revenue (GJ per NT\$ thousand) from 0.011 to 0.009, a decline of 18%. This demonstrates that although total energy use slightly increased due to business expansion, infrastructure improvements, smart monitoring systems, and renewable energy integration effectively reduced energy intensity, achieving highly efficient and sustainable operations.

Overall, in 2024, Jhen Vei Electronic effectively managed key energy performance indicators, demonstrating outstanding energy efficiency, sustainable transformation, and a strong commitment to becoming a green enterprise. The Company's management of energy intensity, self-generated electricity, and overall consumption sets a benchmark within the industry.

2024 Energy Usage Overview

Location	Quantitative Indicator	Unit	2024	2023
New Taipei Sanchong Headquarters	Gasoline Consumption	liters	7,823.43	528.60
		GJ	255.32	17.25
	Diesel Consumption	liters	2.52	16.60
		GJ	0.09	0.58
	Electricity Consumption	kWh/year (purchased)	49,782.22	43,462.90
		GJ	179.22	156.47
	Total Energy Consumption	GJ	434.62	157.05
	Organizational Specific Metric	Total Employees (persons)	24	21
	Energy Intensity	GJ / employee	18.11	7.48
	Total Self-Generated Electricity (Sold)	kWh/year	8,518,325.00	8,640,559.00
		GJ	30,665.97	31,106.01

Location	Quantitative Indicator	Unit	2024	2023
Huaian Plant, China	Gasoline Consumption	liters	4,094.03	4,637.90
		GJ	132.32	149.90
	Diesel Consumption	liters	1,916.50	1,346.40
		GJ	68.70	48.27
	Electricity Consumption	kWh/year (purchased)	1,396,821.00	1,464,206.00
		GJ	5,028.54	5,271.14
		kWh/year (self-generated & self-consumed)	500,154.60	88,535.50
		GJ	1,800.56	318.73
	Total Energy Consumption	GJ	7,030.13	5,788.04
	Organizational Specific Metric	Revenue (NT\$ thousand)	793,764	536,701
	Energy Intensity	GJ / revenue (NT\$ thousand)	0.009	0.011
	Total Self-Generated Electricity	kWh/year	564,681.60	92,050.50
Consolidated	Self-Consumed Electricity	kWh/year	500,154.60	88,535.50
	Sold Electricity	kWh/year	64,527.00	3,515.00
	Total Energy Consumption	GJ	7,464.75	5,945.09
		Renewable Energy Share (%)	24.12	5.36

Notes:

1. This table presents energy consumption data for the New Taipei Headquarters and the Huaian Plant, including gasoline and electricity usage.

2. Electricity is converted using 1 kWh = 0.0036 GJ.

3. For the New Taipei Headquarters, the conversion factors are based on the Taiwan EPA Greenhouse Gas Emission Factors Management Table (version 6.0.4). Fuel heat values: Gasoline 7,800 kcal/L; Diesel 8,400 kcal/L; Natural Gas 8,000 kcal/m³; with 1 kcal = 4.184 kJ; 1 GJ = 1,000,000 kJ.

4. For the Huaian Plant, the conversion factors are based on China's GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption. Fuel heat values: Gasoline 10,300 kcal/kg (density 0.75 kg/L); Diesel 10,200 kcal/kg (density 0.84 kg/L); with 1 kcal = 4.184 kJ; 1 GJ = 1,000,000 kJ.

5. Jhen Vei Energy is a wholly owned subsidiary of Jhen Vei Electronic. To align with group strategy, reduce costs, and enhance operational efficiency and competitiveness, the two companies were merged on June 30, 2024, in accordance with relevant regulations.

5.4 Resource Management

Water Management

Jhen Vei Electronic has long been committed to water conservation and environmental protection, striving to improve water efficiency by promoting water-saving awareness in employees' daily practices and implementing multiple internal measures. The Sanchong Headquarters, located in a commercial office building, uses only general municipal water. Its water management and treatment are centrally handled by the building in accordance with building regulations. Therefore, water usage is not currently listed as a material issue for the Company's statistics.

Huaian Plant – Stable Usage, Improved Efficiency

- Water withdrawal decreased slightly from 6.135 million liters to 6.090 million liters.
- Water intensity improved from 11.430 liters per NT\$1,000 revenue to 7.672 liters per NT\$1,000 revenue, an enhancement of 32.88%.

Overall, water consumption at the Huaian plant remained stable, while water efficiency per unit of revenue improved significantly. This demonstrates the effectiveness of facility management and conservation measures. Even as operations expanded, the Company successfully maintained water control, showing its commitment to water conservation and environmental responsibility.

In 2024, Jhen Vei also continued to uphold its environmental management responsibilities, particularly in wastewater monitoring and discharge control at the Huaian plant. According to annual monitoring results, the Company regularly tracked and managed major water quality parameters, all of which were well within regulatory standards. This reflects strong environmental performance and risk control capabilities.

Huaian Plant Water Usage

Year	2024	2023
Water Withdrawal (million liters)	6.090	6.135
Water Discharge (million liters)	6.090	6.135
Water Consumption (million liters)	6.090	6.135
Revenue (NT\$ thousand)	793,764	536,701
Water Intensity (liters/NT\$ thousand revenue)	7.672	11.430

Note: Water intensity is calculated as water withdrawal (liters) ÷ revenue (NT\$ thousand).

Huaian Plant Wastewater Discharge Standards and Annual Monitoring Results

Parameter	Discharge Standard	Annual Average Value
pH	9.00	7
SS	400.00	385
COD	500.00	430
BOD5	300.00	98.3
Ammonia Nitrogen	45.00	25.3
Animal and Vegetable Oils	100.00	55.2

Waste Management

Jhen Vei is dedicated to resource sustainability and reuse by setting waste reduction targets and promoting waste segregation awareness. The hierarchy of waste treatment follows: priority on in-plant reuse to reduce raw material consumption, followed by recycling, and finally incineration or landfill as last resorts.

The Company places high importance on both internal and external waste management systems, covering storage, transportation, and disposal, with strict safeguards against pollution and potential hazards. Only qualified vendors are selected and entrusted for waste treatment. Reduction measures include:

1. Collaborating with recycling vendors to recover and reuse industrial waste such as scrap wires and circuit boards.

2. Optimizing packaging methods to reduce plastic use and lessen environmental impact.

At the Sanchong Headquarters, only general office waste is generated and centrally managed by the building in line with regulations; therefore, it is not included as a material issue in Company statistics.

At the Huaian plant, total waste in 2024 rose 32.52% from 2023 due to higher production volumes. However, waste intensity per NT\$1,000 revenue improved from 0.163 kg to 0.146 kg, a 10.43% reduction, reflecting greater resource efficiency. Waste management complies with local laws, and the Company plans to adopt additional measures beyond regulatory requirements to enhance transparency and efficiency.

Overall, despite higher total waste from business expansion, intensity declined, showing the effectiveness of Jhen Vei's resource and waste reduction efforts. Recognizing the importance of waste and pollution control, the Company adopted IECQ QC080000 to strictly manage hazardous substances in design, production, and operations, reducing pollution and advancing green manufacturing.

Waste Generation and Treatment Statistics – Huaian Wire Plant

Category	Waste Item	Waste Generated (tonnes)		Disposal Method
		2024	2023	
Hazardous	-	0	0	No hazardous waste generated at the plant
Non-hazardous	General waste	Not recorded	Not recorded	Collected and disposed of by licensed waste contractors
	Electronic components	108.964	80.842	Recycling and recovery
	Waste paper board	4.290	3.215	
	Waste bags	2.640	3.126	
	Scrap iron	0	0.45	
Total	-	115.894	87.633	-
Waste intensity (kg / NT\$1,000 revenue)	-	0.146	0.163	2024 Revenue: NT\$793,764 thousand; 2023 Revenue: NT\$536,701 thousand

Through IECQ QC080000, the Company has built a comprehensive waste and pollution control system, ensuring compliance and ongoing improvement. Jhen Vei remains committed to reducing hazardous substances and emissions, advancing green production, and contributing to environmental sustainability.



06

Social Inclusion

6.1 Labor–Management Structure and Communication

6.2 Inclusive and Friendly Workplace

6.3 Talent Development and Training

6.4 Occupational Safety and Health

6.5 Community Engagement

Jhen Vei Electronic upholds a "people-oriented" philosophy, valuing every employee's growth and well-being. We are committed to creating a safe, healthy, diverse, and inclusive workplace, while enhancing employees' professional competencies and sustainability awareness through comprehensive talent development mechanisms. At the same time, the Company actively fulfills its corporate social responsibility by strengthening connections with communities, industries, and diverse stakeholders, thereby amplifying its positive influence. This chapter addresses six key aspects—"Labor Relations," "Friendly Workplace," "Talent Training and Development," "Occupational Health and Safety," "Social Participation," and "Innovation and Sustainable Talent Development"—to comprehensively present Jhen Vei's strategies, actions, and achievements in social (S) sustainability, demonstrating our responsibility and value commitment in employee care, organizational culture, and community engagement.

6.1 Labor-Management Structure and Communication

Jhen Vei Electronic regards employees as its most critical human capital. Through a stable organizational framework, fair compensation system, and open communication channels, the Company continuously strengthens labor-management collaboration and workplace trust, fostering a positive working environment and sustainable employment conditions.

Employee Composition and Gender Distribution

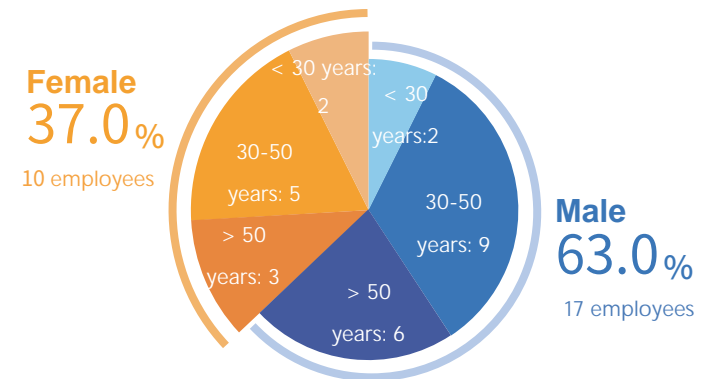
Employees are Jhen Vei's most vital human capital. We are committed to fostering a respectful, inclusive, and dynamic workplace that supports labor-management cooperation and sustainable growth.

This chapter covers Taiwan Headquarters and the Huaian subsidiary, including employee composition, training, health and safety, and social participation.

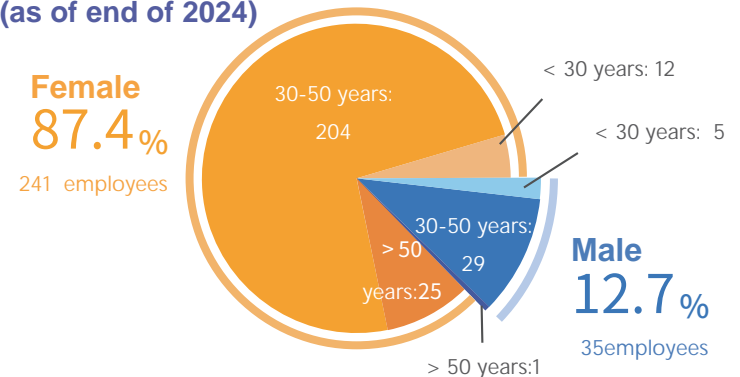
By the end of 2024, Taiwan employed 27 staff, with 63% men and 37% women, mostly aged 30–50, reflecting both experience and vitality. The Huaian plant had 276 employees, 87.4% women, with 84.4% in the 30–50 age group, supported by senior and younger staff, showing stability and diversity.

Overall, Jhen Vei aligns workforce allocation across sites, balancing gender and age structures to enhance efficiency and sustain long-term development.

Employee Age and Gender Distribution – Sanchong Headquarters (as of end of 2024)



Employee Age and Gender Distribution – Huaian Plant (as of end of 2024)



Employee Roles and Gender Distribution

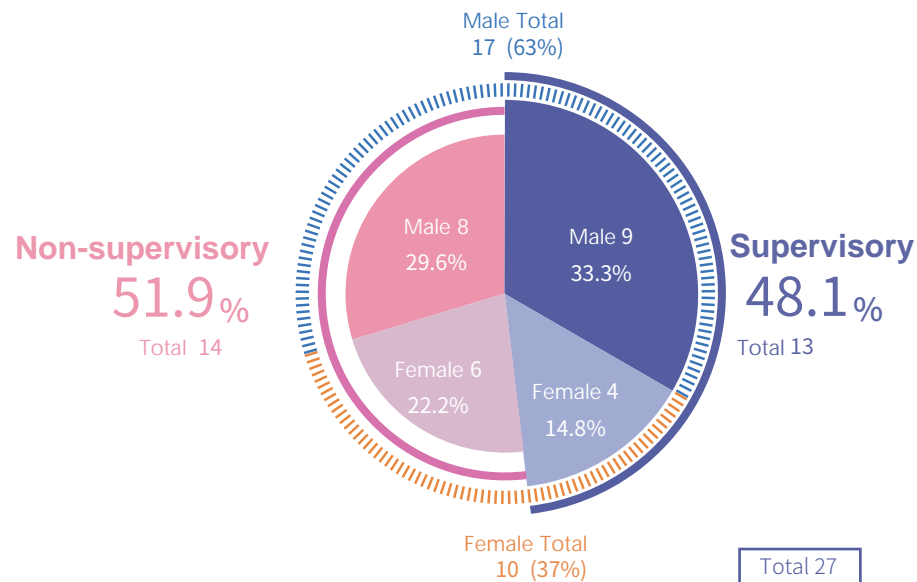
Jhen Vei values gender equality and diversity, fostering a professional and inclusive organizational culture.

As of the end of 2024, the Sanchong Headquarters had 27 full-time employees, including 13 managers (9 men and 4 women) and 14 non-managers (8 men and 6 women), reflecting female participation in management and balanced gender distribution.

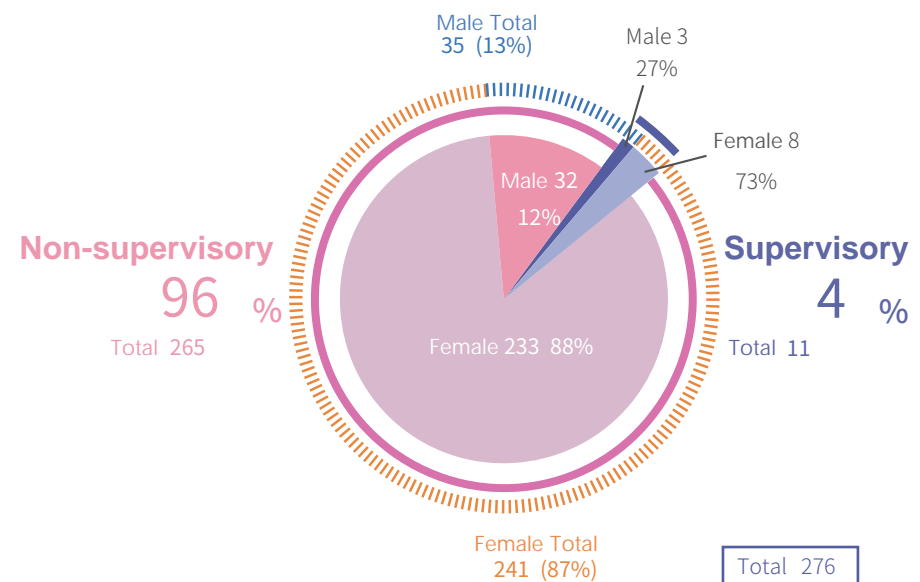
At the Huaian plant, the total workforce was 276 employees, with women accounting for 87.4%. Among 11 managers, 8 were women and 3 were men, while among 265 non-managers, women made up 88%, aligning with the manufacturing line's demand for precision and stability.

Overall, the Company allocates human resources based on site-specific business needs, while promoting gender-friendly and diverse role development.

Employee Positions and Gender Distribution – Sanchong Headquarters (as of end of 2024)



Employee Positions and Gender Distribution – Huaian Plant (as of end of 2024)



Overall, Jhen Vei adopts flexible human resource allocation and gender balance strategies tailored to different regions and functions. Whether at the R&D- and management-oriented Sanchong Headquarters or the manufacturing-driven Huaian plant, the Company demonstrates strong support for women's professional development and a firm commitment to gender equality. Through a diverse, balanced, and adaptable workforce structure, Jhen Vei builds a solid organizational foundation to advance toward greater professionalism and long-term sustainability.

Workforce Mobility and Recruitment Strategy

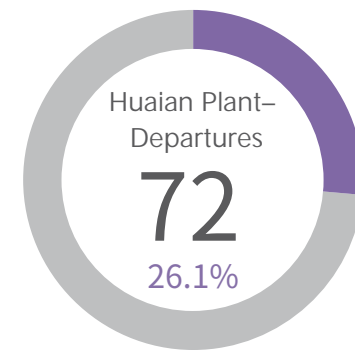
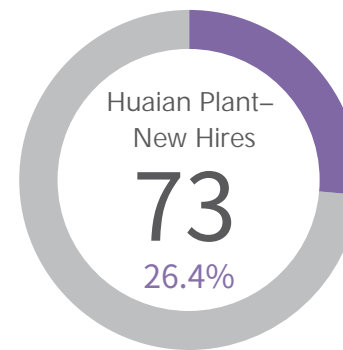
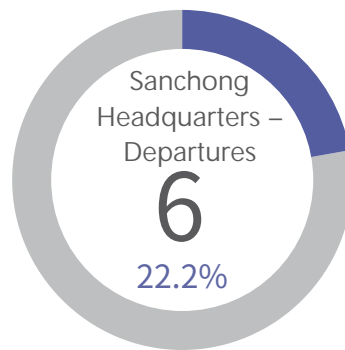
New Hires and Employee Turnover Statistics

Jhen Vei Electronic continuously monitors workforce mobility and optimizes talent structure. By tracking hiring and turnover trends, the Company adjusts recruitment and retention strategies to ensure organizational stability and diversity.

1. Annual Mobility Overview

In 2024, overall workforce mobility remained stable, reflecting planned recruitment and adjustment:

- Sanchong Headquarters: 13 new hires (48.1%) and 6 resignations (22.2%), mainly from organizational adjustments. Most new hires were male (61.5%), aligning with the overall gender structure. Female turnover was slightly higher, and the Company will strengthen career development and retention support.
- Huaian Plant: 73 new hires (26.4%) and 72 resignations (26.1%), showing balanced recruitment and turnover with stable structure. Both new hires and resignations were predominantly female (around 80%), consistent with manufacturing workforce characteristics.



2. Age Group Analysis

Recruitment primarily targeted experienced employees aged 30–50, while also reserving opportunities for younger talent development:

- Sanchong Headquarters: Among new hires, 61.5% were aged 30–50, while 23.1% were under 30. The age distribution of resignations was similar.
- Huaian Plant: Most new hires (81%) and resignations (74%) were aged 30–50, indicating a stable employment base. Younger employees still showed relatively higher mobility.

3. Data Tables and Chart Analysis

Region	Item	Category	Number of New Employees	Percentage of New Employees	Number of Departures	Percentage of Departures
Sanchong Headquarters	Gender	Male	8	61.5%	2	33.3%
		Female	5	38.5%	4	66.7%
	Age	< 30	3	23.1%	2	33.3%
		30–50	8	61.5%	3	50.0%
		> 50	2	15.4%	1	16.7%
Huaian Plant	Gender	Male	14	19.2%	14	19.4%
		Female	59	80.8%	58	80.6%
	Age	< 30	14	19.2%	19	26.4%
		30–50	59	80.8%	53	73.6%
		> 50	0	0%	0	0%
Total	-	-	86	100%	78	100%

4. Human Resources Response Strategies

To address workforce mobility and organizational development needs, Jhen Vei continues to enhance its recruitment and retention systems through the following measures:

- Establishing a competitive compensation structure and reward mechanism.
- Providing career-oriented training and opportunities for internal rotation.
- Creating a diverse and inclusive workplace, strengthening gender-friendly and family-supportive policies.
- Organizing regular employee care activities to enhance organizational belonging and engagement.

Labor-Management Communication and Participation Mechanisms

Jhen Vei Electronic adheres to the principles of "Respect, Listening, and Dialogue", committed to establishing effective labor-management communication channels to ensure employee voices are fully expressed and addressed. The Company respects and safeguards employees' legally granted rights to freedom of assembly and association, and deepens mutual understanding and cooperation through institutionalized and regularized meetings and platforms.

1. Institutionalized Communication Channels

In accordance with legal requirements, the Company has established mechanisms such as the Labor-Management Meeting and the Sexual Harassment Prevention Committee. These bodies convene meetings regularly or as needed to respond to employee needs, uphold workplace fairness, and strengthen trust.

Formal Communication Mechanisms between Employees and the Company (2024):



2. Labor-Management Meeting System and Operations

Employee representatives are elected through open voting, ensuring legitimacy and representativeness. The core purposes of the system are:

- Coordinating labor-management relations to build trust and cooperation
- Identifying and preventing potential disputes proactively
- Expanding employee participation in management and strengthening organizational consensus

Meetings follow the principles of "voluntariness, consultation, and cooperation", encouraging employees to actively provide suggestions while enabling management to stay attuned to employee needs.

Key topics discussed in 2024 included:

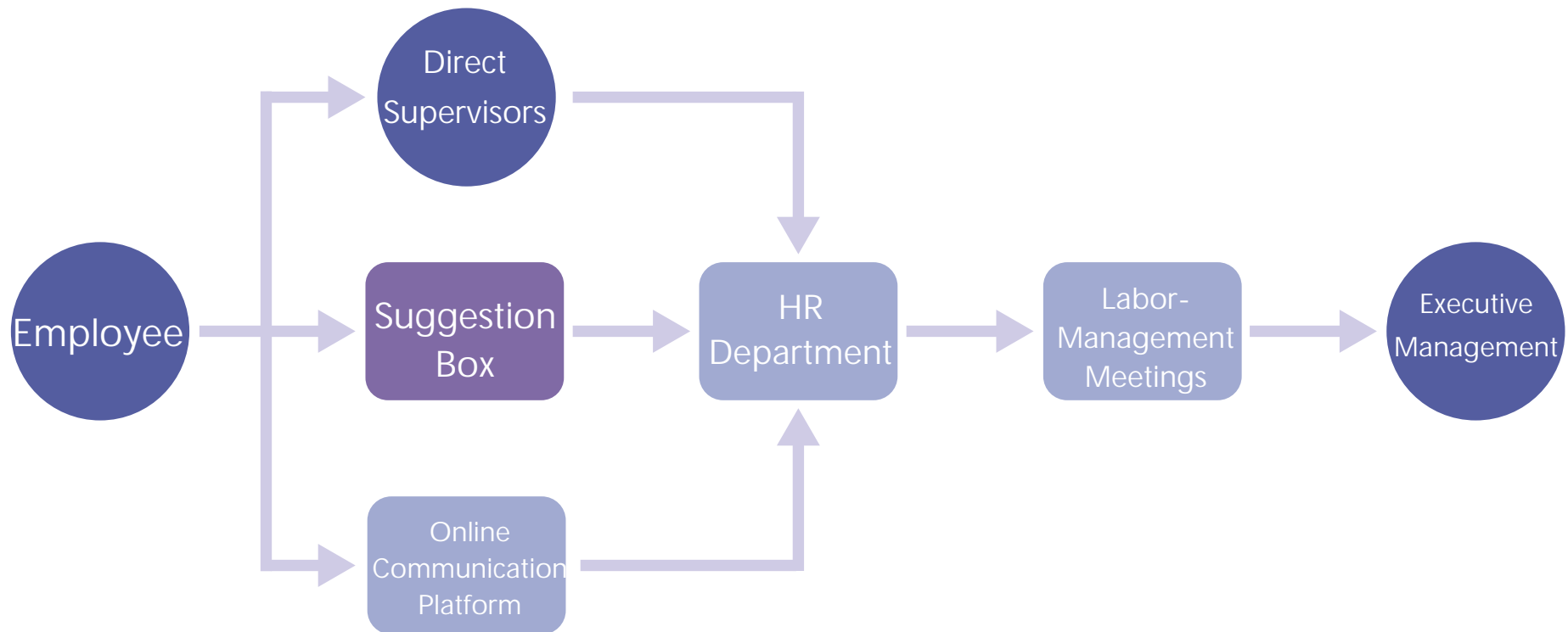
1. Promotion and planning of employee activities (e.g., marine-friendly company trip)
2. Announcement of the annual calendar and policy updates
3. Adjustment of company lunch arrangements: reduced to once per month, supplemented by professional cleaning services, improving workplace hygiene while maintaining employee well-being and sense of participation. This serves as a practical example of employee participation in corporate decision-making, aligning organizational policies with employee needs and strengthening a culture of collaboration.

3. Informal Communication Channels

In addition to formal meetings, the Company provides an Employee Suggestion Box as a channel for expressing opinions, encouraging colleagues to submit suggestions or raise concerns in a rational and constructive manner. Management commits to respecting and addressing all feedback received through both formal and informal channels, using it as a basis for improvement.

Furthermore, Jhen Vei continues to strengthen the culture of regular dialogue between department heads and frontline employees, implementing a rolling listening mechanism to promote daily communication and team connection.

Employee–Company Communication Channels



Compensation, Benefits, and Incentive System

Jhen Vei Electronic recognizes that a competitive and equitable compensation system is key to attracting and retaining talent. Through structured compensation management and performance-driven incentives, the Company creates a positive cycle that closely links employee contributions with business results, encouraging employees to stay not only for compensation but also for shared values and recognition.

1. Compensation and Benefits Policy

To ensure fairness and motivation, Jhen Vei has established clear compensation and benefits systems, including:

1. **Stable Salary Structure:** Competitive and transparent compensation aligned with Company policies and market standards.
2. **Employee Welfare Fund:** Contributions in accordance with the Employee Welfare Fund Act to support activities and welfare programs.
3. **Performance Management:** Annual reviews and one-on-one meetings to align goals, guide behaviors, and strengthen personal development.
4. **Incentive Bonuses:** Year-end bonuses tied to operating performance to reward contributions and boost morale.

2. Industry Benchmark Comparison

According to financial disclosures, employee welfare expenses in 2023 totaled NT\$1,071 thousand, exceeding the industry average of NT\$917 thousand by 16.8%; employee salaries were also about 19.6% higher. In 2024, welfare expenses reached NT\$1,161 thousand, 19.4% above the industry average of NT\$972 thousand, with average salaries increasing by 7.5% from 2023. This reflects the Company's ongoing investment in talent and commitment to growth.

(Disclosure path: Market Observation Post System > Corporate Governance > ESG-related Information > Employee Benefits and Compensation Statistics > Employee Benefits (Salaries) disclosed in financial reports.)

3. Fairness of Non-Managerial Compensation

The Company emphasizes equitable pay for non-managerial employees, with average and median salaries consistently 5%–10% higher than industry averages.

(Disclosure path: Market Observation Post System > Corporate Governance > ESG-related Information > Employee Benefits and Compensation Statistics > Salaries of Full-Time Non-Managerial Employees.)

Through structured compensation management, Jhen Vei fosters a value-driven and growth-oriented incentive system, reinforcing long-term commitment between employees and the organization.

6.2 Inclusive and Friendly Workplace

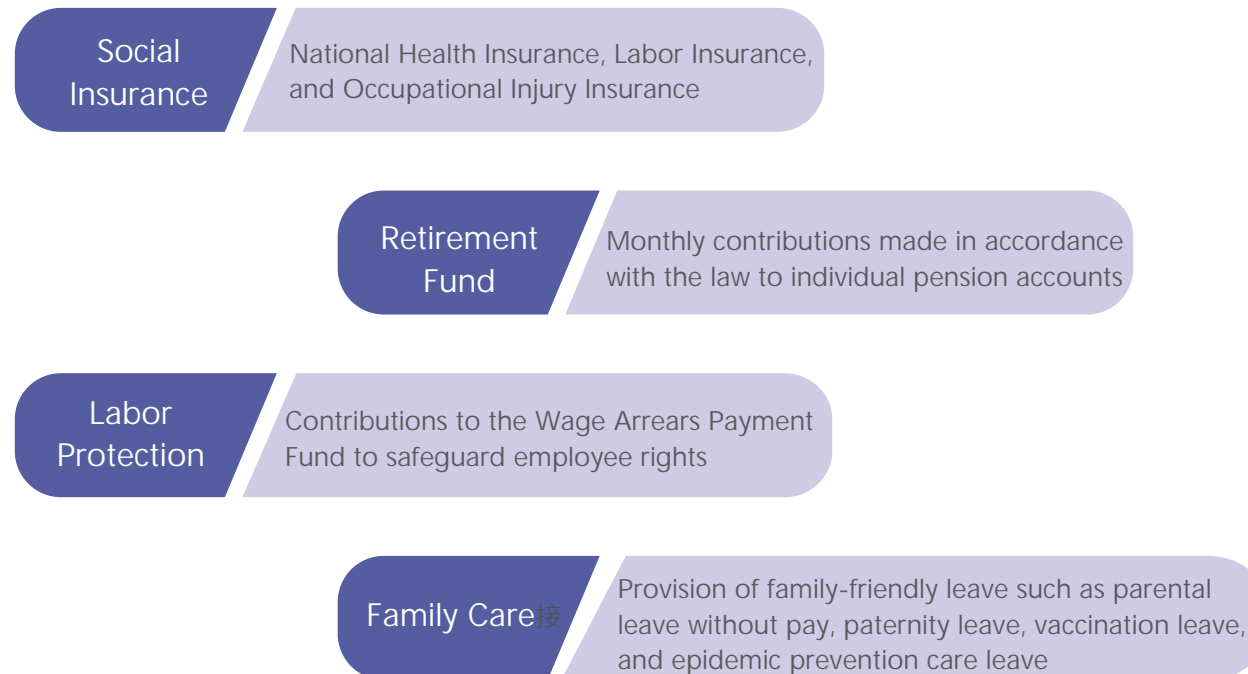
Jhen Vei Electronic is committed to creating a safe, inclusive, and people-centered workplace, recognizing "Friendly Workplace" as a key foundation of sustainable business. From respect for human rights and diversity to welfare systems and life support, the Company ensures comprehensive care and support for employees through both institutional design and cultural practices.

Employee Benefits and Support Systems

In line with the Labor Standards Act, the Act of Gender Equality in Employment, and other relevant labor regulations, Jhen Vei provides employees with fundamental welfare protections. At the same time, following GRI 401 Employment and Employee Benefits, the Company continues to offer attractive and supportive value-added benefits, aiming to build a safe, friendly, and people-oriented work environment that enhances employee well-being and organizational belonging.

1. Legally Mandated Basic Benefits

The Company provides the following statutory benefits to safeguard employees' rights, reduce workplace risks, and ensure job security:



2. Company-Provided Benefits (Exceeding Legal Requirements)

Jhen Vei Electronic, upholding a people-oriented philosophy, has designed a series of benefits that go beyond legal requirements, focusing on life support, health promotion, financial incentives, and employee engagement. These measures aim to create an attractive and retention-driven workplace environment. Details are as follows:

(1) Incentives and Financial Security

Year-End and Performance Bonuses

Employees are entitled to year-end, performance, and project-based bonuses, issued based on departmental and individual performance to reinforce goal orientation and motivation.

Project Bonus System

Under the Performance Reward Management Guidelines, bonuses are based on target achievement and product margins, including production, technical, and project-related incentives (e.g., safety, carbon reduction, quality), awarded 1–2 times annually.

Employee Stock Ownership Trust

Started in 2023, with 1:1 monthly contributions from both Company and employees, enhancing financial stability, retention, and alignment of long-term interests.

Employee Profit-Sharing

In years of profitability, the Company allocates no less than 2.5% of annual earnings as employee compensation, distributed in stock or cash, covering eligible employees of both the Company and its subsidiaries, subject to Board resolution.

(2) Health and Safety

Free Health Checkups

Regular health examinations are provided for all employees to promote physical and mental well-being and prevent disease.

Group Insurance System

All employees are covered by group insurance, including life, accident, and medical insurance, to enhance the ability to cope with unexpected risks.

(3) Career Growth and Learning Support

Training System

Internal and external training resources are provided, including professional courses and tuition subsidies, to encourage employees to improve their professional abilities and enhance self-value.

(4) Life Support and Care Measures

Holiday and Birthday Bonuses

Labor Day, Dragon Boat Festival, and Mid-Autumn Festival bonuses, and birthday bonuses, are provided annually to strengthen employees' sense of festivity and corporate warmth.

Partner Merchant Discounts

Discounts are offered through cooperation with local merchants.

Allowances for Weddings, Funerals, and Illness Care

Assistance and allowances are provided for employees and their immediate family members during important life events such as weddings, funerals, childbirth, or hospitalization, demonstrating corporate care.

Consolation System

In the event of major misfortune, the Company provides consolation assistance to safeguard employees' family security and dignity.

(5) Emotional Connection and Team Activities

Travel Subsidy Annual employee travel subsidies are provided by the Welfare Committee to enhance leisure opportunities and interdepartmental communication.

Lunch Days and Team-Building Activities Regular lunch days, afternoon teas, and gatherings are organized to promote interdepartmental interaction and create a lively workplace atmosphere.

Year-End Party/ Spring Banquet Annual year-end parties or spring banquets are held, featuring raffles, red envelopes, or bonus distributions to boost morale and strengthen corporate cohesion.



(6) Sustainability Integration

Jhen Vei Electronic not only emphasizes business performance but also corporate social responsibility (CSR) and sustainable development. The reward system and business performance indicators incorporate sustainability aspects, focusing on environmental friendliness, social responsibility, and sustainable governance, to achieve the dual goals of profitability and sustainable value creation.

Employee Benefits Participation Overview

Employee Benefits Resource Allocation Table (2024)

Region	Benefit Program	Brief Description	Percentage (%) or Explanation
Headquarter: Sanchong Dist	Employee Outing Program	Work-Life Balance: Encouraging Responsible Travel and Rest	49.3% (Overall Employee Participation Rate)
	Holiday bonus	Cash Recognition Allowance for Labor Day, Dragon Boat Festival, and Mid-Autumn Festival	77.8% (Employees in Service During the Year)
	Cash gift for Birthday	Birthday Month Cash Greeting	81.5% (Employees Whose Birthday During Employment)
	Life Event Support Allowance	Life Event Subsidies (Marriage, Childbirth, Hospitalization, Bereavement)	-
	Partner Merchant Discounts	Contracted Merchant Partnership Discounts	Active Partner Merchants: 16
Plant: Huaian	Employee Gatherings	Subsidy for department/team meals to strengthen collaboration and well-being	78% (Overall Employee Participation Rate)
	Mid-Autumn Festival Gifts	Seasonal Festive Gifts	100% (Employed on Disbursement Date)
	Lunar New Year Gifts	Gift distributed around the Lunar New Year to recognize employee contributions	100% (Employed on Disbursement Date)
	Red envelope	Lunar New Year Return-to-Work Bonus	100% (Employed on Disbursement Date)
	Life Event Support Allowance	Life Event Subsidies (Marriage, Childbirth, Hospitalization, Bereavement)	One employee in the Production Department actually received the benefit

Jhen Vei Electronic prioritizes employee well-being and workplace satisfaction, and is committed to fostering a positive work environment and sense of belonging through a diversified portfolio of benefits programs and engagement activities. An analysis of benefits investment at the Sanchong, New Taipei headquarters and the Huaian Jhen Vei Plant indicates that the Company adopts differentiated program designs tailored to local culture, employee needs, and operating models, covering multiple dimensions such as insurance, meals/meal allowances, festive observances, leisure and wellness initiatives, and direct financial subsidies.

Headquarters-Sanchong Dist: Curated Benefits that Foster Belonging and Enhance Quality of Life

At the Sanchong site, where roles are predominantly office-based, the benefits design—beyond festive and birthday allowances—also covers Lunch Day, afternoon tea, team gatherings/meals, group insurance, and employee parking to support day-to-day needs, underscoring a "needs-aligned, satisfaction-enhancing" approach. Participation in special events such as the year-end banquet and spring-banquet red-envelope activities reached 88.9%, effectively strengthening employee cohesion. In addition, both group insurance and meal arrangements maintain high coverage, demonstrating the Company's commitment to employee health and a comfortable working environment.

Huaian Jhen Vei Plant: Emphasizing Practical Frontline Support and Collective Participation

At the Huaian Jhen Vei Plant, a production-line manufacturing site, employee benefits prioritize improvements to working conditions and tangible livelihood support. Statutory social insurance is provided with full employee coverage, and dinner allowances are offered for evening overtime, enhancing basic post-shift care. While meal gatherings are smaller in scale, they help sustain team cohesion within specific workgroups. Overall, the benefits portfolio is pragmatic and efficiency-oriented, aligned to the needs of high-throughput, line-based roles.

Region	Item	Brief Description	Remarks
Headquarter Sanchong	Group Insurance	Employee Health Insurance Program	Ongoing Safeguards for Employee Health and Safety
	Lunch Day	Twice-Monthly Company-Provided Lunches	Enhancing Employee Interaction and Relaxation
	Afternoon tea	Office Snack Pantry	Providing Everyday Perks and Comforts
	Gathering	Occasional Departmental Team Meals	Strengthening Team Cohesion
	Year-end Banquet / Spring party \ Red envelope	Festive Incentive Activities	Year-End or New-Year Surprise Incentives
	Parking lot	Employee Parking Allocation	Providing Commuting Convenience
Huaian Plant	Statutory Social Insurance	Employee Statutory Social Insurance System	Full-Time Employee Coverage
	Overtime Dinner Allowance	Meal Provision for Night-Shift Overtime Employees	Providing Basic Care for Employees Working Extended Hours
	Gathering	Occasional Departmental Team Meals	Small-Group Interactive Activities

Childcare-Friendly and Gender Equality

Parental Leave and Parenting Support Measures

Jhen Vei Electronic values employees' family responsibilities and work-life balance, and continuously advances gender equality and parenting-friendly workplace policies to ensure employees can take job-protected unpaid leave during child-rearing and return to work smoothly. In accordance with applicable laws, we provide statutory leave, including maternity leave, paternity (partner) leave, menstrual leave, and job-protected unpaid parental leave, and we encourage employees to make full use of these entitlements so they can care for their families while maintaining career flexibility.

I. Implementation of Statutory Parental Leave Provisions

- Female employees are entitled to prenatal check-up leave, maternity leave, menstrual leave, and job-protected unpaid parental leave, ensuring adequate care during pregnancy and childbirth.
- Male employees may apply for paternity leave at the time of a spouse's childbirth and, as needed, may also apply for job-protected unpaid parental leave.
- All parental leave categories are implemented in compliance with the Gender Equality in Employment Act and the Labor Standards Act.

II. Job-Protected Unpaid Parental Leave Statistics (2024)

Jhen Vei Electronic fully safeguards employees' rights to apply for and return from leave; in 2024, no employees applied for job-protected unpaid parental leave, and no cases arose requiring such leave for employees with children in the eligible age range



Diversity, Inclusion, and Human Rights Protection

Jhen Vei Electronic upholds respect for and a firm commitment to human rights. With reference to international standards—including the Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, and the Responsible Business Alliance (RBA) Code of Conduct—we have formulated and implemented the Jhen Vei Group Human Rights Policy, which clearly stipulates the principles of human rights protection and concrete implementation measures. We are dedicated to cultivating a workplace that respects differences, embraces diversity, and eliminates discrimination, ensuring that all employees and job applicants receive fair and equitable treatment.

Through policy and system design, as well as management actions, Jhen Vei Electronic implements the following three key focus areas for human rights protection:

Jhen Vei Group Human Rights Protection and Management Measures

Item	Affected Stakeholders	Specific Management Measures
Non-Discrimination and Respect for Human Rights	All employees and job applicants	1. Comply with applicable government labor laws and the internal Human Rights Policy. 2. Adopt clear, merit-based standards for promotion, performance appraisal, training, and rewards/discipline to safeguard fair treatment. 3. Actively eliminate discrimination in recruitment and employment to ensure equal opportunity.
Prohibition of Forced Labor	All employees	1. Prohibit any form of forced or coerced labor. 2. Prohibit withholding employees' identification documents or collecting any form of deposits/bonds.
Prohibition of Child Labor	New employees and job applicants	1. Recruit only applicants aged 18 or above, with strict verification of identity documents. 2. As of end-2024, the number of child labor cases is 0.

Human Rights Practices and Future Outlook

Jhen Vei Electronic recognizes that corporate development must be grounded in respect for human dignity and the protection of fundamental rights. We will continue to strengthen our human rights practices through the following measures:

- Regularly review and update the Jhen Vei Group Human Rights Policy to align with international developments.
- Establish internal grievance reporting and confidentiality mechanisms to ensure that vulnerable voices are heard.
- Share human rights principles with supply chain partners to extend human rights impact across the external ecosystem.

By advancing policy implementation and culture-building in tandem, Jhen Vei Electronic will continue striving toward the sustainable workplace objective of “zero discrimination, zero exploitation, and zero child labor.”

Workplace Facilities and Healthy Work Environment

Jhen Vei Electronic is committed to providing employees with a safe, comfortable, clean, and sustainability-oriented workplace, viewing the workplace as the core stage for talent to thrive. Beyond enhancing lighting, indoor air quality, and workspace circulation/layout, we integrate energy-conservation and carbon-reduction practices with environmental health and sanitation management to fulfill our corporate social responsibility.

I. Environmental Optimization and Energy Efficiency & Carbon Reduction Measures

· LED Energy-Efficient Lighting

All office areas have fully adopted LED fixtures, which provide stable and sufficient illumination that meets workplace lighting standards while significantly reducing energy consumption as part of the Company's carbon-reduction plan. This initiative not only complies with energy-efficiency regulations, but also demonstrates our commitment to environmental stewardship and ESG.

· Temperature-Controlled HVAC System

A central HVAC system is installed, with filters and ductwork serviced on a regular schedule to ensure indoor air quality (IAQ) and stable temperature-humidity levels, thereby enhancing employees' respiratory comfort and workplace productivity.

· Egress Routes and Occupational Safety by Design

Emergency exits, evacuation signage, and corridor widths are designed in accordance with building and fire safety codes. Regular safety inspections and evacuation drills are conducted to ensure employees can respond swiftly and evacuate safely during emergencies.

II. Environmental Hygiene and Common Area Management

· Outsourced Professional Deep-Cleaning Services

Common areas (e.g., pantries, corridors, and entryways) are regularly deep-cleaned by professional cleaning staff, including floor sanitization, door-handle wiping/disinfection, waste segregation, and dust removal, effectively reducing the risk of pathogen transmission and dust accumulation and fostering a healthy office environment.

III. Employee Health Promotion

Jhen Vei Electronic places a high priority on employees' physical and mental well-being, viewing a "healthy workplace" as a cornerstone of corporate social responsibility and a core strategy to enhance productivity and employee well-being. Through institutionalized health examination policies and an age-based risk stratification mechanism, the Company actively fosters a prevention-oriented health culture and supports employees in developing habits of self-directed health management.

(1) New Employee Health Examination Policy

To safeguard the health of new hires and ensure workplace safety, Jhen Vei Electronic requires all new employees to complete a health examination upon onboarding. If an employee can provide a valid health examination report conducted within the past three years by a previous employer, and the examination items meet the Company's requirements, the repeat examination may be waived.

This mechanism both strengthens health risk control and reduces the burden on employees, demonstrating the Company's health responsibility and compliance management throughout the recruitment and onboarding process.

(2) In-Service Employee Health Examination Policy

Jhen Vei Electronic provides periodic health examinations for in-service employees and fully subsidizes all related costs. Examinations are tiered by employee age and job function to comply with the "Regulations on Labor Health Protection" and meet practical workplace needs. The examination items and frequencies are as follows:



Jhen Vei Electronic has executed contracts with legally accredited health examination institutions to provide comprehensive screening procedures, recommendations, and follow-up mechanisms. Following examinations, if any abnormal findings are identified, the Company will assist with referrals to appropriate medical institutions and provide necessary health guidance, thereby reinforcing workplace health promotion and disease prevention.

Organizational Culture and Team Collaboration

Jhen Vei Electronic emphasizes fostering a positive workplace culture and strong team cohesion, advancing this agenda through both formal systems and everyday practices. We strengthen cross-functional collaboration, trust, and organizational unity. The Company encourages employees to proactively take part in cross-functional assignments and plans a variety of activities and informal touchpoints to cultivate a warm, cohesive organizational climate—putting our people-first culture into practice.

Each year, we host activities such as the Spring Banquet, year-end gatherings, employee outings/trips, and Lunch Days. These are co-designed and executed by colleagues across departments to build mutual understanding and communication. Supervisors engage with employees through team meals, gettogethers, and remarks at events, demonstrating support and recognition.

For example, the 2024 Spring Banquet was jointly planned by multiple departments and featured team-building games that showcased employees' energy and creativity. At the year-end dinner, managers personally thanked employees for their hard work, rallied the team around the vision for the coming year, and affirmed collective effort and annual results. Beyond generous catering, relaxed interactions during these events further enhanced employees' sense of belonging and positive esprit de corps.

Annual company dinner gatherings, with bonus incentives to motivate employees



Interactive Game Engagement at the 2024 Spring Banquet



To advance a collaborative organizational culture, Jhen Vei Electronic continues to leverage in-person activities and task allocation to encourage employees from different departments to co-plan and co-execute initiatives, thereby deepening horizontal collaboration and interdepartmental understanding. Through hands-on cooperation and the achievement of shared goals, we strengthen trust among employees, enhance communication efficiency, and build a sense of belonging—fostering a positive and cohesive work environment.

These activities are co-designed by colleagues across departments and include process planning and engaging team-building games, which facilitate cross-functional familiarity and the cultivation of team rapport. Through these arrangements, employees not only collaborate seamlessly in daily operations but also align culturally with the Company's values, shaping an organizational culture centered on mutual support, vitality, and trust.

6.3 Talent Development and Training

Jhen Vei Electronic believes that employees' learning and growth form the foundation of corporate sustainability. Through structured training programs and continuing-education subsidies, we develop professional competencies and broaden perspectives; through cross-functional activities, we strengthen teamwork and workplace cohesion, thereby enhancing overall organizational effectiveness.

Employee Training Program

Based on employee grade levels and competency requirements, the Company differentiates training pathways for managerial and non-managerial employees. Programs for managers emphasize leadership, communication, organizational development, and strategic thinking; programs for non-managers focus on job-specific skills, regulatory compliance, and workplace soft skills.

1. Training Objectives

Short-Term Objectives: Address current work challenges, such as enhancing communication skills and learning new tools or technologies.

Long-Term Objectives: Support employees' career development, such as leadership cultivation and cross-functional collaboration.

2. Enhancing Compliance Awareness

To strengthen employees' awareness of compliance with laws and internal company regulations and embed such conduct into day-to-day operational management, Jhen Vei Electronic proactively disseminates guidance to all employees via email and other channels, covering:

- (1) Updates to laws and regulations relevant to the Company as a whole or to employees individually.
- (2) Key changes to internal policies and procedures.

The 2024 training statistics are presented in the table below:

Year 2024	Managerial Employees		Non-Managerial Employees	
	Male	Female	Male	Female
Number of Employees	9	4	8	6
Total Training Hours	66	40	68	24
Average Training Hours per Employee	7	10	8.5	4
Total	13		14	

Education Subsidies and Continuing-Education Support

Jhen Vei Electronic encourages employees to enhance their competencies through external resources and provides a continuing-education subsidy program, enabling continuous learning and self-development during employment. To help employees strengthen foundational competencies and professional capabilities, the Company organizes multiple free or subsidized trainings and, based on departmental business needs, arranges individualized learning pathways. Particular emphasis is placed on the following three areas:

- Corporate Governance and Compliance (including ESG ethics)
- Information Security and Risk Control
- Accounting, Taxation, and Auditing Expertise

Training records and appraisal results are used as references for subsequent promotions, salary adjustments, and interdepartmental rotations.

Jhen Vei Electronic places strong emphasis on developing employees' professional competencies and enhancing performance management. We design a diversified training curriculum aligned with three core objectives: meeting day-to-day operational needs, elevating risk awareness, and advancing professional growth.

In addition to company-wide programs on corporate governance, human rights, information security, and occupational safety and health (OSH), we arrange advanced external courses based on departmental functional needs, and encourage finance and internal audit personnel to pursue continuing education—thereby strengthening overall organizational operations and internal control capabilities.

Employee Professional Training Records

Course Title	Target Participants	Hours
Corporate Governance & Human Rights Awareness	All employees	1H
General Occupational Safety and Health (OSH) Training		2H
Information Security - Social Engineering Drill		1H
External Training Courses for Internal Audit Deputies (2 Sessions)	Administration Department	12H
Internal Audit Professional Training (2 Sessions)	Internal Audit Office	12H
Continuing Professional Education for Accounting Managers (2 Sessions)	Finance & Accounting Department	30H
Manufacturing Corporate Income Tax Filing & Tax Planning		6H
Initial Training Program for the Corporate Governance Officer		18H
Managerial Personnel Continuing Education (12HR) Course		12H

Note:

- Total Training Hours: 94 hours
- Training Domains Covered: Corporate Governance; Occupational Safety and Health; Information Security Awareness; Accounting & Taxation; Internal Audit

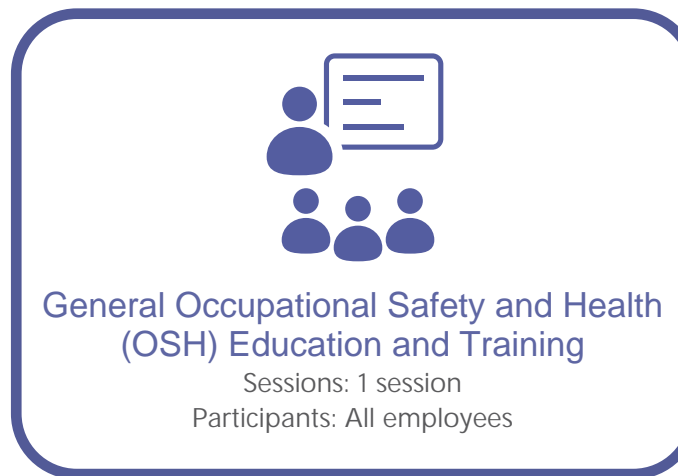
6.4 Occupational Safety and Health (OSH)

Although Jhen Vei Electronic's Sanchong (New Taipei City) headquarters does not operate production facilities or high-risk work environments, the Company remains highly committed to Occupational Safety and Health (OSH) training and the configuration of on-site safety installations. The Company conducts regular basic safety training, coordinates building-wide fire/evacuation drills, and equips office areas with the necessary fire-fighting equipment, thereby fulfilling its responsibility to maintain a safe and healthy workplace.

Occupational Safety and Environmental Management

To enhance all employees' understanding of OSH-related regulations and work-related risks, Jhen Vei Electronic conducts annual Occupational Safety and Health (OSH) training and encourages employees to foster a safety culture of "self-protection and peer care."

2024 Occupational Safety Education and Training — Implementation Status



In addition, the Company coordinates with the office building management to conduct one fire (evacuation) drill each year. The training includes:

- Hands-on fire extinguisher operation
- Emergency evacuation route drill
- Briefing on initial incident reporting and response procedures

Through hands-on participation and scenario-based simulations, all employees enhance their ability to respond to emergencies, safeguarding their own safety and that of their colleagues.



Workplace Safety Facilities and Management

Although Jhen Vei Electronic operates an office-type environment, the Company still equips high-occupancy areas and high-electric-load zones with the necessary firefighting equipment. Designated personnel conduct regular inspections to verify fire-extinguisher validity periods and placement accessibility, ensuring the installations can be deployed immediately in an emergency.

- Standard firefighting equipment is installed in each department's seating area
- Dedicated fire extinguishers with red bases are placed adjacent to all copiers, shredders, and similar devices
- Firefighting equipment locations are clearly labeled and aligned with the indoor evacuation route design
- All related equipment is included in the annual fire-safety inspection and joint drills conducted with building/property management

On-site View of Fire Extinguishers Installed in the Office Seating Area

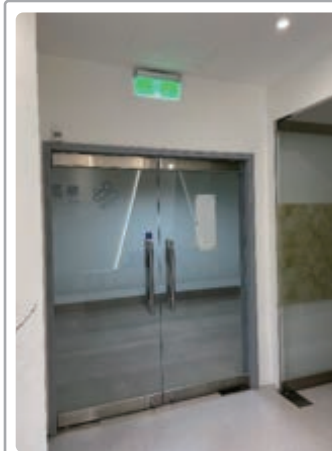


Fire extinguishers are positioned at strategic nodes along main corridors and at the corners of seating areas to enable rapid access and effective response to incipient fires. Areas surrounding high-power equipment are designated as potential heat-source risk points, where twin extinguishers are specially installed and mounted on red bases to enhance visibility and warning.

Copier & Shredder Area Current Status of Firefighting Equipment Configuration

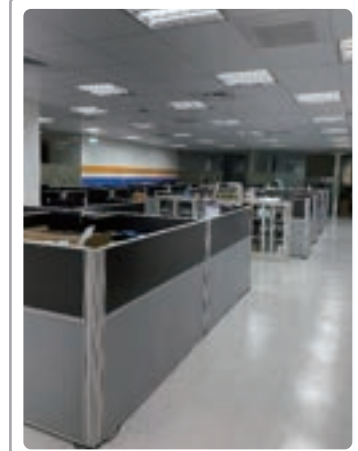


Emergency Exit Signage Installation at Office Entrances and Exits



Clearly marked and continuously illuminated "Emergency Exit" signage is installed above the Company's office entrances and exits, in compliance with fire-safety regulations, and serves as the primary egress way finding during evacuation drills, ensuring that, in emergency situations, employees can promptly identify the evacuation direction.

Orderly Zoning of the OpenPlan Office and Spacious Evacuation Corridors



The office area adopts an openplan layout with wide, unobstructed corridors that ensure clear sightlines and efficient evacuation routes. Seating is arranged at uniform intervals to maintain effective air circulation and adequate lighting, thereby enhancing workplace safety and comfort.

Huaian Plant - Occupational Safety Education & Drill Implementation Results

Huaian Jhen Vei Plant has established an "Education and Training Management System" for production operations. The system defines the roles and responsibilities of Occupational Safety and Health (OSH) personnel; requirements for maintenance and inspection of machinery and equipment; and workplace safety and hygiene standards, thereby ensuring plant operations comply with local safety regulations. It also mandates that employees complete pre-job SOP training before operating any machinery. To strengthen employees' OSH awareness and emergency response capabilities, the Plant continued in 2024 to implement OSH education and emergency drills. Through structured training and on-site exercises, the Huaian Plant continually enhances employee's safety awareness and emergency responsiveness, with the management goal of "zero harm, zero incidents," ensuring a safe and healthy work environment. Implementation results are as follows:

· Education & Drills

Conducted seven OSH training sessions for current employees, with total training hours of 10 and cumulative attendance of 946 persontimes. Post-training assessments were administered, achieving a 100% pass rate. Detailed course information is provided in the table below:

Date	Course Content	Participants/Hours	
2024.03.13	<ul style="list-style-type: none"> · National Security Law Awareness · Work Safety Management Knowledge · Technical Knowledge for Safe Production 	161	1
2024.05.10	<ul style="list-style-type: none"> · Job-Specific Safe Operating Procedures 	157	2
2024.05.17	<ul style="list-style-type: none"> · Dual-Prevention Risk Identification · Potential Hazard Screening & Inspection 	155	2
2024.07.26	<ul style="list-style-type: none"> · Fire Safety Knowledge Training & Education · Summer Safety Knowledge Education 	154	2
2024.09.09	<ul style="list-style-type: none"> · Case Studies of Typical Accidents & Emergency Responses 	155	1
2024.09.19	<ul style="list-style-type: none"> · Safety Training for Special Operations Personnel 	5	1
2024.11.19	<ul style="list-style-type: none"> · Safety Education on the Proper Use of Personal Protective Equipment (PPE) 	159	1

· Firefighting and Emergency Evacuation Drills

Conducted 10 drills covering a range of potential incident scenarios. Supervisors and relevant units were assigned to carry out on-site emergency response exercises, with each department head forming a command team to direct employee response. Drill scenarios included fire and explosion incidents as well as evacuation/egress. The objective was to ensure that, in the event of an incident, employees can promptly evacuate via designated escape routes and firefighting personnel can extinguish the fire rapidly, thereby minimizing harm. Cumulative training attendance: 383 persontimes. Detailed drill content is provided in the table below:

Date	Training Content	Participants
2024.2.24	<ul style="list-style-type: none"> · Specialized Firefighting Drill for Fire and Explosion Incidents 	161
2024.3.1	<ul style="list-style-type: none"> · Emergency Evacuation Drill - Scrap Area Fire Scenario 	159
2024.03.15	<ul style="list-style-type: none"> · Electric Shock Incident - On-site Response Plan 	9
2024.04.12	<ul style="list-style-type: none"> · Mechanical Injury Incident - On-site Response Plan 	9
2024.05.08	<ul style="list-style-type: none"> · Poisoning / Asphyxiation Incident - On-site Response Plan 	9
2024.06.21	<ul style="list-style-type: none"> · Confined Space Safety Incident - Emergency Rescue Drill 	7
2024.08.16	<ul style="list-style-type: none"> · Vehicle-Related Injury - On-site Response Plan 	8
2024.10.18	<ul style="list-style-type: none"> · Burn / Scald Injury or Fatality - On-site Response Plan 	8
2024.11.22	<ul style="list-style-type: none"> · Working at Height - Fall Incident On-site Response Plan 	8
2024.12.06	<ul style="list-style-type: none"> · Special Equipment Incident - On-site Response Plan 	5

6.5 Community Engagement

Jhen Vei Electronic upholds its responsibilities as a corporate citizen, actively engages in public welfare and community development, and advances sustainability initiatives grounded in ESG (environmental, social, and corporate governance) principles, striving to generate positive environmental and social impact beyond its core business operations.

2024 Ocean-Friendly Day Employee Co-Creation Initiative

To embed sustainability into our corporate culture, Jhen Vei Electronic in 2024 launched its inaugural employee-designed “ Ocean-Friendly Day” environmental initiative. Centered on Taiwan’ s Northeast Coast, the program integrated environmental education, community service, and outdoor experiences to deepen employees’ recognition and practice of ESG values through hands-on participation.

The initiative comprised guided coastal environmental education, briefings on marine-debris issues, a walking coastal tour, and beach-cleanup assignments. Through direct engagement, colleagues gained a deeper understanding of the importance of marine ecosystems and the environmental impacts of human behavior. At the close of the event, all participants took a group photo on the shore, symbolizing the shared commitment between the Company and its employees to safeguarding the marine environment. This initiative not only heightened environmental awareness, but also strengthened team cohesion and a spirit of shared value, demonstrating Jhen Vei Electronic’s determination to embed ESG principles from within.

Looking ahead, Jhen Vei Electronic will continue to advance employee-driven social initiatives in diverse formats and extend them to community partnerships and cross-unit joint actions, amplifying the Company’ s impact on social inclusion and environmental stewardship.

• 2024 Ocean-Friendly Day

Group Photo



Abalone Aquaculture Experience



Marine Debris Upcycling Design Tour



DIY Marine-Waste Nightlight Workshop



Community Engagement and Development

Jhen Vei Electronic believes that corporate success is closely linked to societal prosperity. Through continued participation in social-welfare initiatives, the Company not only enhances its corporate reputation but also makes a meaningful contribution to sustainable social development.

The Company will continue to strengthen its engagement with society, promote shared development, and realize win-win outcomes for both the enterprise and the broader community.

Related activities include: providing regular donations, and actively participating in and supporting a variety of public-interest initiatives.

Beneficiary Organization(s)	Community Scope in Relation to the Company	Activity Details
Children Are Us Foundation	Orders Placed via the Official Website	Procured Holiday Gift Boxes to Support Lifelong Care and Education for People with Intellectual Disabilities
GOFE Sheltered Workshop	Orders Placed via the Official Website	Through monthly complimentary lunch sessions, we regularly procure boxed meals from sheltered workshops for distribution to employees, while enhancing employee welfare and fulfilling our social responsibility to support the long-term employment needs of persons with disabilities
Citong Volunteer Fire Brigade, Yunlin County	Location of the Company's Energy Office	Recognized and supported the Volunteer Fire Brigade, fostering a mutually supportive and friendly community
Douliu Office, Yunlin County Police Friends Association	Location of the Company's Energy Office	Recognized and supported the Police Friends Association, fostering a mutually supportive and friendly community
Transitional Home for People Experiencing Homelessness	Location of the Company	Provided in-kind donations to support vocational rehabilitation and job placement for people experiencing homelessness
Qingxing Temple	Location of the Company's Energy Office	Donated to temple-organized blessing ceremonies for seniors

Employee Engagement and Company Connection

- Employee-Initiated Participation: Through the Employee Welfare Committee and department-led outreach, employees voluntarily join boxed-meal procurement and in-kind donation activities, fostering a culture of social good.
- Integrated into Daily Operations: Embed ESG principles into employee lunch provision, holiday care, and community engagement so they become part of routine corporate processes.
- Enhanced Sense of Belonging: Participation in public-interest initiatives strengthens employees' identification with the company and reinforces the positive linkage between their work and society.

Through the above diverse community engagement initiatives, Jhen Vei Electronic continues to deepen its connections with the community, fulfill its corporate social responsibility, and advance sustainable development.

Innovative Practice Highlights

Jhen Vei Electronic believes that social inclusion should not stop at system design and regulatory compliance; it must be grounded in everyday practice through the participation and actions of every employee. To this end, the Company advances creative and results-oriented, ESG-centric initiatives to amplify corporate impact and to strengthen employees' alignment with - and participation in - its sustainability objectives.

- Leverage the Welfare Committee to execute ESG actions and build an employee participation platform: The Company regards the Welfare Committee as a key platform for fostering a sustainability culture. Beyond planning routine benefits, it incorporates ESG advocacy initiatives to create a co-creation arena open to all employees, enhancing participation and sense of belonging.
- Regularly procure boxed meals and holiday gift sets to form stable partnerships with sheltered workshops: By linking daily meal provision with social-enterprise procurement, the Company supports employment development at sheltered workshops, translating ESG principles into steady support for disadvantaged groups and long-term partnership building.
- Embed energy-saving practices into daily office management (e.g., lights-off at noon, process digitization): Office decarbonization starts with small actions; midday lights-off and document digitization improve efficiency while enabling employees to practice low-carbon behavior at work, shaping an environmentally friendly corporate culture.
- Plan an ESG employee action-points mechanism to boost participation incentives and internal sustainability alignment: The Company is developing a points system to quantify employees' contributions to sustainability actions, fostering voluntary participation and a sense of achievement, and progressively building a value-driven internal sustainability incentive model.

Jhen Vei Electronic advances comprehensive initiatives across labor-management relations, inclusive workplaces, human rights protection, employee development, occupational health and safety, and community engagement. From safeguarding fundamental rights to cultivating a deeply rooted culture, the Company not only ensures compliance and institutional accountability, but is also committed to building a workplace that is diverse and inclusive, gender-equitable, healthy and safe, and actively engaged in sustainability.

Looking ahead, Jhen Vei Electronic will continue to deepen its social-inclusion strategies by linking employees' everyday actions with the corporate vision through innovative approaches, so that "shared prosperity" becomes not only part of the corporate mission but also a source of employees' self-fulfillment and sense of achievement, as we jointly move toward the next milestone in sustainable development.

Talent Sustainability -

Jhen Vei Electronic continuously advances the cultivation and value realization of innovative talent, embedding ESG principles into daily management and talent development systems. We expect employees not only to possess professional competencies but also to proactively practice sustainability objectives in their work—becoming responsible and influential“ sustainability practitioners.”

We position ESG as the core philosophy of talent development and will implement concrete actions across the following three dimensions:

I.Environment: Low-Carbon Work and Energy-Efficiency Actions

Starting from everyday office operations, Jhen Vei Electronic promotes decarbonization initiatives and cultivates modern talent with a "green mindset":

- Adopt eco-labeled, energy-efficient photocopying/printing equipment to reduce energy consumption
- Promote resource circularity (e.g., duplex printing, reusing paper)
- Encourage employees to use digital tools in routine meetings and administrative processes to minimize paper waste

Through hands-on environmental behavior training, we enable each employee to recognize the positive environmental impact of their actions and internalize these practices as everyday workplace habits.

II. Social: Community Investment and Diversity & Inclusion

Jhen Vei Electronic emphasizes corporate accountability for positive social impact and embeds this philosophy into employees' values and everyday practices:

- Community Engagement & Volunteering: Encourage employees to participate in volunteer services and donation initiatives; actions to date include facilitating in-kind donations and purchasing products from sheltered workshops.
- Diversity & Inclusion Policy: Proactively promote gender equality and respect for ethnic diversity, ensuring fairness in recruitment, promotion, and compensation.
- Human Rights Education & Inclusive Workplace: Provide training on sexual-harassment prevention and workplace equality, cultivating empathetic communication and management capabilities.

These actions not only strengthen the Company's corporate social responsibility, but also enable employees to experience value realization and social participation in their work.

III. Governance: Ethical Business Conduct and Organizational Stability

Jhen Vei Electronic regards integrity-driven governance and internal control systems as the cornerstone of stable corporate development, and reinforces employee awareness through training and culture:

- Transparency and Compliance Education: Reinforce integrity principles, anti-bribery and anti-corruption standards, and updates to key laws and regulations through internal training and periodic email communications.
- Board Diversity and Inclusive Decision-Making: Institutionalize cross-functional communication and stakeholder feedback mechanisms to cultivate a participatory governance culture.
- Internal Controls and Risk Awareness: Build foundational competencies among frontline and mid-level employees in information security, regulatory compliance, and risk early-warning.

These governance practices not only safeguard the sustainability of the organization's operations, but also help employees recognize that“ integrity is a capability” and an integral part of individual career competitiveness. Building on the interplay of the three dimensions above, Jhen Vei Electronic continues to establish a talent development framework centered on“ innovation, responsibility, and sustainability,” cultivating professionals who combine values-based judgment with strong execution, and working hand in hand with the Company to advance its sustainability vision.

Innovative Talent Development × ESG Three-Pillar Alignment Map



Leveraging the interplay of the three dimensions described above, Jhen Vei Electronic continuously builds a talent-development mechanism centered on “innovation, responsibility, and sustainability,” cultivating professionals who couple values-based judgment with strong execution and working hand-in-hand with the Company to advance its sustainability vision.

Conclusion: Inclusive Culture and Commitment to Sustainability

Jhen Vei Electronic upholds a “people-centered, value co-creation” philosophy, dedicated to building a safe, healthy, and inclusive workplace while actively engaging in community development to fulfill our corporate social responsibility.

Employee Care: The Company provides a comprehensive compensation and benefits framework, advances diversity and equal-opportunity policies, and maintains open communication channels to enhance employees' career development and job satisfaction.

Health & Safety: Through rigorous occupational safety management and health-promotion measures, we safeguard employees' physical and mental well-being. **Community Engagement:** We encourage employees to participate in public-interest initiatives, foster positive relationships with local communities, and support sheltered workshops and charitable organizations to promote social inclusion.

Looking ahead, Jhen Vei Electronic will continue to deepen its sustainability strategy on the social dimension, strengthen communication and collaboration with stakeholders, and - through innovation and education - cultivate talent with strong sustainability competencies, thereby realizing shared prosperity and development for the Company and society.

Appendix: GRI Standards Disclosure Index

GRI Standards	Disclosure	Section	Page	Notes
General Disclosures				
GRI 2 : General Disclosures 2021	2-1 Organizational details	3.2 Organizational Structure	20	
	2-2 Entities included in the organization's sustainability reporting	About This Report	3	
	2-3 Reporting period, frequency and contact point	About This Report	3	
	2-4 Restatements of information	-	-	No restatements in 2024
	2-5 External assurance	-	-	No external assurance in 2024
	2-6 Activities, value chain and other business relationships	4.5 Supply Chain Management	45-46	
	2-7 Employees	6.1 Workforce Structure and Communication	59-62	
	2-8 Workers who are not employees	-	-	No non-employee workers in 2024
	2-9 Governance structure and composition	4.1 Governance Structure	28	
	2-10 Nomination and selection of the highest governance body	4.1 Governance Structure	29	
	2-11 Chair of the highest governance body	4.1 Governance Structure	30	
	2-12 Role of the highest governance body in overseeing the management of impacts	4.1 Governance Structure	27	
	2-13 Delegation of responsibility for managing impacts	4.1 Governance Structure	27	
	2-14 Role of the highest governance body in sustainability reporting	2.1 Sustainability Governance	8	
	2-15 Conflicts of interest	4.1 Governance Structure 4.3 Integrity Management Policies and Implementation	27.36	
	2-16 Communication of critical concerns	4.1 Governance Structure 4.4 Risk Management	27.40-41	
	2-17 Collective knowledge of the highest governance body	4.1 Governance Structure	29	
	2-18 Evaluation of the performance of the highest governance body	4.1 Governance Structure	28	
	2-19 Remuneration policies	4.2 Functional Committee	35	
	2-20 Process to determine remuneration	4.2 Functional Committee	35	
	2-21 Annual total compensation ratio	-	-	Total annual compensation is considered confidential Group information
	2-22 Statement on sustainable development strategy	Sustainability Commitments from the Board	5	

GRI Standards	Disclosure	Section	Page	Notes
General Disclosures				
GRI 2 : General Disclosures 2021	2-23 Policy commitments	3.4 Business Philosophy	23	
		4.3 Integrity Management Policies and Implementation	36	
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		5.1 Environmental Policy Commitments	48	
		6.2 Friendly Workplace	66	
	2-24 Embedding policy commitments	4.4 Risk Management	44	
		5.1 Environmental Policy Commitments	48	
	2-25 Processes to remediate negative impacts	4.4 Risk Management	39-40	
	2-26 Mechanisms for seeking advice and raising concerns	4.3 Integrity Management Policies and Implementation	37	
GRI 3 : Material Topics 2021	2-27 Compliance with laws and regulations	4.4 Risk Management	43	
	2-28 Membership associations	-	-	None
	2-29 Approach to stakeholder engagement	2.2 Stakeholder Engagement	9	
	2-30 Collective bargaining agreements	-	-	None
	3-1 Process to determine material topics	2.3 Materiality Assessment and Analysis	11-12	
GRI 3 : Material Topics 2021	3-2 List of material topics	2.3 Materiality Assessment and Analysis	13-14	
	3-3 Management of material topics	2.3 Materiality Assessment and Analysis	13-15	
Material Topics				
Economic				
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	3.3 Annual Key Performance Indicators	21-22	
	201-2 Financial implications and other risks and opportunities due to climate change	-	-	No such impacts identified
	201-3 Defined benefit plan obligations and other retirement plans	6.2 Friendly Workplace	66-72	
	201-4 Financial assistance received from government	-	-	No government subsidies received in 2024
Ethical Business Practices				
GRI 205 : Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4.3 Integrity Management Policies and Implementation	37	
	205-2 Communication and training about anti-corruption policies and procedures	4.3 Integrity Management Policies and Implementation	36-37	
	205-3 Confirmed incidents of corruption and actions taken	-	-	No confirmed incidents of corruption
Customer Privacy				
GRI 418 : Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	No complaints of customer privacy breaches or loss of customer data

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Key Focus Areas				
GHG emissions				
GRI 305 : Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.2 Greenhouse Gas Managemen	49-51	
	305-2 Energy indirect (Scope 2) GHG emissions	5.2 Greenhouse Gas Managemen	49-51	
	305-3 Other indirect (Scope 3) GHG emissions	5.2 Greenhouse Gas Managemen	51	
	305-4 GHG emissions intensity	5.2 Greenhouse Gas Managemen	51	
	305-5 Reduction of GHG emissions	5.2 Greenhouse Gas Managemen	51-52	
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	No relevant gas emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	No significant gas emissions
Waste				
GRI 306 : Waste 2020	306-1 Waste generation and significant waste-related impacts	5.4 Resource Management	57	
	306-2 Management of significant waste-related impacts	5.4 Resource Management	57	
	306-3 Waste generated	5.4 Resource Management	57	
	306-4 Waste diverted from disposal	5.4 Resource Management	57	
	306-5 Waste directed to disposal	5.4 Resource Management	57	
Labor Relations				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.1 Workforce Structure and Communication	61	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.2 Friendly Workplace	66-71	
	401-3 Parental leave	6.2 Friendly Workplace	72	
Talent Development				
GRI 403 : Occupational Health and Safety 2018	403-1 Occupational health and safety management system	6.4 Occupational Health and Safety	79	
	403-2 Hazard identification, risk assessment, and incident investigation	6.4 Occupational Health and Safety	81	
	403-3 Occupational health services	6.2 Friendly Workplace	66 、 68 、 71 、 74	
	403-4 Worker participation, consultation, and communication on occupational health and safety	6.4 Occupational Health and Safety	79 、 81	
	403-5 Worker training on occupational health and safety	6.4 Occupational Health and Safety	79-81	
	403-6 Promotion of worker health	6.2 Friendly Workplace	68 、 71 、 75	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.4 Occupational Health and Safety	81	

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Talent Development				
GRI 404 : Training and Education 2016	404-1 Average hours of training per year per employee	6.3 Talent Training and Development	77-78	
	404-2 Programs for upgrading employee skills and transition assistance programs	6.3 Talent Training and Development	77-78	
GRI 405 : Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	4.1 Governance Structure	28、30	
		6.1 Workforce Structure and Communication	59-62	
Human Rights				
GRI 408 : Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	6.2 Friendly Workplace	73	No child labor employed
Society				
GRI 413 : Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	6.5 Social Engagement	82-83	



2024

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REPORT

