

JPC connectivity Inc.

2025 Sustainability Report

August 2026

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About This Report

Welcome to the sustainability report of JPC connectivity Inc. (hereinafter referred to as "JPC" or "the Company"). This report covers the period from January 1 to December 31, 2025, consistent with the fiscal year. This report is published annually.

Reporting Principles and Standards

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

Management Process and Publication



Report Assurance

Ernst & Young conducted limited assurance in accordance with the ROC Statement of Assurance Engagements Standards No. 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." The independent assurance report is included in the appendix.

Contact Information

- For questions, comments, or feedback regarding this report, please reach us through the following channels:
- Contact: JPC connectivity Inc.
 - Phone: (02) 8227-1658
 - E-MAIL: weiling_yi@jpcco.com
 - Address: 9F, No. 176, Jian 1st Rd., Zhonghe Dist., New Taipei City

Scope and Organizational Boundaries

In this inaugural report, the data boundary is defined as the main production sites of the headquarters. Additional sites will be progressively included to align with the consolidated financial report boundary. Site locations and data coverage are detailed in the table below:

Country	Taiwan	Internal Implementation / External Collaboration
Taiwan	JPC connectivity Inc.	9F, No. 176, Jian 1st Rd., Zhonghe Dist., New Taipei City
United States	JPCPT INC.	675 Sycamore Drive, Milpitas, CA, 95035
China	<ul style="list-style-type: none"> Dongguan Hongfu Factory Dongguan Huabao Factory Kunshan Hongqi Factory 	<ul style="list-style-type: none"> Guangdong Province, Dongguan City, Fenggang Town, Zhutang Village, Jinkiaotang Industrial Zone Guangdong Province, Dongguan City, Houjie Town, Xitou Fumin Road No. 1 Jiangsu Province, Kunshan City, Yushan Town, Yuyang Road No. 1001, Lian-Dong U Valley, Factory Building No. 15
Vietnam	<ul style="list-style-type: none"> PEC Manufacturing Vietnam Co., Ltd. JPC CONNECTIVITY COMPANY LIMITED 	<ul style="list-style-type: none"> Factory No. 3, Lot I-3b-1, N6 Road, Hi-Tech Park, Tan Phu Ward, Thu Duc City, Ho Chi Minh City, Vietnam Lot CN-10, Van Trung Industrial Park, Van Trung Ward, Viet Yen Town, Bac Giang Province, Viet Nam

Preface

Message from the Chairman

AI Driven Future, Optical & Copper in Parallel, Together for Good

In 2025, global AI applications continued to accelerate, with rapid growth in high-performance computing (HPC), cloud data centers, and smart manufacturing, bringing new opportunities and challenges to the industry. JPC continues to uphold the core philosophy of "Innovation, Shared Prosperity, and Sustainability," leveraging high-speed connectivity technology to strengthen our presence in AI infrastructure markets, advance our optical and copper connectivity strategy, and partner with global customers to build efficient, reliable, and sustainable connectivity solutions.

Facing a rapidly changing market, we continue to invest in core technologies including high-speed transmission, optical communications, power delivery technologies, and smart manufacturing, strengthening product innovation and manufacturing capabilities. Through global deployment and cross-industry collaboration, we continuously enhance corporate competitiveness. JPC believes that technological innovation should create value beyond business success, serving as a catalyst for industrial advancement and sustainable development.

For JPC, ESG is not simply a report. It is embedded in our daily operations and decision-making. We continuously improve corporate governance, promote environmental sustainability, value talent development, care for employees, and actively support education, public welfare, and social engagement, making sustainability an integral part of our corporate culture.

Looking ahead, we will continue to connect technology, partners, and communities through integrity, innovation, and collaboration, creating deeper impact for industry, society, and the environment while pursuing corporate growth.

Thank you to every partner who has walked this journey with us.



Connection & Shared Prosperity

JPC Chairman | Shu-Mei Chang

SC

Sustainability Highlights

ESG	<div data-bbox="326 362 486 527"> </div> <div data-bbox="526 362 1069 605"> <h3>Green Product Innovation</h3> <p>Successfully developed UQD (Universal Quick Disconnect) liquid cooling connectors for AI servers, improving data center cooling efficiency and driving low-carbon transformation.</p> </div> <div data-bbox="326 624 486 789"> </div> <div data-bbox="526 624 1069 958"> <h3>Energy Saving & Carbon Reduction</h3> <p>Continuously optimizing processes and equipment to improve energy efficiency and reduce carbon emissions, progressing toward supply chain decarbonization goals.</p> </div> <div data-bbox="1109 362 1269 527"> </div> <div data-bbox="1309 362 2079 508"> <h3>Social Welfare Engagement</h3> <p>Over NT\$7 million invested in culture, arts, education, and public welfare, with 1,217 participants throughout the year.</p> </div> <div data-bbox="1109 624 1269 789"> </div> <div data-bbox="1309 587 2079 958"> <h3>Talent Development & Sports Sponsorship</h3> <p>Health check participation rate at 95%, continuing to promote health initiatives and on-site medical services. Participated in 6 campus recruitment events, deepening talent development and employer branding. Building a friendly workplace, continuously strengthening ESG corporate culture.</p> </div> <div data-bbox="2135 362 2295 527"> </div> <div data-bbox="2335 362 3092 508"> <h3>Diverse Workplace Initiatives</h3> <p>Female employees exceed 50%; women in management positions reach 43%.</p> </div> <div data-bbox="2135 624 2295 789"> </div> <div data-bbox="2335 624 3092 911"> <h3>Corporate Governance Ranking: Top 6%~20%(Listed Companies)</h3> <p>Over the past two years, the corporate governance ranking improved from 66%~80% to 6%~20%, a strong affirmation of the company's efforts and commitment to governance excellence.</p> </div>
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Company Profile

JPC connectivity | Your Key Technology Partner for the AI Era

Founded in 1992, JPC connectivity (6197-TW) specializes in high-speed transmission and high-power connection technologies. Our products include connectors, cable assemblies, and modular solutions, widely applied in AI servers, high-performance computing (HPC), data centers, new energy, and cloud services.

We are a trusted partner of global cloud service providers (CSPs), original design manufacturers (ODMs), and system integrators (SIs), committed to delivering high-speed,high-power, and highly reliable connection solutions that link critical nodes across the AI supply chain.

Our operations span Taiwan (headquarters), the United States (NPI), Vietnam and China (manufacturing), with additional offices in Japan, Germany, and Thailand, combining local support with agile delivery to strengthen global supply chain resilience and collaboration.

We believe that great connections come from trust, innovation, and shared prosperity.

Value Proposition

- ✓ Technical Exchange

✓ Total Solutions

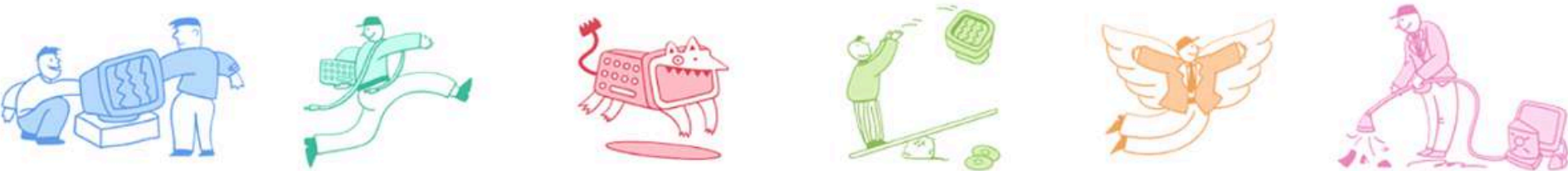
✓ Quality-Driven

✓ Diverse Markets
- ✓ Project Management

✓ Market-Driven

✓ Quality Assurance

✓ Financial Soundness

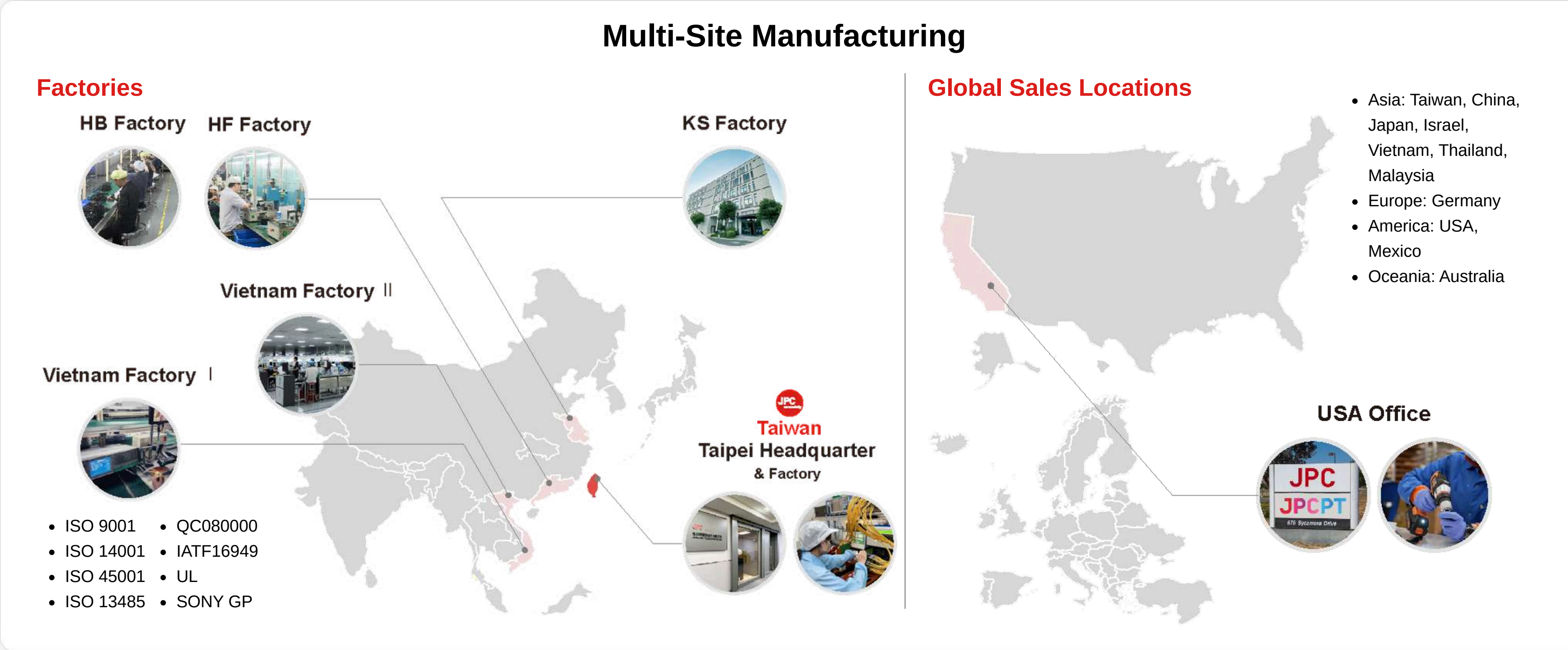


Company Name	JPC connectivity Inc.
Stock Code	6197
Headquarters Address	9F, No. 176, Jian 1st Rd., Zhonghe Dist., New Taipei City
Date Established	May 7, 1992
Capital	NT\$1,220,858,820
Market Positioning of Products and Services	Long-term partnerships with globally renowned cloud service providers to jointly advance cloud computing and AI technologies
Group Employees	Total Employees: 1,925 (note)

Note: See report scope and organizational boundaries

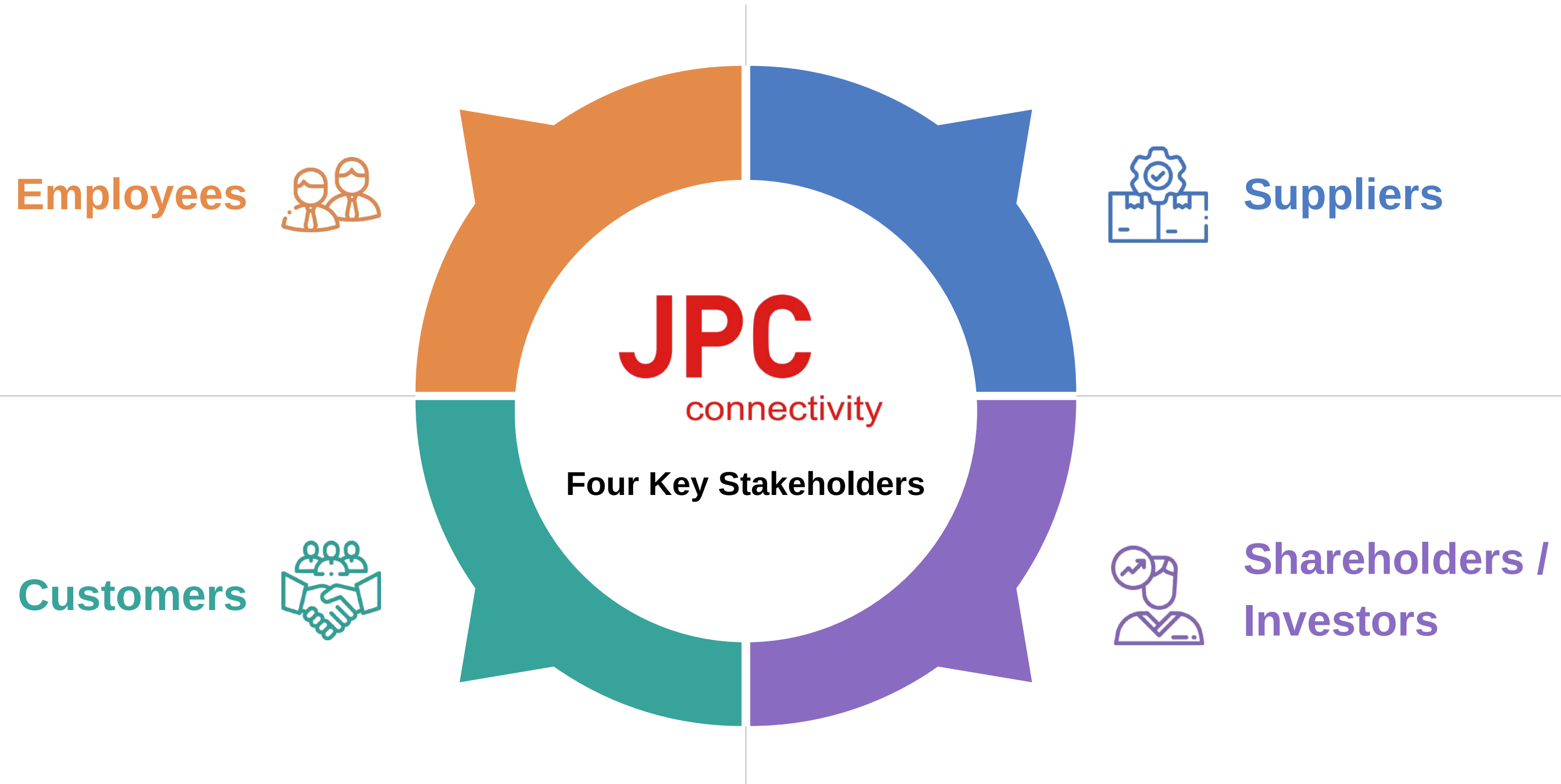
Production Sites

JPC serves markets worldwide, with major production sites in Taiwan (New Taipei), China (Dongguan Hongfu, Dongguan Huabao, Kunshan Hongqi), and Vietnam (Bac Giang, Ho Chi Minh City). We have offices in Japan, Thailand, the United States, and Germany to stay closer to customers, effectively enhancing value chain operations and enabling borderless, real-time service.

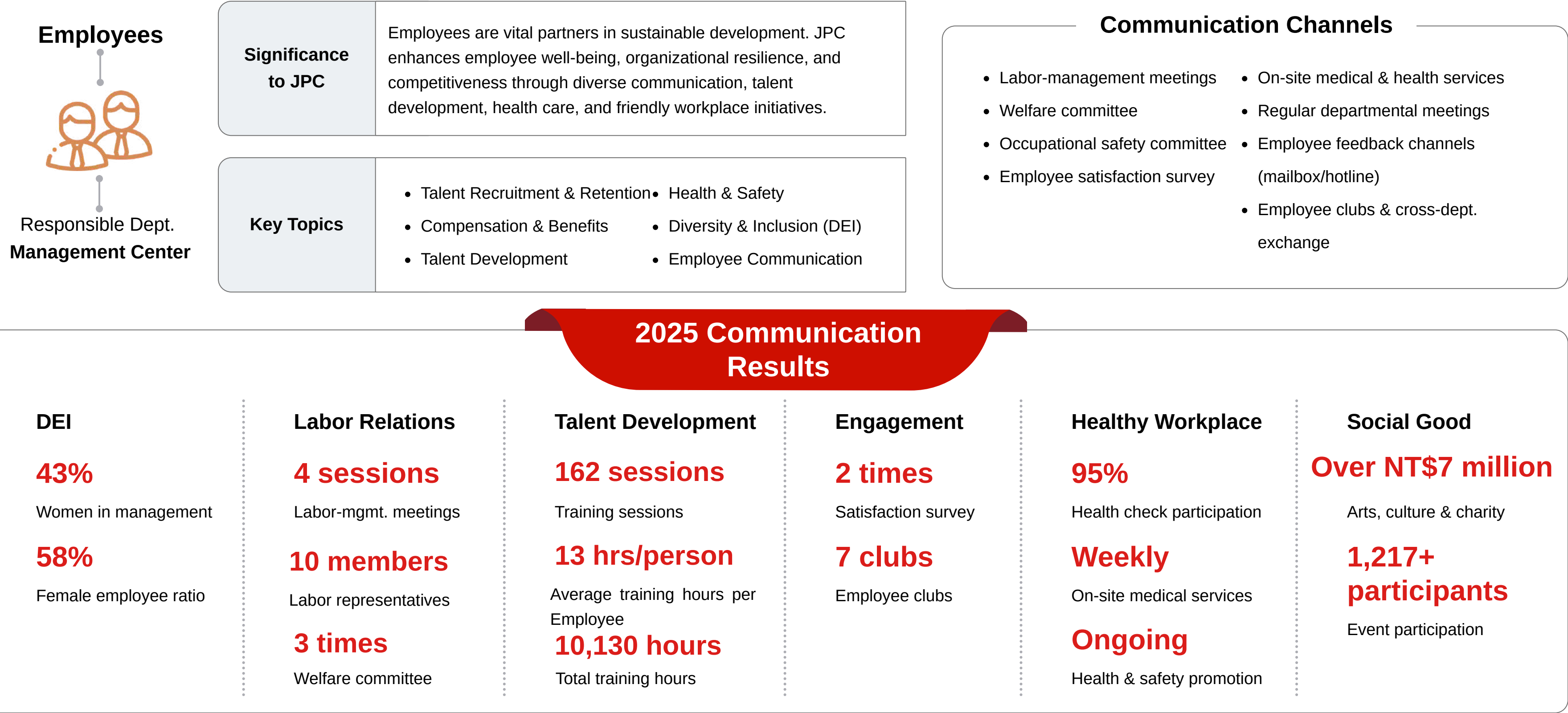


Stakeholder Engagement

JPC follows the AA1000 Stakeholder Engagement Standard (AA1000 SES) and its five principles to establish a materiality identification process for sustainability topics. Stakeholders are categorized into four major groups, with engagement conducted through various channels to regularly disclose information on key issues, effectively respond to stakeholder concerns, and earn greater trust and support.



Stakeholder Communication & Engagement



Stakeholder Communication & Engagement

Customers



Responsible Dept.
Global Business Center

Significance to JPC	Continuously communicating with customers and understanding their needs to build trust and achieve sustainable operations and mutual benefit.
Key Topics	<div><ul style="list-style-type: none">• Risk Management• Business Ethics & Code of Conduct• Customer Relationship Management</div> <div><ul style="list-style-type: none">• Information Security & Customer Privacy• Product Safety & Services</div>

Communication Channels

- Regular and Occasional Customer Engagements
- Customer satisfaction surveys
- Product technical meetings
- Supplier exchange meetings
- Website & public information disclosure

- ESG questionnaire & audit responses
- Exhibitions & industry forums
- Information security & customer privacy
- Product safety & services

2025 Communication Results

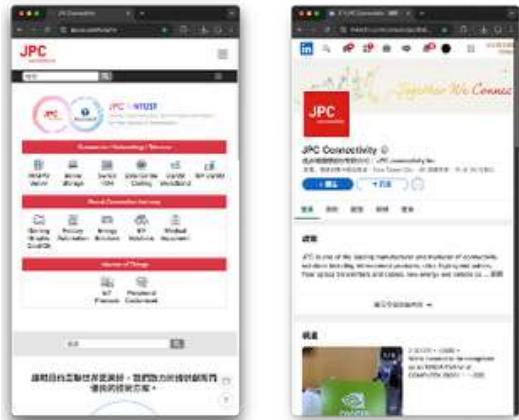
Steady Improvement in Customer Satisfaction

Key customer satisfaction survey results maintained at excellent levels



Marketing & Technical Engagement

Regular posts on website & LinkedIn



Industry Association Memberships



International Exhibitions & Product Briefings



Stakeholder Communication & Engagement

Suppliers

Responsible Dept.
Global Manufacturing Center

Significance to JPC	Suppliers are partners in JPC's sustainable operations and growth, ensuring supply chain stability and quality to achieve sustainable supply chain management.
Key Topics	<div> <ul style="list-style-type: none"> Customer Relationship Management Information Security & Customer Privacy </div> <div> <ul style="list-style-type: none"> Customer Relationship Management Information Security & Customer Privacy </div>

Communication Channels

- Supplier meetings & assessments
- Questionnaire surveys
- QBR meetings
- Supplier visits
- Supplier feedback mailbox
- Ad-hoc discussions as needed

2025 Communication Results

<div>Integrity & Compliance</div> <div>98</div> <div>New suppliers onboarded</div> <div>100%</div> <div>Integrity pledge & supplier code of conduct signing rate</div>	<div>Supplier Assessment</div> <div>12</div> <div>Suppliers completed RBA code of conduct on-site audits (covering Taiwan & China)</div>	<div>Engagement & Advocacy</div> <div>11</div> <div>Key suppliers completed QBR sustainability advocacy</div> <div>100%</div> <div>Completed green management policy advocacy for three major raw materials (PCB, Cable, and Hardware Materials)</div>	<div>Local Procurement</div> <div>60%</div> <div>Achieved 2025 local procurement ratio target, actively promoting localization of strategic & key suppliers</div>
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Stakeholder Communication & Engagement

Shareholders /
Investors



Responsible Dept.
Management Center

Significance
to JPC

Investors are vital partners in driving the company's continued growth and sustainable operations. JPC actively maximizes shareholder value, upholds high transparency in disclosing operational and financial information, and strives to build a solid foundation of trust to realize long-term corporate value.

Key Topics

- Corporate Governance
- Risk Management
- Economic Performance
- Human Rights & Labor Relations
- Social Engagement

Communication Channels

In addition to regular mechanisms such as shareholders' meetings, board meetings, and annual sustainability reports, the company also holds investor conferences as needed, and maintains real-time interaction with investors through public disclosures, press releases, and shareholder service mailbox.

2025 Communication
Results

Investor Conferences

4 Regular

~2-3
times/week
 Ad hoc

Written, online, or in-person
communication Institutional investor
meetings

Public Information Disclosure

29 Material info

6 Board meetings

1 Annual General
Meeting (AGM)

Annual Annual Report &
Sustainability Report

Ad hoc Market Observation
Post System (MOPS)
disclosure

Ad hoc Website updates

News Highlights

6 Intl. exhibitions | 5 countries

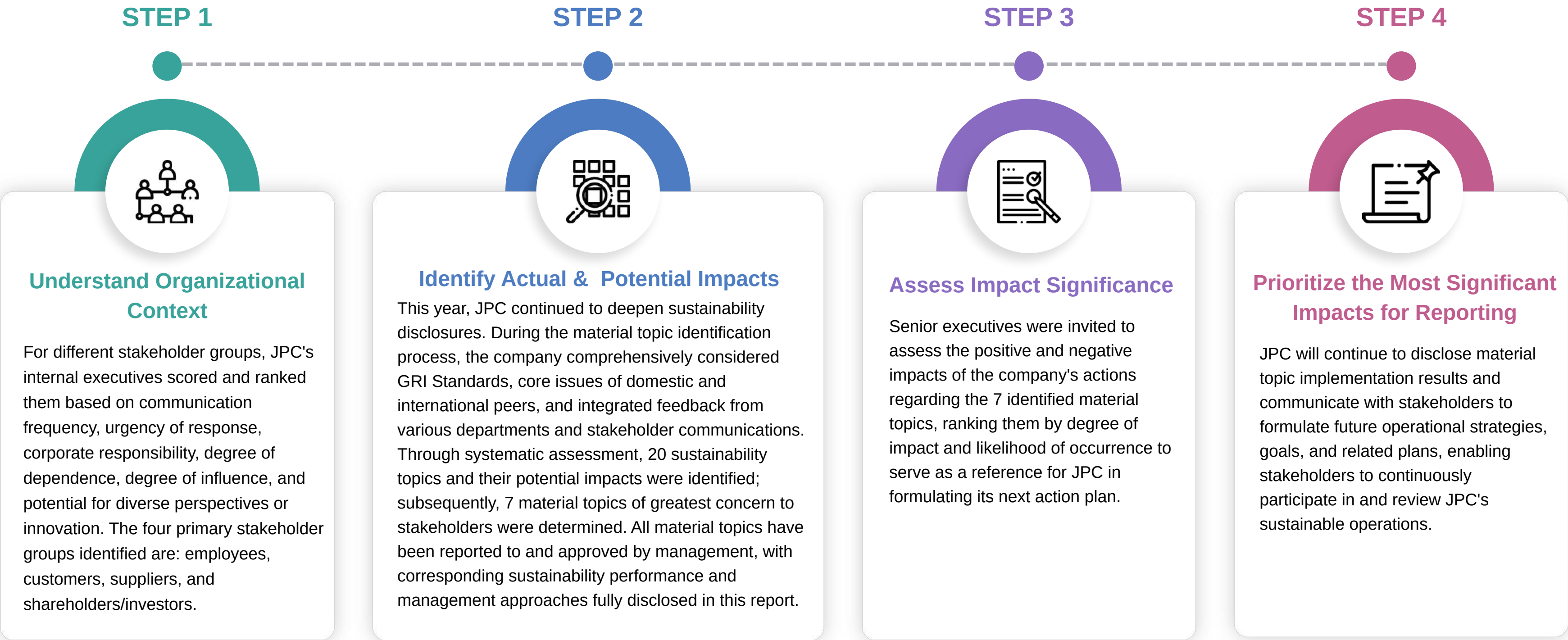
2025 Foreign investors' Taiwan Top 100

TOP 30 Taiwan's Best Female CEO

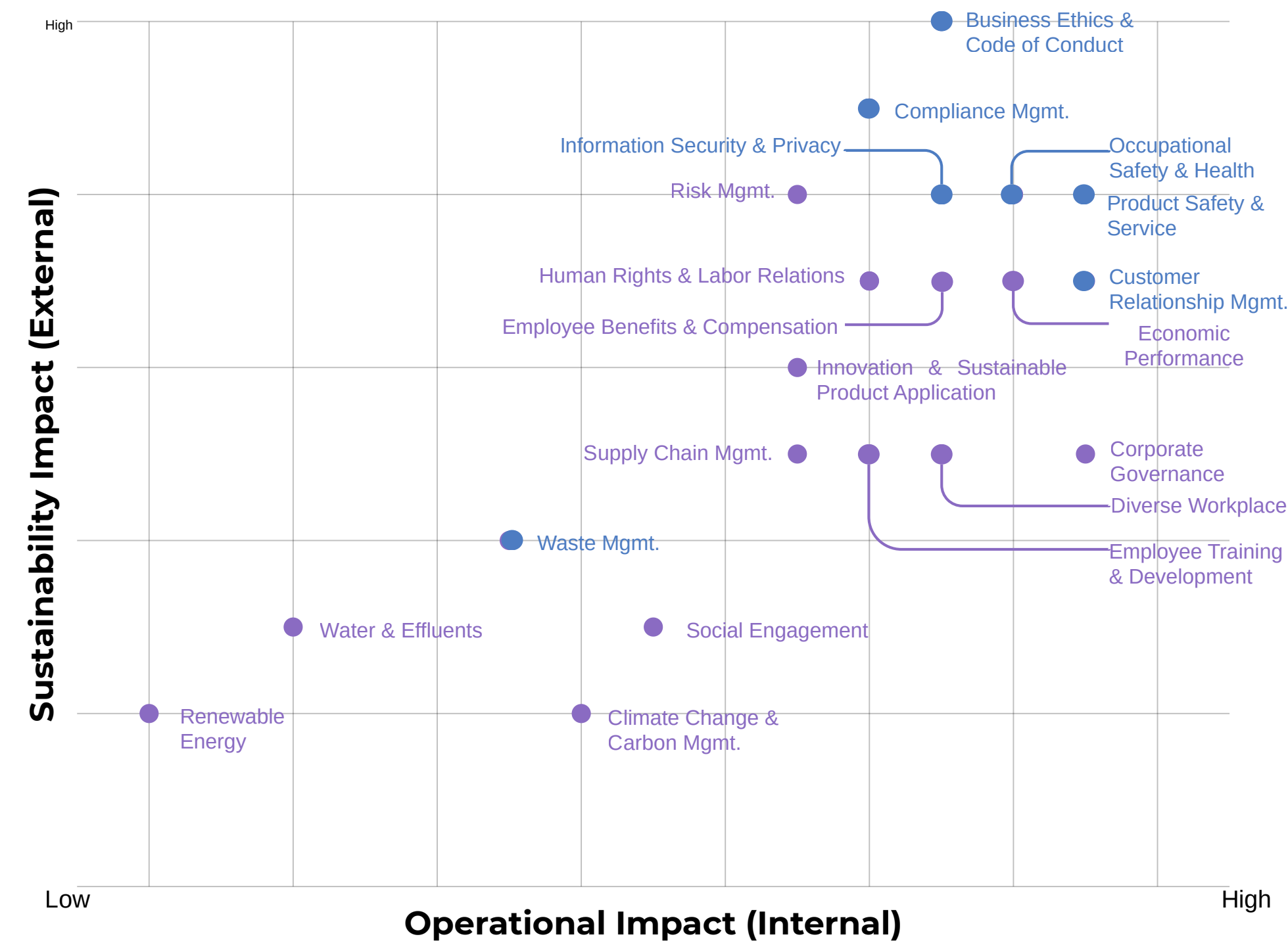
6%~20% Corporate governance evaluation
(listed companies) Tier 2

Identification of Material Topics

To focus on key issues of concern to external stakeholders relevant to JPC operations, the company uses GRI Standards specific topics as a foundation. Stakeholder concerns are reviewed annually to assess the degree of impact across environmental, social, and governance dimensions. Findings are disclosed in the sustainability report to communicate JPC's material topic management and performance. The materiality analysis process is as follows:



2025 Materiality Matrix



2025 Sustainability Impact Assessment

To effectively manage material topics, the Sustainability Committee quantified the positive and negative impacts across environmental, social, and corporate governance dimensions, summed their absolute values, and considered the completeness of each dimension. The ranking of material topic sustainability impacts is as follows:

Dimension	Positive Impact	Negative Impact	Total
Customer Relationship Management	13.42	6.67	20.09
Occupational Safety and Health	11.67	6	17.67
Business Ethics and Code of Conduct	10.5	7	17.5
Product Safety and Service	12.25	5	17.25
Compliance Management	11.08	6	17.08
Information Security and Customer Privacy	10.03	6.67	16.7
Waste Management	11.11	5	16.11

Material Topics: Impacts and Value Chain

● Direct Impact ○ Indirect Impact

Material Topics	Impact Description and Significance to JPC	Corresponding GRI	Value Chain Impact Boundary Note									Response Section	Page No.
			Upstream			JPC			Downstream				
			Environ-mental	People & Human Rights	Gover-nance	Environ-mental	People & Human Rights	Gover-nance	Environ-mental	People & Human Rights	Gover-nance		
Business Ethics and Code of Conduct	Adherence to integrity-based business practices to build a solid reputation.	2-24、 2-25			○			●			○	1.2 Compliance and Integrity Management	P.29~31
Product Safety and Service	Product quality and safety directly affect customer trust and satisfaction.	416、 417					●				○	2.2 Sustainable Supply Chain	P.53~59
Occupational Safety and Health	Employee occupational safety and health are closely related to employee satisfaction and workplace accidents.	403					●				○	4.4 Occupational Safety and Health	P.99-100
Customer Relationship Management	Effective customer relationship management helps the company better understand market needs, provide customized solutions, and build a stable customer base.	308、 414、 204		○			●				○	2.1 Customer Relationship Management	P.51~52
Compliance Management	Compliance with laws and regulations to adapt to regulatory changes.	2-15、 2-26、 2-27			○			●			●	1.2 Compliance and Integrity Management	P.29~31
Information Security and Customer Privacy	Information security management strategies and measures involve confidentiality, integrity, and availability of privacy to protect employee and customer privacy.	418					○	●		●		1.4 Information Security 2.1 Customer Relationship Management	P.41~43 P.51~52
Waste Management	Proper waste handling and waste-reduction strategies affect the environmental burden and waste treatment costs around the company.	306				○			●			3.2 Low-Carbon Operations and Energy Management	P.69~70

Note: Impact boundaries and levels are identified based on JPC's value chain. The core of the value chain is JPC itself, including employees; upstream includes raw material and equipment suppliers; downstream includes customers.

Material Topic Management Table



**Business Ethics
and Code of Conduct**

Responsible Unit
 Legal, Audit

2025 Achievements	Short-term Goals (2026)	Long-term Vision
<ul style="list-style-type: none"> Integrity pledge signing rate: 100%; completed internal training on trade secrets and insider trading. Customers and suppliers signed integrity pledge at 100%; annual supplier integrity audits conducted. Zero corruption, ethical violations, or dishonesty incidents. Employees completed integrity management training (post-test pass rate above 90%). 	<ul style="list-style-type: none"> Require suppliers to sign the Supplier Code of Conduct (target: 80%+ signing rate). 	<ul style="list-style-type: none"> Maintain zero corruption, ethical violations, or dishonesty incidents.
Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
<ul style="list-style-type: none"> Upholding corporate integrity and ethical standards safeguards business reputation, attracts investment, and supports stable economic growth. Dishonest business practices may result in fines, lawsuits, and reputational damage. 	<ul style="list-style-type: none"> Audit unit regularly tracks implementation effectiveness. Annual reporting to the General Manager and Board of Directors. 	<ul style="list-style-type: none"> Dedicated complaint mailbox on the company website (Audit@jpcco.com). Emergency incidents trigger immediate review meetings.

Material Topic Management Table



Information Security
and Customer
Privacy

Responsible Unit
IT Department

2025 Achievements	Short-term Goals (2026)	Long-term Vision
<ul style="list-style-type: none">Joined the Taiwan Chief Information Security Officer (CISO) Alliance for threat intelligence exchange, case sharing, and training.Upgraded firewall equipment and rebuilt network architecture.Updated VPN application and access-rights guidelines, including definitions of confidential and non-confidential information.Appointed a Chief Information Security Officer to review risks and report annually to the Board.2025 Information Security Performance Highlights:<ol style="list-style-type: none">Employee social engineering drill pass rate: 89%Critical system uptime: 98%Security awareness training: 1 hour per quarterVulnerability scanning: once per yearBackup and recovery drill: once per yearPassword compliance rate: 100%	<ul style="list-style-type: none">Phishing and Social Engineering Tests: Planned third-party phishing and social engineering exercises, conducted twice per year.User Sensitivity Interviews: Scheduled interviews to assess employees' sensitivity to documents and information, guiding access rights and archiving practices.	<ul style="list-style-type: none">Strict implementation of information security measures protects sensitive data, prevents intellectual property leakage, safeguards corporate competitiveness, and strengthens customer trust in products and services.Inadequate or improper security controls may result in the exposure of critical research data, leading to legal disputes and reputational damage.
Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
<ul style="list-style-type: none">Strict enforcement of information security measures protects sensitive data, prevents intellectual property leakage, sustains corporate competitiveness, and enhances customer trust.Inadequate or insufficient controls may expose critical research data, resulting in legal disputes and reputational damage.	<ul style="list-style-type: none">Regularly report the company's information security governance status to the Board of Directors.Internal audit units conduct periodic inspections and follow-up reviews.Adopt a PDCA cycle management approach to ensure objectives are achieved and processes continuously improved.	<ul style="list-style-type: none">Conduct regular meetings with upstream and downstream suppliers.In the event of an emergency, convene immediate meetings to provide explanations and coordinate response actions.

Material Topic Management Table



Product Safety
and Service

Responsible Unit
Quality Assurance
Department,
Plant Managers

2025 Achievements	Short-term Goals (2026)	Long-term Vision
<ul style="list-style-type: none"> Obtained hazardous substance management certification QC080000, SONY GP, as well as UL safety certification, electrical safety certification, and radiation standards certification. All products comply with internal control standards and international regulations of export countries, including ISO 9001, ISO 14001, ISO 45001, ISO 13485, RoHS, REACH, JPC Environmental Substance Management Standard (ESMS), and RMI conflict minerals requirements. Implemented CIP continuous improvement activities, system certifications, industry standards, and comprehensive internal quality management coverage. Established a product traceability mechanism for production history. Applied FMEA risk identification analysis in the design of critical products. 	<ul style="list-style-type: none"> Regularly assess and update compliance standards to address new regulations and market demands. The Northern Vietnam plant has introduced a Manufacturing Execution System (MES) into its production processes, enabling effective product traceability. 	<ul style="list-style-type: none"> Conduct product technology competitiveness analysis and establish verification standards, plan an innovation technology roadmap, and implement advanced R&D with forward-looking technology deployment.
Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
<ul style="list-style-type: none"> Providing safe and reliable products helps enhance corporate reputation, strengthen customer loyalty to the brand, and promote stable and growing orders. Failure to maintain product quality may lead to customer complaints and product recalls, resulting in financial losses and reputational damage to the company. 	<ul style="list-style-type: none"> Regularly review quality statistical results to optimize processes. Select materials without quality concerns based on customer feedback and the internal material management database. 	<ul style="list-style-type: none"> A dedicated stakeholder section has been established, allowing stakeholders to provide feedback via email. Employees may submit feedback anonymously through the company's internal mailbox system.

Material Topic Management Table

<div>  <p>Compliance Management</p> </div> <div>Responsible Unit Legal, Audit</div>	2025 Achievements	Short-term Goals (2026)	Long-term Vision
	<ul style="list-style-type: none"> No major regulatory violations or penalties incurred. 	<ul style="list-style-type: none"> No major violations or penalty incidents have occurred. Regular compliance inspections are conducted to promptly identify and correct potential legal risks. 	<ul style="list-style-type: none"> Embed compliance principles into corporate culture to promote employees' awareness and respect for regulations. Establish a transparent compliance reporting mechanism to regularly and promptly disclose compliance status.
	Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
	<ul style="list-style-type: none"> Strengthening compliance management enhances corporate reputation, attracts investors, and contributes to overall economic stability and growth. Violations of regulations may result in fines and litigation, which can undermine investor confidence, cause stock price volatility, and damage both the company's business reputation and customer trust. 	<ul style="list-style-type: none"> The audit unit conducts regular performance evaluations. Reports on the current status are submitted annually to the President and the Board of Directors. 	<ul style="list-style-type: none"> A dedicated grievance mailbox has been established on the official website (Audit@jpcco.com) for stakeholders to submit feedback. In the event of an emergency, meetings will be convened immediately to conduct reviews.

Material Topic Management Table



Customer
Relationship
Management

Responsible Unit
Sales

2025 Achievements	Short-term Goals (2026)	Long-term Vision
<ul style="list-style-type: none"> 2025 RBA Silver certification renewed; gained customer recognition. Introduced a second production base for customer OOC requirements. Strengthened local FAE support at customer sites for new project development. Coordinated supplier support to meet customer requirements. Utilized trade shows to help customers understand future product trends. Product development efficiency met customer timing requirements. 	<ul style="list-style-type: none"> Achieve customer satisfaction in product quality, price, and delivery. 	<ul style="list-style-type: none"> Promote two-way communication to enhance customer satisfaction. Ensure long-term cooperative relationships with clients, fostering mutual prosperity and shared success. Commit to addressing future market demand changes and trends by adjusting strategies in a timely manner.
Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
<ul style="list-style-type: none"> Stable cooperation increases market share and competitive advantage. Failure to monitor market and product trends, combined with poor customer relationship management, may lead to customer loss, declining sales, and reduced market share. 	<ul style="list-style-type: none"> The audit unit conducts regular performance evaluations. Reports on customer satisfaction and the status of client relationships are submitted annually to the President and the Board of Directors. 	<ul style="list-style-type: none"> A dedicated grievance mailbox has been established on the official website (Audit@jpcco.com) for stakeholders to submit feedback. In the event of an emergency, meetings will be convened immediately to conduct reviews.

Material Topic Management Table



Waste

Responsible Unit
Plant Managers

2025 Achievements	Short-term Goals (2026)	Long-term Vision
<ul style="list-style-type: none"> China factory regions implemented an intelligent waste management system with real-time monitoring through smart boards for recyclable metals, scrap materials, and waste classification in the warehouse. Vietnam factory regions conducted strict waste classification, with industrial park recycling and treatment. All factories conducted annual on-site audits of waste treatment contractors. 	<ul style="list-style-type: none"> Each factory will set recycling rate targets for waste. Reduce waste generation through process and raw material recycling and reuse. 	<ul style="list-style-type: none"> Continue energy-saving and carbon-reduction activities for efficient resource use. Introduce new waste-reduction technologies such as process optimization and material substitution. Strengthen process technology to reduce scrap generation.
Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
<ul style="list-style-type: none"> Implementing waste management and circular economy projects reduces environmental pollution, improves resource utilization, and promotes corporate innovation. Improper waste handling may cause environmental pollution and penalties from environmental authorities, damaging corporate reputation. 	<ul style="list-style-type: none"> Conduct monthly or quarterly statistics and annual on-site audits of treatment contractors to ensure regulatory compliance. 	<ul style="list-style-type: none"> Employees submit feedback through the company's anonymous internal mailbox. External stakeholders submit feedback through the grievance mailbox.

Material Topic Management Table

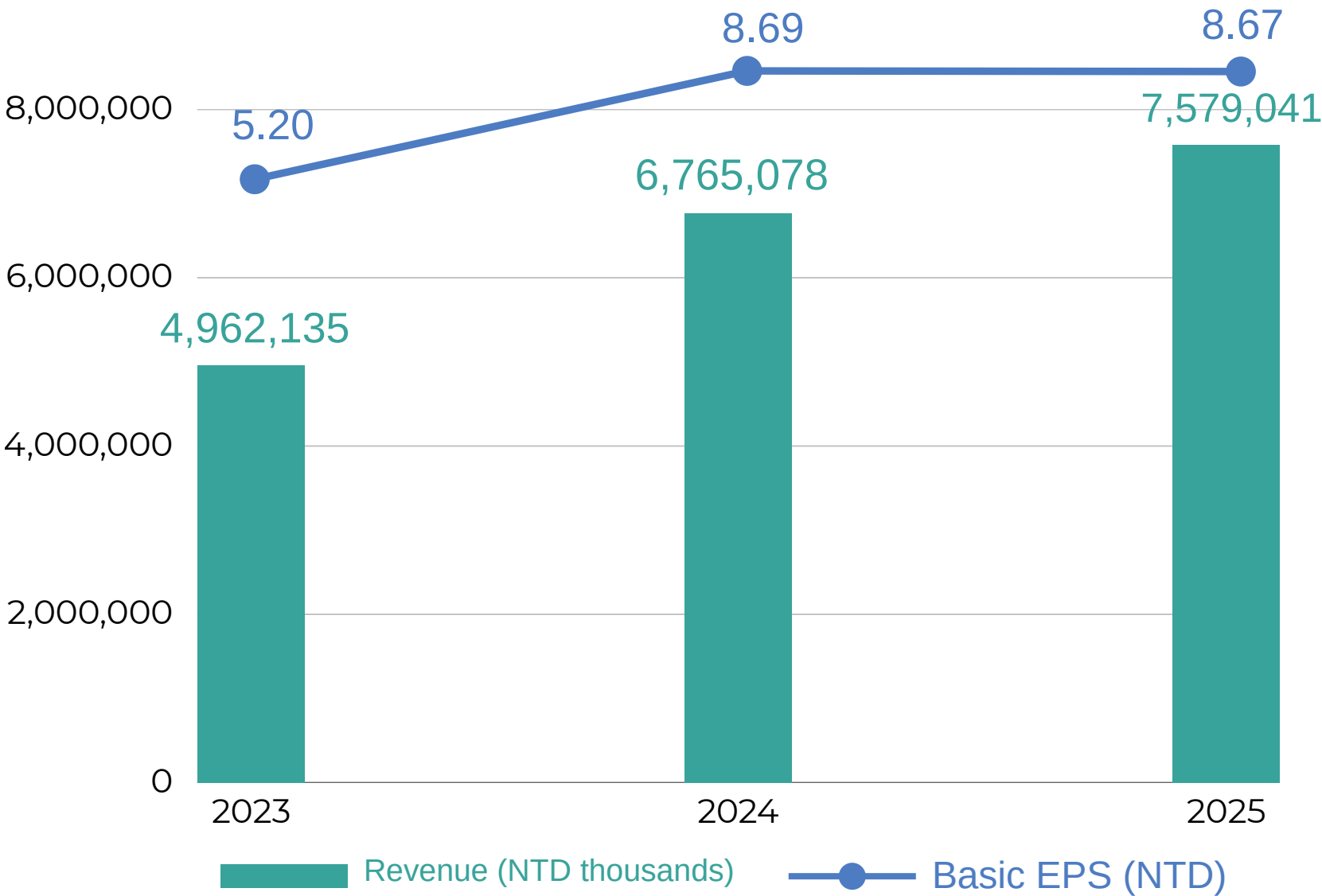
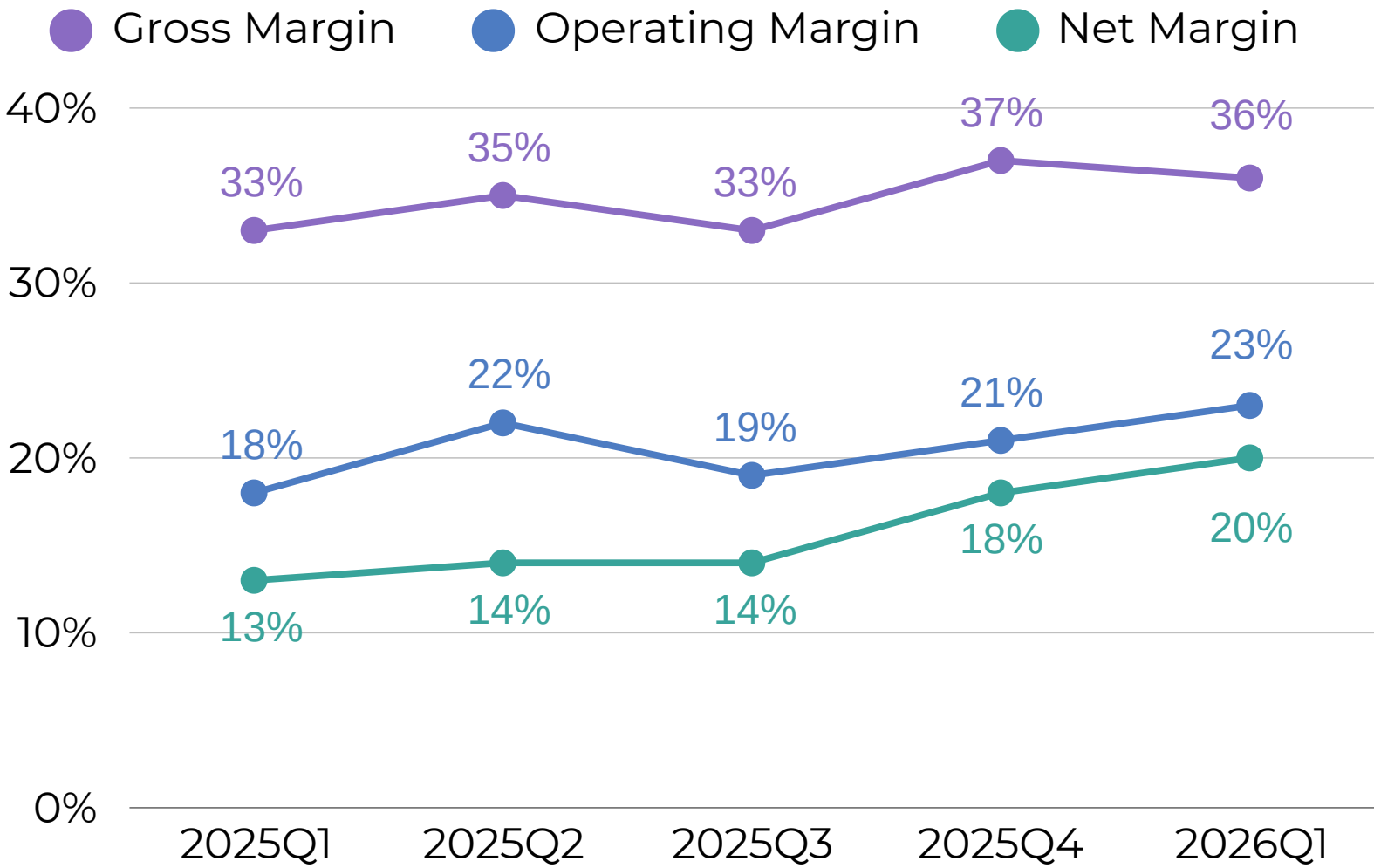
<div><p>Occupational Health and Safety</p></div> <div>Responsible Unit Global Manufacturing Center Human Resources and Administration Department</div>	2025 Achievements	Short-term Goals (2026)	Long-term Vision
	<ul style="list-style-type: none">External Training: Factory managers and supervisors completed one training session.Internal Training:<ol style="list-style-type: none">Plant-wide occupational health and safety production training.Factory safety management personnel attend one regular external training session.Annual workplace occupational disease testing and occupational health examinations for employees in hazardous positions.	<ul style="list-style-type: none">Zero workplace accidents.	<ul style="list-style-type: none">Implement target- and indicator-based management programs for environmental safety and employee health.Reduce the incidence of occupational diseases, achieve zero workplace accidents, and enhance employee job satisfaction.
	Impact Description	Management Actions & Tracking	Stakeholder Engagement Mechanism
	<ul style="list-style-type: none">Emphasizing occupational safety and health helps protect factory employees' lives and safeguard their health rights.Neglecting occupational safety and health may lead to occupational injuries or cause harm to employees' well-being.	<ul style="list-style-type: none">Equipment operators perform daily on-site inspections of machinery, while professional occupational safety personnel at the Global Manufacturing Center conduct regular audits and inspections.Special equipment may only be operated by personnel holding valid operation certificates.	<ul style="list-style-type: none">A dedicated employee suggestion box has been established.Annual employee satisfaction surveys are conducted.On-site medical support mechanisms are in place, complemented by regular health examinations.

1. Operations & Governance

1.1 Corporate Governance

1.1.1 Business Performance

Driven by strong AI demand, JPC has continuously refined its business strategy and strengthened its financial structure in recent years, demonstrating solid results in strategic positioning, production capacity, and profitability. In 2025, the quarterly gross margin, operating income margin, and net margin continued to improve. The dividend payout ratio has exceeded 80% for the past three years, fully returning operating results to shareholders. Return on equity (ROE) has averaged approximately 23% over the past three years, significantly higher than the industry average of approximately 11%, demonstrating the company's competitive advantage in financial performance and shareholder value creation. For detailed operating information, please refer to the company website and the 2025 Annual Report.

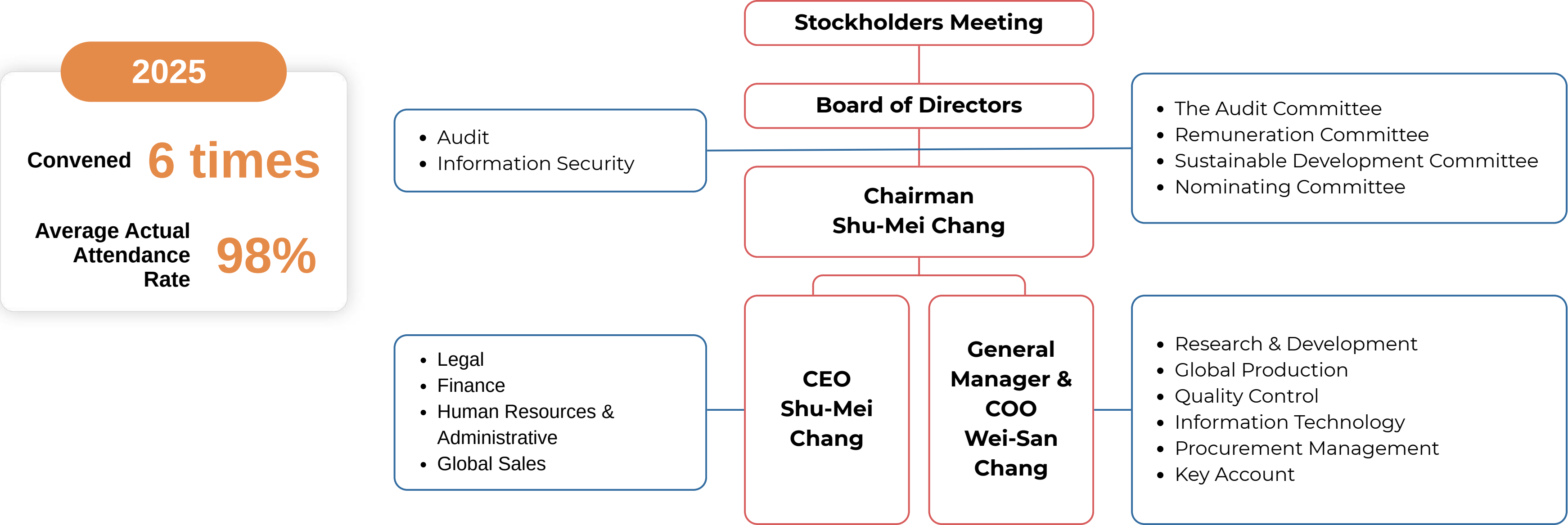


1.1.2 Board of Directors

As the highest governance authority of JPC, the Board of Directors is responsible for overseeing the management team's compliance with regulations, enhancing information transparency, providing strategic guidance based on their experience, continuously improving corporate governance, and safeguarding shareholders' rights.

Board Operations

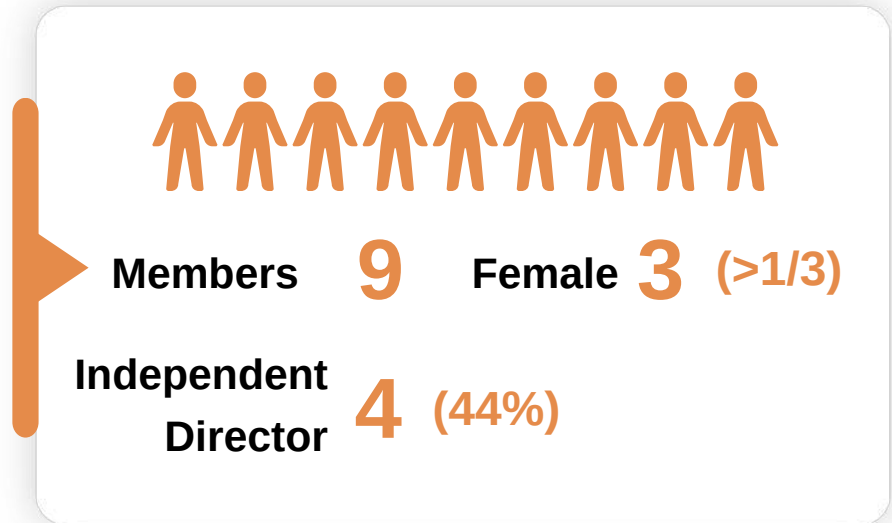
The Board convenes at least once per quarter. The management team regularly reports to the Board on company operations, development strategies, and corporate governance matters, maintaining effective communication channels. In 2025, JPC held 6 board meetings with an average director attendance rate of 98%, exceeding the company's board performance evaluation requirement of at least 80% attendance. For detailed information, please refer to the Market Observation Post System (MOPS) and the 2025 Annual Shareholders' Meeting Report.



Board Composition & Diversity

JPC currently has nine board members, including four independent directors. To strengthen risk management mechanisms and performance assurance for directors and senior managers, the company purchases directors' and officers' liability insurance and evaluates the adequacy of coverage every year to fulfill corporate governance and sustainable management objectives.

All independent directors meet the independence requirements stipulated in the Regulations Governing the Establishment and Compliance of Independent Directors of Public Companies. JPC follows its Director Election Rules and Corporate Governance Best Practice Principles to promote board diversity and development. In addition to requiring female directors to account for at least one-third of board seats, board members have diverse professional backgrounds with comprehensive industry experience and the knowledge, skills, and competencies required for their roles. For details on JPC's board member selection and diversity policy, please refer to the 2025 Annual Shareholders' Meeting Report.



Composition of the Board of Directors and Functional Committees

Position	Name	Board of Directors	Audit Committee	Remuneration Committee	Sustainable Development Committee	Nominating Committee	Professional Field
Chairman & CEO	Shu-Mei Chang	•Convener			•Convener	•	Operations management, social innovation, and cross-disciplinary experience in high-tech manufacturing and arts / culture
Vice Chairman	Mega Power Investments Limited (Representative: Cin-Chih, Jiang)	•					Operations management
Director	Tone Investments Ltd. (Representative: Yu-Ling, Tsai)	•					Legal practice with experience across technology and financial sectors
	Top Point Investment Ltd. (Representative: Ming-Kung, Yang)	•					Operations management
	FSP Technology Inc. (Representative: Ming-Hsiang, Cheng)	•					Operations management
Independent Director	Chih-Feng Lin	•	•Convener	•		•Convener	Corporate legal affairs, compliance, and corporate governance practice
	Shu-Ling Wang	•	•	•	•		ESG integration, operations management, and tax risk control
	Wei-Chu Hsu	•	•	•Convener		•	Operations management and tax risk control
	Yen-Ping Chi	•	•		•		Operations management and information systems management

Note: The 12th Board of Directors was elected at the Annual General Meeting on May 27, 2025. The above reflects the 12th Board members.

Board Training & Performance Evaluation

As domestic and international corporate governance and sustainability issues continue to evolve, governance body members must also enhance their collective knowledge. In accordance with the "Guidelines for Continuing Education of Directors and Supervisors of Listed Companies," directors must complete at least 6 hours of governance-related courses annually. JPC encourages directors to pursue continuing education in legal, economic, environmental, and risk management topics, and to align with international trends in their professional fields.

To implement corporate governance and enhance board functions, JPC has established performance targets and conducts annual self-evaluations in accordance with the "Board Performance Evaluation Measures."

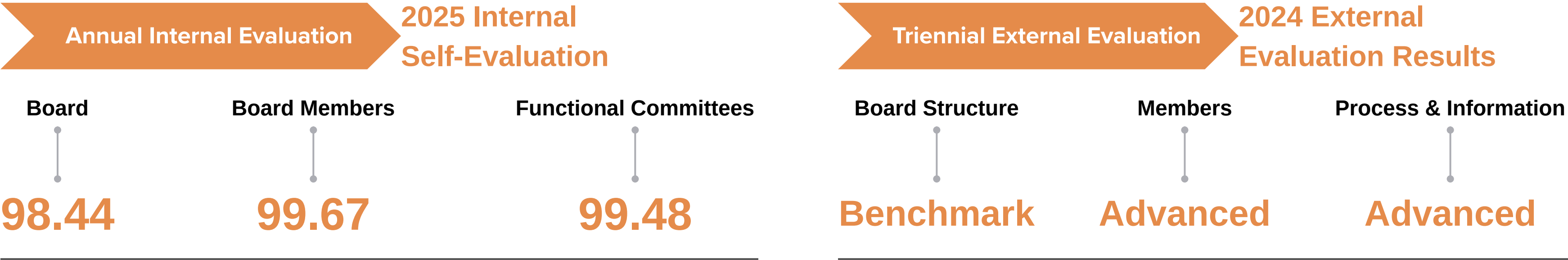
In 2024, Ernst & Young was commissioned to conduct an external performance evaluation of the Board and functional committees, receiving positive results. The specific evaluation results and improvement plans were reported to the Board on March 6, 2026. For the Board performance evaluation report, please refer to the 2025 Annual Shareholders' Meeting Report.

2025

Directors and Independent
 Directors Completed
 Continuing Education Hours

Total:63 Hours

Purpose: Continuously improve Board and functional committee capabilities; serve as reference for director re-nomination.



Continuously Strengthen Corporate Governance



- Review the design of Board performance evaluation questionnaire indicators annually, with rolling revisions for continuous improvement.

2024 External Performance Evaluation Recommendations



- Evaluate the establishment of a risk control group based on organizational needs.
- Simultaneously share publicly disclosed information with directors to keep them informed of the latest company developments.

Conflict of Interest Avoidance and Management Mechanisms

In accordance with the "Rules of Procedure for Board Meetings," directors with a personal interest or interest of their represented juristic person in a meeting agenda item shall disclose the material content of such interest to the Board. If there is a risk of harm to the company's interests, the director shall recuse themselves and may not exercise voting rights on behalf of other directors. The same applies to a director's spouse, relatives within the second degree of kinship, or companies with a controlling or subordinate relationship.

Additionally, if company personnel discover a conflict of interest while performing company business, or a situation that may result in improper benefits for themselves or related parties, they shall report the matter to their direct supervisor and the company's designated unit. The direct supervisor shall provide appropriate guidance. Company personnel shall not use company resources for business activities outside the company, nor shall participation in outside business activities affect their work performance.

Functional Committees

JPC's functional committees exceed regulatory requirements. The 2025 committee operations are as follows:

Audit Committee

Mtgs

6

Attend.

92%

Responsibilities:

1. Oversee fair presentation of financial statements.

2. Selection/dismissal and independence of appointed CPAs.

3. Effectiveness of internal control systems.

4. Legal compliance and amendments.

5. Strengthen and support Board mechanisms.

Remuneration Committee

Mtgs

3

Attend.

100%

Responsibilities:

1. Establish and periodically review director and executive performance evaluation and remuneration policies, systems, standards, and structure.

2. Periodically evaluate and set director and executive remuneration.

3. Periodically review internal performance evaluations.

Sustainable Development Committee

Mtgs

1

Attend.

100%

Responsibilities:

1. Establish sustainability directions, strategies, and goals; formulate management policies and concrete implementation plans.

2. Promote and implement integrity management and risk management.

3. Track sustainability implementation progress and effectiveness.

4. Assist the Board in promoting sustainable development and corporate governance.

Nominating Committee

Mtgs

1

Attend.

100%

Responsibilities:

1. Review qualifications of director and independent director candidates to ensure Board diversity and independence.

2. Periodically review Board composition, professional competencies, and succession planning to enhance governance effectiveness.

3. Propose director training recommendations to strengthen Board operations and sustainable governance.

JPC has additionally established an Investment Committee and a Patent Committee based on internal operational needs, periodically inviting independent directors to participate and provide professional opinions to enhance management and operations across all aspects.

Compensation Policy

JPC's compensation policy and system are established in accordance with the Articles of Incorporation and relevant laws and regulations, and are combined with individual performance, company operating results, and future development strategies to ensure the rationality and motivating effect of the remuneration system.



1.2 Legal Compliance and Integrity Management

Law is the final line of defense for ethical conduct. JPC has always believed that the quality of a company is reflected in its responsibility to society, so strictly complying with laws and regulations and upholding integrity-based business practices are the company's core principles. Adhering to internal control and further establishing integrity management for relevant stakeholders is JPC's commitment to society and a reflection of its pursuit of quality. Going forward, the company will continue to maintain a high standard of self-management to meet society's expectations.

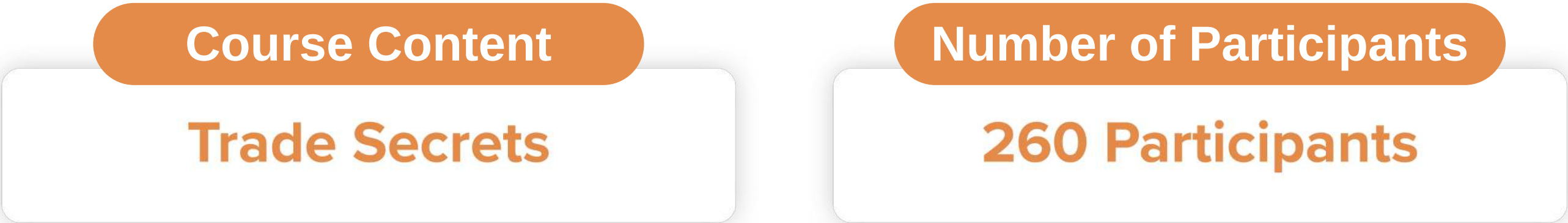
1.2.1 Policies and Implementation

JPC conducts business with integrity and uprightness, and strictly complies with the laws and ethical standards of each country. In addition to treating legal compliance as an important company policy, the company also follows the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the relevant laws and regulations in the locations where the company and its group companies operate, to clearly define the conduct that company personnel must follow when carrying out their duties. To ensure implementation of these policies, JPC reviews its integrity management rules every year.

Training and Education

To ensure that all employees understand and practice integrity-based business conduct, JPC not only regularly promotes awareness on the internal network, but also actively arranges compliance courses and conducts tests after the courses to ensure effective absorption of the relevant knowledge.

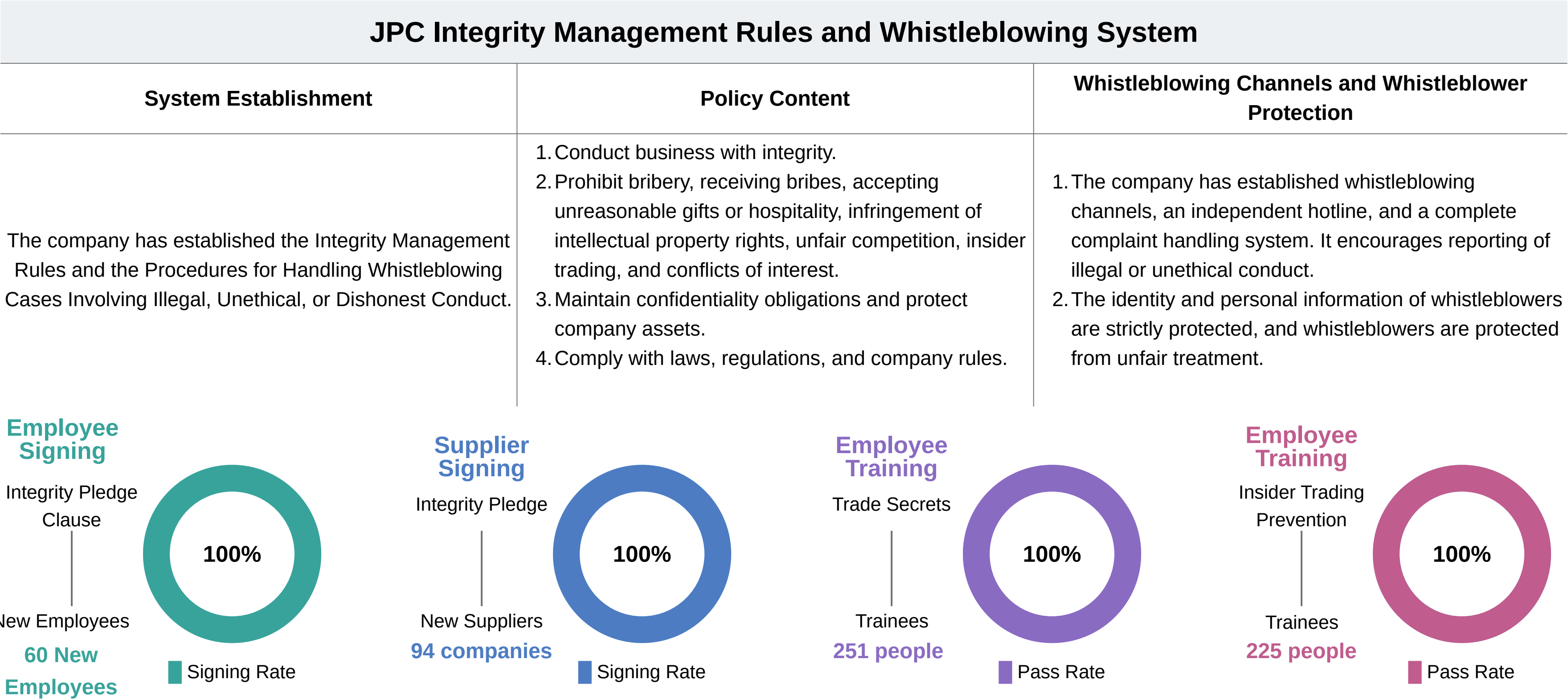
2025 Taiwan Headquarters Course Participation:



Tax Policy

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

1.2.2 Management Oversight and Prevention



2025
 SUPPLIER INTEGRITY
 VISITS
 (INCL. EMAIL & PHONE)

30
 Companies
 Visited

115 People-
 Visits
 Supplier Visits
 (Persons/Times)

DEPARTMENTS
 COVERED: BUSINESS,
 QA, R&D, LEGAL, AUDIT

None
 Dishonest
 Violations

None
 Complaints regarding
 regulations, anti-corruption,
 or human rights

No Violations
 Supplier
 Annual Integrity Visit

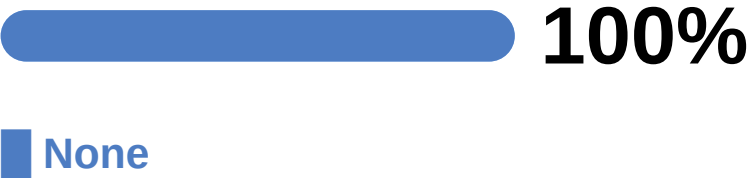


Employee Integrity Assessment

Any requests for
 gifts/compensation/meals/enter
 tainment/improper benefits



Any deliberate obstruction



Attitude/conduct evaluation



Overall integrity rating



1.2.3 Internal Control

Audit

The audit function of JPC reports directly to the Board of Directors, covering all internal control operations and business activities of the company and its subsidiaries. Based on relevant regulations, annual audit results, and risk assessments of each operational cycle, an annual audit plan is developed at year-end, approved by the Board, and executed accordingly. The Board regularly reviews audit reports. The chief auditor attends Board meetings periodically to report, and also reports to the Chairman, Audit Committee, and CEO as needed. The chief auditor and independent directors report on internal audit execution and internal control operations through regular Audit Committee meetings; extraordinary meetings may be convened for significant anomalies. In addition, the Audit Committee convener periodically discusses internal control operations with the chief auditor. Deficiencies and anomalies identified by internal audit are regularly tracked for improvement.

Annual Internal Control Operating Model



Initiate Self-Assessment

- Annual internal control self-assessment
- Operational effectiveness, efficiency, and compliance



Consolidate Assessment Results

- Audit reviews execution and quality across all group departments and subsidiaries



Issue Internal Control Statement

- Report to Audit Committee and Board
- Audit reports provided to independent directors

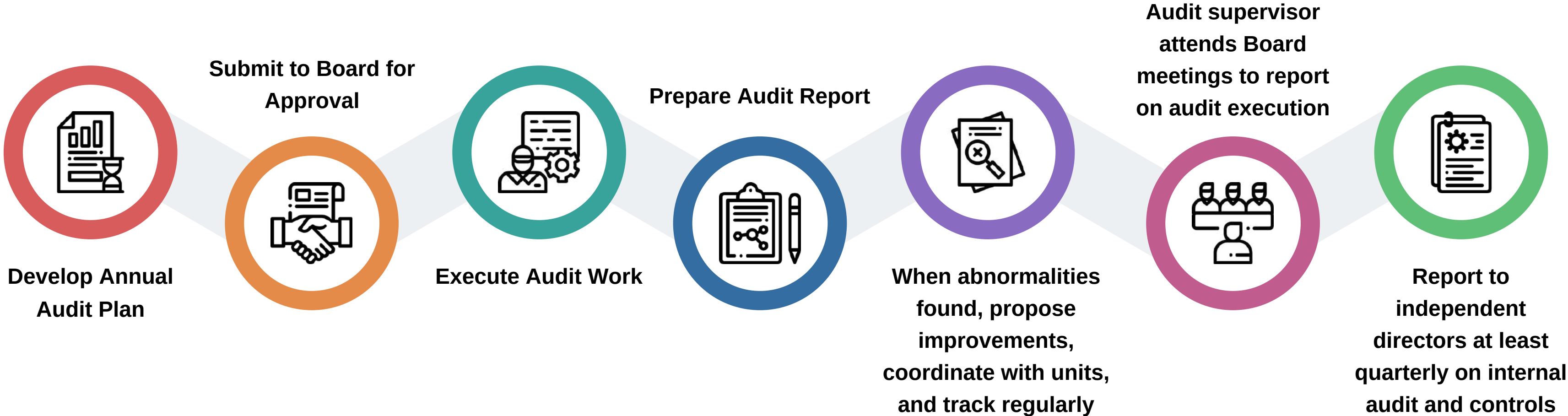
JPC conducts an annual internal control self-assessment. The audit unit reviews the execution quality of all group departments and subsidiaries, consolidates findings including previously identified deficiencies and their remediation status, and reports the comprehensive assessment results to the Audit Committee and Board of Directors, issuing an Internal Control System Statement.

2025
Self-Assessment

100% Participation

100% Data Return Rate

No major anomalies; effective and reasonably ensures goal achievement



2025 Board
Reports

5 times

Audit Deficiencies
Quarterly Tracking

Issues
Found

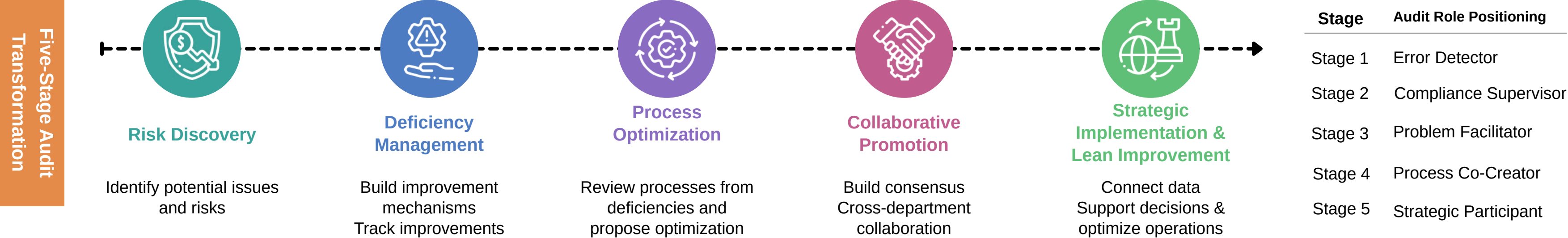
100%



After
Confirmed

Closed

Audit is not only inspection, but also a partner that co-creates improvements with the team, moving from inspection to value creation and driving operational optimization



Stage	Audit Role Positioning
Stage 1	Error Detector
Stage 2	Compliance Supervisor
Stage 3	Problem Facilitator
Stage 4	Process Co-Creator
Stage 5	Strategic Participant

Audit work is moving from "finding errors and correcting them" to "co-creating improvements and streamlining processes."

The audit team is gradually transforming and working closely with each department, moving from deficiency correction to process optimization and embedding a culture of continuous improvement.

BEFORE	Comparison	AFTER
Find and fix gaps	Audit Purpose	Assist improvement and prevent risks
Assign responsibilities	Communication	Cross-department co-creation
Paper / manual process	Work Tools	Data / digital system implementation
Single-point deficiencies	Scope of Impact	Organizational operation optimization and efficiency improvement

2025 Audit Report

Cumulative improvement items

60 items

Deficiency closure rate

100%

Cumulative improvement cases

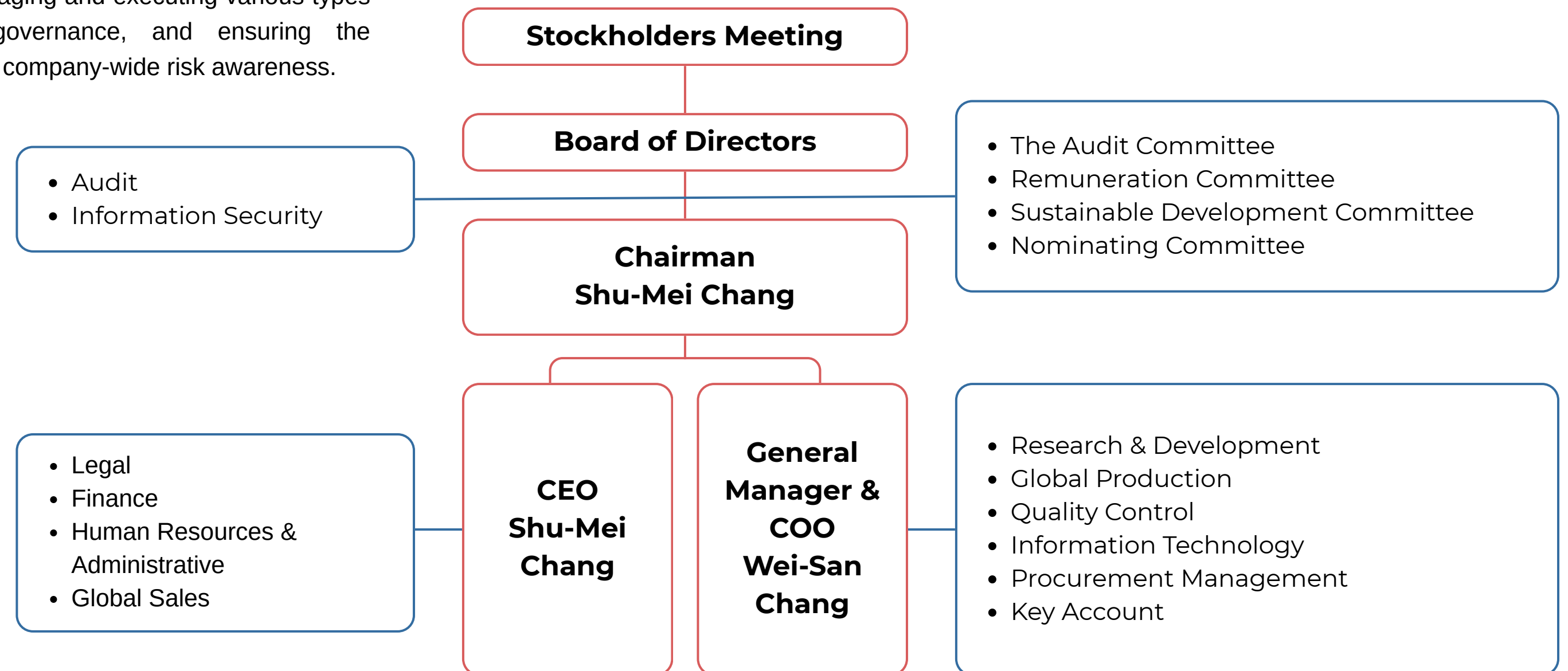
11 cases

1.3 Risk Management

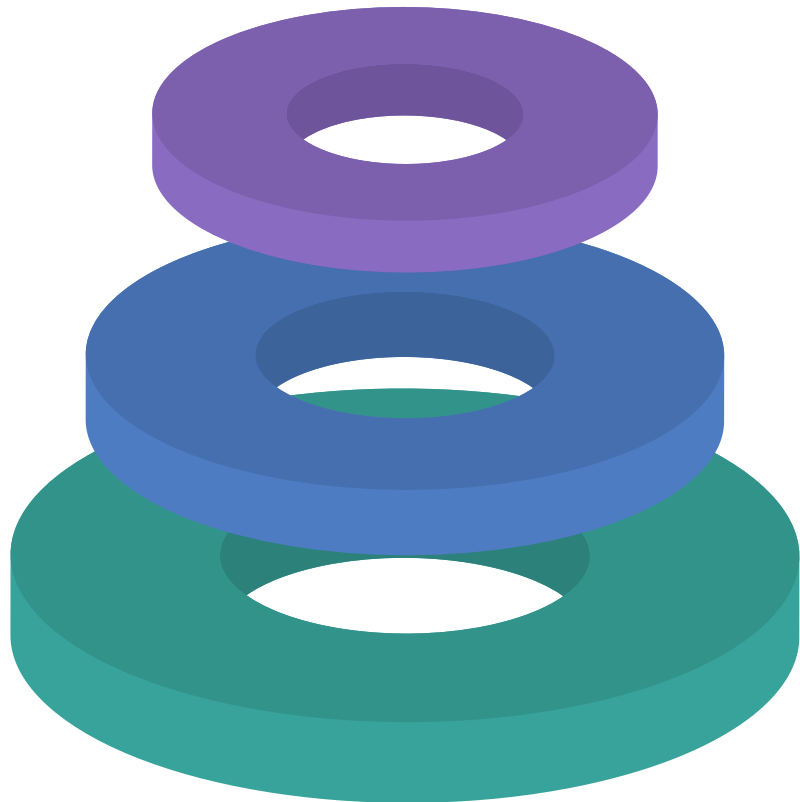
JPC identifies and defines risks in line with its overall operating strategy, continuously monitors major domestic and international issues and changes in the external environment, actively promotes risk prevention and loss control measures, and regularly reviews and strengthens organizational resilience to reduce and avoid potential risks during operations. Through internal training, transparent information disclosure, and the implementation of early-warning and reporting mechanisms, JPC is committed to deepening the overall risk management culture and fulfilling its corporate responsibility.

Organizational Risk Identification

In 2020, JPC passed the "Risk Management Policy" through a board resolution to serve as the basis for managing and executing various types of risks, strengthening corporate governance, and ensuring the achievement of business objectives and company-wide risk awareness.



Three Lines of Defense for Risk Management



Third Line of Defense

An independent internal audit unit objectively inspects and monitors the effectiveness of the compliance processes of the first and second lines of defense, implements internal controls, systematically strengthens risk management, reports to company management, and regularly reports to the Sustainable Development Committee and the Board of Directors.

Second Line of Defense

Manages enterprise risk and regulatory compliance, with senior-level executives collaborating on oversight, assisting in monitoring first-line risk management operations, and ensuring all systems are implemented and complied with.

First Line of Defense

For business operations, business units and production units assume the primary role, focusing on operational control and risk detection.

Risk Management Operational Flow

JPC identifies, measures, monitors, and reports risks across operations, the macroeconomy, financial markets, geopolitics, information security, and other areas. It adjusts its management process in response to changes in the operating environment, formulates and implements corresponding risk management plans, continuously monitors and reviews risk exposure and the effectiveness of control measures, and strengthens the company's growth momentum and resource allocation efficiency.

Risk Identification & Measurement

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



Risk Response & Monitoring

Adopt appropriate countermeasures for risks faced, categorized as avoidance, transfer, or mitigation, take action, and report risks and responses to senior management.



Risk Reporting & Disclosure

JPC reported to the Sustainable Development Committee on December 19, 2025, and reported to the Board of Directors on December 26, 2025 regarding risk management operations.



Risk Item Analysis and Response Actions

Units incorporate various risk factors into management according to business nature and risk diversification principles, set risk indicators, establish transaction or authorization limits, regularly calculate and evaluate risk multipliers, establish early-warning mechanisms, and simulate future scenarios quantitatively where possible as a basis for management response.

<p>Macroeconomic Market Risk</p>	<p>Risk Factor</p>	<p>Response Actions</p>
<div data-bbox="369 684 523 838"> </div> <p>Responsible Unit Global Sales Center R&D Center</p>	<ul style="list-style-type: none"> • Exchange rate and inflation impact on gross margin • Intensified competition driving price pressure • Cost fluctuation and financial stress risk • Demand fluctuation affecting product R&D direction • Extended technology investment payback period 	<ul style="list-style-type: none"> • Monitor exchange rates across customer markets and adjust selling prices and operating expenses according to market conditions and business needs. • Strengthen product differentiation and technical barriers, enhance brand value, and introduce value-based selling to improve gross margin. • Introduce data analysis and digital management tools to monitor operating conditions in real time, improve decision-making efficiency and risk response capability, strengthen cost control, establish early-warning mechanisms, and implement flexible pricing strategies. • Introduce market data analysis and modular design to improve product adjustment flexibility. • Focus on high-margin products and strengthen co-development with customers.
<p>Exchange Rate Risk</p>	<p>Risk Factor</p>	<p>Response Actions</p>
<div data-bbox="369 1328 523 1483"> </div> <p>Responsible Unit Management Center & Finance</p>	<ul style="list-style-type: none"> • Currency / fiscal policy changes • Geopolitical risk 	<ul style="list-style-type: none"> • Operating activities are denominated in U.S. dollars; the company continuously monitors global economic conditions such as inflation and employment, adjusts foreign currency positions according to currency strength, and reduces exposure to lower exchange-rate risk. • Floating-rate interest from short-term borrowings is managed by prioritizing currencies with lower interest rates. To avoid interest rate fluctuations, the company evaluates financial market changes and continues to monitor and adjust its carbon reduction progress in a rolling manner.

Supply Chain Risk



Responsible Unit
Global Manufacturing
Center
Strategic Procurement

Risk Factor

- Supply disruption risk
- Quality risk from key suppliers
- Policy and regulatory changes
- Raw material cost fluctuation

Response Actions

- Short term: identify high-risk part numbers, confirm inventory and delivery lead times, and prepare materials in advance.
- Medium term: activate second suppliers, establish safety stock, and promote alternative material certification.
- Long term: build strategic suppliers and achieve a win-win partnership through mutual cooperation.
- Establish a comprehensive quality risk management mechanism for key suppliers through regular audits, exception tracking, and improvement guidance to reduce the risk of quality incidents.
- Continuously monitor policy changes, identify affected items, prepare materials in advance, and plan alternative sources.
- Continuously monitor market trends, review cost impacts in advance, and coordinate with suppliers on price locking, material preparation, and alternative solutions.

Information Security Risk



Responsible Unit
Management Center
Information Management

Risk Factor

- Cyberattack and data breach risk
- System failure and business interruption
- Employee information security awareness gaps

Response Actions

- Conduct information security assessments and enhance employees' cybersecurity awareness through regular training programs and awareness campaigns.
- Implemented a comprehensive protection mechanism for confidential and sensitive information.
- Continuously monitor system operations and promptly remediate identified vulnerabilities to strengthen cybersecurity resilience.
- Regularly conduct disaster recovery drills for critical application systems to verify the effectiveness of business continuity and recovery capabilities.

Environmental Risk



Responsible Unit
**Global Manufacturing
Center**

Risk Factor

- Net-zero carbon emission policies globally
- Climate change
- Tightening environmental regulations across regions
- Emission standard adjustments
- Hazardous substance management regulation updates
- VOC emissions
- Improper chemical management
- Supplier violations of environmental regulations
- High-carbon supply sources
- ESG non-compliance with customer requirements

Response Actions

- Set medium- and long-term carbon reduction goals and annual pathways.
- Establish carbon emission intensity management indicators for Scope 1, Scope 2, and Scope 3.
- Conduct climate scenario analysis for 1.5°C and 2°C pathways.
- Increase the share of renewable energy.
- Maintain ISO 14001 certification across all sites.
- Conduct annual regulatory compliance audits.
- Establish a mechanism to track regulatory updates.
- Install pollution prevention and control equipment.
- Conduct annual VOC inspections.
- Establish environmental incident response procedures and drill systems.
- Set incident response and improvement KPIs.
- Promote RBA self-assessment questionnaires and audits.
- Incorporate ESG performance into procurement evaluation.
- Establish supplier tiered management system.
- Require key suppliers to disclose carbon emission data.
- Establish high-risk supplier improvement and replacement mechanisms.

Human Resources Risk



Responsible Unit
**Management Center
HR Administration**

Risk Factor

- Recruitment and Retention of Key Talent
- Competition for AI and Data Center Professionals
- Talent Management at Overseas Operations
- Succession Risks for Key Positions
- Digital Transformation of Human Resource Management
- Future Improvement Initiatives

Response Actions

- Establish a talent database and strengthen the recruitment of key professionals in AI, high-speed connectivity, and data center technologies. Expand recruitment channels across Taiwan, China, Vietnam, and the United States, and regularly monitor recruitment effectiveness, onboarding rates, and the fulfillment of critical positions to improve talent acquisition efficiency.
- Develop a succession pipeline for key positions through cross-functional job rotations, professional training programs, and leadership development initiatives to enhance the capabilities of core talent and mitigate the risk of key talent turnover.
- Establish overseas workforce management systems and local leadership development programs. Regularly review workforce allocation, employee turnover rates, and employee satisfaction across all locations to reduce risks associated with cross-regional management and cultural differences.
- Integrate performance management, talent review processes, compensation systems, and career development programs to strengthen succession planning for critical positions, enhance employee retention, and improve organizational resilience.
- Implement digital human resource management systems and workforce analytics tools, leveraging HR dashboards to monitor key workforce metrics.
- Track key indicators, including recruitment, employee turnover, training, and performance, to enhance management efficiency and support data-driven decision-making.
- In response to the rapid growth of the AI industry and the Company's global expansion strategy, continue to optimize talent recruitment, development, retention, and succession planning mechanisms. Further enhance the application of AI and digital tools, establish workforce analytics and early-warning systems, strengthen organizational resilience and talent competitiveness, and support the Company's long-term sustainable development.

1.4 Information Security

In the highly competitive and rapidly changing technology industry, information security is a core strategy that cannot be overlooked. Whether it is R&D secrets, user data, or cloud services and platform operations, all face significant information security risks and challenges. As hacker attack methods become increasingly sophisticated, incidents of data breaches and service interruptions continue to occur, causing major impacts on corporate reputation and business operations. For JPC, information security is not only a defensive measure, but also the key to protecting innovation achievements, earning market trust, and meeting regulatory requirements. Only by deeply integrating information security into product design and operating processes can the company move forward steadily and continue to innovate in the digital era.

1.4.1 Information Security Management

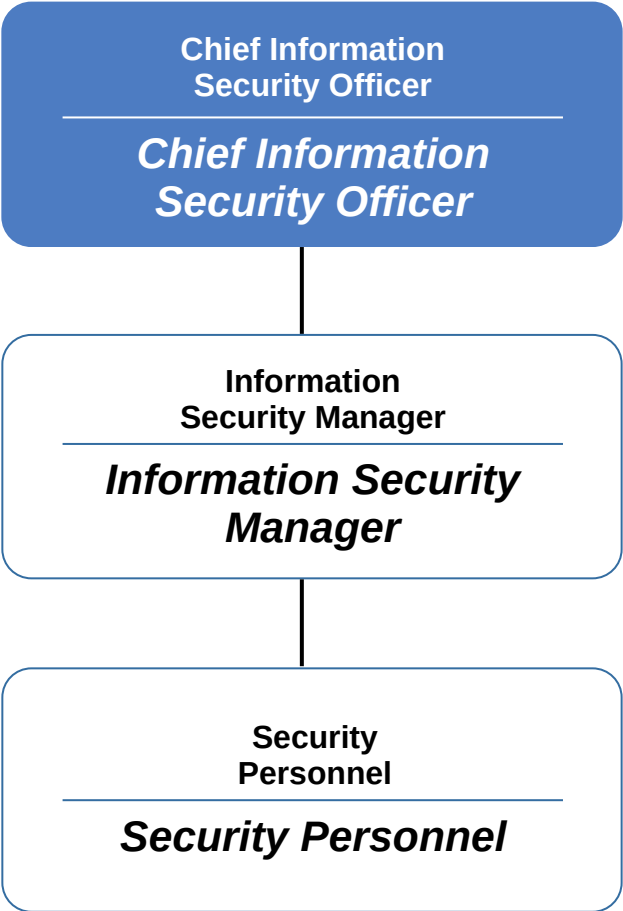
Information Security Organization Structure

The Information Management Department is JPC's responsible unit for information security. It is in charge of overall policy planning, implements information security operations and security awareness promotion, regularly monitors network traffic, keeps up to date with the latest security intelligence and attack trends, and promptly reports incidents and coordinates emergency response to minimize damage.

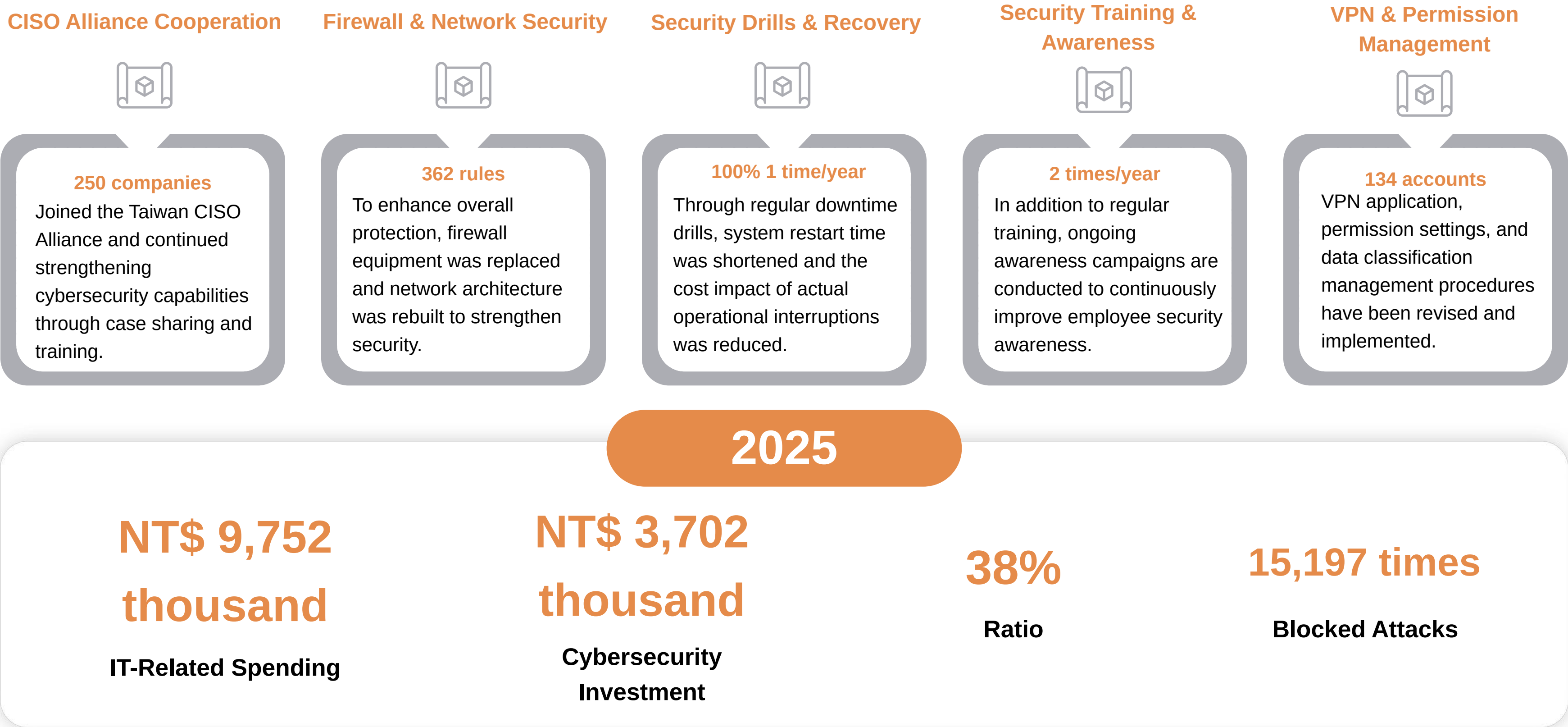
Audit is the supervisory unit for JPC's information security governance. It is responsible for reviewing and supervising the execution of internal information security, issuing audit reports, and, when deficiencies are found, immediately requiring the audited unit to propose and implement improvement plans.

Policies and Actions

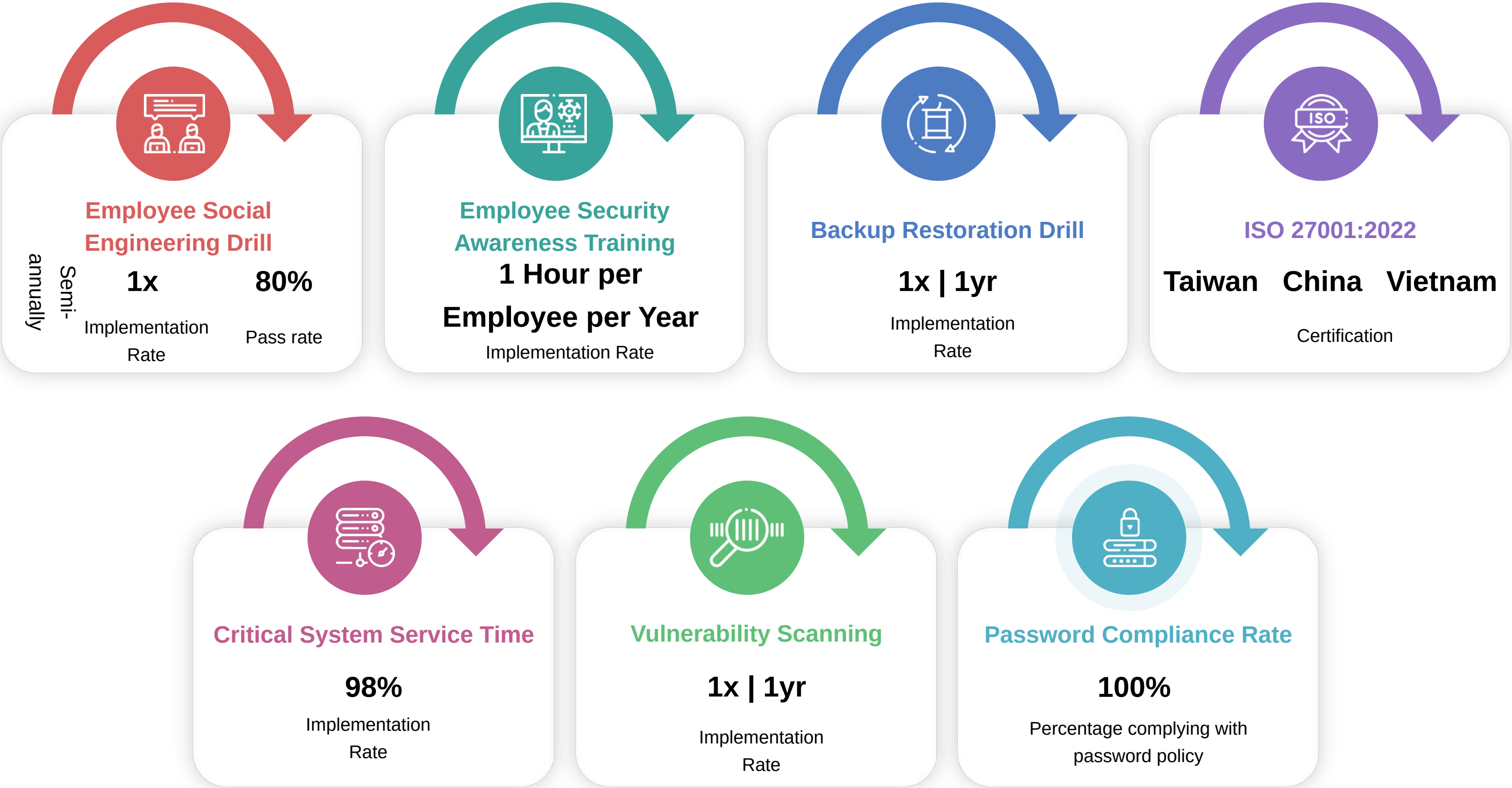
JPC reviews every year whether its information security regulations need to be adjusted and conducts regular internal and external audits. The Information Management Department provides training for new and existing employees and promotes awareness through the company platform to strengthen employee information security awareness.



In 2025, JPC actively promoted various information security strategies.



In the future, JPC will continue to strengthen information security and develop the following plans.



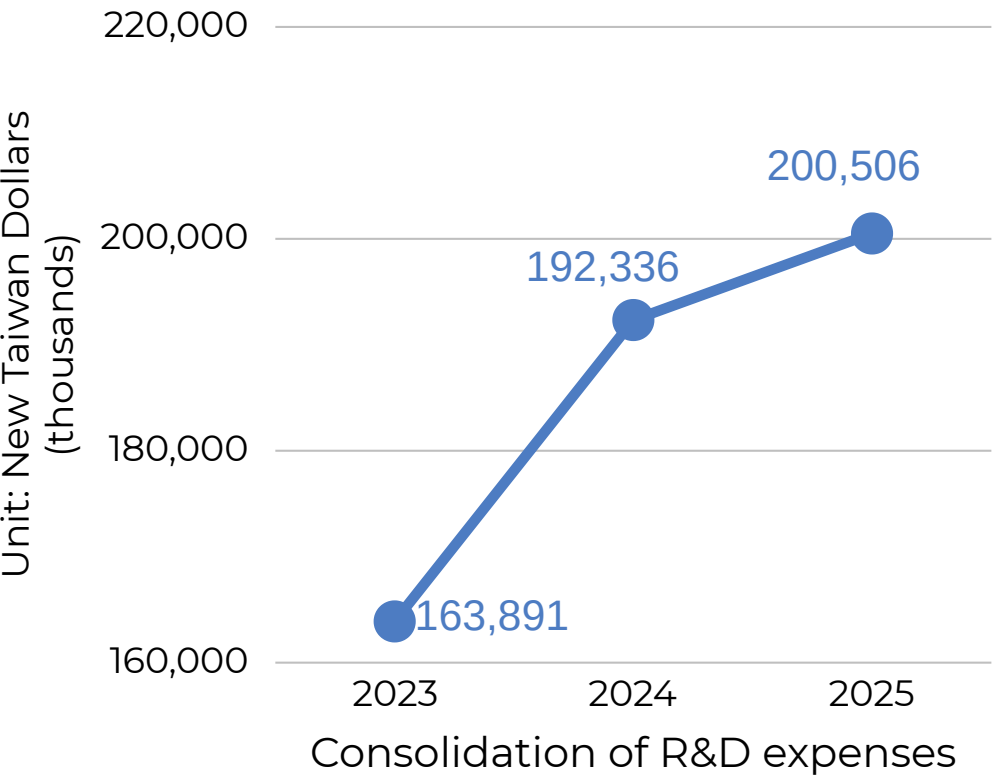
1.5 Product Safety and Innovation

1.5.1 R&D Strategy

JPC is deeply rooted in Datacenter/Networking/Telecom (DNT), Smart Connection Industry (SCI), and Internet of Things (IoT), focusing on integrated design of key components, connector harnesses, and cable assemblies. Its services span high-performance computing, data centers, cloud networking and telecom, servers, optical communications, factory automation, automotive electronics, and energy storage. JPC actively integrates green concepts into product design and manufacturing processes, demonstrating its commitment to environmental protection.

As part of the rapidly developing electronics industry, R&D innovation plays an extremely important role. To ensure smooth company development, forward-looking planning and R&D investment are essential. Please refer to the R&D spending trend chart on the right for the past three years.

As climate change and environmental protection issues grow in importance, JPC will leverage industry trends and the evolution of AI and big data technologies to strengthen product technology diversity and market competitiveness. The 2025 R&D effort focuses on three major areas:



Datacenter / Networking / Telecom
DNT

- For next-generation AI servers and data centers, providing high-speed optical/electrical transmission products and high-current Busbar and Power Whip products.
- Investing in high-speed transmission connectors, harnesses, optical modules, and COP silicon photonics technology development.

Smart Connection Industry
SCI

- Focusing on high-voltage, high-current key connectors and cable R&D and integration.
- HPC, automotive, AI manufacturing, energy storage, industrial, and high-performance computing connector and cable R&D and integration.

Internet of Things
IoT

- Focusing on OEM/ODM design and integration for electronic and IoT smart devices, combining AI applications, smart wearables, health management, and automotive development to provide one-stop services.
- Leveraging high-value-added design, miniaturization technology, and cross-application integration as core competitiveness.

JPC's main products, R&D direction, and technical layout are described below:

Main Products	Research and Development Direction	Core Technology	Technical Layout
Datacenter / Networking / Telecom, DNT	<ul style="list-style-type: none"> Strengthen high-speed transmission modules and miniaturized design to improve signal quality and system stability in high-bandwidth and high-power environments, increasing market competitiveness. Focus on PCIe, OCP, CXL, and JEDEC standards, applied to AI servers, CSP data centers, 5G high-speed connectivity, optical modules, and high-current wiring harnesses. 	<ul style="list-style-type: none"> Build capabilities in high-speed signal integrity (SI), power integrity (PI), electromagnetic compatibility (EMC), and thermal simulation analysis to ensure optimal performance in high-speed computing environments. Deepen material engineering, precision mechanical design, and automated manufacturing technologies to improve product consistency, production efficiency, and long-term reliability, reducing overall development and mass-production risk. 	Build an integrated optical-electrical-thermal design platform, actively participate in international high-speed transmission standards and industry alliance activities, improve technical visibility and market influence, and pursue key customer collaboration opportunities.
Smart Connection Industry, SCI	Focus on global manufacturing resource integration and develop high-power connectors and cables, including high-performance connection solutions for HPC, autonomous vehicles, AMR, and AI smart factories.	<ul style="list-style-type: none"> High-voltage high-current wiring harnesses (PDU, MCU, OBC, BMS) Industrial waterproof hybrid wiring harnesses (M8/M12 series) Liquid cooling quick connectors (UQD04), ORV3 AC Whip Cable, Busbar PCIe 5.0 X16 high-speed extension cable for EV environment OEM/ODM/JDM collaboration to strengthen design and module integration capabilities 	Responding to the rise of AI servers and edge AI PCs, advance low-power and high-value products, deepen business in Europe and the United States, and accelerate customization and supply-chain integration.
Internet of Things, IoT	Focus on: <ul style="list-style-type: none"> Ultra-low-power system architecture design High-density PCB layout and packaging technology Sensor data stability and algorithm pre-processing capabilities 	<ul style="list-style-type: none"> Highly integrated SoC architecture Power Management Optimization Thermal, reliability, and lifetime design 	Build reusable core modules: <ul style="list-style-type: none"> Communication module Sensing module AI core module Power management module

JPC has obtained ISO, IATF 16949, and ISO 13485 medical management certifications, further achieving vertical integration of high-voltage high-current connectors, harnesses, automotive Ethernet, and new energy storage systems.

1.5.2 Intellectual Property and Patent Management

"Patent Committee"

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



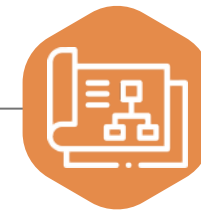
Patent Committee Responsibilities

1. Promote innovative R&D: ensure patent layout aligns with company strategy and goals
2. Protect intellectual property rights: handle patent licensing and infringement matters
3. Integrate patent management: application, maintenance, and inventory of the latest valid patents
4. Internal patent data sharing: update sales and R&D departments simultaneously
5. Patent reward system: formulation, revision, and implementation



Case Management

- Patent application, maintenance, and search
- Patent opinion analysis and design-around analysis



Patent Office Cooperation Items

- Patent search and portfolio planning
- Track the latest technical developments in the industry, analyze infringement risks, and plan preventive measures

2025 PATENT EXECUTION RESULTS

2025 Patent Incentive Budget

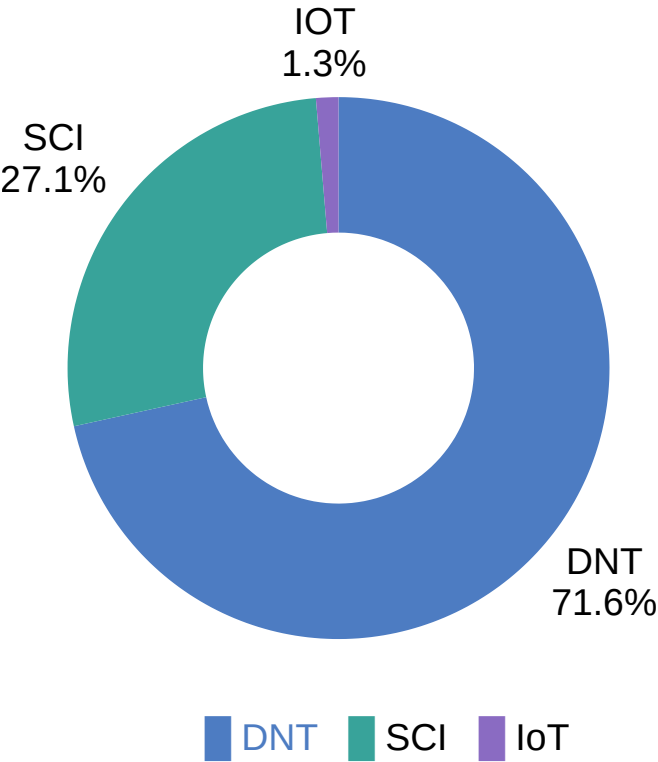
NT\$277,000

Total valid patents (covering high-speed structures, optics, liquid cooling, automotive, and other core areas)

225 patents

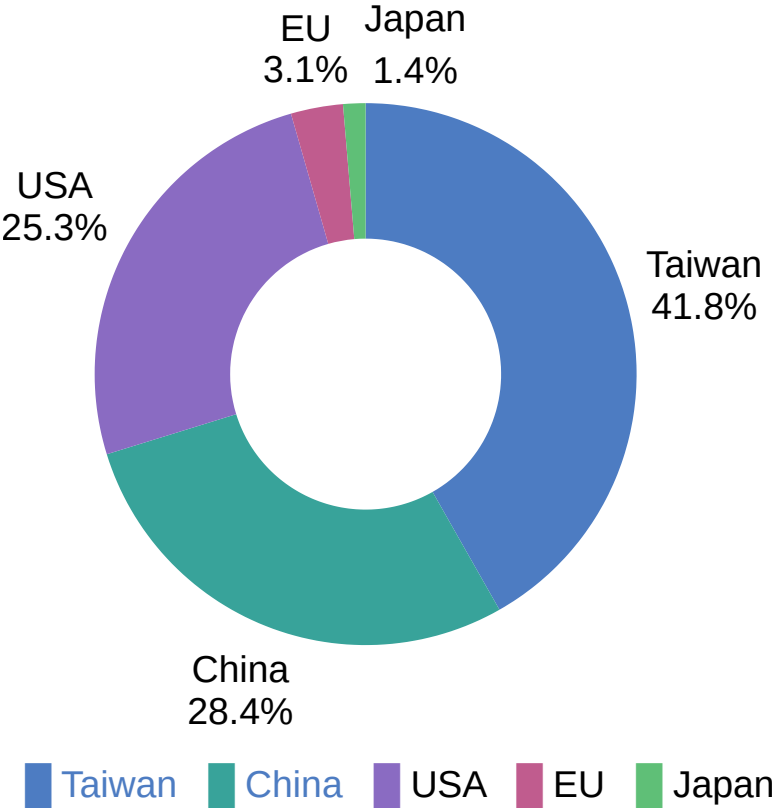


Patents by BU



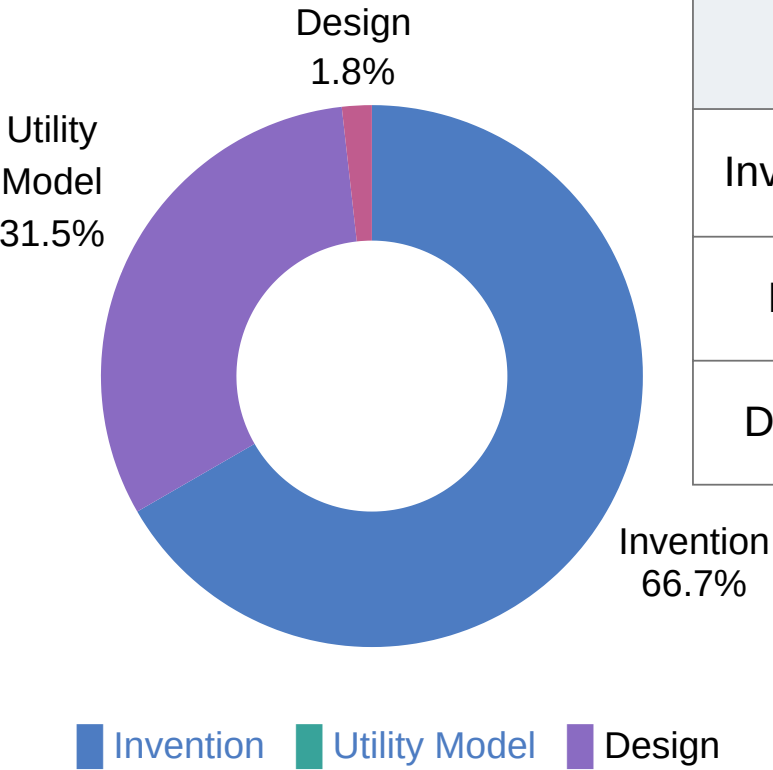
BU	Number of patents
DNT	161
SCI	61
IOT	3

Patents by Country



Nation	Number of patents
Taiwan	94
China	64
USA	57
EU	7
Japan	3

Patents by Type



Type	Number of patents
Invention	150
New	71
Design	4

1.5.3 Safety and Compliance

Policies and Actions

JPC treats product safety as a top priority. Through strict inspection procedures and quality control standards, and by initiating product safety management upstream, the company requires suppliers to provide raw materials guaranteed to be free of hazardous substances so that customers can confidently choose our products. In addition to internal strict requirements, external certifications also strengthen customer trust, so the company actively applies for relevant certifications to reinforce quality management.

2025 product safety policies and measures:

- All facilities have obtained ISO 9001 certification.
- All facilities have obtained QC080000 hazardous substance process management system certification.
- Products comply with RoHS, REACH, IEC62474, and conflict minerals requirements.
- The Quality Assurance Department periodically collects hazardous substance regulations from various regions, incorporating both local laws and customer requirements, and distributes the information to environmental contacts at all group facilities for consideration during product design.
- Based on customer needs, the company evaluates whether product certifications are required and adjusts component specifications accordingly, e.g., whether the final product must comply with electrical safety or radiation standards.

2025

**All JPC products meet customer acceptance standards and are delivered on schedule.
JPC is committed to maintaining high-quality standards and providing customers
with outstanding products.**

Responsibility and Management

The Quality Assurance Department is the primary unit responsible for controlling issues related to hazardous substances in JPC products. The R&D Department is responsible for safety regulations and product design. In addition, JPC regularly updates internal hazardous-substance management standards and supplier questionnaires to ensure product hazardous-substance compliance.

Quality Assurance Department	R&D Department
<p>Regularly participates in third-party hazardous-substance regulatory briefings and actively attends supplier conferences held by customers to stay up to date with the latest regulatory information. This information is incorporated into internal control standards and announced to all plants and suppliers for investigation and confirmation.</p>	<p>Products are designed and verified in accordance with IEC, UL, and national regulatory standards, with design review and risk assessment mechanisms (DFMEA) introduced to ensure compliance with withstand voltage, temperature rise, flame retardancy, and reliability requirements. Third-party certification and full pre-production testing are used to ensure compliance and safety.</p>

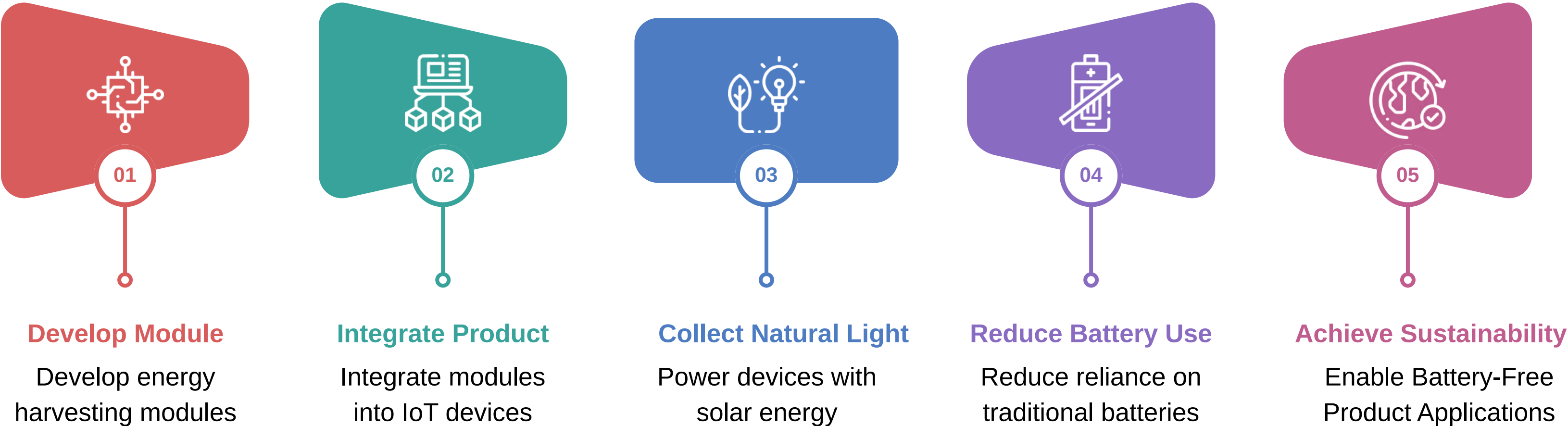
JPC places great importance on the health and safety of product users and is fully committed to disclosing product ingredients. In addition to requiring upstream raw material suppliers to disclose ingredients, the company also evaluates raw materials that may cause environmental impact; if products contain hazardous substances, they must be confirmed to comply with relevant regulatory limits and alternative materials must be selected.

Thanks to the above management measures, JPC did not have any incidents in 2025 related to customer health and safety fines, warnings, or violations of voluntary standards, nor did it have any violations related to information labeling.

1.5.4 Green Product Design

In addition to providing first-class products, JPC also values product sustainability. In recent years, IoT products have been moving toward intelligence, so while providing highly integrated and high-speed processing module designs, the company has also focused on developing Energy Harvesting Modules. These modules leverage the low-power wireless transmission characteristics of IoT products and effectively collect and utilize natural light energy, further reducing battery usage to achieve the goal of battery-free sustainability.

Beyond product design, greening the production process is also a key focus for JPC. Every production facility holds all locally required production permits and ISO 14001 certification (original certificate valid through 2025, renewed with the latest validity through May 8, 2028), to minimize resource use and reduce waste.



2. Creating a Sustainable Value Chain

2.1 Customer Relationship Management

2.1.1 Business Strategy

JPC has been deeply rooted in the industry for more than 30 years and values customer relationships. It has always upheld the philosophy of "serving people and starting from the heart." Quality service requires careful planning, and good relationships require long-term management. With customers at the center, JPC builds its business around "service, flexibility, and solutions," working and progressing together with users and earning customer recognition. In the future, it will continue to provide services according to existing quality standards and regulations, and strive to maintain long-term positive relationships with customers.

Responsible Units

To build good customer relationships, JPC assigns DNT, SCI, Key Account, and the Greater China Sales Department to manage relevant information. The Legal Department also participates in the customer relationship management process to ensure customer privacy is well protected.

2.1.2 Customer Privacy

JPC values information security for customers, suppliers, and contractors, and strictly controls external data. To ensure customer privacy, JPC implements multiple management measures:

- Basic privacy protection through policies, requiring employees and upstream and downstream suppliers to sign integrity and confidentiality clauses, while also cooperating with the Information Management Department to implement cybersecurity strategies.
- Appoint a Chief Information Security Officer to clarify responsibility, and require Audit to strengthen reviews of the business and legal departments to ensure effective policy execution.
- Expand privacy awareness training for all employees; the Legal Department arranges training on confidentiality, classified and unclassified information, and access control, creating a company-wide privacy protection environment. Taiwan region 2025 training participation: 207 person-times, total training hours: 727 hours.

2025 Complaints Regarding Leakage or Infringement of Customer Privacy 0

2.1.3 Customer Retention and Communication

Customer feedback drives JPC's growth and opportunities, and maintaining open communication channels is key to sustaining good relationships. Through the following actions, JPC manages its customer relationship maintenance policy and tracks performance effectively:

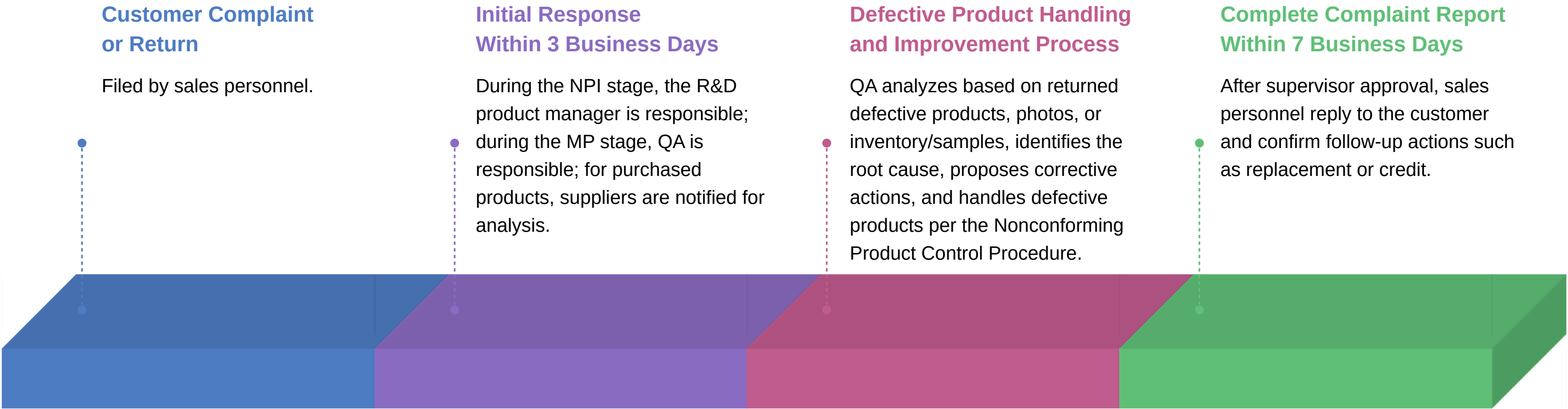
Customer satisfaction survey and tracking: To ensure all customer feedback is properly received, JPC conducts annual satisfaction surveys at year-end, compiled by the QA unit. For scores below 80, responsible units submit improvement reports. In 2025, JPC achieved an excellent average score of 89.6 out of 119 surveys.

Valuing every opinion: Providing communication channels for real-time customer feedback.

Preventive preparation for potential risks: In response to the US-China trade war, JPC proactively deployed production in different locations and added local staff for key customers (mainly in North America and Japan) to improve service timeliness.

Training: Providing internal and external training on negotiation, performance goals, and complaint management to enhance employees' professional customer relationship management capabilities. In 2025, a total of 308 training hours were completed.

Product Quality Customer Complaint Process

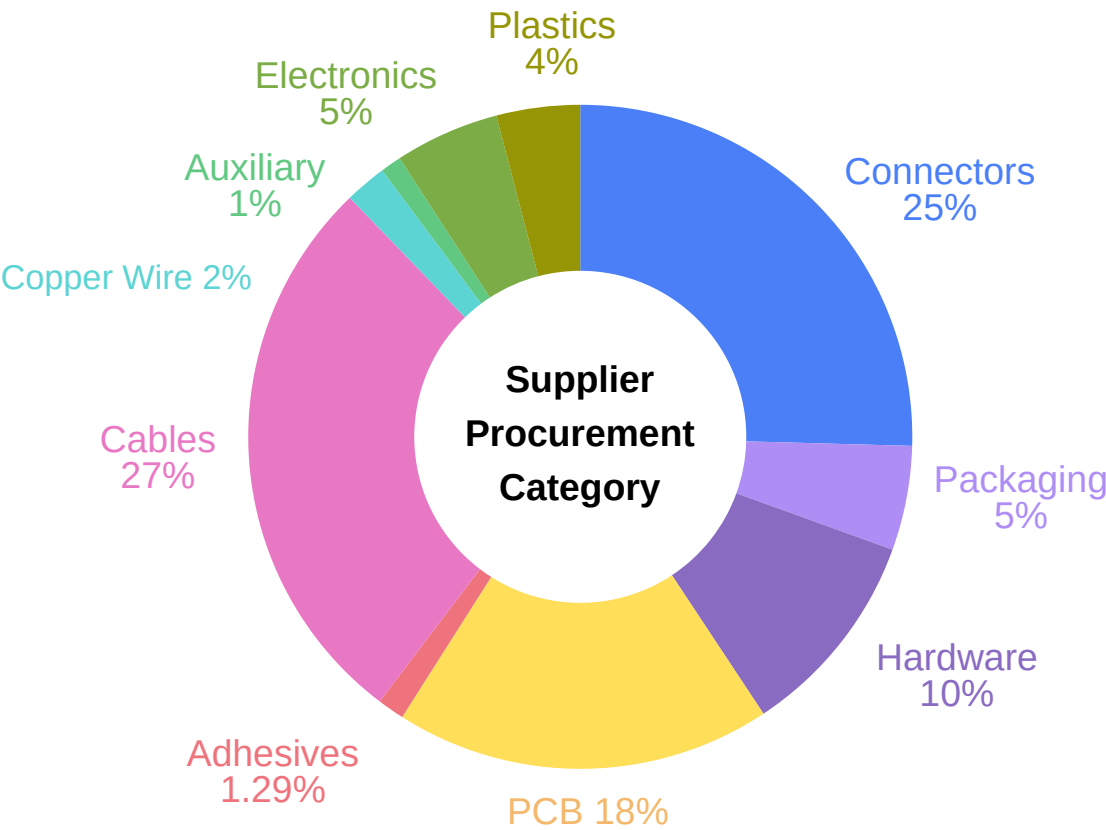


2.2 Sustainable Supply Chain

In addition to self-improvement, JPC also promotes sustainable concepts to further realize the company's core sustainability values. Since 2022, JPC has promoted a GREEN supply chain and local procurement philosophy, following Responsible Business Alliance (RBA) guidelines, RoHS, and the Supplier Code of Conduct, establishing a common language for ESG collaboration with suppliers.

2.2.1 Supplier Management

JPC's supply chain is divided into manufacturers and distributors. Following the company's "Supplier Evaluation Management Procedure" and "RBA Supplier Management Regulations," through new supplier screening, annual audits, deficiency correction, and regular meetings, JPC ensures stable supplier quality and strengthens sustainability alignment across the value chain.



Supplier Evaluation

Referencing ISO 9001 supplier assessment content, JPC developed Supplier Evaluation Management Procedure J-QP0705, adapted to company practices. Suppliers that pass become JPC qualified suppliers. In 2024, JPC revised the Supplier Code of Conduct, requiring suppliers to re-sign the new version. By 2025, a cumulative total of 575 suppliers had signed.

Supplier Audit & Guidance

In 2024, JPC revised "RBA-WE002, RBA Supplier Management Regulations," completed and issued on April 19, 2024. SQM continues to conduct annual RBA and GHG audits and improvement closures for key material suppliers.

Supplier Meetings

Based on supplier importance and cooperation level, quarterly business reviews (QBR) are conducted to communicate the company's business philosophy and goals, and to confirm supplier progress. 2025 QBR completed in March of that year. 2026 QBR planned for completion in September of that year.

2.2.2 Supplier Evaluation

For new suppliers, JPC follows RBA regulations and recommendations. In addition to requiring suppliers to provide raw materials free of hazardous substances, JPC also evaluates their integrity and social responsibility performance, including the legality of their agents, suppliers, customers, or other business counterparties, and whether they value labor rights. Through signing a code of conduct commitment and contract clauses, JPC ensures suppliers meet its social standards, and if a supplier is involved in dishonest conduct, JPC may terminate or rescind the contract at any time.

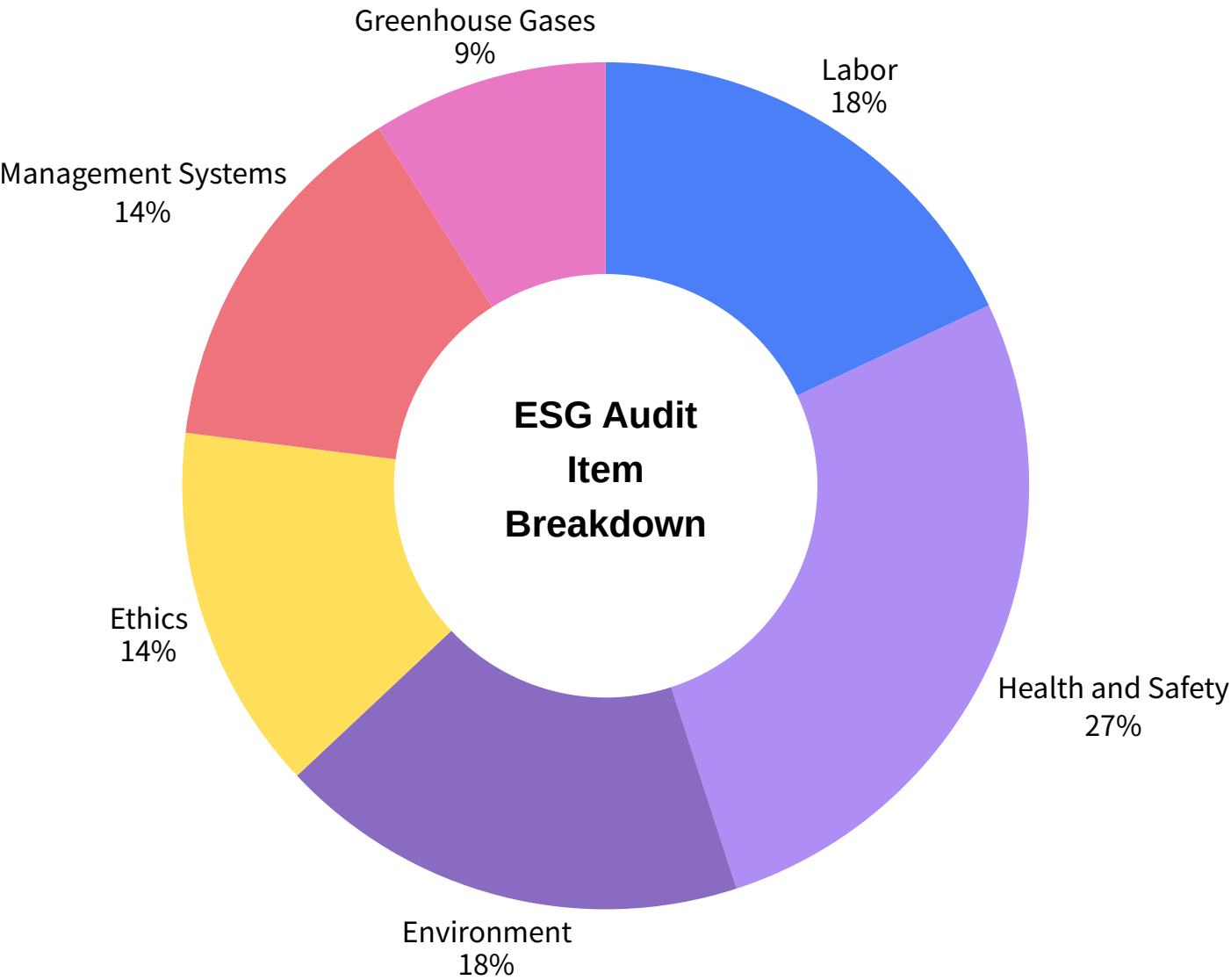
2025 new suppliers evaluated against social standards: 100%

2025	Taiwan	Vietnam	China	Total
Total Number of New Suppliers	17	11	70	98
New Suppliers Evaluated Against Social Standards (Note 2)	17	11	70	98
Percentage (%)	100%	100%	100%	100%

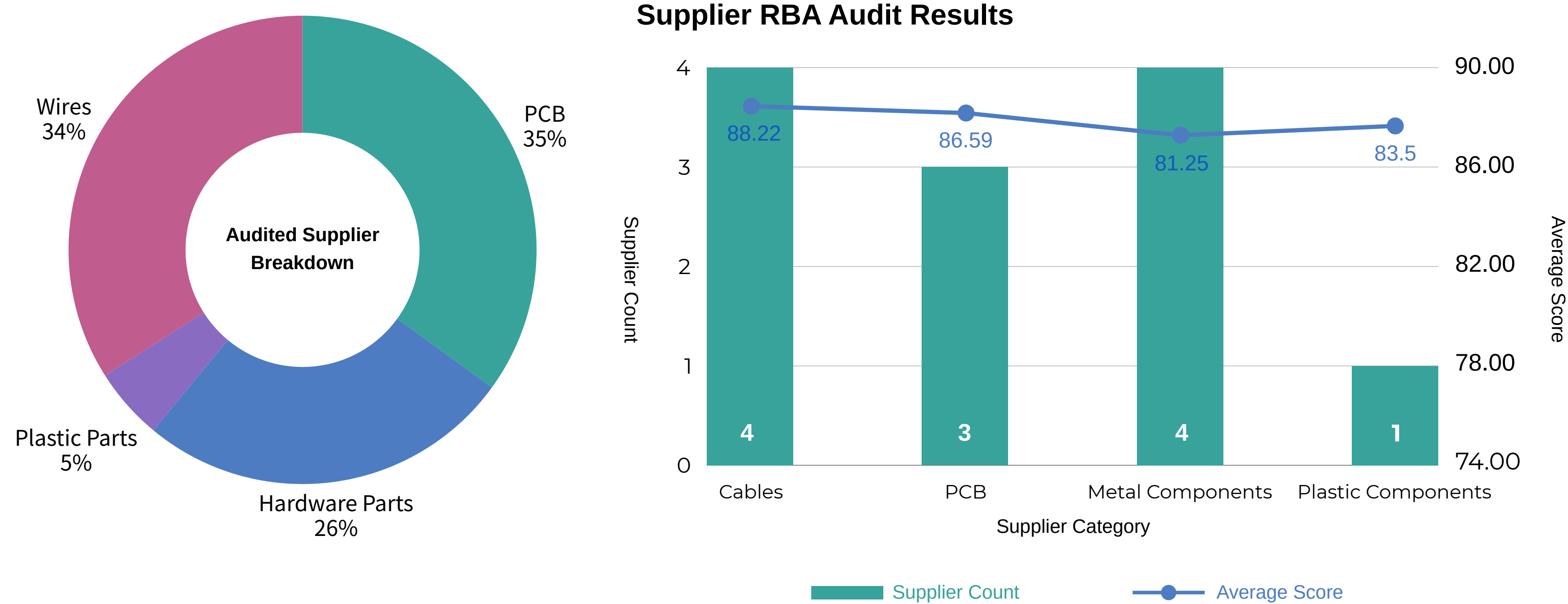
[Note 1] This table does not include data from the US site.
 [Note 2] Social standards are evaluated through the Supplier Code of Conduct commitment, assessing compliance in labor rights, health and safety, and management systems.

2.2.3 Supplier Audit

JPC follows RBA standards. At the end of each year, the procurement unit compiles the group's annual procurement amounts, and each site's SQM (Supplier Quality Management) team develops a "Supplier RBA Periodic Audit Plan" for key material suppliers (PCB, cable, hardware, etc.), conducting audits on two major themes: quality systems and ESG. The quality system audit covers nine dimensions including process control, nonconforming product management, and warehouse management. The ESG audit covers six dimensions: health and safety, labor, environment, greenhouse gases, business ethics, and management systems. Scored out of 100, suppliers scoring below 60 must implement corrective actions and submit a corrective action report upon completion. If a supplier is unwilling to improve, they will be notified to cease supply.



In 2025, a total of 12 suppliers were audited: 3 PCB suppliers, 4 cable suppliers, 4 hardware suppliers, and 1 plastic parts supplier. Their procurement amounts account for more than 80% of JPC's annual procurement spending. Audit results are shown below:



Furthermore, to strengthen on-site social responsibility audits of suppliers, JPC plans to expand RBA and GHG annual audits for critical material suppliers starting in 2026, continuously creating value for stakeholders through communication, assessment, and benchmarking.

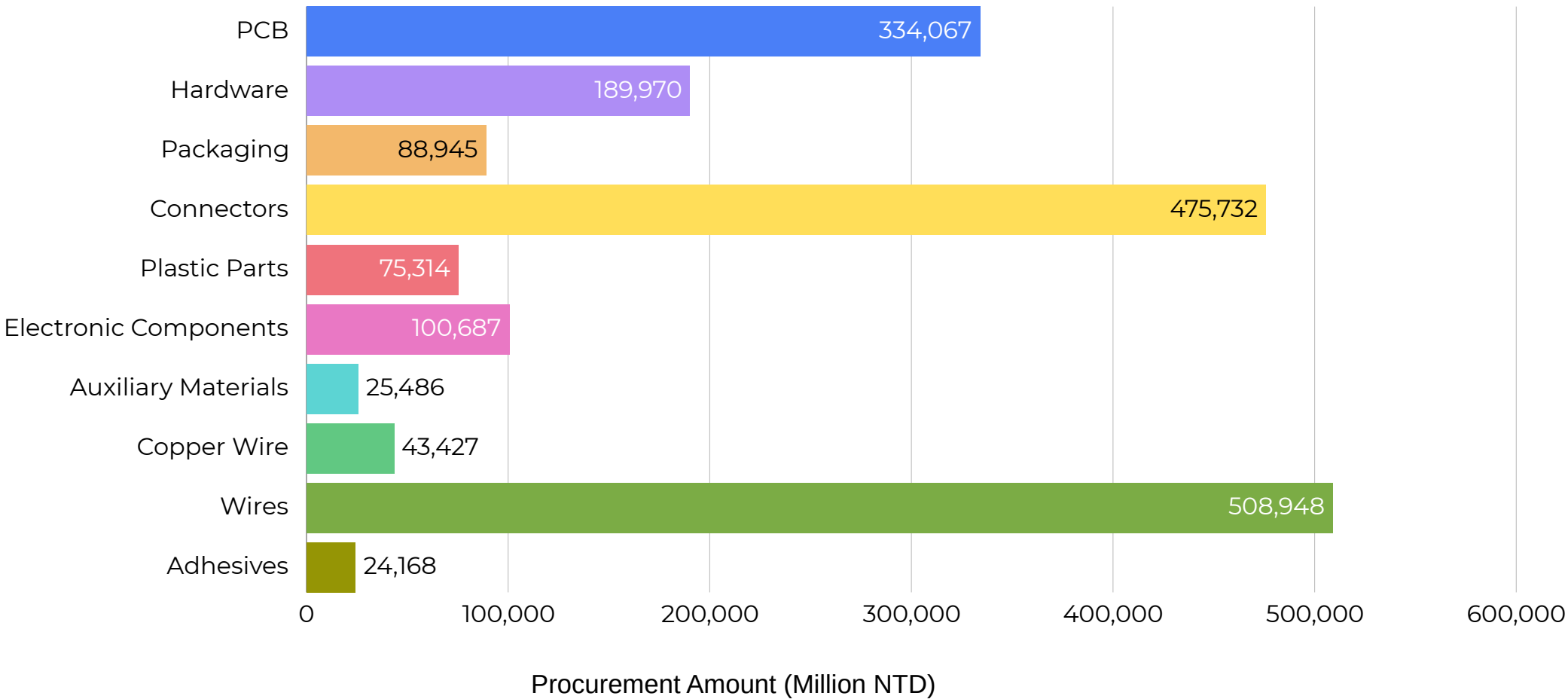
2.2.4 Supplier Meetings

JPC holds regular supplier meetings each year. In 2025, a total of 11 key suppliers participated. Meeting formats include video conferences, on-site factory visits, or meetings held at JPC offices. Topics covered include quality, delivery, pricing, and service. Additionally, JPC communicates its ESG development philosophy and implementation guidelines to suppliers, while providing relevant ESG information and website resources to strengthen supplier awareness and cooperation.

2.2.5 Green Procurement (Product Hazardous Substance Regulatory Compliance)

To implement sustainable business operations and comply with international regulations and customer requirements, JPC avoids using controversial raw materials. The group strictly controls RoHS and REACH SVHC substances of very high concern. We actively support sustainable supply chain management policies, establishing "Product Hazardous Substance Management Standards" and "Conflict-Free Minerals Policy Requirements" for comprehensive raw material management, working with suppliers and customers to promote environmental protection and sustainable development. All material procurement by JPC in 2025 complied with RoHS regulations.

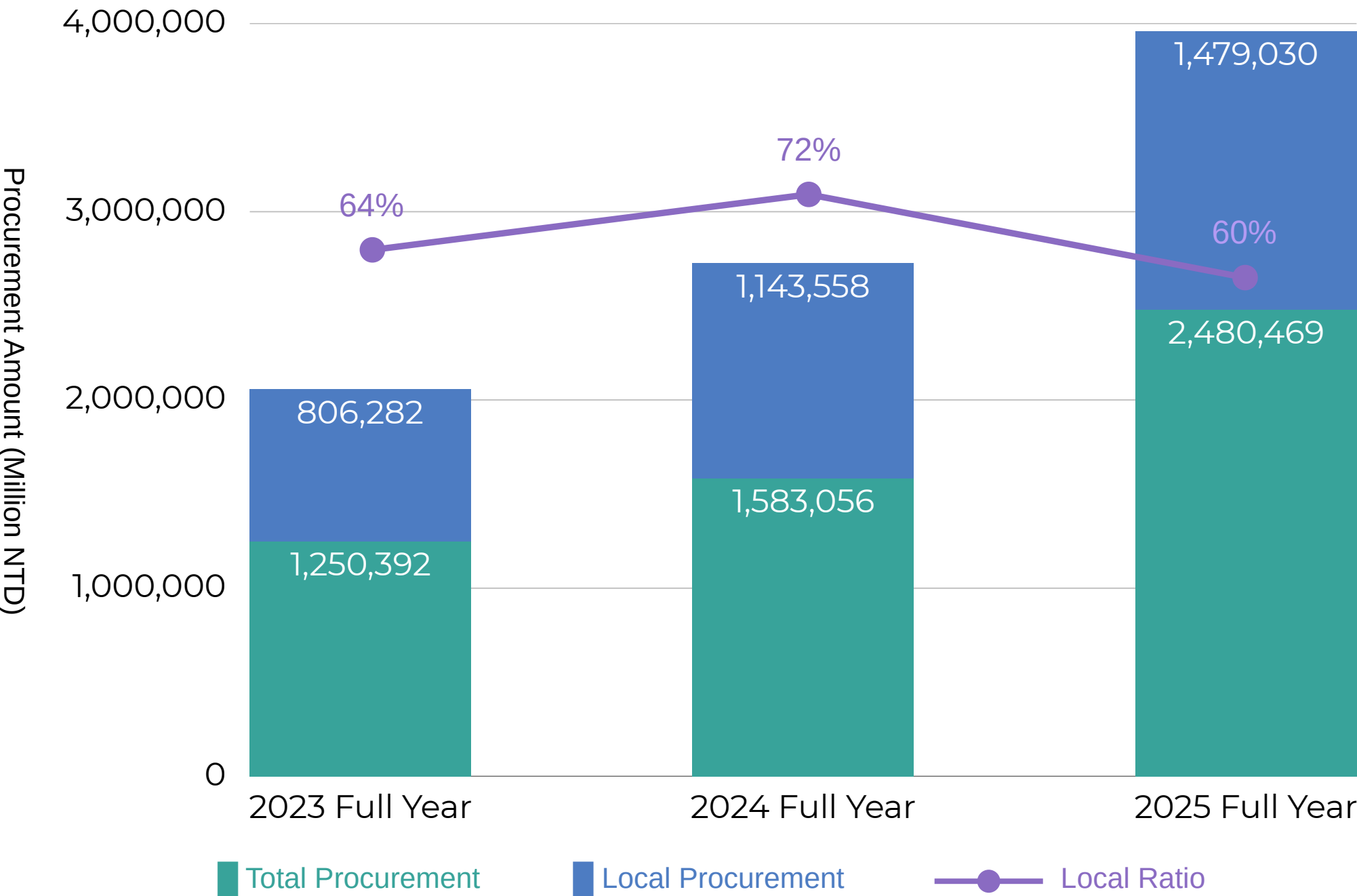
RoHS-Compliant Green Procurement Amount



2.2.6 Local Procurement

JPC's production factories are located around the world. Our procurement strategy prioritizes local suppliers. Through close collaboration with suppliers, we not only enhance supply flexibility and responsiveness, but also effectively reduce unnecessary overseas transportation costs and the resulting carbon footprint. In 2025, the local procurement ratio at our major global operating sites reached 60%; however, due to partial product transfers to Vietnam for production, the overall local procurement ratio declined slightly.

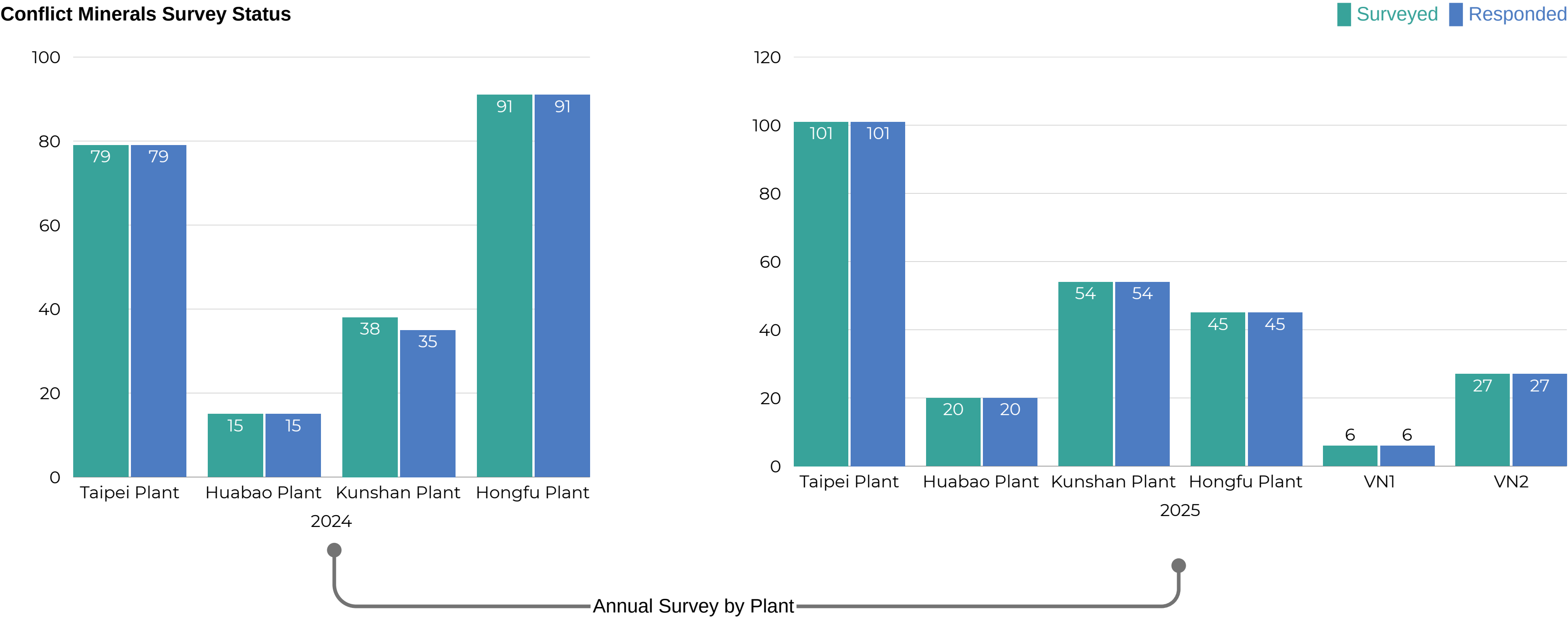
Local Procurement Amount and Ratio at Key Sites



- [Note] 1: Important sites refer to factories within the JPC Group that are key production locations, including Zhonghe Plant, Dongguan Plant, Kunshan Plant, and Vietnam Plant.
- [Note] 2: Local procurement means the supplier's shipping location and JPC's receiving factory are in the same country.
- [Note] 3: Local procurement ratio calculation: Annual local procurement amount at the site / Annual total procurement amount at the site.

2.2.7 Conflict Minerals Due Diligence

As a global corporate citizen, JPC recognizes the value of human rights and commits to not using conflict minerals mined under conditions of armed conflict and human rights violations. We do not encourage through procurement the mining, acquisition, or trading of minerals by parties involved in human rights abuses or armed conflict, including but not limited to the Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, Kenya, Angola, Central African Republic, Republic of Sudan, and Zambia. To ensure consistency in green procurement across the supply chain, JPC conducts periodic surveys of suppliers using CMRT and EMRT published on the RMI official website to confirm their compliance.



3. Driving Environmental Sustainability

3.1 Climate-Related Risk and Opportunity Management

3.1.1 Climate Governance Framework (Governance)

Facing the transformation challenges and physical risks brought by global climate change, JPC is committed to integrating environmental sustainability into its long-term business strategy. We focus not only on improving energy efficiency in product development, but also through a comprehensive climate governance framework, regularly reviewing energy management performance and carbon reduction target progress, ensuring that while pursuing revenue growth, we can effectively respond to the impact of environmental change on business continuity. As a functional committee directly under the Board of Directors, the Sustainability Committee is authorized by the Board and composed of two independent directors with expertise in corporate sustainability. It convenes annually, with the CEO responsible for formulating, promoting, and strengthening action plans and capital expenditures for important sustainability policies (including climate-related issues), regularly reviewing, tracking, and revising sustainability implementation and performance, and reporting to the Board.

Detailed scenario analysis, time horizon definitions, and climate issue identification are described below:

Scenario Analysis Application

Climate Issue Type Applied	Scenario	Scenario Analysis Description
Transition Risk / Opportunity	IEA Net Zero Emissions by 2050 (NZE) Scenario	The global energy sector reaches net-zero emissions by 2050, limiting the increase in global warming to 1.5°C, with at least a 50% probability.
Physical Risk	IPCC Very High Greenhouse Gas Emissions Scenario (SSP5-8.5)	A production and consumption model highly dependent on fossil fuels causes global energy demand and greenhouse gas emissions to double during this century. Global warming is very likely to reach 2.4°C during 2041–2060.

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

3.1.2 Climate Change Risk and Opportunity Assessment (Strategy)

Through research on climate risks and opportunities identified by the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC), and peer companies, JPC references the IEA Net Zero Emissions (NZE) scenario for transition risks and the IPCC most severe scenario (SSP5-8.5) for physical risks. Department heads assess climate risks and opportunities most relevant to the company across short-term (within 1 year of the reporting year), medium-term (2026–2030), and long-term (2031–2050) horizons.

Time Horizons

Short, Medium, and Long Term	Year Range	Description
Short Term	Within 1 year after the reporting year	Within 1 year after the reporting year for annual reporting of climate-related information.
Medium Term	2026–2030	Based on scenario descriptions in scientific reports published by institutions such as the IEA and IPCC, and because national greenhouse gas reduction targets generally set 2030 as the first milestone year, this period is defined as the medium term.
Long Term	2031–2050	Based on the IEA NZE scenario, which sets a global net-zero emissions target for 2050, this period is defined as the long term.

Climate Issue Identification

Based on the climate-related risk and opportunity categories defined in the TCFD Recommendations, and with reference to climate issues identified in international scientific reports and by peer companies, JPC screened and identified risks and opportunities it may face under climate change scenarios by combining them with its own business model. In total, 6 transition risks, 4 physical risks, and 5 opportunity issues were identified. The detailed list of climate issues is shown in Section 3.1.3.

Climate Risk		Climate Opportunity
Transformation Risks	Entity Risk	
T1 Policy and Regulation T2 Technology T3 Market T4 Reputation	T5 Immediate T6 Long-term	P1 Resource Efficiency P2 Energy Sources P3 Products and Services P4 Market

3.1.3 Material Climate Issue Analysis Methods and Results (Strategy and Risk Management)

Climate-Related Risk Management Process

The Sustainability Committee, in accordance with the “Risk Management Policy and Procedures,” executes the identification, analysis, assessment, and control management processes for risks at key production sites, integrating climate risk issues into the risk management framework. Following procedures for risk identification and assessment, formulating response policies and strategies, and overseeing each responsible unit’s execution before reporting results to the Board of Directors. Details are as follows:

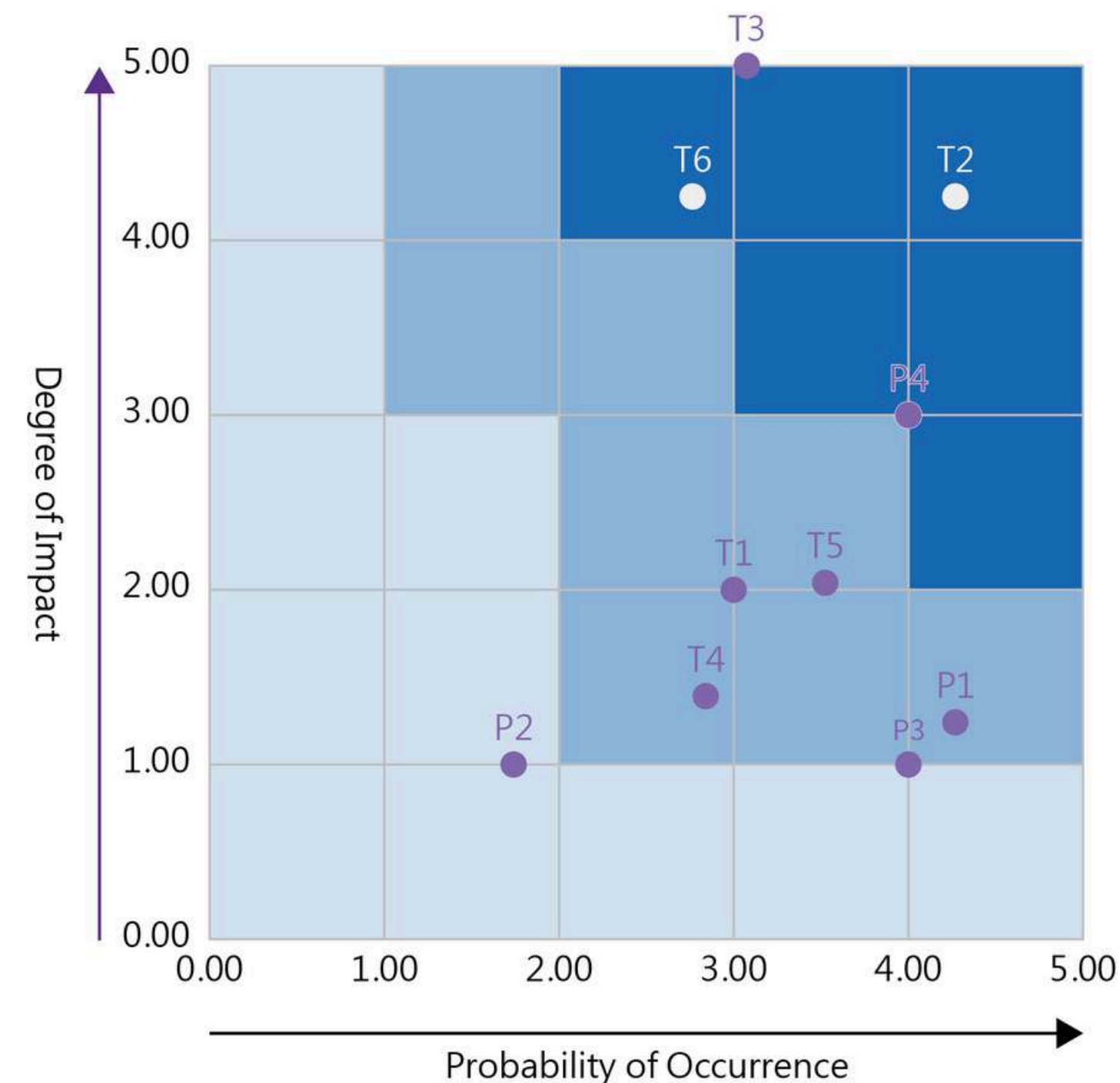
- Formulate response strategies for material risks and opportunities: After department heads assess and compile risks and opportunities, appropriate response strategies are developed for the top three material risks and opportunities.
- Review risk and opportunity management status: Within each department head’s scope and management processes, management execution status should be monitored with subsequent tracking and improvement actions.

Materiality Analysis

JPC conducted a materiality assessment of climate risks and opportunities based on the ISO 31000 framework. Department heads and external experts jointly evaluated the "likelihood of occurrence" and "degree of impact" for each climate issue. The total score was calculated by multiplying the two assessment values, and issues were ranked accordingly. The top three risks and opportunities were designated as JPC's material climate issues, and management and response measures were developed for each unit. The detailed climate risk and opportunity matrix is described below:

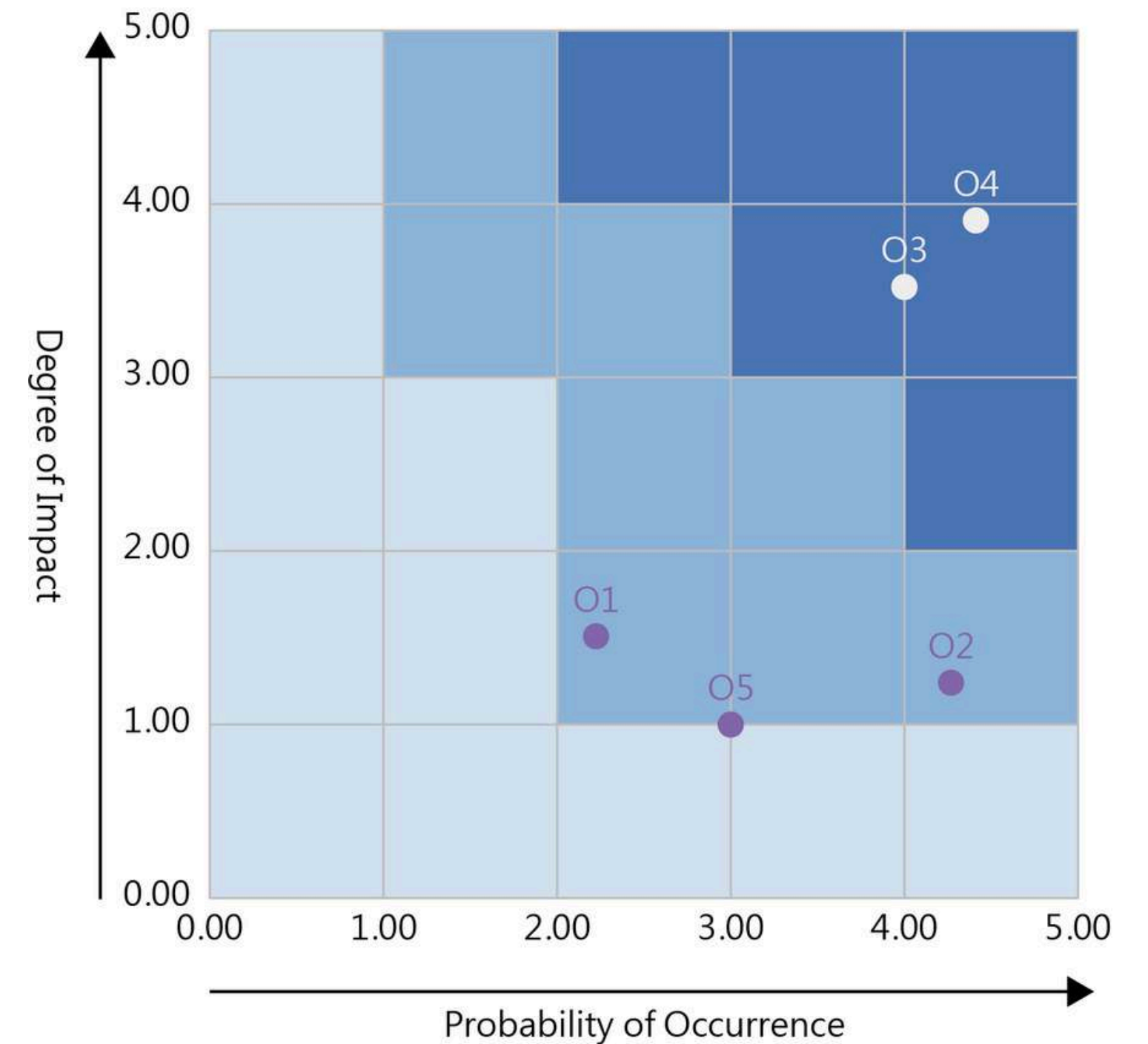
Climate Risk Matrix

No.	Category	Risk Classification	Impact Time Horizon	Risk Issue
T1	Transition Risk	Policy and Regulation	Medium-term	The Climate Change Response Act introduces a new carbon fee collection mechanism
T2		Technology	Short-term	Strengthen the energy-saving design of products
T3		Technology	Short-term	Failure of product development in emerging application fields
T4		Technology	Short-term	Cost of transitioning to low-carbon technologies
T5		Market	Short-term	Increase in raw material costs
T6		Reputation	Short-term	Negative stakeholder feedback due to poor sustainability performance
P1	Physical Risk	Immediate	Medium-term	Increased severity and frequency of extreme weather events
P2		Long-term	Long-term	Changes in precipitation patterns and extreme climate events
P3		Long-term	Medium-term	Rising average temperatures
P4		Long-term	Long-term	Sea-level rise



Climate Opportunity Matrix

No.	Category	Opportunity Classification	Impact Time Horizon	Opportunity Issue
O1	Opportunity	Resource Efficiency	Short-term	Process and energy-saving improvements, and increased transportation efficiency
O2		Energy Sources	Medium-term	Expand the use of renewable energy to reduce carbon fee payments and reliance on grid electricity
O3		Products and Services	Medium-term	Invest in new product innovation and R&D
O4		Market	Short-term	Develop markets for electric vehicles and energy storage equipment
O5		Market	Medium-term	Leverage incentives and programs provided by public-sector authorities



Climate Issue Impacts and Response Strategies

For the top three ranked risks and opportunities, the following management measures are proposed to mitigate, transfer, or control the operational impact of climate risks on the company, and to capture climate change opportunities as much as possible:

Category	Impact Time Horizon	Material Climate Issue	Potential Operational and Financial Impact	Response Strategy
Transition Risk	Short-term	Technology - Replacement of existing products and services with low-carbon technologies	Amid the global trend toward continuously improving energy efficiency, products with enhanced energy-saving designs and higher transmission efficiency must be developed to meet customer needs, thereby increasing R&D costs.	The Company has a comprehensive technology R&D team and takes niche products as its starting point. Its current core products include data network telecommunications, IoT systems, and smart connectivity. In the future, the Company will continue to monitor market trends and invest in the R&D of low-carbon, high-value-added products to improve gross margins.
	Short-term	Technology - Failure of investment in new technologies	Remaining in existing markets may limit the Company's growth potential. If existing markets gradually shrink and shift toward emerging fields in the future, the Company may face the risk of declining revenue.	Actively develop high-value-added products to enhance the Company's product competitiveness, while following market trends and industry information to develop products that meet market needs.
Physical Risk	Long-term	Long-term - Sea-level rise	Global sea levels are rising, causing some low-lying areas to be flooded and resulting in damage to assets at affected operating sites or interruptions to operations.	Continue monitoring operating sites that are vulnerable to impact, strengthen emergency response plans, and incorporate local physical risks into assessments when establishing new sites in the future.
Opportunity	Short-term	Market - Entering new markets	In response to regulations banning the sale of fuel-powered vehicles, the electric vehicle and automotive electronic component industries are developing rapidly. The Company is investing in products for relevant application fields to increase revenue.	Invest in forward-looking technology development and actively develop wiring harnesses related to EV energy-vehicle connectors and new-energy storage systems in accordance with market commercialization needs.
	Medium-term	Products and Services - R&D and innovation for developing new products and services	Improve product transmission performance and circular management, strengthen future product competitiveness and market share, and meet potential future customer requirements.	Focus on key technologies in emerging markets and continue to advance R&D and integration across multiple fields.
	Medium-term	Energy Sources - Use of low-carbon energy	Expand the proportion of renewable energy used by the Company, reduce reliance on grid electricity, and reduce future carbon fee (tax) payments.	Since 2023, the Company has conducted internal greenhouse gas inventories and progressively reduced direct emissions from operating activities (Scope 1), indirect emissions from energy use (Scope 2), and indirect emissions generated across the value chain (Scope 3). The Company continues to assist supply-chain partners in establishing science-based emissions-reduction targets to move the entire value chain toward net zero.

3.1.4 Climate Management Indicators (Metrics and Targets)

Climate-Related Risk Management Process

To formulate greenhouse gas reduction targets and strategies, the company completed inventory of its headquarters and 6 major production sites in 2025, and therefore plans to set the reduction target base year as 2025. To this end, since 2023 JPC has progressively conducted individual greenhouse gas inventories for the parent company (detailed GHG emission data can be found in Section 3.2.4 Energy Conservation and Carbon Reduction Measures). On December 13, 2024, the Sustainability Committee reported to and received approval from the Board of Directors to set a short-term target for energy indirect GHG emissions (Scope 2), planning a 10% reduction by 2030 compared to 2025. Going forward, in response to GHG-related regulations and international carbon pricing trends, operational strategies will be adjusted on a rolling basis to comply with carbon reduction management timelines, actively reducing carbon emission impacts and enhancing operational competitive advantages.

3.2 Low-Carbon Operations and Energy Management

3.2.1 Environmental Policy

JPC is committed to integrating environmental principles into its business operations and actively taking measures to reduce environmental impact. The company has established corresponding environmental policies to ensure that while pursuing commercial success, it fulfills its responsibilities to the environment and society.

We continuously implement in-plant management in accordance with local environmental regulations at each plant location to ensure company operations comply with regulatory requirements. Through greenhouse gas inventory, we monitor and manage overall quantified emissions, and annually incorporate climate risk and opportunity management performance into the Sustainability Committee for regular review and tracking.

2025 Environmental Violations 0

Continuously passing ISO third-party verification to ensure company operations meet community and stakeholder expectations.

Furthermore, to promote employees' environmental awareness, JPC explains energy conservation, carbon reduction, water saving, resource recycling, and waste reduction management measures during monthly training sessions. The company also periodically communicates the importance of environmental protection to all employees through various meetings and announcements. Related performance is reported quarterly by committee members at management review meetings.

	<div>  </div> <div>Regulatory Compliance</div>	<div>  </div> <div>Education & Training</div>	<div>  </div> <div>Continuous Improvement Resource Management</div>	<div>  </div> <div>Management Review</div>
<div>Actions</div>	<p>Comply with environmental protection, occupational safety, and health regulations issued by local governments, while supporting international initiatives for environmental protection and zero accidents.</p>	<p>Develop environment-related education and training courses every year.</p>	<p>Conduct annual reviews of ISO 14001, ISO 45001, and ISO 14064, as well as RBA VAP and customer third-party audits, to ensure that operating sites comply with local regulations.</p>	<p>Conduct management review meetings regularly every year and establish annual targets.</p>
<div>Outcomes</div>	<p>External audits identify no major environmental deficiencies, and no environment-related fines are issued by local environmental authorities.</p>	<p>Training is tracked regularly every month, achieving a 100% completion rate.</p>	<p>Continuous operation is maintained. Annual external and RBA audits identify no major deficiencies.</p>	<p>Achievement of annual targets is measured at the end of the year.</p>

In 2025, JPC actively invested resources in pollution prevention, environmental management, energy saving and carbon reduction, and water conservation, demonstrating concrete action for environmental sustainability. In particular, the company achieved clear results in energy-saving and carbon-reduction-oriented production methods and equipment upgrades. For example, in China, water purification equipment was expanded and old pipelines were replaced, improving water savings by about 75%; after introducing green technology to air compressors, energy consumption was reduced by about 20%. In Vietnam, additional drinking water dispensers were installed to reduce the use of bottled water. Annual environmental investment exceeded NTD 45 million, demonstrating the company's concrete commitment to green transformation.

2025 (amounts in NTD thousand)				
Item	Taiwan	China	Vietnam	Total Investment Cost
Pollution Prevention Investment	55	412	69	536
Environmental Management Investment	794	748	181	1,723
Water Conservation Investment	-	71	-	71
Energy Saving and Carbon Reduction Investment (including machinery and equipment investment)	300	13,534	29,208	43,042
Total	1,149	14,765	29,458	45,372

[Note 1] The statistics in this table exclude the United States site.

JPC continues to plan for the medium and long term to replace aging equipment, improve production capacity, and increase energy efficiency; approximately NTD 16,120 thousand has been planned for Vietnam and NTD 1,104 thousand for China, with expected electricity savings of 51,389 kWh.

3.2.2 Waste Management

As business expands and environmental regulations become increasingly strict, JPC's China Hongfu Plant and Huabao Plant have established intelligent solid waste management systems to improve waste management efficiency and environmental awareness. These systems not only reduce environmental impact but also promote the circular use of resources, helping JPC maintain its competitive advantage in an increasingly competitive market.

The core functions of the intelligent solid waste management system include waste classification, tracking, and reporting. The system automatically identifies and classifies various solid wastes, such as waste tin slag, terminal strips, wire materials, electronic components, and plastics (waste rubber). The packaging weight of these materials is designed according to standards to ensure safety during transportation and storage. In addition, the system regularly monitors scrapped cardboard, hardware scrap iron, and other industrial waste, and sells them based on usage conditions, thereby reducing storage space. Through intelligent data analysis, JPC can promptly adjust waste treatment strategies to ensure optimal resource utilization; automated ledger generation is integrated into the enterprise resource planning system, promoting paperless operations and cloud data storage.

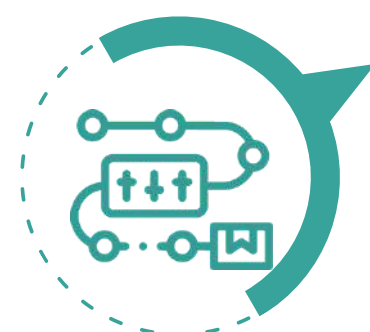
The intelligent solid waste management system launched in 2024 is an important pillar of JPC's environmental work. Specific results show that the recyclable rate of general waste at the China plant increased by 38.7% compared to 2024. JPC plans to progressively install intelligent solid waste management systems at other plants to improve general waste recyclability. **By 2030, the overall general waste recyclable ratio target is to increase by more than 50% compared to 2023, aspiring to make a positive contribution to environmental protection.**

Solid Waste Smart Management

- Waste classification
- Waste packing & weighing
- Label attachment
- Regular sales

ERP System Integration

- Procurement integration
- Factory production integration & consolidation



ENTERPRISE SYSTEM INTEGRATION



Receiving System

- Material receiving
- Inspection
- Warehousing

Production Traceability MES / SFCS

- Manufacturing system
- Production surplus inventory check
- Waste data

In 2024, the total waste volume across the headquarters and 6 major production sites was 4.4832 tons of hazardous waste and 163.8019 tons of general waste. All plants have conducted waste recycling in accordance with local regulations and are supervised by local environmental authorities. The 2025 annual waste statistics are as follows:

2025 (Unit: metric tons)					
Waste Type	Treatment Method	Taiwan	China	Vietnam	Total
Hazardous Waste	Recyclable	-	-	0.0050	0.0050
	Non-recyclable	-	4.6397	0.1635	4.8032
General Waste	Recyclable	-	165.9934	15.0070	181.0004
	Non-recyclable	1.1400	37.9000	23.3959	62.4359
Recycling Ratio (Hazardous)		0.00%	0.00%	2.97%	0.10%
Recycling Ratio (General)		0.00%	81.41%	39.08%	74.35%
Total Waste Volume		1.1400	208.5331	38.5714	248.2445

[Note 1] Recycling ratio = recycled amount / total waste volume.
[Note 2] The table does not include data from the United States site.

3.2.3 Water Resource Management

JPC currently sources water from the municipal water supply. Water resources are primarily used for employee domestic use and air conditioning cooling towers. In 2025, water withdrawal at the Taiwan headquarters (domestic production site) and Vietnam plant accounted for 7.6% and 8.4% of the group respectively, while the China plant, as the main manufacturing site with employee dormitories and cafeterias, accounted for 84% of group water withdrawal. Each plant regularly conducts water pollution monitoring at the park discharge outlets, and all comply with discharge water standards according to local regulations. Water resource statistics are detailed in the table below:

2025	Taiwan	China	Vietnam	Total
Water withdrawal (million liters)	4.723	50.771	5.081	60.575
Water discharge (million liters)	4.723	50.771	4.580	60.074
Water consumption (million liters)	0	0	0.501	0.501

2024	Taiwan	China	Vietnam	Total
Water withdrawal (million liters)	4.581	74.084	5.063	83.728
Water discharge (million liters)	4.581	74.084	5.063	83.728
Water consumption (million liters)	0	0	0	0

[Note] The table does not include data from the United States site.

JPC manages water resources effectively through multiple reduction methods, including:

- Regular awareness campaigns: Regularly promoting employee awareness of water resource conservation.
- Equipment replacement: Introducing new high-efficiency water pipes and bathroom fixtures to reduce leakage risks and improve water use efficiency.
- Water-saving certified products: Prioritizing products and equipment with water-saving certifications during procurement to effectively reduce water resource usage.
- Regular monitoring: Conducting regular monitoring and assessment of water resource usage at each plant, using data analysis to identify peak usage periods and wasteful areas, and formulating improvement measures accordingly.

2025 water intensity compared to 2024 ↓ 35%
 (Water intensity is calculated as tons / million revenue)

3.2.4 Energy Conservation and Carbon Reduction Measures

Energy Data

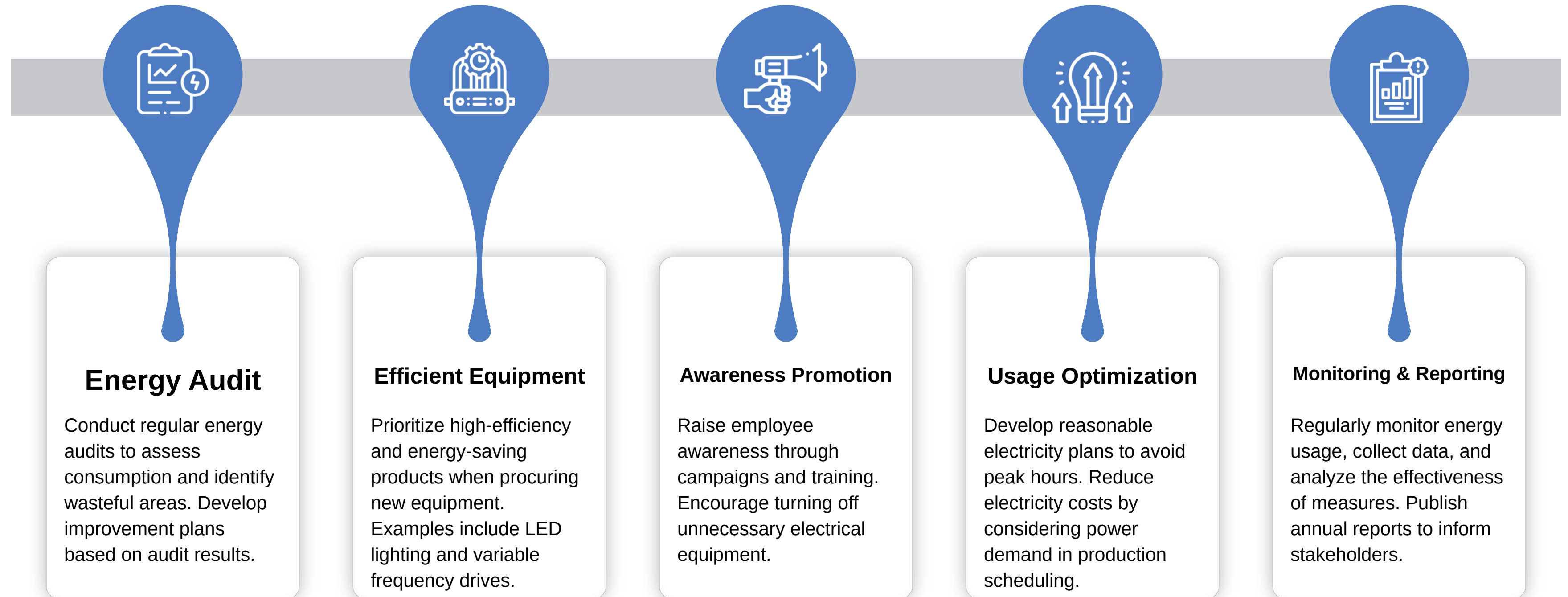
JPC uses electricity, gasoline, diesel, and liquefied petroleum gas in daily operations. Among these, electricity powers production equipment, lighting, and air conditioning systems, making it the primary energy source. The company's energy consumption is shown in the table below. Through effective management and proper usage, JPC is committed to reducing energy consumption, minimizing environmental impact, and promoting green energy to achieve sustainable development goals.

		Unit	Taiwan	China	Vietnam	Total
Energy Consumption	Purchased Electricity	kWh	626,884.57	4,693,926.20	1,004,904.00	6,325,714.77
		GJ	2,256.78	16,898.13	3,617.65	22,772.57
	Steam Oil	公秉	11.65	17.99	-	29.65
		GJ	380.53	587.66	-	968.20
	Shiba oil	公秉	1.15	0.09	-	1.24
		GJ	40.39	3.09	-	43.48
	liquefied Petroleum Gas	公秉	-	1.07	-	1.07
		GJ	-	29.75	-	29.75

[Note] The table does not include data from the United States site.

Energy Management Measures

JPC has formulated a series of concrete energy management measures aimed at reducing energy consumption, improving energy efficiency, and promoting sustainable development. The main measures include energy audits and assessments, replacement of automation equipment or energy-saving equipment, promotion of energy-saving awareness, optimization of electricity usage timing, and regular monitoring and reporting:



Greenhouse Gas Data

Greenhouse gas inventory follows ISO 14064-1:2018, covering Scope 1 direct emissions, Scope 2 energy indirect emissions, and Scope 3 other indirect emissions from activities. Scope 3 includes items identified based on materiality criteria at each site, such as employee commuting, business travel, upstream/downstream freight transport, capital goods, and waste disposal.

To more objectively measure carbon emission performance and exclude the impact of operational scale changes, JPC uses "carbon emission intensity per million NTD revenue" as the evaluation indicator. According to inventory results, although the combined Scope 1 and Scope 2 greenhouse gas emissions in 2025 increased by 0.91% compared to 2024, Vietnam added one factory and revenue also grew by 11.89%, resulting in emission intensity decreasing from 0.7461 tons CO2e/million NTD revenue in 2024 to 0.6728 tons CO2e/million NTD revenue in 2025, an overall decrease of 9.82%, indicating improved energy use efficiency.

	2024	2025
Category 1 (metric tons / CO2e)	246.7309	222.9782
Category 2 (metric tons / CO2e)	3,414.2978	3,471.2853
Category 3 (metric tons / CO2e)	40,576.7360	48,779.5367
Total (metric tons / CO2e)	44,237.765	52,473.800



[Note] The table does not include data from the United States site.

Greenhouse Gas Inventory Management Measures

To precisely understand value chain carbon emission sources, identify reduction opportunities, and comprehensively inventory product and supply chain carbon footprints, JPC has planned greenhouse gas reduction strategies. In 2024, external limited assurance reports for Scope 1 and Scope 2 were obtained for the headquarters and 6 major production sites; in 2025, the same was achieved for the headquarters and 6 major production sites. JPC completed a greenhouse gas inventory aligned with consolidated financial reporting boundaries in 2025, thus setting 2025 as the base year.

JPC's Sustainability Committee reported on December 13, 2024 the setting of short-term targets for energy indirect greenhouse gas (Scope 2) emission sources, targeting a 10% reduction by 2030 compared to 2025. In response to greenhouse gas regulations and international carbon pricing trends, operational strategies are adjusted on a rolling basis to comply with carbon reduction management timelines, actively reducing carbon emission impacts and enhancing operational competitive advantages.

4. Building a Diverse Workplace

4.1 Talent Attraction and Retention

Every employee is a force supporting JPC's continuous progress. Maintaining good communication with employees, opposing discrimination, emphasizing equality, and respecting diverse values are core principles and the foundation of our talent policies. To support global industrial deployment, JPC values international talent recruitment. In addition to actively participating in foreign student recruitment events, we also respond to national talent development policies by establishing industry-academia collaborations with universities, aiming to cultivate talent with international perspectives and professional skills, and attract outstanding domestic and international graduates to join JPC. Furthermore, we focus on employee development, comply with various labor regulations, and value partners' physical and mental health and career development, continuously investing resources to provide a safe, equal, and free work environment, aspiring for employees to grow through their work.

4.1.1 Workforce Overview



Contract Type

Workforce Distribution (Unit: persons)			Taiwan	Vietnam	China	United States	Total
Contract Type	Permanent Employees	Male	107	189	268	17	1,401
		Female	149	366	291	14	
	Contract Employees	Male	12	0	198	8	488
		Female	10	0	254	6	
	Total Employees	Male	119	189	466	25	1,889
		Female	159	366	545	20	
Non-employee Workers		Male	0	0	17	0	36
		Female	0	0	19	0	

Note: Non-employee workers primarily engage in manual work and machine welding, and most have labor contracts with their affiliated companies.

Working Hours

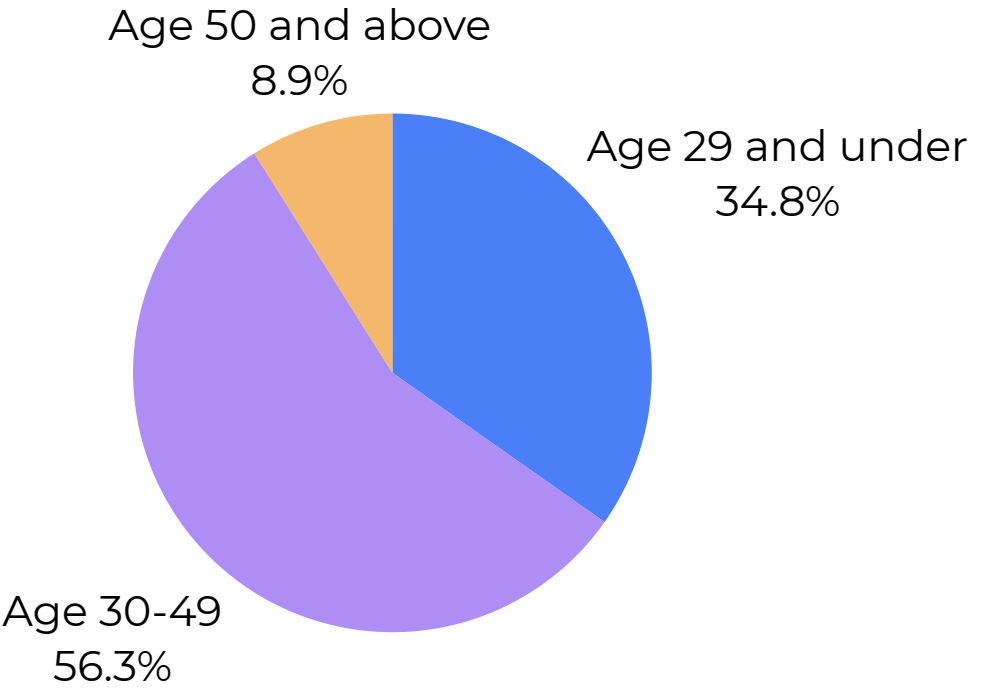
Workforce Distribution (Unit: persons)		Taiwan		Other Regions		Total
		Male	Female	Male	Female	
Work Hours	Full-time Employees	107	149	474	671	1,401
	Part-time Employees	12	10	223	279	524
	Employees with Guaranteed Hours	107	149	680	931	1,867
	Employees without Guaranteed Hours	12	10	17	19	58

Employee Structure

A team with diverse backgrounds can offer more creative solutions from different perspectives. JPC encourages employees of different genders and ages to share their viewpoints and experiences, which not only enhances overall team performance but also promotes diversification of products and services. Below is the employee structure distribution by different categories. Factors such as age and education do not constitute barriers to joining or advancing within the company. JPC will continue to build a diverse, friendly, and respectful work environment to attract diverse talent.

By Age

As a manufacturing company with a broadly distributed employee age range, the 30–49 age group still accounts for the highest proportion, with the workforce primarily composed of young and middle-aged employees.

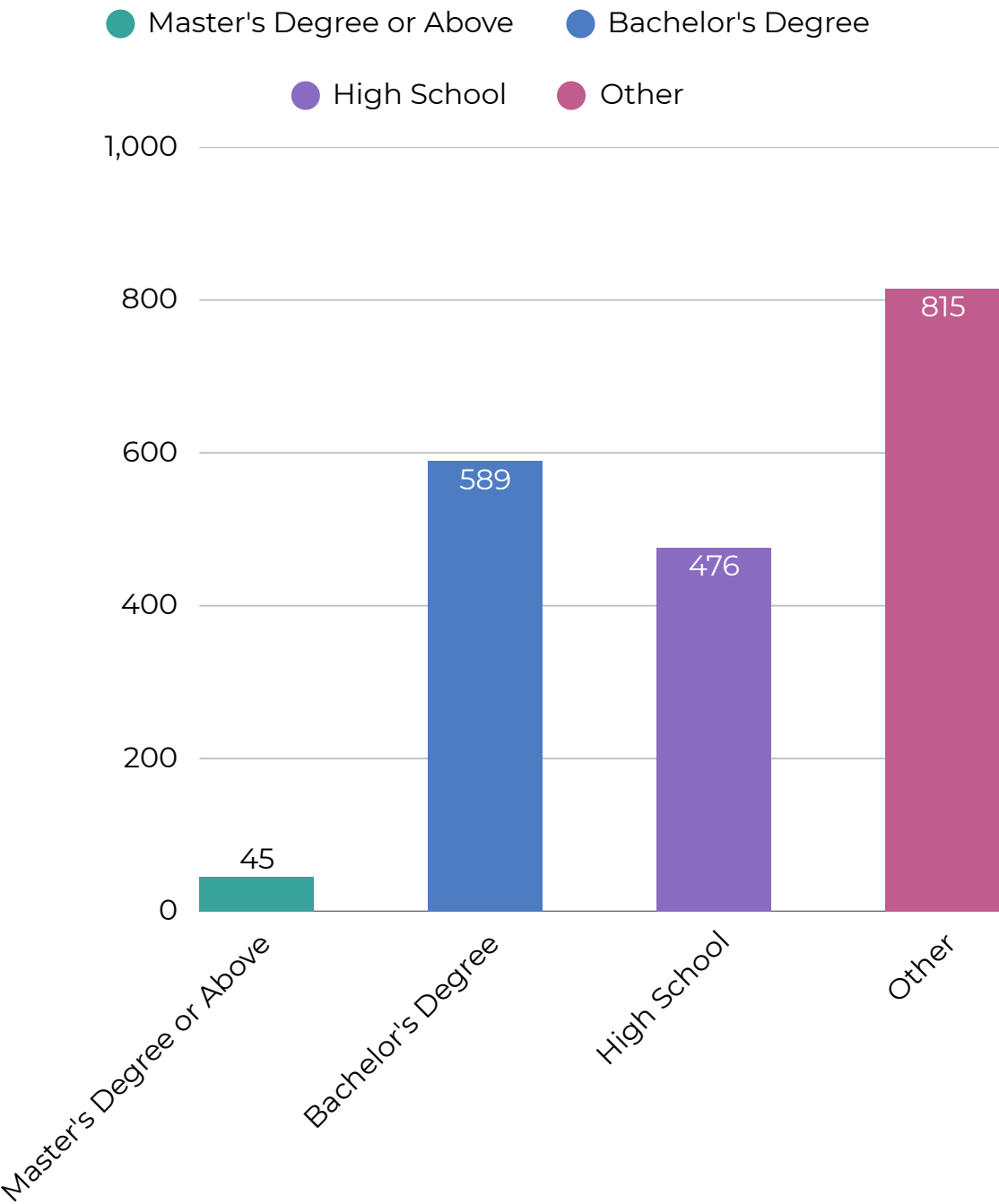


2025 Distribution Overview (Unit: Persons)			Taiwan		Vietnam		China		Total		Total	
Age 29 and under	Male		16	0.83%	99	17.84%	191	9.92%	8	0.42%	307	15.95%
	Female		23	1.19%	178	32.07%	167	8.68%	4	0.21%	362	18.81%
Age 30-49	Male		69	3.58%	84	15.14%	258	13.40%	3	0.16%	417	21.66%
	Female		116	40.29%	184	33.15%	352	18.29%	6	0.31%	667	34.65%
Age 50 and above	Male		34	11.15%	6	1.08%	34	1.77%	14	0.73%	92	4.78%
	Female		20	6.83%	4	0.72%	45	2.34%	10	0.52%	80	4.16%
Total			278		555		1,047		45		1,925	

By Education

The company has employees with diverse educational backgrounds, with a total of 45 employees holding a master's degree or above.

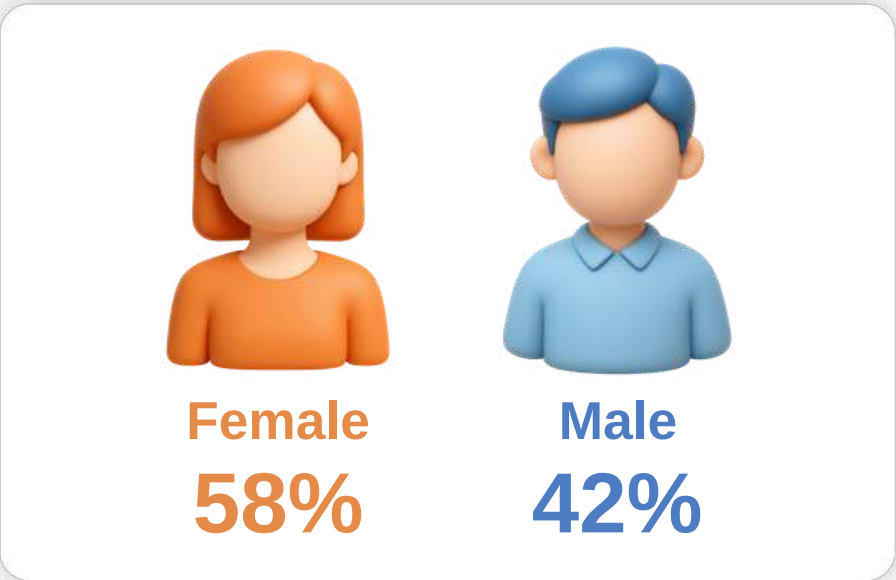
2025 Distribution Overview (Unit: Persons)		Taiwan	Vietnam	China	United States	Total
Master's Degree or Above	Male	29	3	0	0	32
	Female	13	0	0	0	13
Bachelor's Degree	Male	71	46	130	25	272
	Female	95	41	161	20	317
High School	Male	19	96	60	0	175
	Female	50	193	58	0	301
Other	Male	0	44	293	0	337
	Female	1	132	345	0	478
Total		278	555	1,047	45	1,925



The Power of Women

At JPC, female employees account for 58% and women in management positions account for 43%. The role and contribution of women in the workplace, as well as their value in driving innovation, enhancing team performance, and strengthening customer relationships, cannot be overlooked. Gender-balanced teams not only provide diverse perspectives but also better understand and meet customer needs.

When employees feel gender equality and fair treatment, job satisfaction and retention rates increase significantly. JPC is committed to creating an inclusive work environment where every employee feels valued and respected. Gender balance is part of JPC's corporate culture and an important factor in enhancing employee loyalty and improving the company's image.



By Department

The company is broadly divided by function into: Sales Department, R&D Department, Manufacturing Department, and Administration Department. Taiwan headquarters focuses on sales and R&D. We adopt a regional specialization strategy to achieve the highest output quality and efficiency. The United States focuses on sales and manufacturing to serve North American customers and NPI processes. China and Vietnam primarily focus on manufacturing.

2025 Distribution Overview (Unit: Persons)		Taiwan	Vietnam	China	United States	Total
Sales Department	Male	4.68%	0.00%	0.38%	24.44%	1.45%
	Female	20.50%	0.00%	3.15%	15.56%	5.04%
R&D Department	Male	21.58%	2.52%	7.26%	6.67%	7.95%
	Female	6.12%	1.08%	3.63%	0.00%	3.17%
Manufacturing Department	Male	8.63%	29.01%	36.58%	22.22%	30.03%
	Female	21.22%	61.80%	43.55%	20.00%	45.04%
Other Departments	Male	7.91%	2.52%	1.91%	2.22%	2.96%
	Female	9.35%	3.06%	3.53%	8.89%	4.36%

Workforce Structure by Location

The 2025 global employee gender and management level distribution varies by operational site due to industry characteristics, job requirements, and local talent availability. The company continues to uphold principles of fair employment, equal development, and diversity & inclusion, ensuring that gender does not influence recruitment, training, promotion, or compensation decisions, and is committed to providing all employees with equal development opportunities.

2025 Distribution Overview (Unit: Persons)		Taiwan	Vietnam	China	United States
Management	Male	13%	1%	4%	10%
	Female	10%	1%	3%	10%
Non-management	Male	30%	33%	42%	45%
	Female	47%	65%	51%	35%

Local Leadership Ratio

JPC's senior management is mainly composed of local talent, which helps with better local development and cohesion.

Distribution Overview (Unit: Persons)		Taiwan	Vietnam	China	United States
2025	Senior Management (Person)	14	5	4	4
	Local Senior Management (Person)	12	5	3	3
	Ratio (%)	86%	100%	75%	75%
2024	Senior Management (Person)	15	6	11	12
	Local Senior Management (Person)	13	4	9	5
	Ratio (%)	87%	67%	82%	42%

Through management localization, companies can more effectively adapt to the needs and cultural differences of various markets. JPC's overseas managers are primarily local employees, which not only reflects the importance of these regions in the company's operations but also demonstrates the success of localized management.

Localized management can deeply understand local market characteristics and formulate strategies based on cultural backgrounds. This configuration enables the company to respond more flexibly to market changes in these regions and build trust with local customers. Through a localized perspective, management can better understand employee needs, enhance team cohesion, promote innovation, and further improve overall business competitiveness.

Employee Turnover Overview

New Hires

In 2025, a total of 1,403 new employees were recruited, with a new hire ratio of 41%. Due to operational expansion at the Vietnam plant, the majority were from Vietnam. New hires were slightly more female, and predominantly under 50 years old.

Departures

In 2025, a total of 724 employees departed, with a turnover ratio of 29%. The majority were from Vietnam. Departed employees were slightly more female, with the largest group in the 30-49 age range. The company conducts care interviews to understand reasons and improve retention.

Employee Turnover Trends and Causes

The company continuously tracks employee turnover by gender and age group as an important reference for talent management and retention strategies.



Overall employee turnover rates by gender and age group have shown no significant fluctuation over the past two years. Going forward, the company will continue to expand headcount and strengthen talent deployment in line with operational development needs.

The main reasons for employee turnover include personal career planning, career development, family factors, and retirement, which represent normal workforce mobility. Going forward, the company will continue to foster a friendly workplace environment through comprehensive recruitment and retention mechanisms, education and training, performance development, and employee care measures to enhance employee engagement and organizational stability.

2025 Distribution Overview (Unit: Persons)		New Hires						Departures					
		Taiwan	Vietnam	China	United States	Employee Count and Percentage		Taiwan	Vietnam	China	United States	Employee Count and Percentage	
Age 29 and under	Male	57	119	184	3	307	118%	39	82	56	3	307	58%
	Female	26	191	148	3	362	102%	28	102	26	3	362	41%
Age 30–49	Male	70	92	76	0	417	57%	25	60	70	0	417	37%
	Female	96	174	124	3	667	60%	29	88	90	3	667	31%
Age 50 and above	Male	4	5	5	1	92	16%	3	2	6	1	92	12%
	Female	1	4	15	2	80	28%	8	3	2	2	80	16%
Total		254	585	552	12	1,925	73%	125	337	250	12	1,925	37%

Note 1: Percentage (new hire ratio) = number of full-time employees newly hired during the year / number of full-time employees in the category at year-end.
 Note 2: Percentage (departure ratio) = number of full-time employees who left during the year / number of full-time employees in the category at year-end.

4.1.2 Diverse and Inclusive Workplace

Diverse and Inclusive Workplace Environment

JPC is committed to building a diverse and inclusive workplace culture, ensuring that all employees, regardless of age, gender, gender identity, physical or mental condition, race, religion, or political views, are not subject to any form of discrimination or unequal treatment. We respect every colleague's personal choices and lifestyle and strictly prohibit any harassment, striving to create a work environment where respect, privacy, safety, and trust coexist.

Considering employees' religious and lifestyle needs, JPC has set up prayer rooms on production lines for colleagues of different faiths. At the same time, in compliance with RBA standards, the company provides foreign migrant workers with accommodation and living conditions that exceed legal requirements, establishing a comfortable and respectful workplace environment.

Employee Nationality Distribution

The table below shows the details of the 2025 employee nationality distribution (unit: people):

Region	Domestic		Foreign		Total
	Male	Female	Male	Female	
Taiwan	116	140	3	19	278
Vietnam	178	366	11	0	555
China	483	564	0	0	1,047
United States	20	17	5	3	45
Total	797	1,087	19	22	1,925

Employee Diversity Distribution

To support disadvantaged groups, JPC actively recruits and employs employees with disabilities. The table below shows the details of the 2025 employee diversity distribution (unit: people):

Region	Indigenous or Ethnic Minorities		Persons with Disabilities		Other		Total
	Male	Female	Male	Female	Male	Female	
Taiwan	0	0	0	1	0	0	1
Vietnam	0	0	0	0	0	0	0
China	18	10	4	5	0	0	37
United States	0	0	0	0	0	0	0
Total	18	10	4	6	0	0	38
Total Headcount	816	1,109	816	1,109	816	1,109	1,925
Percentage (%)	2%	1%	0%	1%	0%	0%	2%

Note: Percentage = Current year employee count / Year-end total regular employees (by gender)

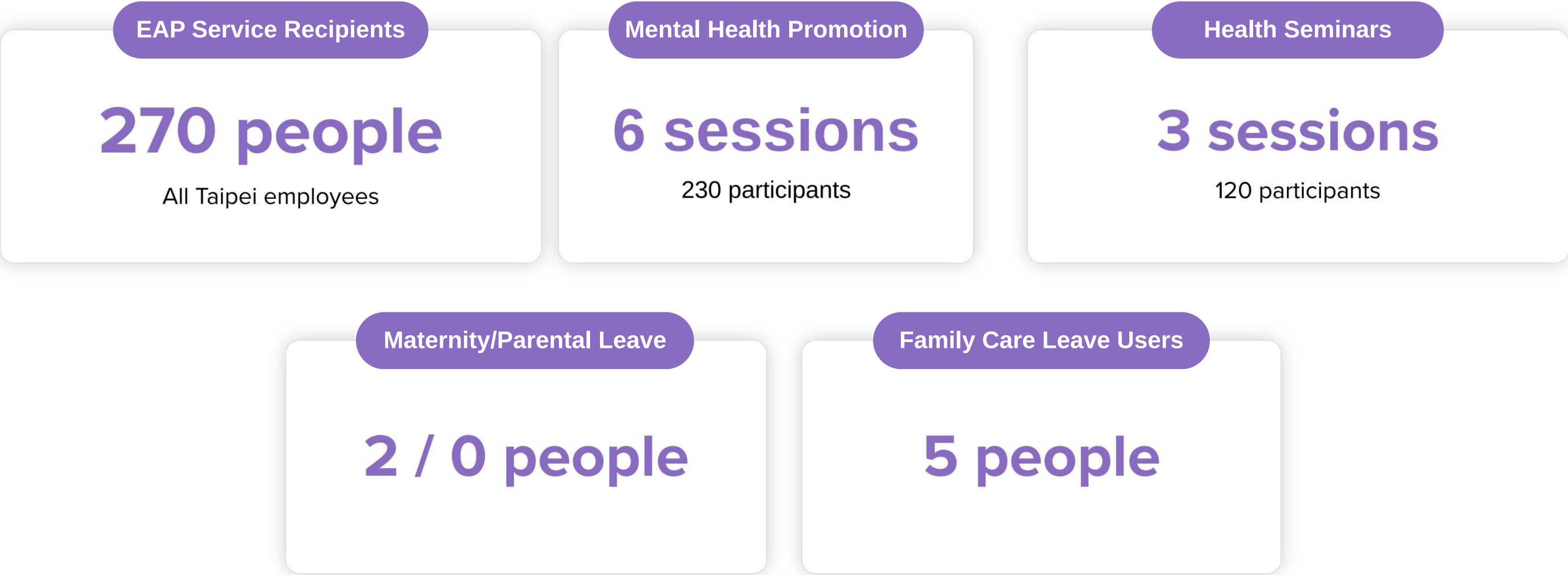
2025 Discrimination Incidents & Corrective Actions
 0

Continuing to implement DEI (Diversity, Equity & Inclusion) policies and providing accessible grievance channels.

Creating a Family-Friendly Workplace for Marriage, Childbirth, and Family Care

JPC is committed to creating a family-friendly workplace. In addition to providing legally required leave and related systems such as marriage leave, maternity leave, paternity check leave, paternity leave, parental leave without pay, and family care leave, the company also continues to promote the Employee Assistance Program (EAP), providing psychological counseling, mental support, and resource referral services to help employees balance work and family needs and promote physical and mental well-being and work adjustment.

In 2025, the company continued to provide the above family-friendly workplace measures and encouraged employees to utilize various resources according to their needs.



4.1.3 Compensation and Benefits

Employees are the driving force behind corporate development. To strengthen employee trust and identification with the company, JPC not only ensures that salaries and benefits meet or exceed local legal requirements and that working hours do not exceed statutory limits, but also pays attention to gender pay differences to ensure equal treatment for employees and strengthen the company's sense of unity.

Compensation Ratio

By observing the male-to-female salary ratio data, one can determine whether gender-based pay inequity exists. In 2025, aside from salary differences due to differing job duties, JPC employees showed no significant gender pay gap. The table below details the male-to-female salary ratios by job category in Taiwan for 2024 and 2025:

Compensation Ratio (Male / Female)	2024	2025
Managerial Staff	0.94	1.02
Non-Managerial Staff	1.30	1.20
Research and Development Personnel	1.04	1.09
General Staff	1.16	1.22

Number, Total Salary, Average Salary, and Median Salary of Full-time Non-managerial Employees

Item	2024	2025
Number of full-time non-managerial employees (people)	266	262
Total salary of full-time non-managerial employees (NT\$ thousand)	284,610	290,375
Average salary of full-time non-managerial employees (NT\$ thousand)	1,070	1,108
Median salary of full-time non-managerial employees (NT\$ thousand)	860	929

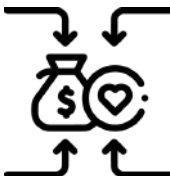
Employee Benefits

JPC values long-term employee care, providing a friendly work environment and comprehensive basic benefit plans along with innovative measures (flexible working hours and an extended lunch break of 30 minutes above industry standard since its founding), making it easier for employees to balance work and life. Employee benefits include insurance, childcare measures, various subsidies and grants, as well as retirement and severance systems.

Although JPC's leave policies comply with regulations, in practice the company adopts a more flexible approach, offering employees a more adaptable leave system.

Employee Benefits Implementation

JPC provides all employees with comprehensive benefit plans and a friendly workplace environment, encouraging employees to enjoy life outside of work. The company regularly organizes sports and cultural activities such as Mid-Autumn singing contests, family day trips, club activities, and stress-relief experiences. Due to regional differences and varying employee numbers, each plant focused on different benefit programs in 2025. The table below details the employee benefits implemented in 2025:

<div>Item</div> <div>Benefits</div>		<div>Item</div> <div>Benefits</div>	
 <div>Employee Insurance</div>	<ul style="list-style-type: none"> Group insurance (including life insurance, medical insurance, and disability insurance); medical and cancer benefits were added in 2025. 	 <div>Bonuses and Gifts</div>	<ul style="list-style-type: none"> Employee remuneration; gifts for the three major traditional festivals and birthdays.
 <div>Parental Benefits</div>	<ul style="list-style-type: none"> Parental leave; flexible working hours for childcare. 	 <div>Various Subsidies and Benefits</div>	<ul style="list-style-type: none"> Subsidies for further education, travel, marriage, childbirth, and funerals; cultural and arts event ticket subsidies; subsidies for club courses (yoga, badminton, table tennis, etc.); unlimited coffee, snacks, and tea; and Friday Beer Day activities.
 <div>Retirement / Resignation System</div>	<ul style="list-style-type: none"> Compliance with regulations; protection of employee rights and interests. 	 <div>Condolence and Relief Payments</div>	<ul style="list-style-type: none"> General illness and injury condolence payments; work-related injury condolence payments; disaster relief payments.

Parental Leave Without Pay, Reinstatement Rate, and Retention Rate

To enable employees to care for their families with peace of mind, JPC complies with regulations to protect employees' rights to parental leave, allowing them to balance work and family. Beyond meeting local legal requirements for parental leave and pregnancy rest leave, JPC also provides support exceeding labor law standards. Flexible policies give employees peace of mind. The table below details parental leave employees in 2025:
 (Unit: persons)

Indicator	Male				Female				Total			
	Taiwan	Vietnam	China	United States	Taiwan	Vietnam	China	United States	Taiwan	Vietnam	China	United States
Number of employees actually using parental leave in the current year	0	0	2	0	0	14	4	0	0	14	6	0
A. Number of employees who should have returned to work after completing parental leave in the current year	0	0	2	0	0	12	4	0	0	12	6	0
B. Number of employees who actually returned to work after completing parental leave in the current year	0	0	2	0	0	9	4	0	0	9	6	0
C. Number of employees who actually returned to work after completing parental leave in the previous year	0	0	2	0	1	1	6	0	1	1	8	0
D. Number of employees who returned to work after completing parental leave in the previous year and remained employed one year after reinstatement	0	0	1	0	1	1	3	0	1	1	4	0
Parental leave reinstatement rate (%)	-	-	100%	-	-	75%	100%	-	-	75%	100%	-
Parental leave retention rate (%)	-	-	50%	-	100%	100%	50%	-	100%	100%	50%	-

Note: Parental leave reinstatement rate (%) = B/A; Parental leave retention rate (%) = D/C. China does not have a parental leave unpaid leave system under local regulations, so there are no cases of employees taking leave or returning to work due to parental leave. China's parental leave system provides that before the child reaches three years old, both spouses each enjoy ten days of parental leave per year. The data in items A through D in this table are based on statistics of employees who remain continuously employed after completing parental leave.

Employee Activities

JPC has an Employee Welfare Committee that annually selects representatives from each department to coordinate diverse employee activities to promote physical and mental well-being, including birthday parties, singing contests, cross-department team building dinners, fun competitions, Christmas charity sales, employee trips, and various sports clubs and competitions (soccer, table tennis, badminton).

For general recreation, the Taiwan plant has a table tennis room providing employees a space to relieve stress and enjoy sports, along with unlimited coffee, tea, and snacks. During holidays, seasonal produce or gift boxes are distributed. For quieter activities, a reading culture corridor is set up, and arts and culture tickets are provided. Additionally, JPC hosts a "Happy Hour" with beer activities every Friday afternoon, fostering camaraderie and enhancing cohesion and team spirit.

4.2 Career Development

JPC has been deeply rooted in the industry and local communities for over thirty years, understanding that "a journey of a thousand miles begins with a single step." To pioneer the future, a company must build from the ground up and cultivate the talent it needs. The company maintains a highly encouraging attitude toward employee training while actively supporting and nurturing potential talent.

Human resource development also embodies corporate culture. JPC aspires to help employees grow alongside the company through investment, co-creating the future together.



4.2.1 Talent Development

Talent Training Programs and Education Subsidies

Talent development is the foundation of corporate sustainability. JPC provides comprehensive education and training according to different job categories and required business skills. In 2025, JPC held a total of 162 internal training classes, and employee training hours are summarized below:

Region	Training Hours (hours)				Number of Employees (persons)				Average Training Hours per Employee (hours)			
	Managerial		Non-managerial		Managerial		Non-managerial		Managerial		Non-managerial	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Taiwan	391	294	999	1,238	35	25	78	97	11.17	11.76	12.81	12.76
Other Regions	925	601	2,030	2,207	36	26	126	135	25.69	23.12	16.11	16.35

To strengthen employee technical and R&D capabilities, JPC held lectures on AI trends and product applications, supported employees in continuing education and professional certification, and also organized book fairs and stress-relief courses to promote employees' physical and mental well-being.



Building a Positive Communication Culture to Enhance Team Cohesion

JPC values employee communication quality and psychological safety, continuously cultivating communication skills, emotional awareness, and empathy through diverse courses. In 2025, the company held the internal course "The Art of Love Decisions," with over 50 employees participating. Through group interactions and situational exchanges, employees learned emotional understanding, effective listening, and positive communication techniques, enhancing teamwork and cross-departmental collaboration.

Through the interactive exchanges in the courses, employees gained a deeper understanding of the importance of emotions in communication and collaboration, helping to build a workplace culture of mutual trust, respect, and inclusion, further strengthening team cohesion and organizational unity. In the future, JPC will continue to promote diverse learning and employee care measures, creating a friendly, healthy, and highly collaborative work environment.



Mental Health and a Friendly Workplace

JPC continues to promote employee physical and mental health programs. Through diverse health promotion courses, it builds a workplace culture that values mental health, respectful communication, and team support. In 2025, JPC offered a series of courses including AI creative arts, music healing, and managerial empathy, helping employees relieve work stress, enhance emotional resilience and communication skills, and create a safe, trusting, and cohesive work environment.

Topic	Course Content	Expected Benefits
AI × Hand-Drawn Journaling	AI-Integrated Artistic Creation	Emotional Expression, Self-Exploration
Music Healing	Singing Bowl and Sound Relaxation Experience	Stress Relief, Improved Focus
Empathy Workshop	Empathetic Communication, Workplace Interaction	Building a Friendly Workplace, Preventing Improper Conduct

Building a safe workplace is not just about caring for employees — it is an important foundation for corporate sustainability.

4.2.2 Employer Branding and Professional Talent Development

A sound talent system is the foundation of sustainable corporate development.

Internally, JPC uses a regular performance evaluation mechanism to continuously improve and stabilize employee capabilities, and prioritizes internal talent development, encouraging promotion and long-term growth. We also encourage employees to learn across departments, build a second specialty, and improve career flexibility and overall efficiency.

Externally, JPC actively collaborates with academia to promote professional internship programs: including a cooperation plan with Oriental Institute of Technology's Department of Communications Engineering, arranging 3-4 students annually for R&D department internships, with most outstanding performers successfully converting to full-time positions; master's students from NTU's Graduate Institute of Mechanical Engineering participate in high-frequency application department internships, and students from Tamkang University's College of Business serve as marketing interns on the company's e-commerce platform, injecting innovative perspectives and digital vitality into the company.

Additionally, JPC has established a professional talent pipeline system, complemented by comprehensive benefits and a friendly workplace environment, strengthening employer brand and cultural attractiveness, improving employee retention, and attracting more excellent talent to proactively join.

Performance Review and Internal Promotion System

We have established clear performance and promotion standards. Through regular and fair evaluations, we review employee work outcomes and provide timely encouragement and promotion opportunities to outstanding performers, stimulating positive momentum and strengthening alignment between individual and organizational goals.

Meanwhile, the evaluation system also helps identify employees needing performance improvement early, providing necessary training and support to help employees continuously advance and enhance overall organizational effectiveness.

2025 Employee Performance Review Frequency

Region (Unit: Times/Year)		Taiwan		Vietnam		China		USA	
Item	Gender	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Regular Employee Performance Evaluations	Management Position	2	2	2	2	2	2	2	2
	Non-Management Position	2	2	2	2	2	2	2	2
Total Number of Employee Career Development Checks	Management Position	1	1	1	1	1	1	1	1
	Non-Management Position	1	1	1	1	1	1	1	1

2025 Promotion Ratio

Management Position		Non-Management Position	
Male	Female	Male	Female
0.74%	1.00%	10.61%	11.74%

- Mentor system & employee education subsidies
- E-Learning online self-directed learning
- Cross-department learning: transparent promotion



Dual-Track Talent Strategy
 Internal Development x External Recruitment



- Gain familiarity with business practices and departmental projects
- Connect with industry technology and workplace culture
- Build professional networks and explore career directions

4.3 Human Rights Commitment

4.3.1 Human Rights Protection

JPC values employee voices, continuously promotes an open and transparent communication culture, establishes two-way communication mechanisms, integrates mutual expectations and feedback, and strengthens stable, long-term labor relations.

JPC respects and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. JPC commits to incorporating human rights considerations into every aspect of its operations, clearly demonstrating fair and equitable treatment and respect for all employees.

JPC's policies apply to all companies and operating locations within the group. We comply with local regulations and reduce human rights risks through internal management mechanisms, while promoting remedial measures to minimize the impact of human rights incidents.

RBA Compliance Training

17 Items Compliance Training

Approx. 2,800 participants

Continuously enhancing employee ESG and RBA knowledge

Workplace Illegal Infringement Prevention

2 Sessions Training

213 participants

Strengthening prevention awareness, creating a friendly and safe workplace

Human Rights Issues

Respecting and protecting human rights is a vital cornerstone of corporate sustainability. JPC will continue to promote human rights values in its global operations, ensuring all personnel work in an environment of equality, fairness, and respect, and creating greater positive impact for society.

Through the identification and raising of relevant issues, the company will invest corresponding resources and personnel to implement effective management measures:



Human Rights Due Diligence Process and Implementation

JPC values and respects internationally recognized human rights, supports the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the core labor standards of the International Labour Organization (ILO), and incorporates human rights principles into the company's management systems and daily operations to establish a safe, equal, respectful, and inclusive workplace.

Human Rights Due Diligence Process

The company has established a human rights due diligence mechanism using the management process of identifying human rights risks → assessing impact severity → taking preventive and improvement measures → tracking implementation effectiveness → continuous review and improvement. It regularly reviews human rights issues that may arise from business activities, and the relevant responsible units continue tracking and improvement to reduce human rights risks.

Scope of Human Rights Due Diligence and Material Human Rights Issues

The 2025 human rights due diligence scope focuses on the company's employees, including full-time employees, contract workers, and interns.

After evaluation, the material human rights issues the company continues to focus on include:



Prohibition of Discrimination and Harassment



Reasonable Compensation and Working Hours



Occupational Safety and Health



Equal Employment and Respect



Employee Communication and Complaints



Diverse and Inclusive Workplace

Implementation Status and Mitigation / Remediation Measures

To reduce human rights risks and continue improving, the company implemented the following measures in 2025:

- Human rights education and promotion
- Employee Assistance Program (EAP)
- Health promotion and health examinations
- Complaint and communication mechanisms
- Psychological counseling and support
- Individual case care and improvement tracking

In the future, JPC will continue to review its human rights management systems and due diligence mechanisms, strengthen its ability to identify and manage human rights risks, and implement a corporate culture that respects human rights through education, promotion, and continuous improvement measures to promote sustainable development.

Issue	Internal Implementation / External Collaboration
Diversity, Inclusion and Equal Opportunity	<ul style="list-style-type: none"> The Code of Conduct explicitly prohibits any discriminatory attitudes or behaviors. Establish relevant reporting mechanisms to create a discrimination-free workplace.
Prohibition of Child Labor and Forced Labor	<ul style="list-style-type: none"> Strictly comply with local minimum employment age requirements and eliminate all forms of forced or involuntary labor.
Providing Fair and Reasonable Wages and Working Conditions	<ul style="list-style-type: none"> Establish a fair compensation structure and job-grade system. Define regulations for working hours and overtime. Regularly monitor and manage employee attendance.
Healthy and Safe Workplace	<ul style="list-style-type: none"> Provide occupational safety and health training. Set zero workplace accidents and employee physical and mental well-being as goals.
Freedom of Association and Communication Mechanisms	<ul style="list-style-type: none"> Hold regular labor-management meetings. Encourage diverse club activities. Establish grievance and arbitration mechanisms. Ensure management participation and response.
	<ul style="list-style-type: none"> Actively participate in labor rights programs led by governments, academic institutions, and international organizations to ensure the company meets international standards and accepts external oversight to strengthen its corporate social responsibility profile.
Implementation and Commitment	<ul style="list-style-type: none"> Establish an RBA compliance audit mechanism. Strengthen human rights risk management. Establish human rights grievance channels (anonymous reporting and internal reporting mechanisms). Establish a dedicated ESG task force.
	<ul style="list-style-type: none"> Collaborate with third-party audit organizations, government agencies, and supply chain partners to ensure the company's human rights policies meet international standards and establish a transparent reporting mechanism.

4.3.2 Communication and Complaint Response

Labor-Management Communication

JPC values employee voices, continuously promotes an open and transparent communication culture, establishes two-way communication mechanisms, integrates mutual expectations and feedback, and strengthens stable, long-term labor-management relations.

Every year, an employee satisfaction survey is conducted, and company practices are adjusted based on feedback. From pantry equipment and office supply replenishment to flexible working hour adjustments, the company demonstrates its attention to and response to employee voices.

Led by the Human Resources and Administration Department, in 2025 through regular (e.g., Welfare and Compensation Committee) and ad-hoc (e.g., internal communication mailbox, announcements, complaint channels) methods, diverse engagement platforms are provided to gather employee opinions and promote understanding and consensus.

Employee Complaints and Gender Equality Complaint Channels

The company has an independent reporting mailbox to handle complaints related to illegal infringement and gender equality. Upon receiving a report, investigation procedures are initiated in accordance with internal Sexual Harassment Prevention Measures and Improper Conduct Reporting and Handling Procedures, ensuring timely and legitimate follow-up.

In 2025, no formal complaints were received from current employees regarding labor conditions or discrimination issues (such as race, religion, skin color, nationality, gender, or sexual harassment). Some departing employees had raised concerns, all of which were handled and reviewed according to established company procedures.

JPC has established regular and ad-hoc communication mechanisms to ensure employee voices are heard and responded to.

Regular

- Employee Welfare Committee
- Compensation Committee
- Annual employee satisfaction survey
- Implement improvements based on feedback

Ad-hoc

- Intranet announcements on anti-bullying and gender equality education
- Internal communication mailbox, internal/external complaint channels
- Encourage daily feedback
- Quick minor workplace improvements

4.4 Occupational Safety and Health

JPC cherishes every worker because they are the reason the company continues to progress. As the company continues to grow, it must also protect every colleague who helps JPC build its foundation. The company emphasizes long-term operations; ensuring personal safety for employees is not only a basic requirement but also a key factor in talent retention. Therefore, JPC understands that providing a safe and healthy work environment is essential.

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

4.4.1 Occupational Safety and Health Management

To cultivate employees' safety and health awareness and strengthen hazard recognition in their duties, JPC regularly conducts diverse training courses, providing appropriate periodic training for different levels of management, general employees, and factory personnel to strengthen crisis management capabilities.

In 2025, on-site health services completed interviews with 99 employees, helping them understand their health status and providing professional advice.



Occupational Injury Statistics - Rate of Work-Related Injuries or Fatalities

Item	Taiwan				China				Vietnam				USA			
	Labor		Promise		Labor		Promise		Labor		Promise		Labor		Promise	
Total hours worked	472,320		43,296		1,100,112		889,536		1,314,240		0		61,008		27,552	
The main types of occupational injuries	None		None		None		None		None		None		None		None	
Item	Employees Number oi people	Employees percentage	Number of employees	Approximate percentage	Employees Number oi people	Employees percentage	Number of employees	Approximate percentage	Employees Number oi people	Employees percentage	Number of employees	Approximate percentage	Employees Number oi people	Employees percentage	Number of employees	Approximate percentage
A.The number and rate of deaths caused by occupational injuries	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00
B.Number and rate of serious occupational injuries	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00
C.The number and rate of occupational injuries that can be recorded	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00	0	00.00



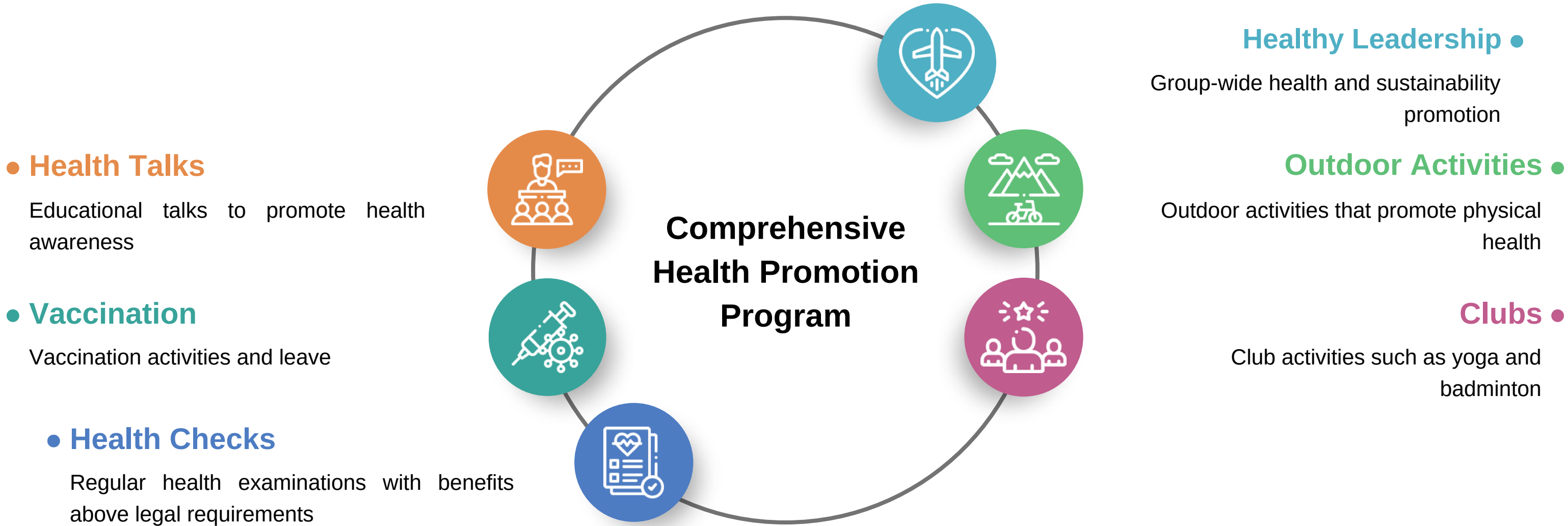
- Note 1: "Recordable occupational injuries" are defined as occupational injuries reported monthly to the Occupational Safety and Health Administration with lost days >1, excluding traffic accidents not occurring during work.
- Note 2: "Severe occupational injuries" are defined as injuries resulting in death, or injuries from which the worker cannot or is unlikely to recover to pre-injury health within six months, or lost days > 180.
- Note 3: Recordable occupational injury rate excluding fatalities = (Number of recordable injuries - fatalities) x 1,000,000 / total hours worked.
- Note 4: Severe occupational injury rate excluding fatalities = (Number of severe injuries - fatalities) x 1,000,000 / total hours worked.
- Note 5: Fatality rate from occupational injuries = Number of fatalities from occupational injuries x 1,000,000 / total hours worked.
- Note 6: All rates above are calculated by truncation to two decimal places.

4.4.2 Employee Health Promotion

Health promotion activities and programs improve employees' health and quality of life by encouraging healthy lifestyles through diverse activities.

In Taiwan, these activities include regular health checkups, vaccination leave, health talks, and sports clubs such as yoga, table tennis, and badminton. JPC also received the government's "Sports Enterprise Subsidy" and actively promotes a healthy workplace culture. We employ retired athletes to help them transition into a new career path and workplace life, while also bringing perseverance and team spirit into the company. At the same time, we encourage colleagues to develop exercise habits and create more opportunities and resources for participation, shaping a more energetic and healthy work environment.

Overseas sites also value health promotion activities, including occupational health examinations, sports days, and fun competitions. These activities not only strengthen employees' awareness of health, but also promote teamwork and communication.



5. Implementing Social Participation

5.1 Arts and Humanities Care

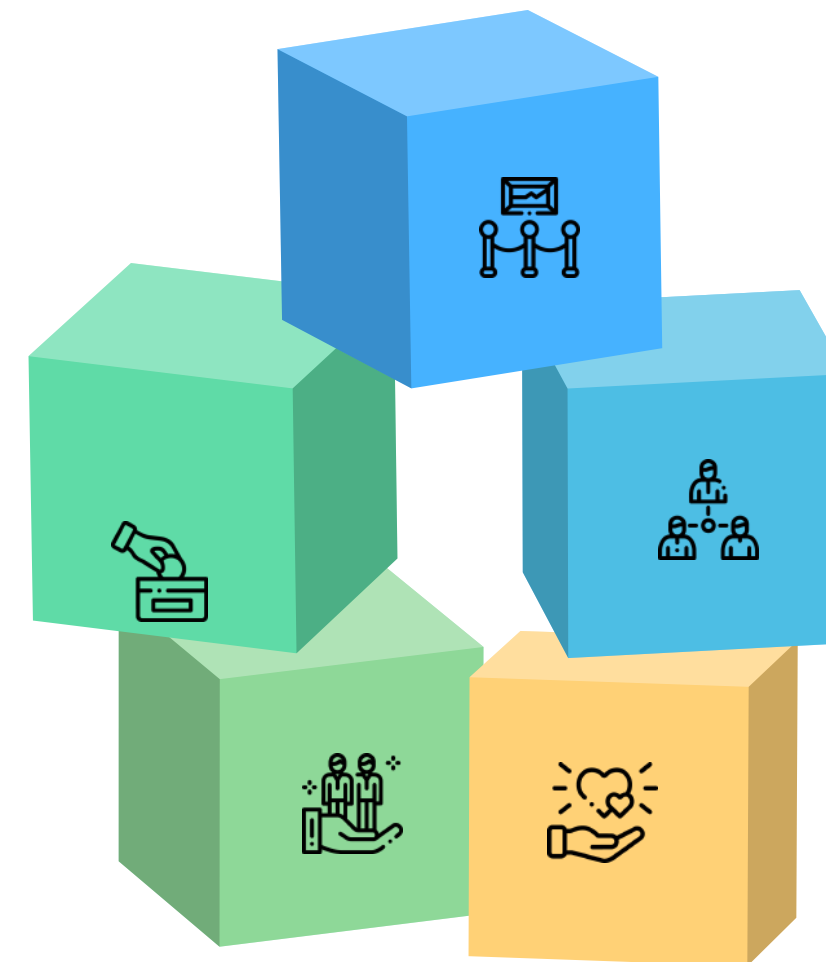


We believe "Corporate influence can bring beauty"

We firmly believe that a company is not just about generating revenue, but can also be a force for spreading goodwill.

With the original intention of "taking on social responsibility," we continue to invest resources in education, culture, and local action, connecting employees, schools, social welfare organizations, and arts institutions to cultivate talent, promote culture, and realize the social value of the enterprise. JPC uses action to make public welfare and beauty happen every day.

JPC's Humanistic Initiatives



- Make arts and culture part of everyday life
- Unite the strength of employees and communities
- Make public welfare part of everyday life
- Connect talent and take root locally
- Care without interruption, companionship without absence



Social Care

Cultivating Society through Culture

Let Beauty Continue to Happen

JPC has long been committed to cultural and artistic development. Through diverse support and collaboration, we promote arts activities, nurture performing arts talent, advance cultural equity, and bring art into everyday life to enrich social creativity.

Total

\$7,000,000 ↑

ESG Cultural Sustainability	Performing Arts Support	Cultural and Arts Charity Sale (6th Edition)
<ul style="list-style-type: none"> Audience: Employees and their families (approximately 160 participants) Action: Alishan mountain cleanup and Cultural Ecology Home Day Support: Approximately \$1,000,000 	<ul style="list-style-type: none"> Project: Cloud Gate Dandelion Project Audience: 250 elementary school and kindergarten children Support: Approximately \$300,000 	<ul style="list-style-type: none"> Audience: Corporate employees and supplier partners Action: Charity sale of thangkas, paintings by Chang Wan-chuan, and donated goods from employees Support: Approximately \$350,000
Urban Cultural Activities	<div>2025</div> <div>Cultural and Arts Charity Support</div> <div>Supporting culture through action and letting art illuminate more corners</div>	Cultural and Creative Charity Collaboration
<ul style="list-style-type: none"> Audience: Corporate employees (approximately 110 participants) Action: Participation in the Dadaocheng Summer Festival, Tianmu Beer Festival, Autumn OUT, and Taipei Jazz Festival Support: Approximately \$150,000 		<ul style="list-style-type: none"> Audience: Bodhisattva Temple Nepal Girls' Academy Action: Collaborated with a female illustrator on coffee creative packaging to support women's empowerment and education Support: Approximately \$550,000
Arts and Cultural Exhibition Appreciation	Acquisition and Sharing of Cultural Classics	Museum Cultural Activities
<ul style="list-style-type: none"> Audience: Corporate employees (approximately 85 participants) Action: Visit to the Metropolitan Museum of Art masterpieces exhibition Support: Approximately \$20,000 	<ul style="list-style-type: none"> Audience: 3,000 readers Action: Purchased and circulated Jiang Xun's As I Have Heard It to support reading of Buddhist cultural classics Support: Approximately \$630,000 	<ul style="list-style-type: none"> Audience: Corporate employees (approximately 70 participants) Action: Subsidy for the National Palace Museum centennial special exhibition, A Century of Prosperity Support: Approximately \$30,000
Local Agriculture	Family Assistance Program	Yunlin Student Development Program
<ul style="list-style-type: none"> Audience: Corporate employees and customers (approximately 314 participants) Action: Promoted products from local small-scale farmers to support rural economic recovery. Support: Approximately \$110,000 	<ul style="list-style-type: none"> Audience: 3 students per year, 20 students in total Action: Provided stable financial support until they entered university Support: Approximately \$36,000 	<ul style="list-style-type: none"> Audience: Gukeng students (approximately 75 participants) Action: Supported students in remote areas of Yunlin Support: Approximately \$1,500,000

Social Care

JPC's Humanistic Initiatives

Make Arts Part of Everyday Life

Youth + Children Arts Education: Continued Support for Cloud Gate's Dandelion Project

For the second consecutive year, JPC supported Cloud Gate's "Dandelion Project" and in 2025 brought dance and art into schools in Taoyuan Luzhu Dingshe and Waishe, accompanying children as they explored movement and creativity.

We believe art can broaden horizons, and we use corporate strength to support the long-term development of education, culture, and local communities.

This sponsorship supported the "Dance Dandelion" project

NT\$300,000

Elementary and kindergarten children participating

Approx **250 people**


Arts Education
 Expanding Horizons


Accompanying Growth
 Inspiring Potential


Corporate Support
 Long-term Investment


Local Rootedness
 Co-creating the Future



Every act of support is a force that changes their future

 Social Care

JPC's Humanistic Initiatives

Small Farmer Sustainability & Girls' Education

JPC continues to care about disadvantaged children's education and supports Bodhisattva Temple in promoting the construction of the "Novice Nuns Academy" and girls' schools in Nepal, helping improve the educational difficulties faced by local girls due to social and cultural factors.

In 2025, the company participated in the "Dream Coffee" public welfare project, supporting Siddhi Coffee through corporate purchasing and channeling part of the proceeds into the girls' school construction fund, continuing to promote educational equity through concrete action and creating more opportunities to change lives.



Supporting Bodhisattva Temple Coffee, promoting sustainable farming

Total donations

\$550,000 ↑

Donating to Nepal girls' academy to improve educational access for disadvantaged girls.



Supporting
Girls' Education



Promoting
Creative Opportunities



Promoting
Social Good



Sustainable
Future

Social Care

Our Christmas Spirit
A Charity Sale Full of Warmth

Since 2018, the Christmas charity sale has become JPC's warmest annual tradition. In 2025, we joined forces with company colleagues and supplier partners to sell thangkas, paintings by Chang Wan-chuan, and employee donated items, turning every exchange into an opportunity to pass on kindness.

Thank you to every enthusiastic colleague and partner for helping bring more warmth and hope into society.



6th Cultural and Art Charity Sale Support
\$350,000+


Christmas Sale
 Annual Tradition


United Effort
 Gathering Love


Live Streaming
 Fun & Engaging


Passing Kindness
 Giving Back



 Social Care

Helping small farmers resume cultivation after the typhoon

Working with "Mei Hao Hua Sheng" to purchase and promote products from local small farmers, supporting the recovery of rural economies and accompanying farmers through challenges to rebuild their homes and move toward hope.



Supporting Local Small Farmers
Procurement Amount

NT\$110,000+

Every act of support is care for the land,
and also the force that lets hope keep growing.



**Support
Local Agriculture**



**Promote
Rural Economy**



**Care for
Small Farmers**



**Sustainable
Win-Win**



We believe corporate strength can become a driving force for change, create shared prosperity with society, and generate sustainable value.

 Social Care

Long-Term Companionship
Educational Support

Since 1997, JPC has partnered with the Taiwan Children and Family Foundation to sponsor three children each year, providing stable support until they enter university (except in cases of involuntary termination).

Nearly 20 children have benefited so far, growing up safely and realizing their potential with this support.
We believe that continued companionship can create more possibilities for disadvantaged children and youth.



1997–2025
NT\$36,000 supported each year, cumulative support amount

NT\$1,043,280

For 28 years, we have continued to accompany children with love and brighten their future.




**Long-Term
Companionship**


**Educational
Support**


**Changing
the Future**

One act of support fulfills a dream; one act of care changes a future.

 Social Care

Yunlin Deep Cultivation Scholarship **Results**

For more than 30 years, Founder Chang Shu-mei has supported students in rural Yunlin through the Dream Pursuit Scholarship Program. In recent years, the program has expanded to provide long-term development for students with exceptional talents and special skills, benefiting nearly 100 students in total. To date, JPC's Yunlin Student Development Program has achieved numerous results, including nurturing two national-level athletes and one National High School Athletic Games gold medalist. Centered on character education, the program is committed to discovering outstanding talent and transforming the futures of disadvantaged students.



Yunlin Deep Cultivation Scholarship
About NT\$1,500,000 invested in 2025

~NT\$1,500,000



**Training
Sports Talent**



**Pursuing
Excellent Performance**



**Education &
Sports Together**



**Changing
Life Trajectories**

Results of the Deep Cultivation Program

National-level athletes (3)

- ① Women's 3000m steeplechase | Li Xinrong
- ② Women's high jump | Zhang Qiaoyin
- ③ Powerlifting | Chen Yuqi

Outstanding Athletic Development

Table Tennis | Professional coaching by Wang Shangkun

Baseball | Donghe Junior High has become a key baseball school in central Taiwan, winning the Yunlin County championship in both hardball and softball for two consecutive years. Players have gone on to study at baseball schools in Japan.

The **deep cultivation program** also helps students from disadvantaged families reduce the risk of dropping out halfway through their studies. **More than 60%** of scholarship recipients successfully use their specialty to apply to better high schools and universities, continuing to change the life trajectories of children in rural areas.



Every act of support is a starting point for change. Together with young athletes, JPC is moving full speed ahead toward their dreams!

 Social Care

Local Care

Health Protection

JPC has long cared about local medical development and supports healthcare infrastructure through concrete actions, strengthening local health service capacity.



Enhancing local medical
care

NT\$2,000,000

Supporting medical resource development and service capacity enhancement, helping strengthen healthcare in the Yunlin area and protecting the health and well-being of local residents.



**Local
Care**



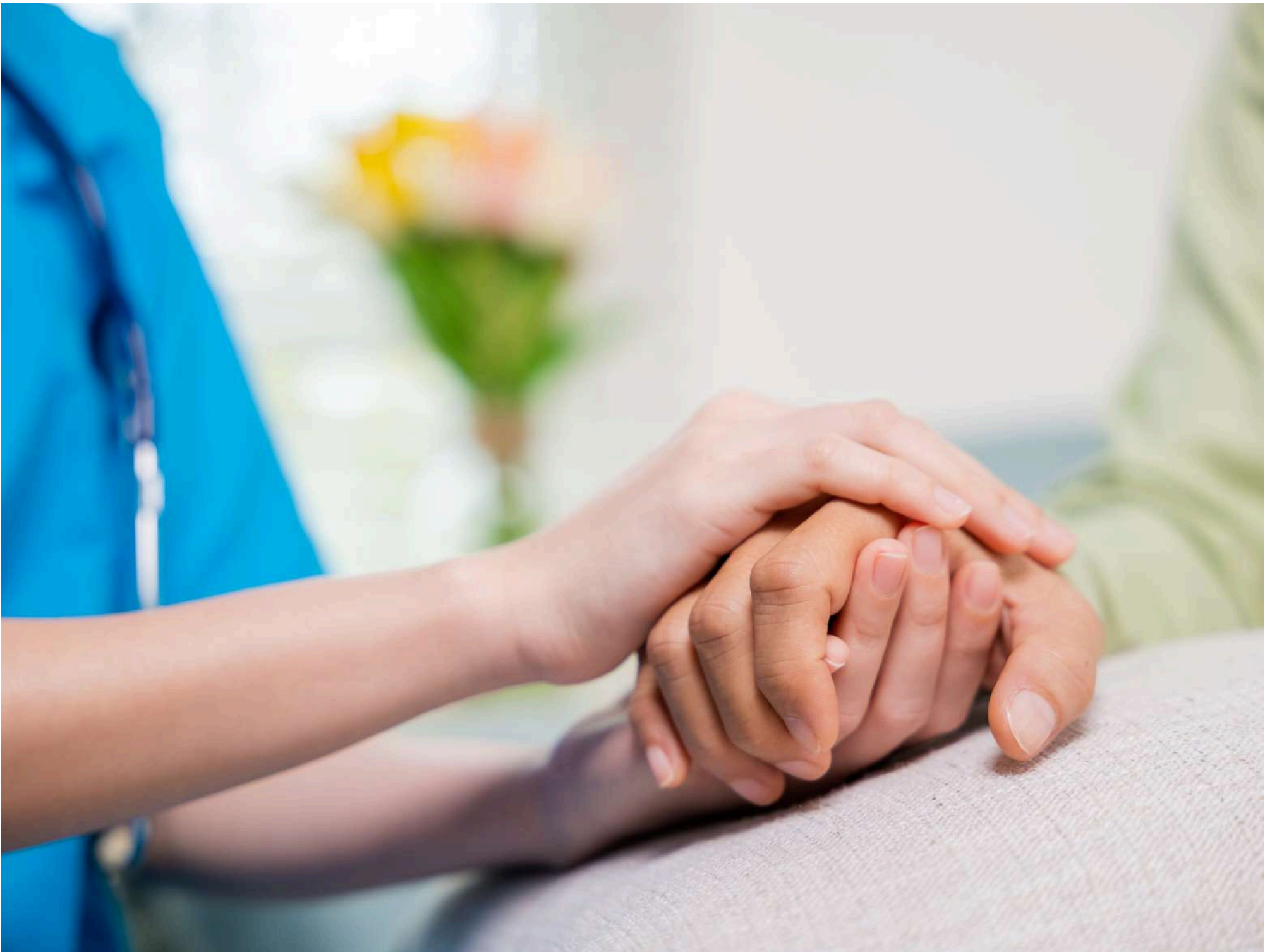
**Health
Protection**



**Shared
Social Good**



**Sustainability
Commitment**



We believe that every act of support is a force for making society better.

5.2 Local Deep Cultivation, Industry-Academia Cooperation

Industry-Academia Cooperation Cultivating Future Engineering Talent

Since 2022, JPC has supported the Taipei Tech Formula Racing Team (TTR), sponsoring racing components and technical resources to help students put innovation into practice, sharpen their expertise, and showcase results in competitions, increasing Taiwan's visibility on the international stage.

The company provides internship and project research opportunities, encouraging students from science and engineering related departments to participate in R&D and practical projects and apply what they learn in real-world settings.

Through industry-academia cooperation, we deepen technical exchange and talent cultivation, and together build a future of innovative R&D and sustainable development.

Investing resources and technology, accompanying students from learning to practice
Cultivating problem-solving abilities

Building more competitive future engineering talent



Industry-Academia
Cooperation



Talent
Cultivation



Technological
Innovation



Co-creating
the Future



Appendix

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GRI 202-2	Proportion of senior management hired from the local community	4.1.1 Workforce Overview	P.81
GRI 204-1	Proportion of spending on local suppliers	2.2.6 Local Procurement	P.58

No.	Indicator Description	Report Section	Page No.
GRI 205-2	Communication and training about anti-corruption policies and procedures	1.2.2 Management Oversight and Prevention	P.30~31
GRI 205-3	Confirmed incidents of corruption and actions taken	1.2.2 Management Oversight and Prevention	P.30~31
GRI 207-1	Tax approach	1.2.1 Policies and Implementation	P.29
GRI 302-1	Energy consumption within the organization	3.2.4 Energy Conservation and Carbon Reduction Measures	P.73~75
GRI 303-3	Water withdrawal	3.2.3 Water Resource Management	P.72
GRI 303-4	Water discharge	3.2.3 Water Resource Management	P.72
GRI 303-5	Water consumption	3.2.3 Water Resource Management	P.72
GRI 305-1	Direct (Scope 1) GHG emissions	3.2.4 Energy Conservation and Carbon Reduction Measures	P.73~75
GRI 305-2	Energy indirect (Scope 2) GHG emissions	3.2.4 Energy Conservation and Carbon Reduction Measures	P.73~75
GRI 305-3	Other indirect (Scope 3) GHG emissions	3.2.4 Energy Conservation and Carbon Reduction Measures	P.73~75
GRI 306-2	Management of significant waste-related impacts	3.2.2 Waste Management	P.70~71
GRI 306-3	Waste generated	3.2.2 Waste Management	P.70~71
GRI 401-1	New employee hires and employee turnover	4.1.1 Workforce Overview	P.82
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1.3 Compensation and Benefits	P.87~88
GRI 401-3	Parental leave	4.1.3 Compensation and Benefits	P.89

SASB Content Index

Topic	Code	Metric	Corresponding Section or Explanation	Page No.
Product Security	TC-HW-230a.1	Description of the approach to identifying and addressing data security risks in products	1.5.3 Safety and Compliance	P.48~49
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of representation of (1) gender and (2) diversity groups for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	4.1.1 Workforce Overview 4.1.2 A Diverse and Inclusive Workplace	P.75~82 P.83~85
Product Lifecycle Management	TC-HW-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances	Not calculated this year	
	TC-HW-410a.2	Percentage of eligible products that meet the requirements for EPEAT registration or an equivalent standard		
	TC-HW-410a.3	Percentage of eligible products that receive energy efficiency certification		
	TC-HW-410a.4	Weight of products at end of life and electronic waste recovered; percentage recycled		

SASB Content Index

Topic	Code	Metric	Corresponding Section or Explanation	Page No.
Supply Chain Management	TC-HW-430a.1	Percentage of (a) all first-tier supplier facilities and (b) high-risk first-tier supplier facilities that have been audited to a Responsible Business Alliance (RBA) Validated Assessment Program (VAP) or equivalent standard	2.2.1 Supplier Management 2.2.2 Supplier Evaluation 2.2.3 Supplier Audits	P.53 P.54 P.55~56
	TC-HW-430a.2	Percentage of (a) first-tier suppliers that are non-conformant with the RBA Validated Assessment Program (VAP) or equivalent, and (b) associated corrective action rate for (1) priority non-conformances and (2) other non-conformances	Not calculated this year	
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	2.2.5 Green Procurement	P.57

TCFD Content Index

Pillar	TCFD Recommended Disclosure	Corresponding Section	Page No.
Governance	How the board oversees climate-related issues	3.1.1 Climate Governance Structure	P.60
	How management assesses and manages climate-related issues	3.1.1 Climate Governance Structure	P.60
Strategy	The climate-related risks and opportunities the company has identified over the short, medium, and long term	3.1.2 Climate Change Risk and Opportunity Assessment; 3.1.3 Analysis and Management of Material Climate Issues	P.61~62 P.62
	The impacts of climate-related issues on the company's business model, strategy, and financial planning	3.1.3 Analysis and Management of Material Climate Issues	P.62~66
	Scenario analysis, including a 2°C or more severe scenario	3.1.2 Climate Change Risk and Opportunity Assessment	P.61
Risk Management	The processes for identifying and assessing climate-related risks	3.1.3 Analysis and Management of Material Climate Issues	P.62~66
	The processes for managing climate-related risks	3.1.3 Analysis and Management of Material Climate Issues	P.62~66
	How the processes for identifying and managing the risks described above are integrated into the company's overall risk management system	3.1.3 Analysis and Management of Material Climate Issues	P.62~66
Metrics and Targets	The metrics used to assess climate-related risks and opportunities in line with the company's strategy and risk management	3.1.4 Climate Management Metrics	P.67
	Scope 1, Scope 2, and, if applicable, Scope 3 greenhouse gas emissions and related risks	3.1.4 Climate Management Metrics; 3.2.4 Energy Conservation and Carbon Reduction Measures	P.67 P.73~75
	Management targets and related performance	3.1.4 Climate Management Metrics	P.67

Independent Assurance Report



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English Translation of a Report Originally Issued in Mandarin

Independent Accountant’s Limited Assurance Report

To JPC Connectivity Inc.

We have been engaged by JPC Connectivity Inc. (hereinafter referred to as “JPC”) to perform a ‘limited assurance engagement’, as defined by the Taiwan Accounting Research and Development Foundation, to report on the selected sustainability information (“the Subject Matter”) included in JPC’s 2025 Sustainability Report (“the Report”).

The Subject Matter and the Applicable Criteria

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

Management’s Responsibility

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

Our Responsibility

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

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

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

Our Independence and Quality Management

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

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

Description of Procedures Performed

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

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

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

Our procedures included:

- Conducted interviews with JPC’s personnel to understand JPC’s business, sustainability implementation and reporting process;
- Understand the expectations and requirements of JPC’s key stakeholders and stakeholders, the specific communication channels between the two parties, and how JPC responds to such expectations and requirements through interviews and inspection of relevant documents;

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- Conducted interviews with JPC’s key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Performing analytical procedures on selected information; collecting and assessing other supporting documentation and the obtained management representation letter. Testing samples if necessary;
- Reading JPC’s Sustainability Report to confirm with the consistency of the indicators in the Sustainability Report which contribute to the selected information.

Limitations

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

Conclusion

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


Ernst & Young
July 30, 2026
Taipei, Taiwan, Republic of China

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

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Independent Assurance Report



Appendix A:

No.	Chapter	Content Title	Selected Information	Applicable Criteria
1	3.2.2 Waste management	Waste management	The 2025 annual waste statistics are as follows:	JPC disclosed the total amount of waste generated in 2025.
			2025 (Unit: metric tons)	
			Waste TypeTreatment MethodTaiwanChinaVietnamTotal	
			Hazardous WasteRecyclable-0.00500.0050	
			Non-recyclable-4.63970.16354.8032	
			General WasteRecyclable-165.993415.0070181.0004	
			Non-recyclable1.140037.900023.395962.4359	
			Recycling Ratio (Hazardous)0.00%0.00%2.97%0.10%	
			Recycling Ratio (General)0.00%81.41%39.08%74.35%	
			Total Waste Volume1.1400208.533138.5714248.2445	
2	4.1.3 Compensation and Benefits	Parental leave, return-to-work rate, and retention rate after parental leave	IndicatorMaleFemaleTotal	JPC disclosed the total number and percentage of employees who used parental leave, the number of employees should be reinstated and those who actually reinstated after completing parental leave, the number of employees who returned from parental leave in the previous year and
			TaiwanVietnamChinaUnited StatesTaiwanVietnamChinaUnited StatesTaiwanVietnamChinaUnited States	
			Number of employees actually using parental leave in the current year00200144001460	
			A. Number of employees who should have returned to work after completing parental leave in the current year00200124001260	
			B. Number of employees who actually returned to work after completing parental leave in the current year002009400960	
			C. Number of employees who actually returned to work after completing parental leave in the previous year002011601180	



			D. Number of employees who returned to work after completing parental leave in the previous year and remained employed one year after reinstatement	0	0	1	0	1	1	3	0	1	1	4	0	remained employed for one year, as well as the parental leave return-to-work rate and retention rate in 2025, broken down by gender and country.
			Parental leave reinstatement rate (%)	-	-	100%	-	-	75%	100%	-	-	75%	100%	-	
			Parental leave retention rate (%)	-	-	50%	-	100%	100%	50%	-	100%	100%	50%	-	
			* Note: Parental leave reinstatement rate (%) = B/A; Parental leave retention rate (%) = D/C. * China does not have a parental leave unpaid leave system under local regulations, so there are no cases of employees taking leave or returning to work due to parental leave. China's parental leave system provides that before the child reaches three years old, both spouses each enjoy ten days of parental leave per year. * The data in items A through D in this table are based on statistics of employees who remain continuously employed after completing parental leave.													
3	4.1.1 Workforce Overview	The Power of Women	At JPC, female employees account for 58% and women in management positions account for 43%.													The percentage of members of governance bodies and employees by employee category of JPC in 2025.
4	2.2.2 Supplier Evaluation	Supplier Evaluation	2025		Taiwan		Vietnam		China		Total		The percentage of new suppliers screened using social standards of JPC in 2025.			
			Total Number of New Suppliers		17		11		70		98					
			New Suppliers Evaluated Against Social Standards (Note 2)		17		11		70		98					
			Percentage (%)		100%		100%		100%		100%					
			[Note 1] This table does not include data from the US site. [Note 2] Social standards are evaluated through the Supplier Code of Conduct commitment, assessing compliance in labor rights, health and safety, and management systems.													