



Advance towards a sustainable green corporation
and achieve energy without borders

2024 J&V Energy SUSTAINABILITY REPORT

J&V Energy Sustainability Report

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About the Report

The Report is the Sustainability Report (the “Report”) issued by J&V Energy Technology Co., Ltd. (the “J&V Energy,” “Company,” or “We”). The Company adheres to the principles of openness, ethics, and sustainability to disclose its performance, management policies, and targets in environmental sustainability, social inclusiveness, and corporate governance in 2024 in sequence. The Company regularly publishes its Sustainability Report once a year and announces it on the Company’s website in the hope of allowing stakeholders who pay attention to the Company to learn more about J&V Energy’s commitment to and determination for sustainable development through the publication of the Report.

Reporting Period

The Report discloses the performance, management policies, and targets in environmental sustainability, social inclusiveness, and corporate governance of the Company in 2024 (from January 1, 2024 to December 31, 2024).

The reporting period of the Report is consistent with that of the consolidated financial statements. To seek the completeness and comparability of the Report, the content of partial chapters covers information before January 1, 2024 and after December 31, 2024, and descriptions are provided in such chapters. The preliminary information of the Report has not been restated.

Issuance time of this Report: August 2025

Issuance time of the next Report: August 2026

Report Preparation Principles

The Report is prepared based on the structure of GRI Standards issued by the Global Sustainability Standards Board (GSSB) and the Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB) under the Sustainability Accounting Standards Board (SASB).

Report Boundary

The scope of information disclosure of the Report is consistent with that of the consolidated entities of the consolidated financial statements, including partial ESG-related performance of the Taipei Office, Tainan Yongkang Office, Tainan Xuejia Office (including Jiali Dormitory), subsidiaries holding power plants, and subsidiaries with contributions to operating income (Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.).

If the scope of disclosure in any chapter of the Report is different from the abovementioned, supplementary descriptions will be provided in the chapter. The calculation basis of various statistical data in the Report is as follows:

Financial data

The data of the consolidated financial statements certified by CPAs was adopted for the Economic Income Distribution Table. If there are no special remarks, financial data is denominated in “NTD.”

Environmental data

GHG emissions are data in compliance with the ISO 14064-1:2018 inventory that was verified by an external third party. The statistical data of water resources and waste is data from different business locations that were reported to local competent authorities.

Other data

Compilation of the self-prepared statistical data of different business locations.

Internal control

The Company has established its sustainability information management operations, Sustainable Development Best Practice Principles, and other regulations and rules. The Sustainable Development Committee is responsible for the overall planning of the annual Sustainability Report. After the promotion teams of the Sustainable Development Office completed the preparation of the annual Sustainability Report, the supervisors of the promotion teams of the Sustainable Development Office shall carry out the review and amendment, submit the Report to the Sustainable Development Committee for review, and then the Report shall be finalized for publication upon the resolution of the Board.

External Verification and Claims

After the Report is approved and finalized, to improve the credibility of the Sustainability Report, the management engaged an external, independent third-party verification institution to carry out an audit to confirm that the Report complies with the requirements of GRI and SASB Standards. We engaged PwC to perform the limited assurance work for the year according to TWSAE3000 "Assurance of Audit or Review of Non-Historical Financial Information" (which was established with reference to International Standard on Assurance Engagements 3000 (ISAE 3000)). For relevant assurance items and results, please refer to [Appendix 5](#).

Contact Information

If you have any suggestions or questions about this Report, please feel free to contact us.

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J&V Energy
ESG Sustainable Homeland

Letter from the Chairman

In the era in which the entire world is focusing on sustainable development and green transition, J&V Energy has been adopting green energy as its core since its establishment and actively promotes the low-carbon circular economy and sustainable development. Our efforts are not only exhibited in internal corporate operations but also extended to global green energy innovations and practices. In addition, for the path to the capital market, we successfully transferred from the Taiwan Innovation Board (TIB) to the Taiwan Stock Exchange (TWSE) for listing, which is not only the recognition of our past efforts but also the starting point with full confidence for our future development.

Sustainable Achievements, Stable Growth

As the first enterprise that transferred from the Emerging Stock Market, TIB, and to TWSE for listing, it shows that J&V Energy is trusted and recognized by the capital market. Starting from PV, we made active deployment in the green energy field through multiple transitions and innovations, covering wind power, energy storage technology, green power trading, water treatment, circular economy, and other diverse businesses. In particular, the market share of the trading of renewable energy certificates (RECs) by the subsidiary Greenet occupied the top rank in Taiwan steadily and laid a solid foundation for the future development of the Company through stable electricity sales business and robust market demand.

Diverse Green Energy, Set Foot Overseas

With high attention attached to net zero emissions worldwide, we constantly learn new technologies, make arrangements for diverse fields, and connect to international sustainability trends through M&As, investments, joint ventures, and other different models. J&V Energy also reached out to the Asia Pacific Area, set foot in Japan, the Philippines, Vietnam, Thailand, Indonesia, and other countries, and joined hands with international partners to develop diverse green energy, which will allow the Company's energy transition to occupy a leading position in the Asia Pacific Area.

Implement SDGs, Give Back to Society

While seeking sustainable development, we never forgot to root in Taiwan and give back to communities. In particular, we focus on disadvantaged groups and remote township areas. We donated PV systems to bring stable green power to such areas. We also actively support the development of diverse sports. With "sports" as a powerful broadcast platform, we not only supported the J&V Energy Hearing Disability Cavaliers Baseball Team and the children's football public welfare program but also invited NBA superstars to join the Taoyuan Leopards Professional Basketball Team, attracting attention at home and abroad. By doing so, it not only allows J&V Energy to become a green energy pioneer but also makes sports to become the pronoun of J&V Energy.

Looking Ahead, Sustainable Innovations

J&V Energy will adhere to the core value of sustainable development, utilize innovative strategies to expand its diverse operating items, and deepen its deployment in the Asia Pacific Area to move toward the target of net zero emissions. Meanwhile, we realize the harmonious co-existence of enterprises, society, and the environment through in-depth cooperation with investment partners.

In the future, J&V Energy will constantly push the boundaries and take courage in making innovations to lay a solid foundation for a sustainable environment and low-carbon future, creating greater value for the public. We sincerely appreciate your support and trust, and we expect to join hands with all of you to move toward a sustainable new homeland with vibrant and prosperity.



Chairman

General Manager

Frank Liao

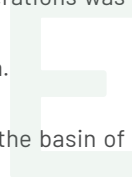
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ESG and Sustainability Performance of J&V Energy in 2024



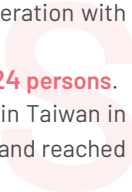
Environmental Performance

- The consumption rate of renewable energy at the Taipei Headquarters reached **100%** (RE100).
- The market share of the sales of PV RECs was close to **30%**, ranking 1st in Taiwan.
- The overall capacity of energy storage sites and operating service operations was **299MW/617MWh**, with the top market share in Taiwan.
- Obtained the **ISO 14001** environmental management system certification.
- Passed the **ISO 14064-1** GHG inventory verification.
- Assisted in afforestation and adopted the forests of **1.07 hectares** in the basin of Shimen Reservoir in Daxi District, Taoyuan City.



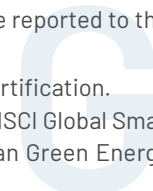
Social Performance

- The resignation rate was **13%**, representing a decrease of **3.1%** as compared to the preceding year.
- The retention rate was **81.36%**.
- The participation rate of the employee stock ownership plan (ESOP) was **69%**.
- Adopted gender friendliness, and the ratio of female employees reached **47.15%**.
- Obtained the **ISO 45001** occupational safety and health management system certification.
- Invested a total of **NT\$16,124,421** in social participation.
- The adaptive education services reached out to **5,617 students** in cooperation with **32 (vocational) high schools** in **12 counties/cities**.
- The social benefits of the promotion of diverse sports benefited **6,179,624 persons**.
- Organized green energy public welfare actions in seven counties/cities in Taiwan in accumulation, donated **29kW** of solar photovoltaic installation capacity and reached **43,978 people** through the green energy education program.



Governance Performance

- Strong profit: The consolidated net profit after tax was **NT\$1,112,527 thousand**, with an annual growth of **9.45%**; earnings per share after tax was **NT\$8.89**, with an annual growth of **1.4%**, reaching a historical new height.
- Strengthened gender equality of the Board, with the percentage of female Directors reaching **43%**.
- The Company's Independent Directors accounted for **57%** of all Directors.
- **28 proposals** related to sustainable development were reported to the Board.
- Obtained the **ISO 9001** quality management system certification.
- The Company was included as the constituent of the MSCI Global Small Cap Indexes and the constituent of the Yuanta Taiwan Green Energy Total Return Index.



Achievements of J&V Energy in 2024

- Ranking **7th** in the Top 5000 Large Power Suppliers by the CRIF Taiwan
- Ranked **7th** in the Top 100 Rapid Growth and **9th** in the Rapid Growth in Profit in the survey of the CommonWealth Magazine
- Included as the constituent of **MSCI Global Small Cap Indexes**
- Included as the constituent of Yuanta Taiwan **Green Energy Total Return Index**.
- Shortlisted for the **8th Sustainability Impact Awards by PwC**
- Won the **"Green Level" net zero label certification of "TANZE"**
- Won the Taiwan Sustainability Action Awards (TSSA) **"SDG07 Affordable Energy - Gold Level"** with the "Green Energy for Co-Prosperity and Fishery and Electricity Symbiosis for Joint Success" project
- Won the **"Happy Enterprise" Golden Award** by the 1111 Job Bank for three consecutive years
- Won the Taiwan Corporate Sustainability Award (TCSA) **"Creative Communication Leadership Award"** with "Initiate Sustainable Conversation with Fishery and Electricity Symbiosis and Exert Green Influence" project
- Won the Taiwan Corporate Sustainability Award (TCSA) **"Sustainability Report - Category 1 Energy Industry - Golden Award"**
- Won the **"Gold Quality Award"** under the sponsorship category of the **"Sports Activist Awards"** by the Sports Administration, MOE
- Won the **"iSports Enterprise Certificate"** from the Sports Administration, MOE
- Won the **"Health Improvement Label"** of the Healthy Workplace Certification organized by the Health Promotion Administration, Ministry of Health and Welfare
- Won the Taipei City **Workplace Gender Equality Certification**



01

Create a Sustainable Homeland

- 1.1 Vision: Create A Low-carbon Sustainable Homeland 9
- 1.2 One-stop Power Generation, Energy Storage, and Electricity Sales 13
- 1.3 Diverse Deployment for Circular Economy 14
- 1.4 Leader of the Asia Pacific Circular Economy 16



1.1 Vision: Create A Low-carbon Sustainable Homeland

Material Topic Renewable energy development

Corresponding GRI Indicators

Custom Topics

Importance to J&V Energy

In response to the international trend of carbon reduction, J&V Energy is committed to promoting the development of renewable energy. In order to implement an energy transition, J&V Energy actively invests in various green energy industries and provides domestic green power supply, hoping to effectively reduce GHG emissions and move toward a low-carbon future. The green energy industry has also become a strong momentum behind the Company's operating income growth; therefore, the development of renewable energy is of great importance to the Company.

Positive impact on the economy, environment, and people

With the rise of the international energy trend, national energy policies have been formulated to respond to the increase in market demand and increase the proportion of renewable energy consumption, which is beneficial for the growth of the Company's business performance.

Negative impact on the economy, environment, and people

- The development and setup of renewable energy project sites without ecological surveys can easily endanger the surrounding environment and ecology, resulting in damage and pollution to the local area.
- The development of renewable energy and the construction of facilities may infringe upon local residents' living rights, interests, and living quality.



Policy/strategy

The Company conducts various investment planning with renewable energy integration services, including PV, wind power generation, energy storage systems, green power trading, and other renewable energy integration services, assists major power users and customers with demand for different types of renewable energy and green power in evaluating appropriate energy solutions, and keeps abreast of the development of international technologies and the collection of governmental regulations.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- Aim to accumulate 1GW of installed renewable energy capacity at home and abroad.
- Accumulate a total transfer of 480 GWh of renewable energy supply.

Mid-term (3 to 5 years)

- The Company plans to expand its renewable energy landscape overseas and aims to accumulate 2GW of installed renewable energy capacity at home and abroad by 2030.

Long-term (above 5 years)

- In the long run, the goal is to accumulate 3 GW of installed renewable energy installation capacity at home and abroad by 2050.
- For renewable energy supply, the long-term target is to accumulate the supply of 720 million kWh of renewable energy in the following five years.

Performance in 2024

- Invest in fishery and electricity symbiosis fields of 100MW
- Promote the installation of a rooftop PV system with an installed capacity of 2,648.45kW
- Complete and launch energy storage of 200MW
- Accumulate a signed power volume in CPPA of green power trading that exceeds the annual target of 15,000 GWh
- In the future, the Company will continue to invest in the development of renewable energy power plants and expand the installation of energy storage equipment to help stabilize and enhance the resilience of the power grid.

Preventive or Remedial Measures

- The Company flexibly adjusts the direction of business execution to comply with domestic and international policies, laws, regulations, and relevant trends, thereby achieving effective risk diversification. By setting annual targets for the installed renewable energy capacity, it regularly reviews the achievement rate. If the developed capacity is less than expected, the Company also actively procures renewable energy project sites, collaborates with partners to expand businesses, and develops overseas renewable energy project sites.
- The Company sets the green power supply and power selling target each year and regularly examines the achievement rate. If the target is not achieved, the Company will evaluate whether to adjust the pricing strategy or engage in additional businesses to actively improve in the hope of achieving the target.

Prospect and Purpose

Connect globally through professionalism; Uplift green energy through action



Corporate Vision

Advance towards a sustainable green corporation and achieve green energy without borders



Corporate Strategy

Powerful partnerships for mutual benefits



Core Values

With high quality, speed, and tolerance, connect globally through professionalism and uplift green energy through action



J&V Energy Overturns for Infinite Sustainability

◆ J&V Energy Overturns for Infinite Sustainability

J&V Energy aims to become the sustainable development leader for the circular economy in the Asia Pacific Area. In 2024, it transformed into a Group with a circular economy and sustainable development integration, and its operating businesses include PV, wind power, energy storage, green power trading, water treatment, and other diverse fields. It also sets foot in circular economy and sustainable development projects.

Meanwhile, we adopted an international viewpoint to actively make deployments in overseas markets. We entered Japan, Vietnam, the Philippines, Thailand, Indonesia, and other countries to develop PV, offshore wind power, energy storage, and other businesses. By duplicating the successful experience of the professional one-stop integrated services in Taiwan, we exported such services to Southeast Asian countries to improve the overall profits of the Group.

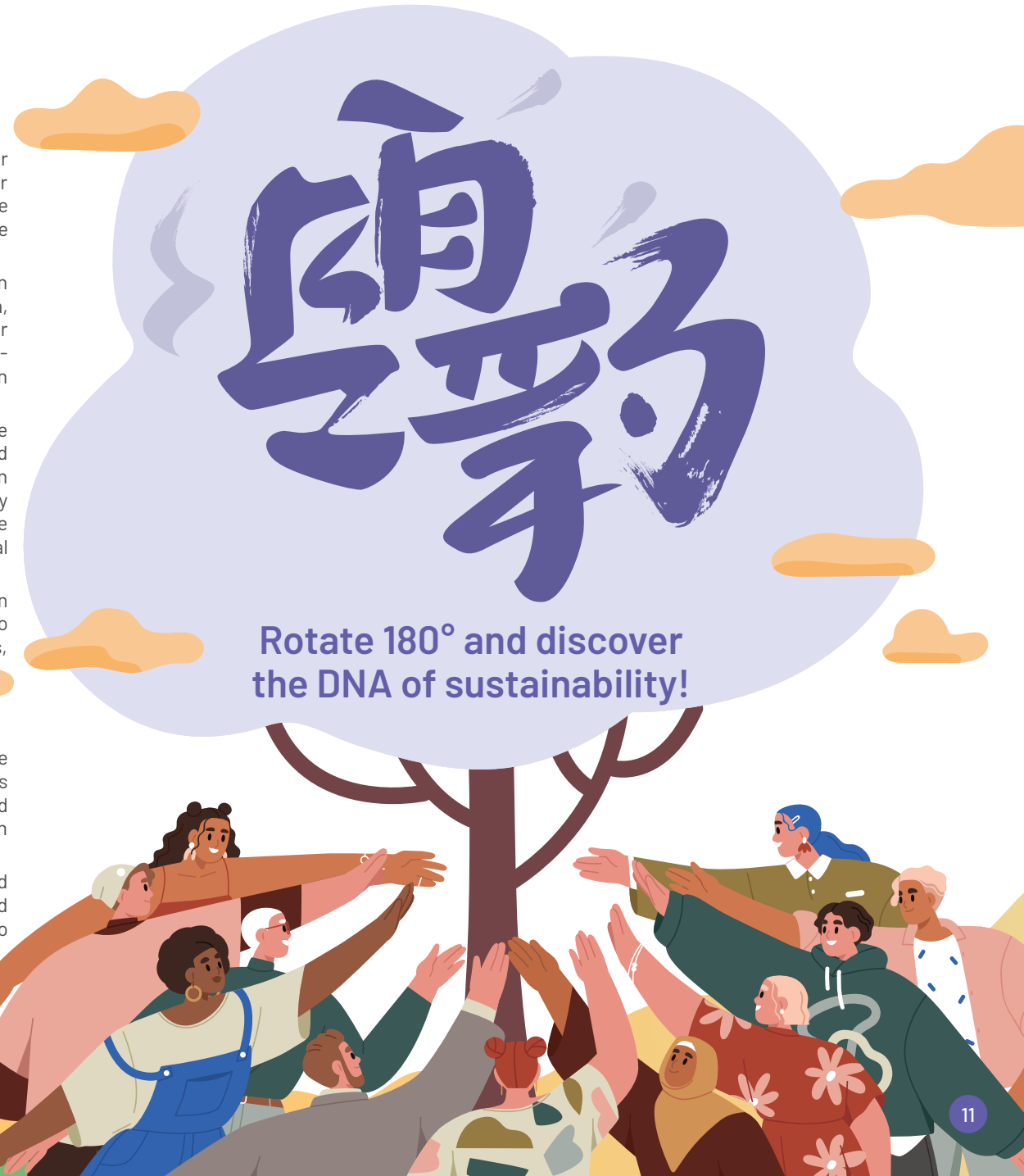
Therefore, we fully initiated the action strategy of “J&V Energy Overturns for Infinite Sustainability” in 2024, combined innovative technologies and green energy, and redefined a new model of sustainable development. Through resource integration and cross-sector cooperation, we implemented the concepts of circular economy in more aspects, which not only overturned the operating model of the renewable energy industry but also expanded cooperation opportunities in the international market to create brand-new value of green energy.

“J&V Energy x Sustainability” not only fully implemented the corporate DNA of green and sustainability but also symbolized our forceful cooperation with our partners to break through the framework, jointly play with the infinite sustainability possibilities, and jointly move toward the new net zero era.

◆ J&V Energy focused on the implementation of 15 SDGs

J&V Energy is committed to the corporate prospect of “Advance towards a sustainable green corporation and achieve green energy without borders.” With the UN’s SDGs as guidelines, it incorporated ESG concepts into its business strategies, integrated internal and external corporate resources, and strived to improve its capabilities in corporate governance, environmental protection, and sustainable development.

We planned for the promotion of main themes in terms of environmental, social, and governance aspects based on the development targets of the Company, formulated corresponding plans, and realized short-, mid-, and long-term targets step by step to fulfill J&V Energy’s sustainability prospect.





Energy Sharing Activist

Social SDG1

- Donate PV equipment to remote township areas to ensure there is power in place when under the threat of natural disasters.



Diverse Sports Promoter

Social SDG 3

- Promote the sports culture and value employees' physical and mental status. Regularly plan for health inspections, provide on-site occupational nursing services, and create a worry-free, safe work environment.



Potential Talent Cultivator

Social SDG 4

- Create the "Green Energy Knowledge Workshop" to spread renewable energy knowledge everywhere and nurture children to become the seeds of sustainability!
- Promote the establishment of the "CountryEDU Charity Foundation" to support students from schools located in neither mountainous nor urban areas to obtain diverse and self-learning opportunities.



Gender Equality Promoter

Social SDG 5

- Set up complaint and consultation channels according to the "Gender Equality in Employment Act" and "Sexual Harassment Prevention Act" and organize workplace unlawful infringement education and training.



Clean Water Regenerator

Environmental SDG6

- Actively develop water resource circulation and applications and include the purification of industry wastewater and domestic wastewater for use and seawater desalination treatment as the key development items.



Clean Energy Supplier

Governance SDG7

- Implement energy transition, actively promote the development of renewable energy, invest in various green energy industries, and provide domestic green power supply to move toward a low-carbon future.



Fair Employment Protector

Social SDG8

- Recruit minor or disadvantaged groups and protect their opportunities for employment equality.



Energy Transition Pioneer

Governance SDG9

- Increase the added value of land, install high-quality, reliable, and sustainable green energy infrastructure, and improve the consumption rate of renewable energy.



Equality and Inclusiveness Promoter

Governance SDG10

- Actively promote the internal and external rights equality culture in the enterprise and society to facilitate diversification and fairness.



Circular Economy Practitioner

Environmental SDG11

- Develop electronic bicycles and reduce the carbon emissions of fuel vehicles. Invest in the production of 100% recycled plastic bags to reduce plastic garbage. Raise black soldier flies to consume food waste to solve food waste issues through biodegradation.



Sustainable Supply Creator

Environmental SDG12

- Integrate the upstream and downstream supply chain of renewable energy to develop sustainable production models.
- Promote circular economy and have concrete actions in fields of resource reuse and water treatment.



Low-Carbon Homeland Builder

Environmental SDG13

- Actively invest in the R&D of carbon emissions reduction, with its development covering PV, wind power, hydrogenic energy, energy storage, 100% recycled plastic bags, and EVs, to promote the energy industry chain through a circular economy.
- Purchase RECs to achieve RE100 and introduce ISO 14064-1 and ISO 50001 to implement energy conservation and carbon reduction actions.



Marine Protection Activist

Environmental SDG14

- Continue annual beach clean-up activities with a focus on plastic and marine waste reduction, while enhancing employees' awareness and education on marine environmental issues.



Environment and Ecology Protector

Environmental SDG15

- Maintain the balance of biodiversity in the surrounding areas of project sites, actively restore habitats, and establish environmental protection mechanisms to enhance local participation.



Cross-Sector Cooperation Promoter

Governance SDG17

- Leverage the synergistic power of strong partnerships and comprehensive integration capabilities to expand business reach, popularize low-carbon circular technologies, reshape consumer ecosystems, and showcase Taiwan's emerging strength in sustainability.

1.2 One-stop Power Generation, Energy Storage, and Electricity Sales

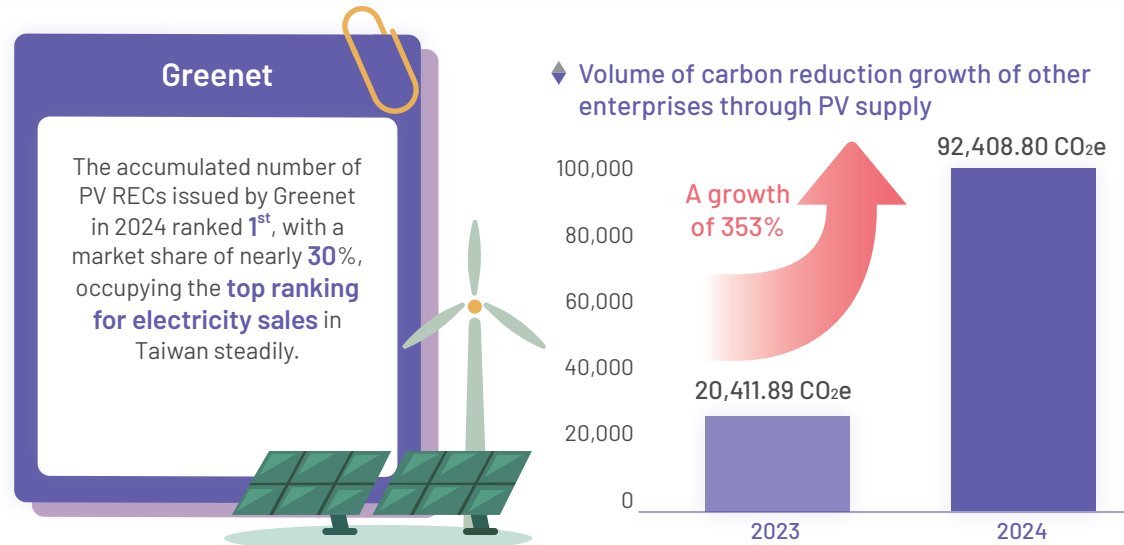
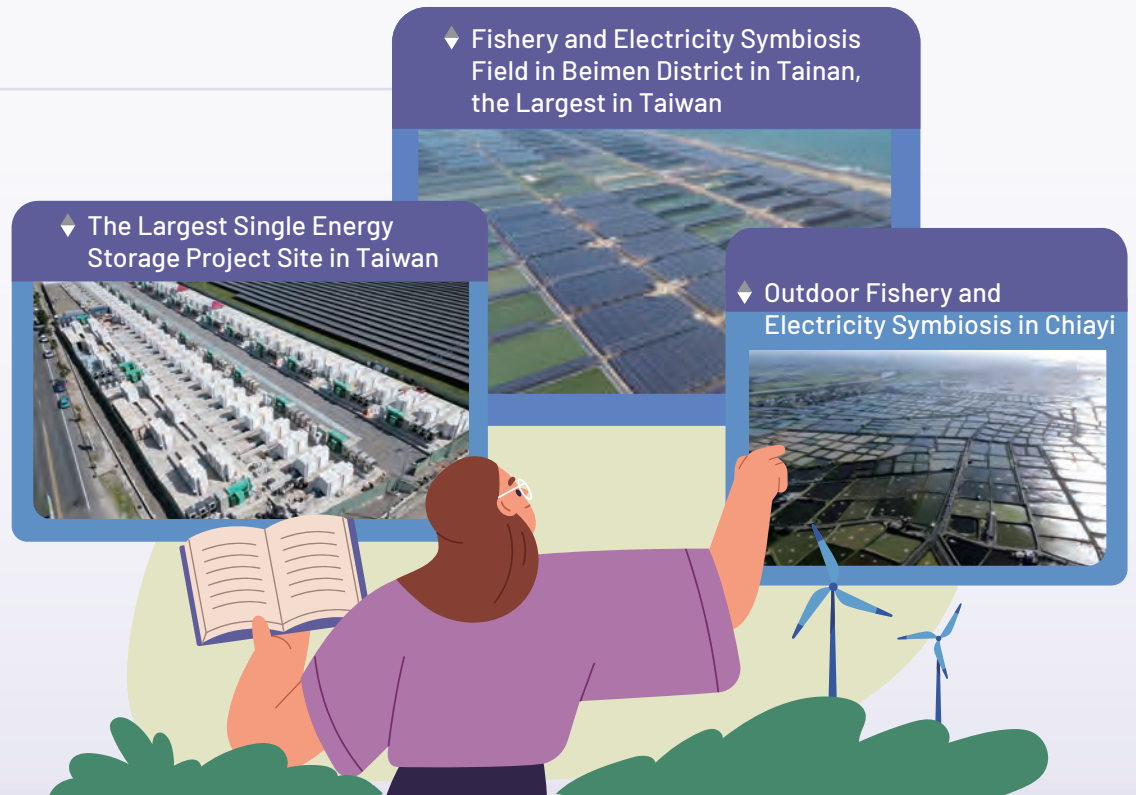
Engage in Diverse Businesses, Secure the 1st Place in Market Share in Taiwan

Since its establishment in 2016, J&V Energy has been engaging in diverse operations. In recent years, it has achieved significant breakthroughs for different businesses. In the power generation business, the fishery and electricity symbiosis field of 128MW we built in Beimen, Tainan, which is the largest in Taiwan, is connected to the grid, and it recorded abundant catch. In 2024, we continued to develop and install new project sites. We obtained the outdoor fishery and electricity symbiosis project in Chiayi from our partner, GSSG Solar, a fund management company based in the U.S., and completed the project in collaboration with it. The installed capacity of the project is 60MW, and it is planned to be completed by 2026. It is estimated that the average power generation volume is approximately 87.6 GWh. In the following two decades, it is estimated to generate a power generation capacity of over 1,750GWh and is likely to bring about a green power revenue of NT\$9.5 billion.

In terms of energy storage, the two largest single energy storage project fields of 100MW in Taiwan of J&V Energy were completed and launched, and it will provide dReg, E-dReg, spinning reserve, and other auxiliary services to Taipower. In the future, we will work with RiTdisplay to jointly build an energy storage project site of 60MW. The overall capacity of the self-built energy storage project sites of the Group and operating service operations was 299MW/617MWh, with the market share ranking the 1st in Taiwan.

For the electricity sales business, the electricity sales subsidiary Greenet creates diverse green power supply services for enterprises, including ASE Technology Holding (the global leader in semiconductor packaging), Micron (a large-scale international semiconductor company), GOGORO (a large-scale EV company), E.Sun Bank, and other renowned enterprises, are customers with long-term cooperation. According to the statistics of the number of certificates issued by the T-REC, the accumulated number of PV RECs issued by Greenet in 2024 ranked 1st, with a market share of nearly 30%, occupying the top ranking for electricity sales in Taiwan steadily.

In addition, Greenet actively provides suitable green power supply services to customers. In 2024, the PV supply services helped customer groups reduce a total of 92,408.80 tCO₂e in carbon emissions, representing a substantial 353% increase compared to 20,411.89 tCO₂e in 2023. This reflects that the rapid growth of the domestic electricity market has contributed to the Company's increase in operating income and profit, while also demonstrating its commitment to environmental protection.

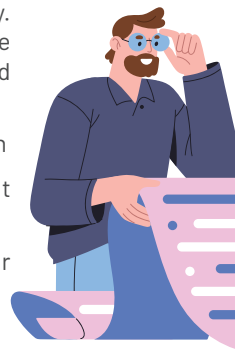


1.3 Diverse Deployment for Circular Economy

Sewage Recycling for Regeneration and Reuse

J&V Energy deems water resources a material part of the green environmental protection field. After being taken over by J&V Energy, the amount of tenders secured by the subsidiary Weisheng Envirotech surged. According to the Group's statistics, the average tender amount of sewage treatment tender projects in Weisheng's hand at present is 9.5 times as compared to the past, growing from NT\$100 million to NT\$710 million, including multiple large-scale tender projects secured recently. In the future, it will continue to bring mid-to-long-term stable contributions to the Group in combination with energy storage, green power, and other green energy and environmental construction planning of the parent company.

- Taipei City Binjiang Water Resource Reclamation Center Project of NT\$9.888 billion
- Phase 7 Entrusted Operation and Maintenance of Dihua Sewage Treatment Plant and Equipment Renewal of NT\$3.6 billion
- Taoyuan International Airport West-side Sewage Treatment and Water Storage and Booster Station Construction Project of NT\$2.65 billion



Start Low-Carbon Lives from Ourselves

To achieve the target of sustainable operation, J&V Energy went through two crucial transitions since its establishment. The first transition was to move from PV toward diverse renewable energy, and the second transition was to move toward net zero carbon emissions. It constantly learns new technology, makes arrangements for diverse fields, and connects to international sustainability trends with actions through M&As, investments, joint ventures, and other different models so as to create a low-carbo homeland and create infinite value for sustainability.

Purchasing plastic bags and the incineration of food waste may seem like ordinary daily activities, but the invisible CO₂ emissions they generate contribute to climate change and environmental degradation. Fight against climate change and start low-carbon actions at the individual level! Choose a lifestyle with less CO₂ emissions. A small change that reverses the existing life can save energy and reduce carbon to save Earth.

Taiwan's Exclusive 100% Recycled Plastic Bags Help Address Carbon Anxiety

- Plastics are indispensable in our lives; however, they also cause environmental problems and bring burden to land and ocean. Nexus Materials, Inc., an investee of the Company, is committed to allowing the use of plastics to be sustainable and eco-friendly and improving the recycling rate, reproduction efficacy, and economic benefits.
- Received the only 100% consumption of recycled plastic label recognized by the Environmental Protection Administration in Taiwan and produced the exclusive 100% recycled plastic bags nationwide.
- Recycled plastic packaging films from stores and enterprises, recovered them to PE particles that are almost new after cleaning and reproduced them as plastic bag products. It is a closed cycle, and no new materials are used to make plastic bags.



Black Soldier Flies Turn Waste into Treasure, Raise Insects to Save Earth

- InnoRs Biotechnology Co., Ltd., an investee of the Company, focuses on organic waste treatment and utilizes black soldier flies to break down food waste. Approximately 10 tons of organic waste can be broken down daily, which is friendly to the ecological environment.
- Black soldier flies are small and can consume organic waste, with a weight that is 100 times their own weight, from larva to adult. One of them can consume an amount of 2 to 3 kg.
- The biological cycle of black soldier flies is 28 to 40 days. There is a 3- to 4-day incubation period, followed by approximately 18 to 20 days of larval period, during which they can consume a significant amount of organic waste. When they are about to enter the pupal period, most of the black soldier flies' mission is accomplished, while a small part of them continue to go through 4 days of the pupal period. After they become adults, they complete the task of reproduction and achieve a circular ecosystem.



Smart Electronic Bicycles for Instant Low-Carbon Transport

- Simple appearance: The simple bicycle design and the connection to the power system of the front wheel with wireless transmission technology replaced the traditional wire control and created an aesthetic of simplicity. With the first combination of Type-C charging and LFP battery, the durability reached 70 km.
- Smart and fast: We developed a smart chip with the exclusive smart system patent, and the AI computing allows automatic speed changing without manual transmission, upgrading the riding experience.
- EQUICK secured the orders from Balenciaga in 2024. Its outstanding performance and fashionable design gained international recognition, and it became a new fashion star.



1.4 Leader of the Asia Pacific Circular Economy

Enter Southeast Asia with Powerful Alliance

In response to the international net zero emissions trends, J&V Energy set foot in overseas markets in 2024 and entered Japan, Vietnam, the Philippines, Thailand, Indonesia, and other markets to develop PV, offshore wind power, energy storage, and other businesses. By duplicating the successful experience of the professional one-stop integrated services in Taiwan, we improved the overall profit of the Group. We aim to become the sustainable development leader for the circular economy in the Asia Pacific Area.

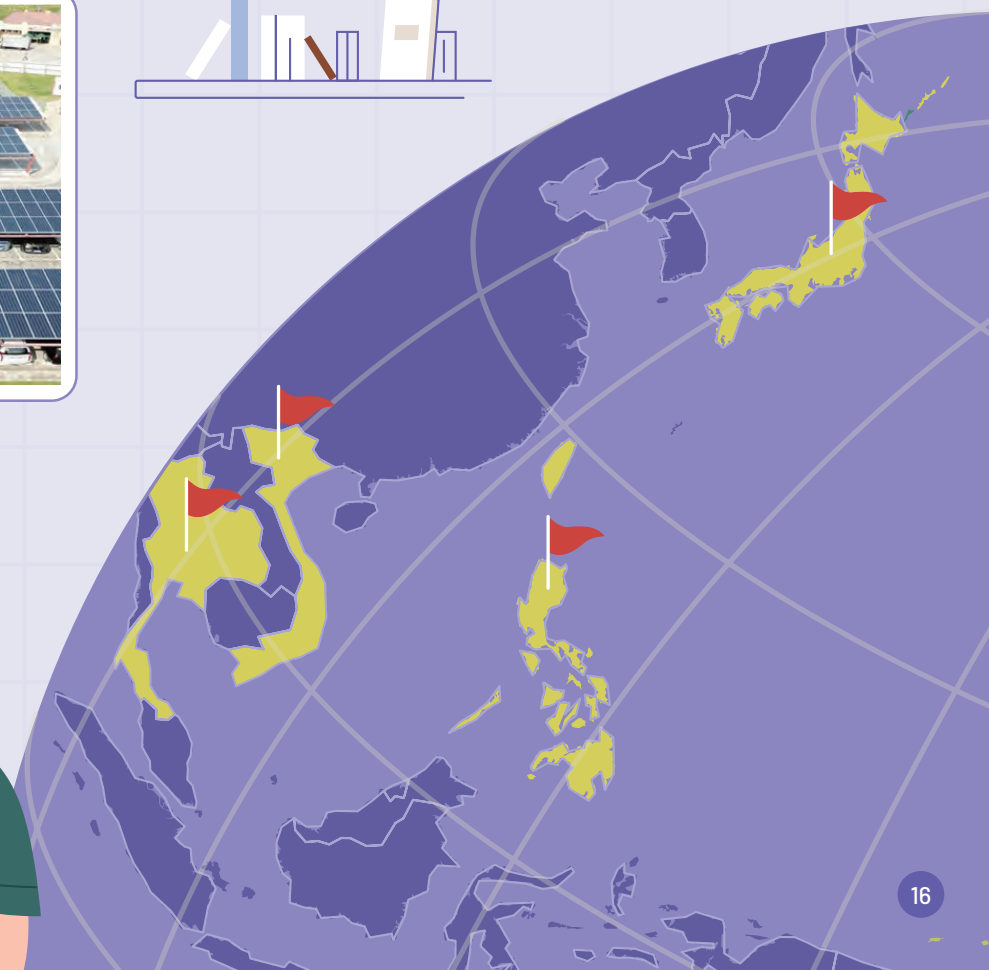
The Philippines

- Rooftop PV system installation investment project: We joined hands with SolarNRG, the largest company in terms of the commercial & industrial (C&I) solar power field in the Philippines, to form SolarX, a solar power independent power producer (IPP) through a joint venture, to actively develop local businesses and become the optimal partner for overseas energy transition of Taiwanese businesses.
- Set foot in a large-scale utility power station: We worked with a local developer in the Philippines to secure the 180MW ground-mounted PV installation project. Furthermore, we will participate in the 2024 - 2025 Green Energy Auction Program (GEAP) of the Philippines Government; the program is estimated to be completed and connected to the grids by 2027, and it is estimated that the annual power generation volume will reach 280GWh.



Japan

- Recharge Power, an energy storage subsidiary, established a subsidiary in Japan to formally enter the energy storage market in Japan.



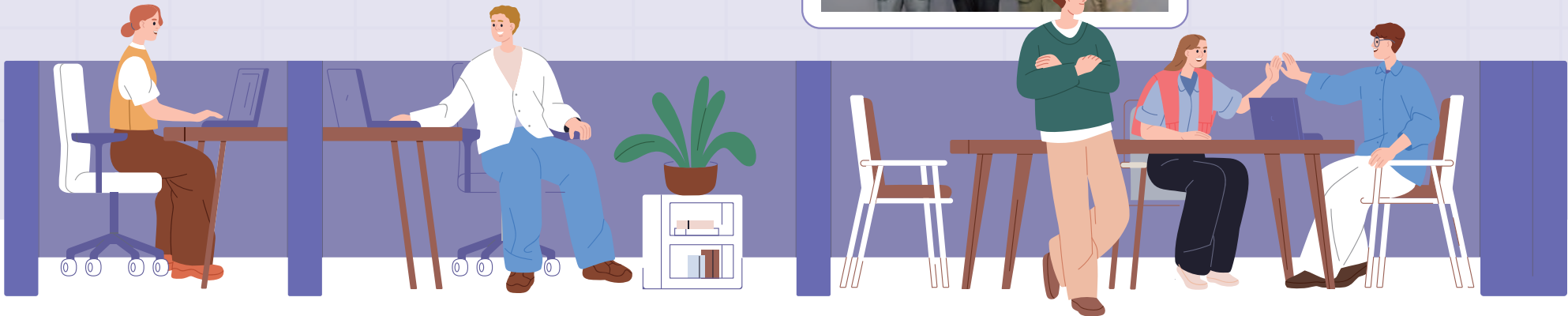
Vietnam

- Invest in fishery and electricity symbiosis with shrimps: We joined hands with our partner ID Water to jointly invest in fishery and electricity symbiosis with shrimps. We not only sell green power to local plants but also transform wastewater from shrimp farming into liquid fertilizers, which we discharge into the mangrove near the sea to serve as nutrition for mangrove restoration. The technology addresses the environmental damage caused by the traditional aquaculture industry's deforestation of mangroves and restores the mangroves, enabling them to achieve carbon fixation and earn carbon credits. The entire field adopts the 3-in-1 business model of green power, ecological conservation, and circular economy.
- Jointly form an ESG Energy Management Alliance: We formed an alliance with a large-scale technology brand in Taiwan, ClockWork Orange (an IoT startup), and other enterprises to jointly execute an MOU to form the "ESG Energy Management Alliance" so as to build an IoT energy management platform, together with diverse renewable energy integration services, to fully assist Taiwanese businesses in Vietnam to realize digital transition.



Thailand

- Develop an onshore wind farm: We executed an overseas investment MOU with Serssang Power Corporation PLC. (the "SSP"), a listed energy company in Thailand. Both parties will commence international cooperation to secure overseas renewable energy development investment projects and occupy a seat in the international energy market. In addition, Revo Power Co., LTD., a wind power development subsidiary of J&V Energy, jointly develops an onshore wind farm in Southern Taiwan with SSP, with an installed capacity of 38MW and has completed the signing of the development cooperation contract; it is the first wind power plant invested by SSP in Taiwan.
- Secure green energy business opportunities in Thailand: We formally executed an MOU with Espro Noodoe Co., Ltd in Thailand. Both parties will jointly establish a holding company in Thailand that focuses on the development and operating management of green energy project sites in Thailand.



02

Realize Sustainable Management

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2.1 Stakeholder Engagement

Identify Stakeholders

With reference to the GRI Standards, the possible stakeholders of the Company include shareholders and other investors, financial institutions, government and competent authorities, employees and other workers, customers, consumers, business partners, suppliers, local communities, NGOs, social welfare organizations, public associations, tenants, media, contractors, non-profit units and partners, elected representatives, social media, and others. Referring to the stakeholders of peers, after the external expert has added up the score of actual negative impact, potential negative impact, actual positive impact, and potential positive impact of the Company on stakeholders, they are sorted, and those with an overall score over 10 are material stakeholders of the Company for 2024.

Stakeholder Communication



Shareholders and other investors

Importance to J&V Energy

The trust and support of shareholders/investors are the driving force for the continuous growth of J&V Energy. The Company also adopts the creation of maximum profits and the maximization of shareholders' interests as the target for continuous efforts.

Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Risk management Economic performance Corporate governance Shareholders' rights and interests Legal compliance 	Shareholders' Meeting Once a year	Shareholders' meetings and investor conferences are held to enable investors to understand the general status of the Company's operations and the implementation progress of various policies and to establish a healthy two-way communication channel with shareholders to protect the rights and interests of shareholders.	In response to our commitment to shareholders and investors, J&V Energy continues to strengthen the operation of the Board and other governance practices, discloses the management structure of various risk issues, and regularly reports to the Board. Meanwhile, it actively connects with international ESG sustainability benchmark practices and engages with customers through renewable energy integration services.	<ul style="list-style-type: none"> Corporate governance Economic performance Ethical corporate management Risk management
	Shareholder hotline/e-mail Real-time	1 annual shareholders' meeting, 2 extraordinary shareholders' meetings, and 8 investor conferences were organized during the year.		
	Investor conference Quarterly	Provide operational information to shareholders to enhance information transparency.		
	Annual report Once a year	Emphasize the rights and interests of foreign investors and improve the disclosure of English information.		
	Set up a website in Chinese and English			

In 2024, J&V Energy ultimately identified six major categories of stakeholders:

- Shareholders and other investors
- Suppliers and Contractors
- Employees
- Customers
- Governmental agencies
- Media



Suppliers and Contractors

Importance to J&V Energy

Suppliers and contractors are important partners of J&V Energy. They provide raw materials and services to improve the Company's operating performance and pay attention to sustainability issues to join hands in realizing a sustainable homeland.

Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Risk management Corporate governance Supplier evaluation Occupational safety and health 	Supplier evaluation Once every half-year	<p>The Company has signed agreements with suppliers and contractors to value economic, environmental, and social sustainability issues and to trust and assist each other so as to achieve common goals.</p> <p>In 2024, 54 new suppliers were added, and the selection ratio of new suppliers was 100%.</p> <p>There are currently 176 companies. A total of 35 companies were evaluated in the first half of 2024; the evaluation ratio was 20%, and the qualification rate was 100%. A total of 46 companies were evaluated in the second half of 2024; the evaluation ratio was 26%, and the qualification rate was 100%.</p>	<p>We maintain a biannual evaluation system for supply chain management and continue to sign "sustainable operation and net-zero emissions" commitments with suppliers and contractors. We value economic, environmental, and social sustainability issues and are committed to sustainable supplier management based on the principle of sustainable procurement to call upon more partners to join the sustainability movement.</p>	<ul style="list-style-type: none"> Industry supply chain Supply chain management <p>Strengthen Sustainable Governance P31</p>



Employees

Importance to J&V Energy

Employees are the most important partners of J&V Energy. We offer favorable working environments, fair treatment, and development opportunities to build their trust in the Company and cohesion.

Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Corporate governance Legal compliance Economic performance Employment Labor-management relations Welfare and remuneration Shareholders' rights and interests Occupational safety and health 	Labor-management meeting Quarterly	<p>Listening to employees' appeals, protecting labor rights and interests, and creating a safe and friendly work environment is J&V Energy's responsibility.</p> <p>In 2024, the Company convened a total of 4 labor-management meetings, 4 Occupational Safety and Health Committee meetings, and 4 Employee Welfare Committee meetings, and the recovery rate of the human rights due diligence survey questionnaire was 100%.</p>	<p>The employee evaluation criteria consist of work performance and behavioral demonstration. The annual goals are set based on the unit's annual KPIs, with reference to individual duties and responsibilities, following a discussion with the supervisor. The unit or direct supervisor arranges performance interviews with employees during interim and year-end evaluations to provide specific recommendations.</p> <p>J&V Energy offers a variety of education and training courses and health improvement activities to help employees at all levels improve their professionalism and capabilities while taking care of their physical and mental health so as to achieve a balance between life and work.</p>	<ul style="list-style-type: none"> Human capital Remuneration and welfare Diverse development Workplace safety <p>Create An Inclusive Society P94</p>
	Occupational Safety and Health Committee Quarterly			
	Employee Welfare Committee Quarterly			
	Human rights due diligence survey Once a year			




Customers

Importance to J&V Energy

J&V Energy listens to customers' requirements and provides professional and high-quality services. Customers' trust and feedback are the driving force behind our operations.



Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Customer privacy Customer satisfaction 	Customer service hotline/ customer service mailbox/ e-mail Real-time Customer satisfaction survey Once a year	<p>The Company conducted the first customer satisfaction survey in 2024 to collect customers' opinions and understand customers' requirements in terms of the three topics of "level of professionalism of sales services," "construction planning and benefits," and "overall satisfaction" through questionnaires to provide premium services.</p> <p>The average customer satisfaction score in 2024 was 100.</p>	<p>The key to improving customer satisfaction is the continuous provision of innovative services that lead the trend of sustainability. In response to customers' increasing demand for green power, we provide diversified renewable energy integration services and plan suitable sustainability solutions to meet the requirements of different types of customers.</p>	<ul style="list-style-type: none"> Customer services <p>Strengthen Sustainable Governance P31</p>


Government agencies

Importance to J&V Energy

Governmental agencies are the makers of relevant laws, regulations, and policies, and J&V Energy's operations comply with the latest laws and regulations. We have two-way communication to actively implement compliance with policies and regulations.



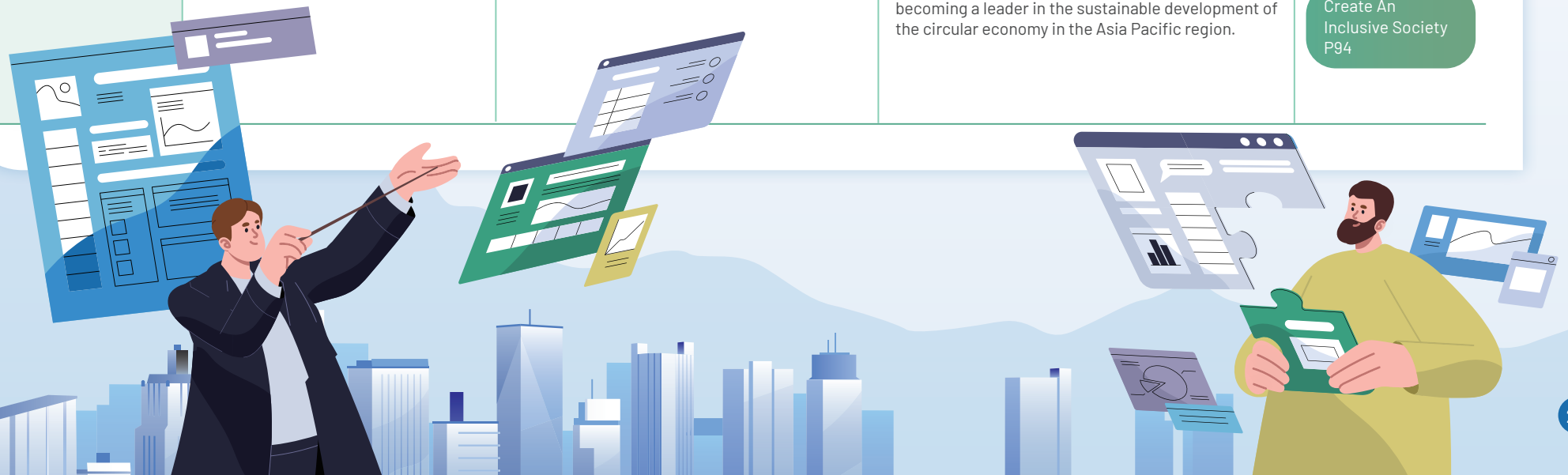
Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Corporate governance Legal compliance Employment Labor-management relations Labor rights and interests Occupational safety and health 	E-mail From time to time Exchange of official documents From time to time Telephone From time to time Visit From time to time Meeting From time to time	<p>The Company complied with government regulations. There were no major penalties in 2024, and the number of official correspondences with governmental agencies was over 1,000.</p>	<p>J&V Energy has established a Chief Sustainability and Sustainability Development Office to integrate internal resources and implement a sustainability strategy, ensuring that all renewable energy projects comply with ESG principles from the aspects of regulations, systems, and services.</p>	<ul style="list-style-type: none"> Corporate governance Economic performance Ethical corporate management Risk management Remuneration and welfare Workplace safety <p>Strengthen Sustainable Governance P31</p> <p>Create An Inclusive Society P94</p>



Importance to J&V Energy

Media plays an important role as an information distributor and supervisor, and it pays attention to the development and sustainability practices of J&V Energy. The Company proactively communicates with the media in a timely manner, enabling more stakeholders to understand and engage with J&V Energy's commitment to sustainability.

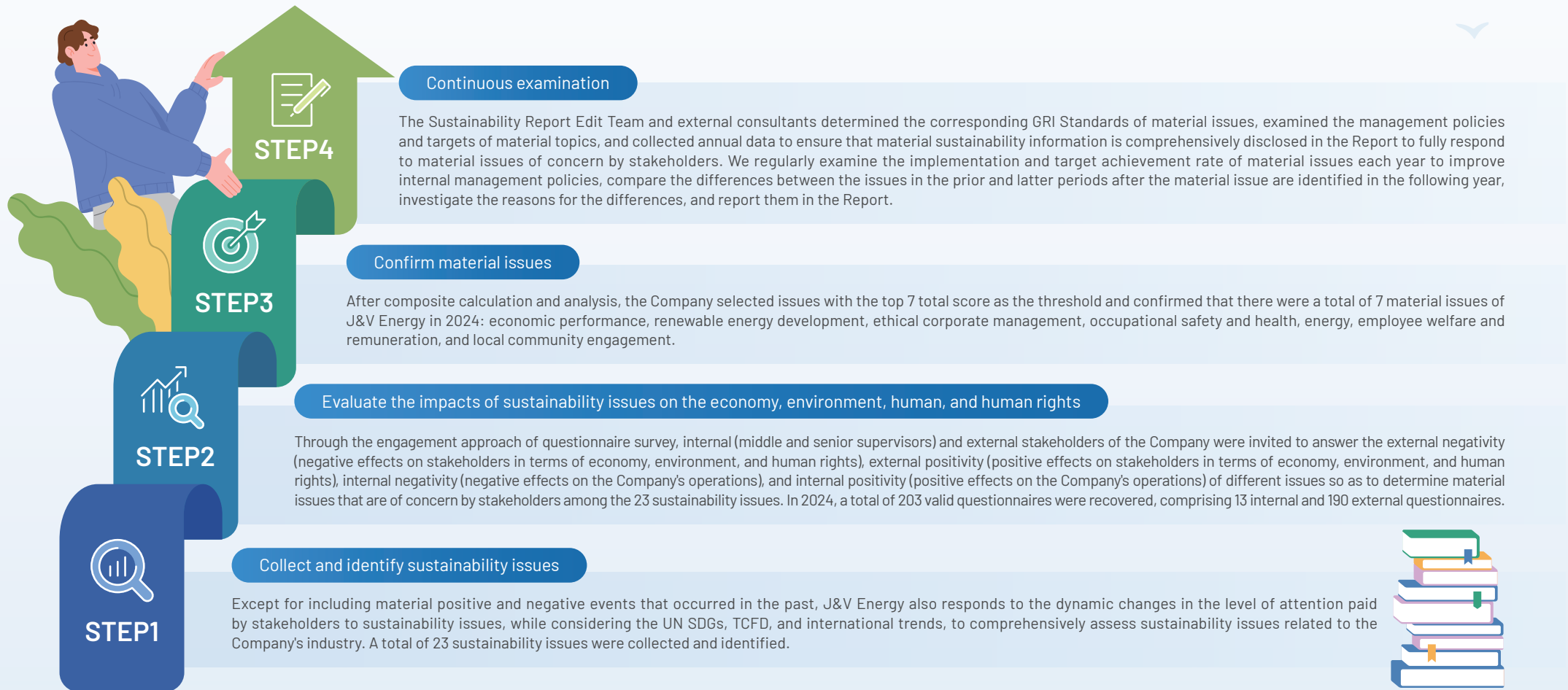
Issues of Concern	Communication channel Communication frequency	Communication effect	J&V Energy's response	Countermeasures
<ul style="list-style-type: none"> Ethical corporate management Corporate governance Legal compliance Employee rights and benefits Remuneration and welfare 	<p>The Company established the Marketing and Sales Department as the dedicated unit to issue press releases and assist with media needs.</p> <p>Real-time</p>	<p>A total of 63 press releases were issued during the year to enhance brand awareness through the use of media resources. Meanwhile, the rapid dissemination of news, without borders or jet lag, was used to distribute news to all corners, enhancing the spread of the brand among the public and helping the company stand out from its competitors, while being deeply rooted in the hearts of the public.</p>	<p>Starting from the PV business, J&V Energy has continued to invest in wind power generation, energy storage, green power trading, biomass energy, water treatment and other projects, and has further deployed low-carbon sustainable projects of circular economy, smart breeding, and electric bicycles to establish long-term stable gains based on the three major development axes of green energy, environmental protection and circular economy. In the future, we will follow international trends and government policies, pay attention to the development of emerging green energy (i.e., hydrogen energy and biomass energy), and integrate upstream and downstream partners with the goal of becoming a leader in the sustainable development of the circular economy in the Asia Pacific region.</p>	<ul style="list-style-type: none"> Corporate governance Economic performance Ethical corporate management Risk management Human capital Remuneration and welfare <p>Strengthen Sustainable Governance P31</p> <p>Create An Inclusive Society P94</p>



2.2 Material Issue Management

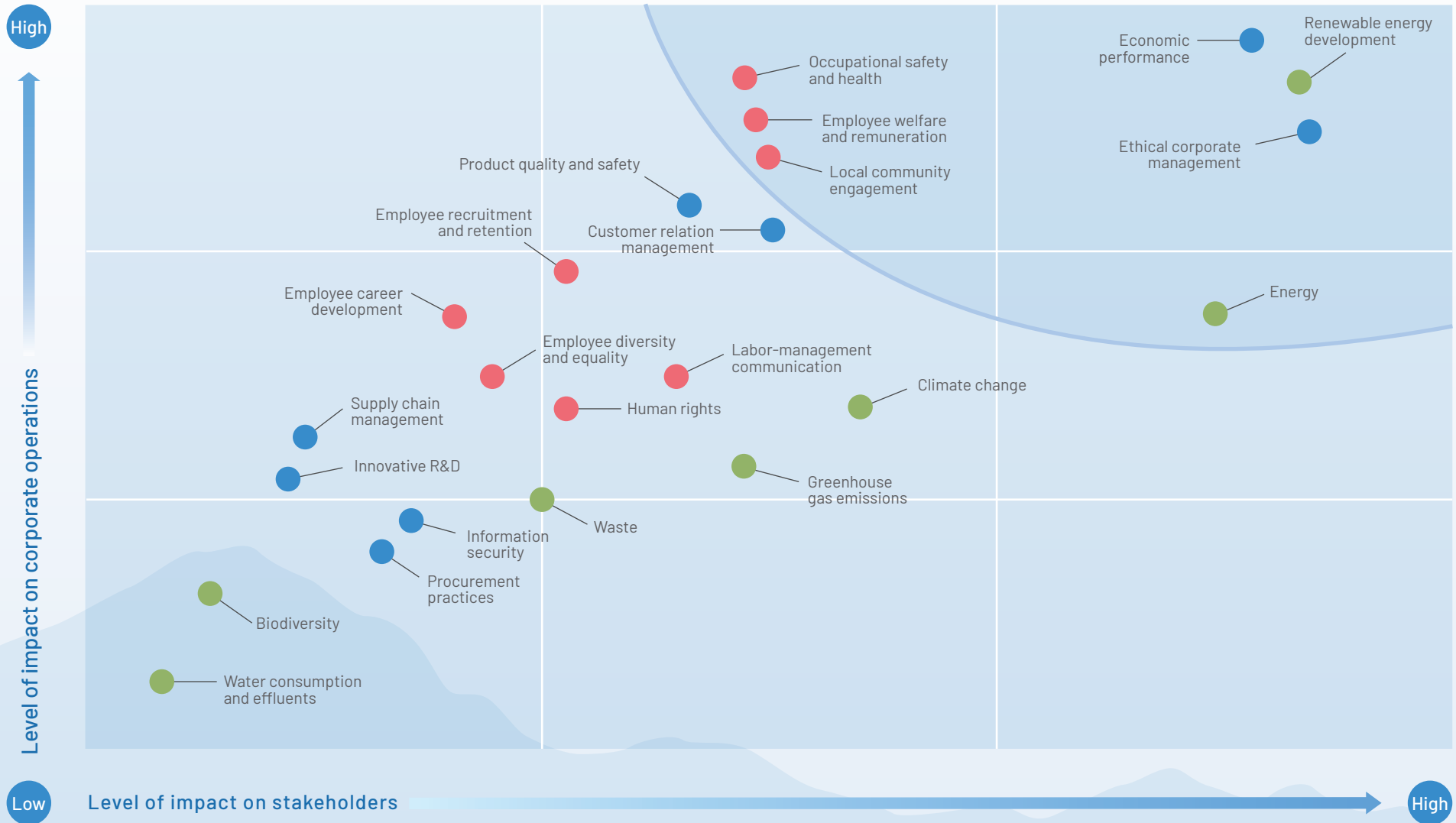
Evaluation process of material issues

The Sustainable Development Office evaluates sustainability issues of the Company that have material impacts on stakeholders based on the effects generated from the Company's operating activities and value chain in accordance with GRI 3: Material Topics under GRI Standards 2021 through stakeholder engagement and consultations with professional consultants and submits the abovementioned identification results of material issues to the Sustainable Development Committee to resolve the material issues of the year, and such issues shall be approved by the Board. The detailed evaluation process is as follows:

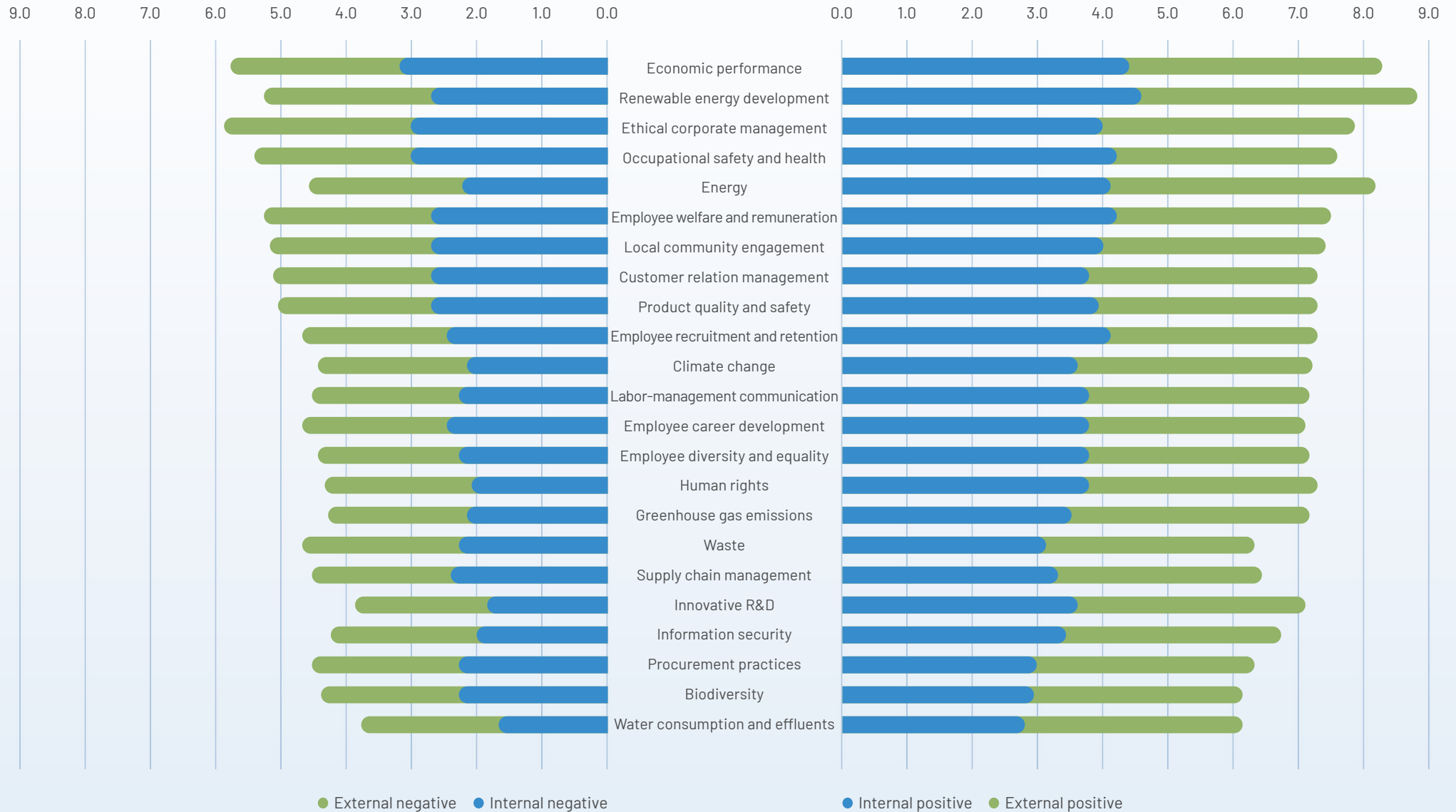


◆ 2024 J&V Energy Material Issue Impact Matrix

● Environmental aspect ● Social aspect ● Governance aspect



◆ 2024 Positive and Negative Impacts on Economy, Environment, Human and Human Rights



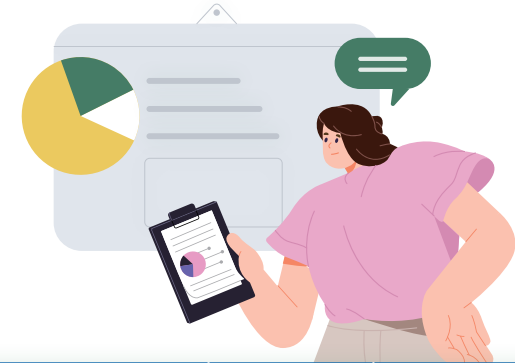
Description of changes in material topics in 2024

Regarding the level of impact of different sustainability issues based on materiality, “economic performance,” “ethical corporate management,” “employee welfare and remuneration,” and “local community engagement” were added, and “biodiversity,” “waste,” “supplier environmental assessment,” and “talent cultivation” were deleted in 2024. The main reason is that the impact generated from these issues is less than the impacts compared to other topics; therefore, they are not included in the material topics; however, the Report provides a description of the management method of the issues and the effects.







	Material Topics in 2024	Changes	Description of changes
01	Economic performance	Newly added	J&V Energy transferred to be listed on TWSE during the year, and it is committed to maximizing profits and shareholder value; therefore, the growth in business performance is significant.
02	Renewable energy development	Maintained	With the international net zero emissions trends, the Company made diverse deployments for renewable energy and had new breakthroughs in various green energy services; the development and performance are important.
03	Ethical corporate management	Newly added	As the Company is a listed company, it complies with regulations, keeps up with the times, cooperates with the new policies and requirements of the government flexibly, and attaches more attention to ethical corporate management.
04	Occupational safety and health	Maintained	The policies and systems for employees' occupational safety are nearly completed; the preventive measures remain significant.
05	Energy	Maintained	The Company has introduced internal energy conservation and carbon reduction measures, has set the RE 100 targets for the Taipei Headquarters, and continues to achieve its mid-to-long-term carbon reduction targets.
06	Employee welfare and remuneration	Newly added	Alongside the development of the domestic green power industry, relevant talent vacancies have not been filled; therefore, competitive remuneration and welfare will become the key to talent recruitment, driving up the ranking of the issue.
07	Local community engagement	Newly added	As the business development of J&V Energy has material effects on local communities, the Company also focuses on green energy and the co-existence and co-prosperity with local communities; this is included in the annual material topics after materiality analysis.





Management of impacts of material issues

The Board is the highest resolution and supervisory department of J&V Energy. The Sustainable Development Committee is appointed to be responsible for material sustainability management, including the inventory and examination of management policies for material issues for proposing optimization and improvement recommendations, establishing diverse stakeholder communication channels, regularly compiling recommendations of stakeholders, judging the categories and effects of their opinions, formulating response measure or response policies, and reporting them to the Board. The Sustainable Development Committee convenes at least 2 meetings a year to jointly discuss the management status of material issues, formulate the sustainable development directions and strategic targets for the following year, and submit them to the Board for approval.



◆ List of Material Issues

Material issue	Corresponding GRI Indicators	Importance to J&V Energy	Policy/strategy	Scope of effect	Positive impact	Negative impact	Main counterparties of impact	Corresponding chapters of the Report
 Renewable energy development	Custom topic     	<ul style="list-style-type: none"> Actively invest in various green energy industries and provide domestic green power supply in the hope of effectively reducing GHG emissions and moving toward a low-carbon future. The green energy industry has also become a strong momentum behind the Company's operating income growth; therefore, the development of renewable energy is of great importance to the Company. 	<ul style="list-style-type: none"> Carry out various investment planning through renewable energy integration services, including PV, wind power, energy storage systems, green power trading, and other renewable energy integration services. Assist major power consumers and customers with requirements for various renewable energy and green power to evaluate suitable energy solutions. Focus on the development of relevant international technologies and collect governmental regulations. 	<ul style="list-style-type: none"> Upstream Corporate operation Down stream 	<ul style="list-style-type: none"> With the rise of the international energy trend, national energy policies have been formulated to respond to the increase in market demand and increase the proportion of renewable energy consumption, which is beneficial for the growth of the Company's business performance. 	<ul style="list-style-type: none"> The development and setup of renewable energy project sites without ecological surveys can easily endanger the surrounding environment and ecology, resulting in damage and pollution to the local area. The development of renewable energy and the construction of facilities may infringe upon local residents' living rights, interests, and living quality. 	Business partners/ customers/ shareholders and other investors/ local communities/ environmental groups/ financial institutions/ governmental agencies/ suppliers and contractors	01 Create A Sustainable Homeland

Material issue	Corresponding GRI Indicators	Importance to J&V Energy	Policy/strategy	Scope of effect	Positive impact	Negative impact	Main counterparties of impact	Corresponding chapters of the Report
 Economic performance	GRI 201 Economic Performance 	Aiming for maximum profits and shareholder value as the focus of continuous efforts.	<ul style="list-style-type: none"> Continue to invest in the domestic green energy industry or material power plant equipment and investment targets related to energy conservation, green energy, environmental protection, and sustainability. Reinforce green operations, help and require suppliers to establish GHG inventory and reduce emissions, and it shall serve as a material basis for the evaluation of the Company's procurement strategy. 	<ul style="list-style-type: none"> Corporate operation Down stream 	<ul style="list-style-type: none"> Increase operating income, strengthen the Company's growth momentum, enhance investor confidence, and create long-term corporate value. The national energy policy increased the consumption ratio of renewable energy, which also provides a growth opportunity for the Company in its business performance. 	<ul style="list-style-type: none"> Operating losses or operating income less than expected may cause a negative corporate image and affect the flexibility of resource allocation. Once the consumption ratio of renewable energy in the national energy policy is reduced, the requirements will be reduced. The business performance will drop. 	Shareholders and other investors/ employees/ customers	03 Strengthen Sustainable Governance
 Ethical corporate management	GRI 205 Anti-corruption 	Our operations comply with the latest laws and regulations; we adopt mutual communication and actively comply with policies and regulations.	<ul style="list-style-type: none"> We establish the corporate governance system with relevant regulations of the government and ethics as the basis and duly comply with relevant laws and regulations and relevant rules of the Company. Keep abreast of the latest laws and regulations, require all employees to comply with governmental laws and regulations, and carry out education, training, and promotion. Provide whistleblowing channels and protection and deeply rooted the culture of practicing ethics and legal compliance. 	<ul style="list-style-type: none"> Upstream Corporate operation Down stream 	<ul style="list-style-type: none"> The lack of negative news helps build a positive corporate image for the Company. Workplace behaviors of supervisors and employees comply with business ethics, social expectations, and legal specifications, improving brand image. Strictly adhere to policies related to fair transactions and anti-corruption, avoid the risk of punishment, implement upright operations of the Company, and improve customer trust and loyalty. 	<ul style="list-style-type: none"> Events that harm the Company's reputation or image occur. Unethical negative events harm the corporate image and may even make the Company face litigation or punishments. Affect the comprehensiveness of corporate governance, cause a drop in credibility and stock prices, and lose upstream suppliers, potential customers, and investors. 	Shareholders and other investors/ suppliers and contractors/ employees/ customers/ governmental agencies	03 Strengthen Sustainable Governance

Material issue	Corresponding GRI Indicators	Importance to J&V Energy	Policy/strategy	Scope of effect	Positive impact	Negative impact	Main counterparties of impact	Corresponding chapters of the Report
<p>Energy</p>	<p>GRI 302 Energy</p>	<p>Effective internal energy management can continue to improve competitiveness</p>	<ul style="list-style-type: none"> Achieve long-term RE100 Implement and regularly promote energy conservation measures. Provide guidance for business locations at different places to change to energy-saving and water-saving equipment year by year. Regularly publish the Sustainability Report each year to promote transparency in energy consumption. 	<ul style="list-style-type: none"> Corporate operation 	<ul style="list-style-type: none"> Move toward net zero carbon emissions to serve as an indicator of listed companies and attract business opportunities through other enterprises learning from the Company's experience. 	<ul style="list-style-type: none"> Due to the organization's growth, higher electricity consumption leads to increased corporate costs and greater environmental carbon emissions. 	<p>Employees/ shareholders and other investors/ customers/ local communities</p>	<p>04 Help Eco-Friendliness</p>
<p>Employee welfare and remuneration</p>	<p>GRI 401 Employment</p> <p>GRI 402 Labor/Management Relations</p> <p>GRI 405 Diversity and Equal Opportunity</p>	<ul style="list-style-type: none"> Attract and retain talents Improve employees' morale Reduce cost lost Improve corporate image Facilitate teamwork Respond to legal and social responsibilities 	<ul style="list-style-type: none"> Market competitiveness survey Transparent salary system Diverse welfare selection Employee health plan Performance-oriented bonus system Regular evaluation and feedback Establish communication channels 	<ul style="list-style-type: none"> Corporate operation 	<ul style="list-style-type: none"> Improve work satisfaction Improve employees' loyalty Improve production capacity Facilitate health and happiness 	<ul style="list-style-type: none"> Increase corporate burden and eliminate other resources. Internal inequality and inability to have equally allocated welfare. Over-dependence on welfare and passive attitude. Losses generated from legal and compliance risks. 	<p>Shareholders and other investors/ employees</p>	<p>05 Create An Inclusive Society</p>

Material issue	Corresponding GRI Indicators	Importance to J&V Energy	Policy/strategy	Scope of effect	Positive impact	Negative impact	Main counterparties of impact	Corresponding chapters of the Report
<p>Occupational safety and health</p>	<p>GRI 403 Occupational Health and Safety</p>	<ul style="list-style-type: none"> Ensure employees' physical and mental health Facilitate work performance and happiness Avoid losses of human resources and interruption of production 	<ul style="list-style-type: none"> Comply with regulations related to occupational safety and health. Establish effective communication channels and facilitate the participation of all employees. Provide environmental safety and health education and training to employees. Continue to create a safe, worry-free, and healthy workplace for employees. 	<ul style="list-style-type: none"> Upstream Corporate operation 	<ul style="list-style-type: none"> Minimize the occurrence of workplace incidents Reduce occupational injuries/diseases Improve corporate reputation Reduce the risks of litigation and avoid punishments 	<ul style="list-style-type: none"> Medical expenses for occupational injuries that occurred Government punishments Damages to corporate image Lose the trust of investors and other stakeholders 	Shareholders and other investors/ employees/ suppliers and contractors/ customers/ governmental agencies/ business partners	<p>05 Create An Inclusive Society</p>
<p>Local community engagement</p>	<p>GRI 413 Local Communities</p>	<ul style="list-style-type: none"> Promote green energy education Break the public's myths about renewable energy Accumulate positive perception and social influences Realize the energy transition targets with stakeholders 	<ul style="list-style-type: none"> With "environment, green energy, sports, and education" as its core themes, J&V Energy cares for the disadvantaged, engages in local communities, and promotes sports, health, education, and other sustainable activities. Collaborate with customers, local communities, environmental organizations, and the public to protect the Earth together. 	<ul style="list-style-type: none"> Corporate operation Down stream 	<ul style="list-style-type: none"> Green energy knowledge popularization Create more employment opportunities Attract and retain local youths Facilitate local prosperity 	<ul style="list-style-type: none"> Cause stakeholders to develop a negative perception of the Company Corporate operations and business promotion are hindered Harm corporate reputation 	Shareholders and other investors/ suppliers and contractors/ customers/ governmental agencies/ business partners	<p>05 Create An Inclusive Society</p>

Note: The List of Material Issues only sets out the key policies or strategies; please refer to the description in the chapters for detailed information.

03

Strengthen Sustainable Governance

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■ 2024 Material Topic



3.1 About J&V Energy

Basic Information

J&V Energy was established in 2016, and its headquarters is located in Taipei City, Taiwan. It is a domestic circular economy and sustainable development integration service Group. Adhering to the sustainable development prospect of "advance towards a sustainable green corporation and achieve green energy without borders," the Company primarily engages in three major businesses, including renewable energy power plant development, investment installation, and maintenance and operation management. In recent years, wind power generation, energy storage, green power trading, water treatment, circular economy, and other investment items have been added to J&V Energy's business landscape. It deems sustainable energy the core philosophy of the Company, actively explores green power, and builds a green and sustainable environment to allow every person to enjoy clean, safe, and affordable energy and create a low-carbon sustainable homeland for the next generation.

- **Company name:** J&V Energy Technology Co., Ltd.
- **Corporate form:** Listed company
- **Stock code:** 6869
- **Establishment time of the organization:** February 15, 2016
- **Location of headquarters:** 4F-1, No. 1, Jihu Road, Neihu District, Taipei City
- **Chairman:** Liao, Fu-Sen
- **General Manager:** Chao, Shu-Min
- **Industry category:** Green energy and environmental protection industry
- **Main products or services:** J&V Energy is a domestic circular economy sustainable development integration service group. Starting from the PV business, it has continued to invest in wind power generation, energy storage, green power trading, biomass energy, water treatment and other projects, and has further deployed low-carbon sustainable projects of circular economy, smart breeding, and electric bicycles to establish long-term stable gains based on the three major development axes of green energy, environmental protection and circular economy.
- **Paid-in capital:** NT\$1,378,300,410
- **Net sales:** NT\$3,793,297,184
- **Total number of employees of J&V Energy Group:** 472 persons
 Include subsidiaries: Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

Business locations

Neihu District, Taipei City

Business locations of J&V Energy

- Taipei Headquarters Office

Business locations of subsidiaries

- Greenet Co., Ltd.
- Recharge Power Co. Ltd.
- Weisheng Envirotech Co., Ltd.

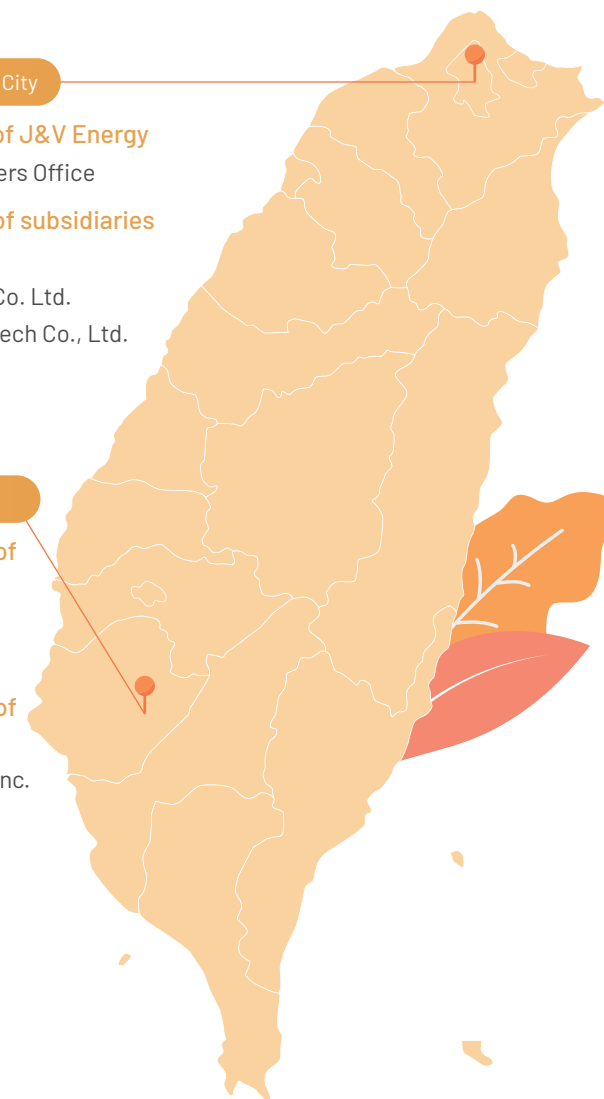
Tainan City

Business locations of J&V Energy

- Xuejia Office
- Yongkang Office

Business locations of subsidiaries

- Nexus Materials, Inc.



2016

- In February, J&V Investment Holding Co., Ltd. was established, and its organizational form was altered with its name changed to J&V Energy Technology Co., Ltd. in May. It is primarily engaging in investments in solar power plants.
- The Company was the first solar power company in Taiwan to obtain a miscellaneous license for projects in the land-subsidence area and achieved the first successful grid connection case.
- The Company achieved the grid connection of a solar power plant for power generation in the largest land-subsidence area in Taiwan in Taixi Township, Yunlin County.
- Asia's largest thin-film rooftop solar power plant in Su'ao, Yilan, which adopts First Solar high-efficiency modules of the Company was connected to the grid for power generation.

2017

- The Company's rooftop solar power plant at the Legislative Yuan was connected to the grid for power generation, and Legislative Yuan became the third green power congress worldwide.
- The Company's "PV system in the largest land-subsidence area in Taiwan in Taixi Township, Yunlin County" won the "Public Construction Excellence Award" and the "Organizer Special Award - Environmental Protection and Green Energy Special Award" at the 18th National Golden Award for Architecture.

2018

- The Company's solar power plant at Su'ao Port Warehouse No. 4 was connected to the grid for power generation, which assisted Su'ao Port in obtaining the international green energy port certification.
- The Company successfully won the tender for the largest floatovoltaics project in Taiwan at the Xinwen Detention Basin in Chiayi.
- The Company executed a 70MW PV cooperation project with the real asset investment team of BlackRock in the United States.
- The Company's ground-mounted PV plant located at the Taichung Wenshan Landfill was connected to the grid for power generation. The Company created the investment of power sales income in public welfare as feedback.
- The Company's first floatovoltaics plants were connected to the grid for power generation - Xiashe Pi and Sanye Pi of the Yongan Detention Basin in Kaohsiung.
- The Company's "Taiwan's largest thin-film rooftop solar power plant in Su'ao" won the "Public Construction Excellence Award" at the 19th National Golden Award for Architecture.
- The Company became a green energy project counselor certified by the Pingtung County Government.

2019

- The Company assisted Google in purchasing renewable energy in Taiwan, which was Google's first renewable energy transaction in Asia.
- The Company executed a 115MW PV cooperation project with the real asset investment team of BlackRock in the United States for the second time.
- The Company's first department store rooftop solar power plant in Pingtung City was connected to the grid.
- The Company's "Kaohsiung Lake floatovoltaics plant" won the "Public Construction Excellence Award" at the 20th National Golden Award for Architecture.
- The Company won the "Top Ten Potential Enterprises Award of the Year" and the "Top Ten Potential Managers Award of the Year" at the 15th Golden Torch Awards.
- The Company became the only operator in the southern region for the Taoyuan City Government's "Green Rooftop Public Participation" program.

2020

- The Company worked with the Institute for Information Industry and Taiyan Green Energy to build a demonstration farm for fishery and electricity symbiosis smart breeding, which was completed and put into use.
- The Company successfully won the tender for the solar power generation system located in Dacun Township, Changhua County, and Taitung City, Taitung County.
- The Company won the "Outstanding Entrepreneur" award at the 17th National Brand Yushan Award.
- The Company was awarded the "Chinese Charity Ambassador" medal at the 3rd Charity Festival of Chinese.

2021

- The fishery and electricity symbiosis project sits in Beimen District, Tainan City, with an installed capacity of 128MW and had two unprecedented achievements: It is the largest fishery and electricity symbiosis site in Taiwan and is the power generation site of the first green energy purchase of Google in Asia, becoming the most indicative fishery and electricity symbiosis project in Taiwan.
- Being optimistic about the energy storage industry, the Company invested in "TPE Energy," an energy storage system integration company, and officially entered the energy storage market.
- The Company joined hands with Synera Renewable Energy, Tien Li Offshore Wind Technology, and Yeong Guan Energy to form the first "Taiwan Team" with the joint investments of local elite developers and the supply chain to jointly invest in planning a large-scale project site development plan in Miaoli offshore area.
- Adhering to the spirit of resource circulation and paying attention to water resource issues, the Company has become the shareholder of Weisheng Envirotech Co., Ltd to actively develop the treatment, recycling, and reuse of industrial wastewater, effectively alleviating water shortages.
- "Greenet Co., Ltd.," a subsidiary invested by the Company, obtained the electricity sales business license.
- The Company's application to the competent securities authority for the initial supplementary offering of shares took effect.
- Subsidiary Greenet assisted E.SUN Financial Holding in completing the first group green power supply.

2022

- The Company was listed on the Emerging Stock Market
- Subsidiary Greenet signed a contract with Gogoro, a leading electric scooter company, to assist Gogoro in completing the deployment of renewable energy.
- Commonwealth Magazine's Top 2000 Survey: J&V Energy ranked first in the "50 Fastest-growing Companies in the Service Sector."
- Subsidiary Greenet signed a seven-year power purchase agreement with Micron Technology to provide 500 million kWh of green power to facilitate Micron in achieving its target of net-zero emissions.
- The Company will invest in the construction of two energy storage systems of 100MW each, totaling 200MW, in Wujie Township, Yilan County. Both projects will be the largest single energy storage project site in Taiwan.
- The Company won the Bronze Award for SDG 7 Affordable Energy in the "2022 Taiwan Sustainability Awards (TSAA)."
- Formosa 4, planned by the Taiwan Offshore Wind Power Team, obtained the development right for phase 1 in the stage 3 regional development.
- The fishery and electricity symbiosis project site in Beimen District, Tainan City, is connected to the grid with a capacity of 108MW.
- The Company won the "Gold Award" in the Technology R&D category in the 1111 Happy Enterprise Awards.

2023

- The Company was listed on the Taiwan Innovation Board.
- Commonwealth Magazine: J&V Energy ranked first in the "2023 Fast Growing Top 100."
- Subsidiary Greenet signed the contract for a green power bill trust with SinoPac Bank and Bank of Kaohsiung to introduce the green power bill trust system.
- Weisheng Envirotech won the tender for "Phase 7 Entrusted Operation and Maintenance of Dihua Sewage Treatment Plant and Equipment Renewal."
- The fishery and electricity symbiosis project site in Beimen District, Tainan City, is connected to the grid with a full capacity of 128MW.
- The Company and DrSignal BioTechnology signed the contract for the double integration project and announced the cross-field cooperation of the green power industry and the biotech industry.
- The Company won the "Top 10 Outstanding Enterprises" and "Top 10 Outstanding Corporate Leaders" awards at the 22nd Golden Peak Award.
- The Company won the "Sustainable Innovation Award at Taiwan International Smart Energy Week."
- The Company continued to win the "Gold Award" in the Technology R&D category in the 1111 Happy Enterprise Awards.
- The Company acquired the equity of "Diwei Electricity Co., Ltd." and "Liangwei Electricity Co., Ltd."

2024

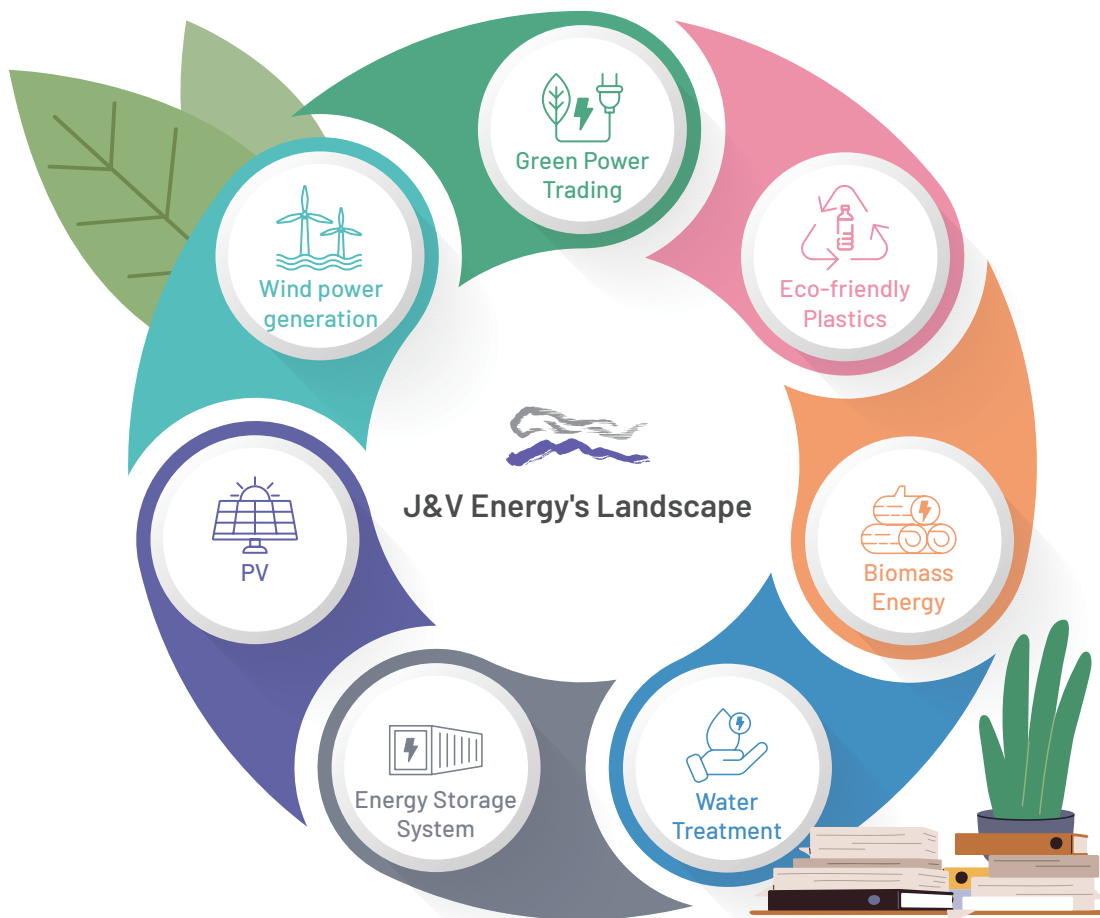
- The Company became the first company in Taiwan to transfer from the TIB to TWSE for listing, exhibiting its strong ambition for sustainable development strategies and future industry deployment.
- Subsidiary Weisheng Envirotech consecutively secured the "Jincheng, Taihu, Qingtian Recycling Center, Wujiang Pumping Station Packaged Sewage Treatment Facilities and Entrusted Pumping Station Operation" tender project, "Xinwu Area Sewer System Operation and Maintenance Work," and "Binjiang Water Reclamation Center New Construction Turn-key Project" tender projects."
- The Company invested in Nexus Materials, Inc. to invest in plastic recycling and renewal technology.
- The Company joined Julien's International to organize an alliance and secured the BOT project of Taipei City Zoo to build the first green energy digital ecology theme park.
- The Company and SSP developed an onshore wind farm.
- The Company was selected as the constituent of the MSCI Global Small Cap Indexes and the constituent of Yuanta Taiwan Green Energy Total Return Index.
- The Company joined hands with SolarNRG, the largest company in the solar power field in the Philippines, to jointly establish SolarX, a solar power IPP.
- The Company worked with a foreign company to create the 60MW fishery and electricity symbiosis field in Chiayi.
- The Company formed an alliance with a large-scale technology brand in Taiwan, an IoT startup, and other enterprises to form the ESG Energy Management Alliance to set foot in Vietnam.
- The Company organized an ESOP, creating the first example among green energy enterprises.
- The Company joined hands with Espro to secure green energy business opportunities in Thailand.
- Subsidiary Greenet became the leader in the domestic electricity sales industry.
- Subsidiary Greenet helped ASE Technology Holding procure 4,000 GWh of green power.
- Subsidiary Greenet secured a procurement contract of over 1,300 GWh of green power from King Yuan Electronics.
- Subsidiary Recharge Power secured the 60MW energy storage project site turn-key construction project from Han Tai Energy Co., Ltd.
- For the awards received by the Company during the year, please refer to [Achievements](#).



Business Category and Service Items

Starting from the PV business, J&V Energy has successively invested in wind power generation, energy storage, green power trading, biomass energy, water treatment and other projects, and has further deployed low-carbon sustainable projects of circular economy, smart breeding, and electric bicycles to establish long-term stable gains based on the three major development axes of green energy, environmental protection and circular economy.

In response to the global trend toward net-zero emissions, J&V Energy actively entered Japan, Vietnam, the Philippines, Thailand, Indonesia, and other overseas markets in 2024. It will duplicate the experience in Taiwan and apply to the Asian market and aim to become the sustainable development leader for the circular economy in the Asia Pacific Area.



Participation in Public Associations

J&V Energy supports and participates in renewable energy, sustainable development, new technology R&D, and other related initiatives, engages in active interactions with associations in terms of sustainability issues, and actively participates in seminars and hearings of domestic regulations related to renewable energy. Meanwhile, the Company responds to international trends by engaging with experts, scholars, and industry peers to exchange knowledge and share best practices in sustainability.

The Company joined 11 associations/organizations, which are set out as follows:

Industry associations, other member associations, and national or international advocacy organizations	Membership qualifications
Taiwan Photovoltaic Industry Sustainable Development Association	Director
Taiwan Renewable Energy Association	Alternate director
Outstanding Enterprise Manager Association	Honorary Steering Committee Member
SEMI - GESA	Committee member
Keelung Port Friends of the Republic of China Police Association	Member
Taiwan Wind Energy Association	Member
Taiwan Photovoltaic Industry Association	Member
Taiwan Renewable Energy Alliance	Member
Solar PV Generation System Association of R.O.C (PVGSA)	Member
Solar and New Energy Society of Taiwan	Member
Taiwan Net Zero Emissions Association	Member

Expenditures of public policy influence

J&V Energy actively participates in public policies, including cooperation with associations/organizations, provision of energy services, and promotion of renewable energy construction, and encourages upstream and downstream partners to jointly realize net zero emissions targets. The total expenditures of the Company for the participation in associations in 2024 were NT\$570,763. The following table sets out the indicative associations mainly participated by the Company:

Top 5 expenditure counterparty	Type	Description	Amount invested (NT\$)
Taiwan Photovoltaic Industry Sustainable Development Association	Industry association	Facilitate the healthy development of the overall industry through the facilitation and coordination of exchanges and cooperation between PV organizations nationwide.	150,000
Taiwan Renewable Energy Association	Industry association	Facilitate industry development, promote compliance with the Electricity Act and relevant laws and regulations of competent authorities by members, and maintain the sustainable development of the industry.	140,000
Taiwan Net Zero Emissions Association	Industry association	Assist corporate members in implementing net zero emissions, become the communication bridge between enterprises and the government, and, in turn, facilitate the achievement of net zero transition in Taiwan.	100,000
SEMI	Industry association	Engage in exchanges with renewable energy and semiconductor partners in Taiwan to grasp the development of global renewable energy and jointly facilitate the booming development of the overall upstream and downstream industry chain.	56,763
Taiwan Renewable Energy Alliance	Industry association	Combine the forces of corporate members to jointly advocate and promote renewable energy and environmental protection and connect to international sustainable development trends and behaviors.	50,000

Subsidiaries' participation in associations

Our subsidiaries actively participate in associations/organizations related to businesses and engage in exchanges with peers and professionals in terms of the latest industry knowledge, information, and practical experience in the hope of jointly improving industry standards. In 2024, our subsidiaries joined a total of 9 associations/organizations, which are set out as follows:

Association/organization	Membership
Chinese Water and Electricity Safety Association	Member
SEMI - GESA	Vice president
Taiwan Sewage Association	Member
Environmental Protection Works Specialized Construction Enterprises in Taiwan	Member
Taiwan Water Pipe Engineering Association	Member
Taiwan Power and Energy Engineering Association	Member
Chinese Environmental, Safety, And Health Association	Member
Taiwan Electrical Contractors Association	Member
Taiwan Water Environment Association	Member

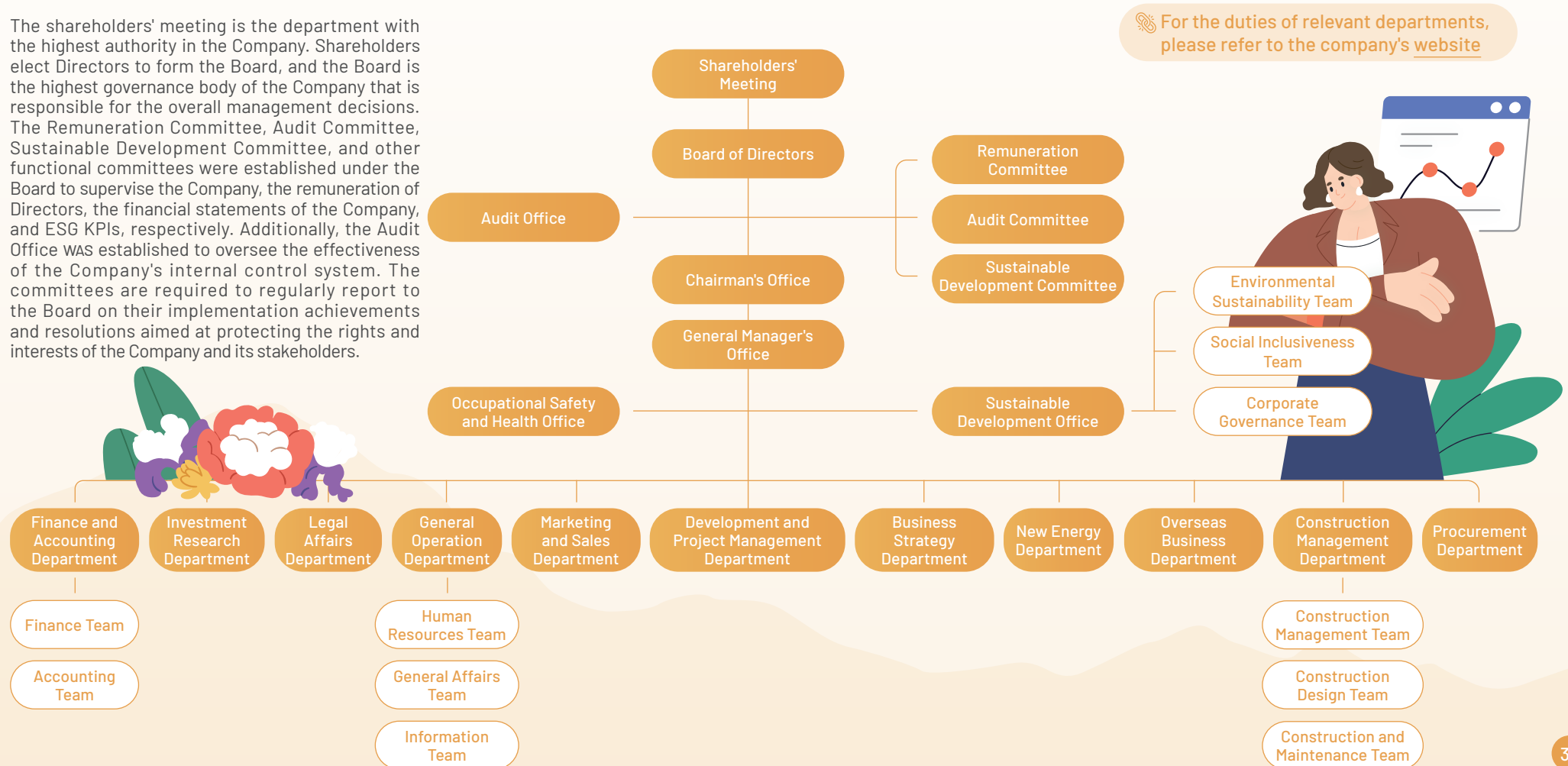
3.2 Corporate Governance

J&V Energy is committed to promoting a transparent and responsible corporate governance system with effective supervision; it actively implements Board diversification and independence in the hope of making forward-looking decisions through the fusion of different viewpoints and, in turn, assisting the Company in responding to various potential risks and challenges.

The Company has complied with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" to formulate the Company's "Corporate Governance Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct," and established comprehensive corporate governance regulations and organizational structure to clearly divide the responsibilities of each department to protect the rights and interests of shareholders and stakeholders, strengthen the functions of the Board, and improve information transparency and other relevant regulations.

Corporate Governance Structure

The shareholders' meeting is the department with the highest authority in the Company. Shareholders elect Directors to form the Board, and the Board is the highest governance body of the Company that is responsible for the overall management decisions. The Remuneration Committee, Audit Committee, Sustainable Development Committee, and other functional committees were established under the Board to supervise the Company, the remuneration of Directors, the financial statements of the Company, and ESG KPIs, respectively. Additionally, the Audit Office was established to oversee the effectiveness of the Company's internal control system. The committees are required to regularly report to the Board on their implementation achievements and resolutions aimed at protecting the rights and interests of the Company and its stakeholders.



Board Diversity

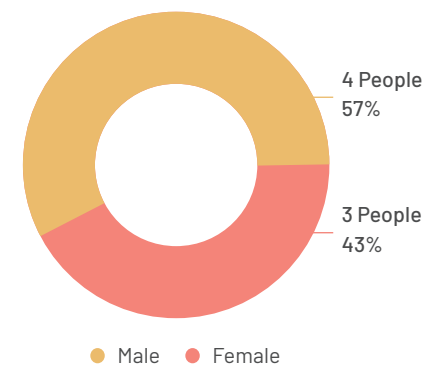
The Board plays the role of balancing and supervising between the owners of the Company and the operators of the Company. It exercises the rights and obligations granted by the shareholders upward and formulates operating policies based on the rights and interests of stakeholders. It determines the management of the Company, supervises the operating status of the Company, determines strategies related to sustainable development, and tracks the implementation effects downward.

The candidate nomination system is adopted for the Board members of the Company. The shareholders' meeting shall elect 7 to 13 persons from the list of candidates. The term of office of Directors is 3 years, and they may be re-elected and re-appointed. The nomination and selection standards are the independence and the connectivity of their professional backgrounds with the operating development of the Company, taking into account the diversification of Board composition. The current Board comprises 7 Directors (including 4 Independent Directors), and the ratio between males and females is 4:3.

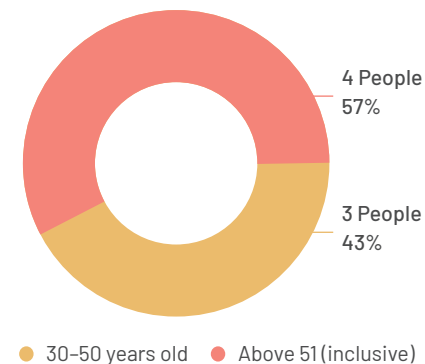
◆ Board members (term of office of the current Board: December 25, 2024 to December 24, 2027)

Title	Term of office/ seniority	Name	Gender	Age	Concurrent position in the Company	Functional Committees			Remarks
						Audit Committee	Remuneration Committee	Sustainable Development Committee	
Chairman	3	Liao, Fu-Sen	Male	Above 51 (inclusive)	-			◆	
Corporate Director	3	Lee, Yi-Xuan (Collins Co., Ltd.)	Female	30-50 years old	-				Newly appointed on December 25, 2024
Corporate Director	3	Chao, Shu-Min (Asia Energy Development Co., Ltd.)	Female	30-50 years old	The General Manager of the Company			◆	
Corporate Director	3	Lee, Chung-Liang (Collins Co., Ltd.)	Male	Above 51 (inclusive)	-				Stepped down on December 25, 2024
Independent Director	3	Chen, Chi-Chang	Male	Above 51 (inclusive)	-	◆	◆		
Independent Director	3	Kuo, Hui-Lan	Female	Above 51 (inclusive)	-	◆	◆		
Independent Director	3	Tang, Chia-Liang	Male	30-50 years old	-	◆		◆	
Independent Director	3	Wu, Ching-Sung	Male	Above 51 (inclusive)	-	◆	◆		

◆ Ratio of female Directors



◆ Age distribution of Board members



◆ Professional ability and experience distribution of Directors

Chao, Shu-Min has served in the renewable energy industry for over 10 years, with comprehensive experience in energy operations and management. In addition to serving as a corporate director, she also holds the position of General Manager of the company. The Board members not only possess the overall capabilities and industry experience expected of the Board, but also demonstrate the ability to drive diversified business development. For more details, please refer to the Board section on our official website.

Title	Name	Professional ability and experience distribution of Directors									
		Leadership and decision-making	Business management	Finance, accounting, and laws	Industry knowledge	Marketing	Business development	Risk management	Environmental Sustainability	Social participation	Supply chain management
Chairman	Liao, Fu-Sen	◆	◆		◆					◆	
Corporate Director	Lee, Yi-Xuan (Collins Co., Ltd.)	◆	◆					◆			
Corporate Director	Chao, Shu-Min (Asia Energy Development Co., Ltd.)	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Corporate Director	Lee, Chung-Liang (Collins Co., Ltd.)	◆	◆					◆			
Independent Director	Chen, Chi-Chang	◆	◆					◆			
Independent Director	Kuo, Hui-Lan	◆	◆	◆				◆			
Independent Director	Tang, Chia-Liang	◆	◆	◆				◆	◆		
Independent Director	Wu, Ching-Sung	◆	◆	◆				◆			

Operation of the Board

In principle, J&V Energy convenes Board meetings once a quarter.

For the content of proposals at Board meetings, please refer to [page 37 of the 2024 annual report](#).

In 2024, a total of **8** general Board meetings and the average attendance rate and **1** extraordinary Board meeting were convened, was **98.41%**

Title	Name	Attendance (presence) in person	Attendance by proxy	Attendance (presence) rate (%)	Remarks
Chairman	Liao, Fu-Sen	9	0	100%	
Corporate Director	Lee, Yi-Xuan (Collins Co., Ltd.)	1	0	100%	Newly appointed on December 25, 2024
Corporate Director	Chao, Shu-Min (Asia Energy Development Co., Ltd.)	9	0	100%	
Corporate Director	Lee, Chung-Liang (Collins Co., Ltd.)	8	0	100%	Stepped down on December 25, 2024
Independent Director	Chen, Chi-Chang	9	0	100%	
Independent Director	Kuo, Hui-Lan	8	0	88.89%	
Independent Director	Tang, Chia-Liang	9	0	100%	
Independent Director	Wu, Ching-Sung	9	0	100%	

Material ESG strategy issues communicated internally by the Board

The Board authorized the senior management to handle economic, environmental, and social issues arising from operating activities, and the handling status shall be reported to the Board when necessary. The Company communicates with Directors via phone call or in person for material proposals of the Company in advance, and arranges Director visits to the management department for a detailed description when necessary. Directors have sufficient mutual communication and have an in-depth understanding of the content of proposals.

In 2024, the Board discussed and resolved a total of

89 proposals



involved policy, economic, environmental, and social issues.

of which **28 proposals**

	Total number of communication cases	Communication event	Communication method and frequency	Communication achievements
Environmental aspect	4	<ul style="list-style-type: none"> Report on the work progress for the introduction of "ISO 14064-1 GHG inventory" and achievements Report on the work progress for the introduction of "ISO 45001 occupational safety and health system standards and ISO 14001 environmental management system" and achievements Establishment of the "biodiversity and zero deforestation policy" of the Company Establishment of the "short-, mid-, and long-term net zero emissions targets" of the Company 	<p>Board report and discussion [Once a year]</p> <p>Board report and discussion [From time to time]</p>	Approved by all attending Directors
Economic/governance aspect	16	<ul style="list-style-type: none"> Report on the work progress for the introduction of the "ISO 9001 quality management system" and achievements Promotion targets for the 2023 Sustainability Report and implementation status Implementation status of sustainable development in 2023 Key planning for sustainable development and promotion targets for the Sustainability Report in 2024 Report on the implementation status of sustainable development in 2024 Proposal for the re-election of Directors Proposal for the nomination and review of Director and Independent Director candidates Proposal for the investment in the equity of "GSSG Solar Taiwan 1 Co., Ltd." Proposal for the acquisition of the 26% equity and creditors' rights of Formosa 2 International Investment Co., Ltd. through the newly established subsidiary Pine Wind Power Co., Ltd. Amendments to the "Corporate Governance Best Practice Principles" of the Company Amendments to the "Articles of Incorporation" of the Company Establishment of the "sustainability information management operations" of the Company Establishment of the "Supplier Code of Conduct" of the Company Establishment of the "taxation policy" of the Company Cancellation of the non-competition restrictions on Directors (including Independent Directors) Proposal for matters related to the acceptance of the nomination of Directors and Independent Director candidates by shareholders for the 2nd extraordinary shareholders' meeting of the Company in 2024 	<p>Board report and discussion [Once a year]</p> <p>Board report and discussion [From time to time]</p>	Approved by all attending Directors
Social aspect	8	<ul style="list-style-type: none"> Proposal for donations by the Company to a related party (CountryEDU Charity Foundation) Proposal for donations by the Company to a related party (Winball Sport Culture and Education Co., Ltd.) Organized an ESOP and deposited bonuses for managers who participated in the ESOP Establishment of the "human rights policy" of the Company Establishment of the "non-discrimination and non-harassment policy" of the Company Establishment of the "environmental safety and health policy" of the Company Establishment of the "privacy and personal data protection policy" of the Company Proposal for the capital increase in cash of the Company via the issuance of new shares for allocation to managers and employees for subscription 	Board discussion [From time to time]	Approved by all attending Directors

Continuing education of Directors

J&V Energy arranges for Directors to participate in continuing education courses, forums, and meetings regarding Directors' professional skills and knowledge, and issues related to sustainable development to improve the professional ability of Directors and the Company in response to operating impacts.

In 2024, Board members participated in a total of

45 hours of continuing education programs and courses.



This included **3 hours** of risk education training.

Title	Name	Training date	Organizer	Continuing education course	Training hours	Total hours
Chairman	Liao, Fu-Sen	2024-09-19	Greater China Financial and Economic Development Association	Corporate Financial Decisions: Behavior Perception	3	6
		2024-10-04	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	
Corporate Director	Lee, Chung-Liang	2024-04-10	Taiwan Academy of Banking and Finance	Corporate Governance and Sustainable Corporate Management Seminar	3	6
		2024-10-04	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	
Corporate Director	Lee, Yi-Xuan	2024-04-10	Taiwan Academy of Banking and Finance	Corporate Governance and Sustainable Corporate Management Seminar	3	6
		2024-08-21	Securities and Futures Institute	Practicing corporate sustainability	3	
Corporate Director	Chao, Shu-Min	2024-08-29	Chung-Hua Institution for Economic Research	Sustainable Finance and Corporate Response under Net Zero Carbon Emission Trends	3	6
		2024-09-30	Taiwan Stock Exchange	Taiwan Capital Market Enhancement Summit	3	
Independent Director	Wu, Ching-Sung	2024-03-06	Securities and Futures Institute	2024 Global Economic Prospects	3	6
		2024-10-18	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	
Independent Director	Kuo, Hui-Lan	2024-03-06	Securities and Futures Institute	2024 Global Economic Prospects	3	6
		2024-10-04	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	
Independent Director	Tang, Chia-Liang	2024-02-26	CPA Associations R.O.C. (Taiwan)	Nature-based Solutions and ESG Corporate Governance of Enterprises	3	9
		2024-10-18	Securities and Futures Institute	Legal Responsibility of Directors and Supervisors for Untrue Financial Statements and Risk Control	3	
		2024-10-18	Securities and Futures Institute	Corporate ESG Governance Cognition and Connotation - Global Net Zero Carbon Emissions Trends and Corporate Responses	3	
Independent Director	Chen, Chi-Chang	2024-02-22	Taiwan Corporate Governance Association	Taxation Management of Intellectual Property Rights from the Perspective of Corporate Governance	3	6
		2024-10-18	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	

Remuneration Structure of Directors and Senior Management

Remuneration of Directors includes cash compensation (fixed), compensation of Directors (variable), and various allowances. The Remuneration Committee refers to the standards within the industry and the personal performance of Directors to serve as the basis to adjust personal remuneration. Except for fixed salaries and pensions, performance bonuses are otherwise calculated based on the achievement of the performance indicators. For the remuneration of Directors, Table of the Range of Remuneration of Directors, and the distribution standards in 2024, please refer to [page 30 of the annual report](#).

The remuneration system of the senior management is proposed and submitted by the Remuneration Committee to the Board and approved by the Board. Except for fixed salaries and pensions, performance bonuses are otherwise calculated based on the achievement of the performance indicators. The retirement system of the senior management is the same as that of other employees. For the salaries of the senior management and the table of range in 2024, please refer to [page 31 of the annual report](#).

Resignation and retirement policy of Directors and senior management

The resignation notice period for Directors and senior management is subject to the regulations of the local government. The calculation method for the number of days of notice and severance pay is no different from that of other employees. Also, apart from the severance pay, no other payments or benefits-in-kind will be distributed to resigned Directors or senior management. Please refer to [page 148 of the 2024 annual report](#).

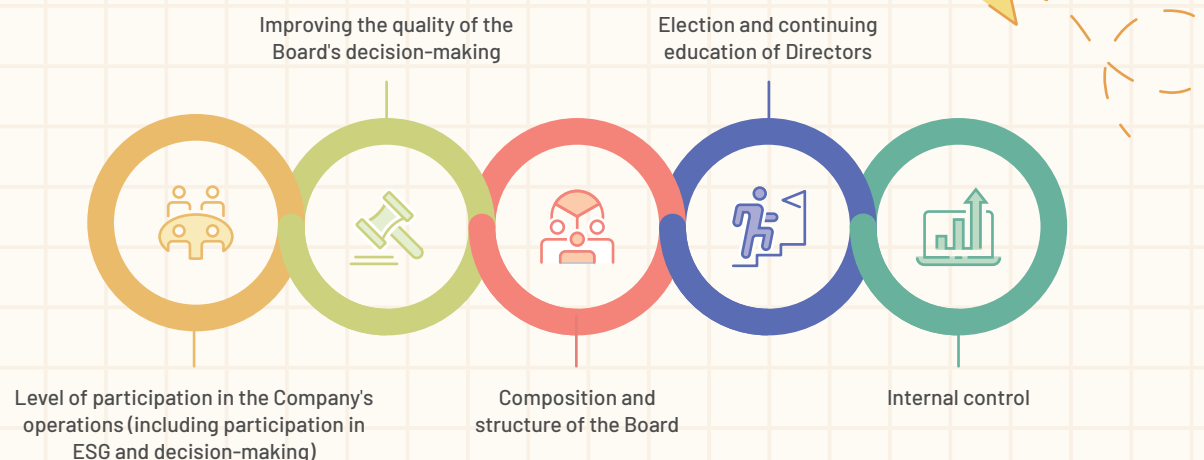
Retract system

To ensure the sustainability and ethical corporate management of the Company, if there is any material risk event or any material inappropriate internal management event that may affect the reputation of the Company, J&V Energy shall comply with its Procedures for Ethical Management and Guidelines for Conduct. If a Director or an employee is punished due to malpractices, the initially approved remuneration or bonuses shall be canceled, and the bonuses collected shall be retrieved according to relevant requirements.

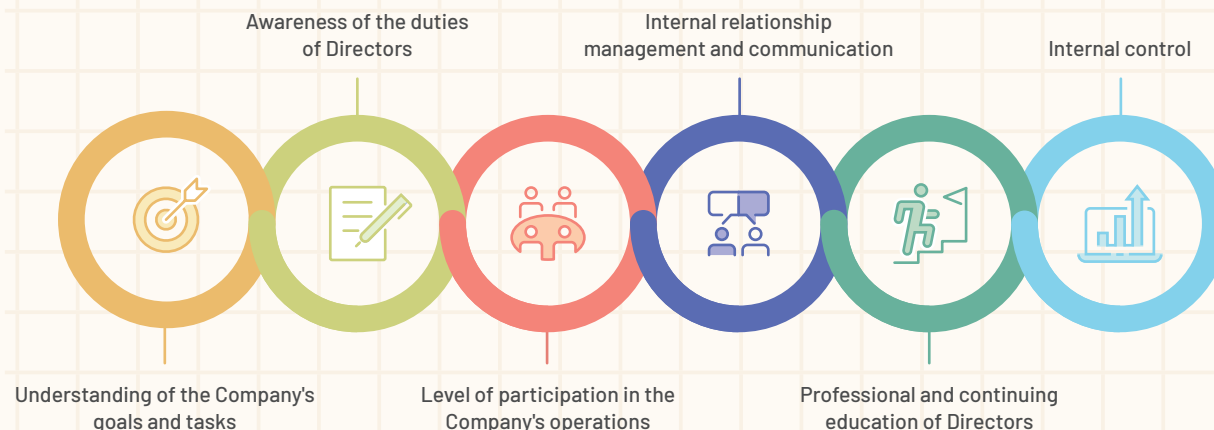
Board Performance Evaluation

In principle, the Company carries out the self-performance evaluation of the Board, functional committees (including the Audit Committee, Remuneration Committee, and Sustainable Development Committee), and individual Board members each year. To further improve the operating performance of the Board and enhance corporate governance, the Company also engages an external professional independent institution or an external team of experts and scholars every three years to carry out the Board performance evaluation to serve as the basis for the Company to reinforce the operations of its Board.

◆ The measurement items of the Board performance evaluation include the following five major aspects:



◆ The measurement items of individual Board members include the following six major aspects:



◆ Implementation status of Board evaluation

Evaluation cycle	Once a year	Once a year	Once every three years
Evaluation date	January 1, 2024 to December 31, 2024	January 1, 2024 to December 31, 2024	January 1, 2024 to December 31, 2024
Evaluation method	Internal self-evaluation	Internal self-evaluation	Engage an external independent third-party institution for evaluation
Evaluation scope	Individual Board members	Audit Committee Remuneration Committee	Overall performance of the Board
Evaluation results	Average of 4.83 (top mark of 5)	Average of 4.68 (top mark of 5)	The Board of the Company regularly convened meetings, Directors actively participated in meetings, and the overall attendance rate of Board members was favorable. The duties of the Chairman and the General Manager were clearly defined. Board members are diversified with different professional backgrounds and genders, and they exert supervisory duties and obligations; however, corporate governance can be further improved through the recommended matters.

◆ Performance evaluation results in 2024:

The internal evaluation results of J&V Energy for the year were excellent, showing that the Board and functional committees have healthy operations, complying with corporate governance requirements. The Company engaged the Taiwan Investor Relations Institute to carry out the performance evaluation of the Board during the year. Online self-evaluation was adopted; on-site interviews with the Chairman, Directors, Independent Directors, and conveners and meeting departments of functional committees were performed; a performance evaluation report was issued.

For the evaluation results of 2024, the Board of the Company regularly convened meetings, Directors actively participated in meetings, and the overall attendance rate of Board members was great. The duties of the Chairman and the General Manager were clearly defined. Board members are diversified with different professional backgrounds and genders, and they exert supervisory duties and obligations; however, corporate governance can be further improved through the recommended matters. The Company has submitted the results of the report to the Board.

Management of conflicts of interest

The Rules of Procedures for Board Meetings and Audit Committee and Remuneration Committee Charters have requirements for recusal due to conflicts of interest. If a Director, his/her spouse, a relative within the second degree of kinship, or a company controlled by or subordinated to the Director has any interest in a proposal, the Director shall describe the interest. If it may harm the Company's benefits, the Director shall not join the discussion and voting, shall recuse himself/herself from discussion and voting, and shall not exercise voting rights on behalf of other Directors. The name of the Director, description of material content, and the recusal status shall be set up in the meeting minutes. Directors and managers shall also complete the annual related party transaction declaration, and the results shall be reported to the Audit Committee. Regarding related party transactions and the cross-shareholding status of Directors, shareholders with control, or other related parties with interests, please refer to [page 6 of the 2024 annual report](#).

In addition, the Company also formulated the Code of Ethical Conduct for different levels of personnel, the Code of Ethical Conduct for Directors and Managers, and the Code of Ethics for employees. The Audit Office shall supervise the implementation of the codes and regularly report to the Board regarding the implementation achievements.

As of the end of 2024, there was **no event** of material conflicts of interest.

Functional Committees

◆ Sustainable Development Committee

J&V Energy Technology Co., Ltd. established its Sustainable Development Committee to serve as the highest internal dedicated department for sustainable development, and the Committee comprises 3 Directors (including 1 Independent Director) and 4 senior managers. It assists the Board in continuously promoting corporate social responsibility and improving corporate governance to realize the purpose of sustainable operations.

The Sustainable Development Committee established the Sustainable Development Best Practice Principles, which were approved by the Board. The Principles specify the rights, responsibilities, and obligations of the Sustainable Development Committee, mainly being responsible for managing, resolving, and supervising the effectiveness of strategies, policies, and implementation for the governance of material ESG issues related to the operations of the Company and the achievement rate of targets, convening at least 2 meetings a year, and regularly reporting to the Board regarding the implementation achievements. In 2024, the Sustainable Development Committee held a total of 2 meetings, and the average attendance rate of members was 100%.

The Committee is required to keep abreast of the global sustainability status and trends, analyze sustainability issues of governance, environment, and society, and combine operating cores, innovative services, and carbon reduction actions to set the strategic sustainability directions and project implementation. The convener of the Committee is responsible for grasping and analyzing the global sustainability pulse, managing sustainability policy goals and specific actions to ensure the promotion and implementation of sustainable development-related work. The Company is committed to achieving the transformation to energy sustainability, aiming to become a sustainable green enterprise and practicing green energy worldwide.

◆ Operation of the Sustainable Development Committee

Committee member	Name	Title	Attendance (presence) in person	Attendance by proxy	Attendance (presence) rate (%)	Remarks
Chairperson	Liao, Fu-Sen	Chairman/Director	2	0	100%	
Convener	Chao, Shu-Min	General Manager/Director	2	0	100%	
Committee member	Tang, Chia-Liang	Independent Director	2	0	100%	
Committee member	Tan, Yu-Xuan	Deputy General Manager	2	0	100%	
Committee member	Chang, Jian-Wei	Chief of Sustainability and spokesperson	2	0	100%	
Committee member	Huang, Chih-Ying	Senior Manager, Accounting Section, Finance and Accounting Department	2	0	100%	
Committee member	Tang, Ya-Sheng	Senior Manager, Green Energy Business Department	1	0	100%	Transferred to Greenet Co., Ltd., a subsidiary of the Group, and resigned from the duty as a member of the Sustainable Development Committee on October 1, 2024; therefore, the attendance (presence) in person was once.
Committee member	Chang, You-Tzu	Senior Manager, Marketing and Sales Department	-	-	-	Newly appointed after the re-election of the Board on December 25, 2024.

◆ Structure of the Sustainable Development Committee

The Sustainable Development Committee of the Company is the highest decision-making center for sustainable corporate development issues, and the “Sustainable Development Office” was established under the Committee with the “CSO” as the representative. The “Environmental Sustainability Team,” “Social Inclusiveness Team,” and “Corporate Governance Team” were established under the Sustainable Development Office to establish a comprehensive sustainable governance structure.




The Sustainable Development Committee includes the sustainable corporate development work in the operating and development directions of the Company and regularly reports to the Board regarding the sustainability promotion plans for the Board to supervise the plans, including submitting the policies and targets, key sustainability plans, performance and achievements to the Board for verification. For the details of sustainability issues for communication, please refer to [Chapter 3.2 “Material ESG strategy issues communicated internally by the Board in 2024.”](#)

◆ Remuneration Committee

The current Remuneration Committee has a total of 3 members who are Independent Directors, complying with the independence required by the regulations, and their term of office is 3 years. The Company has established the Remuneration Committee Charter to specify the powers and obligations of the Remuneration Committee and is responsible for formulating and regularly evaluating the remuneration systems and standards of the abovementioned members. In principle, the Remuneration Committee convenes 2 meetings each year. In 2024, a total of 3 meetings were convened, and the attendance rate of members was 100%.


To improve the remuneration management system for the Company's Directors and managers and protect the rights and interests of investors, the Board approved the establishment of the "Remuneration Committee Charter" in October 2021 in accordance with the provisions of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee" and established the Remuneration Committee, composing of all Independent Directors. Independent Director Chen Chi-Chang is appointed as the convener. The Committee is responsible for examining and evaluating the policies, systems, standards, and structures for the performance evaluation and remuneration of the Company's Directors and managers, as well as the remuneration they received, and submitting their recommendations to the Board for discussion.

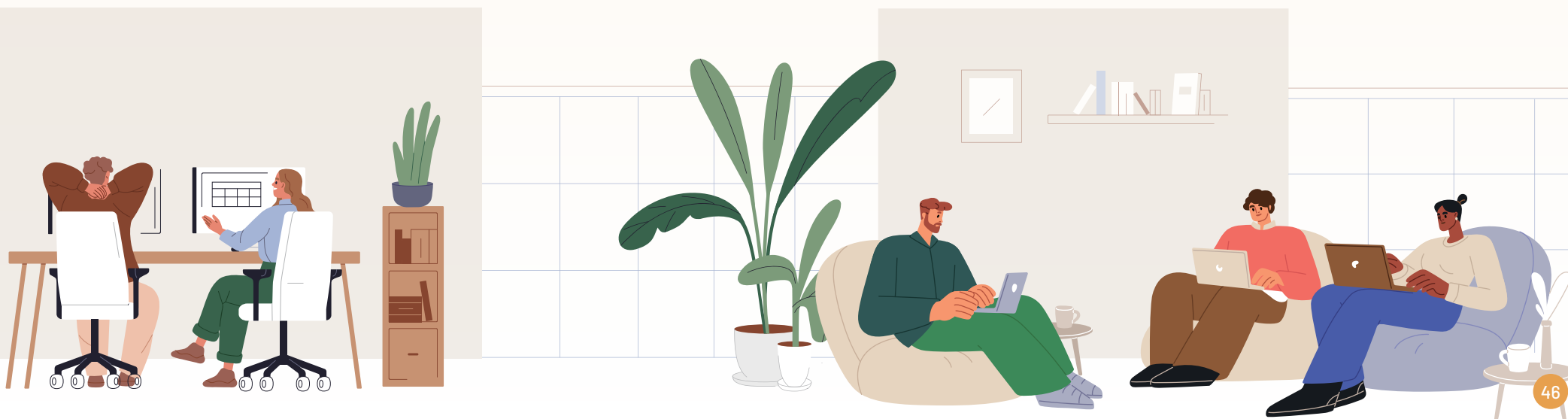
The remuneration of employees and Directors for the year was resolved and approved by the shareholders' meeting on June 24, 2025.

 **Operations of the Remuneration Committee: Page 60 of the 2024 annual report and ["website of J&V Energy - Remuneration Committee"](#).**

◆ Audit Committee

The Audit Committee of the Company comprises 4 Independent Directors with a term of office of 3 years. Its powers include reviewing the financial statements of the Company, supervising the selection and independence of CPAs, establishing or amending the internal control system, and supervising the compliance of internal rules of the Company with relevant regulations. In principle, meetings are convened once every quarter. When necessary, department supervisors, internal auditors, CPAs, and legal consultants may be appointed to present at the meeting for discussion. In 2024, a total of 8 meetings were convened, and the attendance rate of members was 96.88%.

 **Operations of the Audit Committee: Page 41 of the 2024 annual report and ["website of J&V Energy - Audit Committee"](#).**



3.3 Economic Performance

Material Topic Economic performance

Corresponding GRI Indicators

GRI 201 Economic Performance

Importance to J&V Energy

To achieve sustainable corporate operations, we strive to maximize profits and protect the rights and interests of our shareholders. The Company adheres to a policy of environmental sustainability, resource conservation, and sustainable operations to achieve its operating targets and fulfill its sustainability responsibilities.

Positive impact

- Increase operating income, strengthen the company's growing momentum, enhance the investment intentions of shareholders and investors, and create corporate value.
- The national energy policy increased the consumption ratio of renewable energy, which also provides a growth opportunity for the Company in its business performance.

Negative impact

- Operating losses or operating income less than expected may cause a negative corporate image and affect the flexibility of resource allocation.
- Once the consumption ratio of renewable energy in the national energy policy is reduced, the requirements will decrease, resulting in a drop in business performance.



Policy/strategy

The Company adheres to the investment strategy of "powerful cooperation" to join hands with partners in domestic and foreign renewable energy power plant equipment and relevant investment targets related to green energy industries, energy conservation, circular economy, environmental protection, and sustainability. Meanwhile, we reinforce green operations, assist and require suppliers to establish GHG inventory and reduce emissions, and this shall serve as a material basis for the evaluation of the Company's procurement strategy.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- Make deployment for overseas renewable energy markets, with solar power as the priority strategically. Focus on the business opportunities for Taiwanese businesses to establish operations in Southeast Asia, including the installation of rooftop PV facilities.

Mid-term (3 to 5 years)

- Continue to expand overseas and domestic renewable energy businesses and create diverse profit sources.
- Evaluate the business opportunities related to wind power and energy storage in Japan and Southeast Asia and actively seek cooperating partners for the expansion of its business layout to improve the Company's operating income and profit and create the maximum value for shareholders.

Long-term (above 5 years)

- Expand into diverse business models and inject new growth momentum for the operating income of the Company.
- Maintain stable financial performance and continue to increase net profit after tax, earnings per share, and total equity of owners.

Performance in 2024

- In 2024, the consolidated operating income was NT\$3,793,297 thousand, and the consolidated net profit after tax was NT\$1,112,527 thousand.
- The first company in Taiwan to transfer from the TIB to TWSE for trading.
- The Company was selected as the constituent of the MSCI Global Small Cap Indexes and the constituent of Yuanta Taiwan Green Energy Total Return Index.
- The Company established its subsidiaries in the Philippines, Vietnam, and Japan to expand its overseas renewable energy layout.
- Greenet Co., Ltd., a subsidiary in the electricity sales industry of the Company, ranked 1st in market share for the domestic sales of PV RECs.
- Weisheng Envirotech, a water treatment subsidiary of the Company, secured the Taipei City Binjiang Water Resource Reclamation Center Tender Project, and the total amount for the construction and operations was NT\$9.888 billion.

Preventive or Remedial Measures

- The Company regularly prepares its annual budget and regularly convenes meetings of different departments to track, examine, and confirm countermeasures.
- Supervisors of the management level regularly convene operating meetings to formulate the business development strategies and plans of the Company based on the operating status of the Company and the development trends in the market.
- Continue to invest in innovative R&D and explore advantageous products with competitiveness to improve the growth of the Company's operating profit while enhancing its competitive strength in the market.

Economic Value

The departments prepare the annual budget in Q4 each year. The financial department compiles the total sales, production (construction), procurement, salaries, and other budgets or targets, prepares the estimated income statement, balance sheet, and statement of cash flows, and submits them to the General Manager's Office for review. The budget preparation results shall be reported by the Chairman or a representative designated by the Chairman at the Board meeting in Q4 of the year or the first Board meeting in the following year for the Board to resolve for approval.

The financial department shall compile the financial statements for the current period every six months, compare the budgets and operating status of the preceding period, and adjust the budget accordingly based on the operating status. If the adjusted budget after the update has material differences from the initial budget, the updated budget shall be submitted to the Board for discussion to examine the improvement of business policies. The consolidated financial statements of each quarter, the consolidated annual financial statements, and parent company only financial statements of J&V Energy are published on [the Company's website](#) and [MOPS](#).

Annual Report
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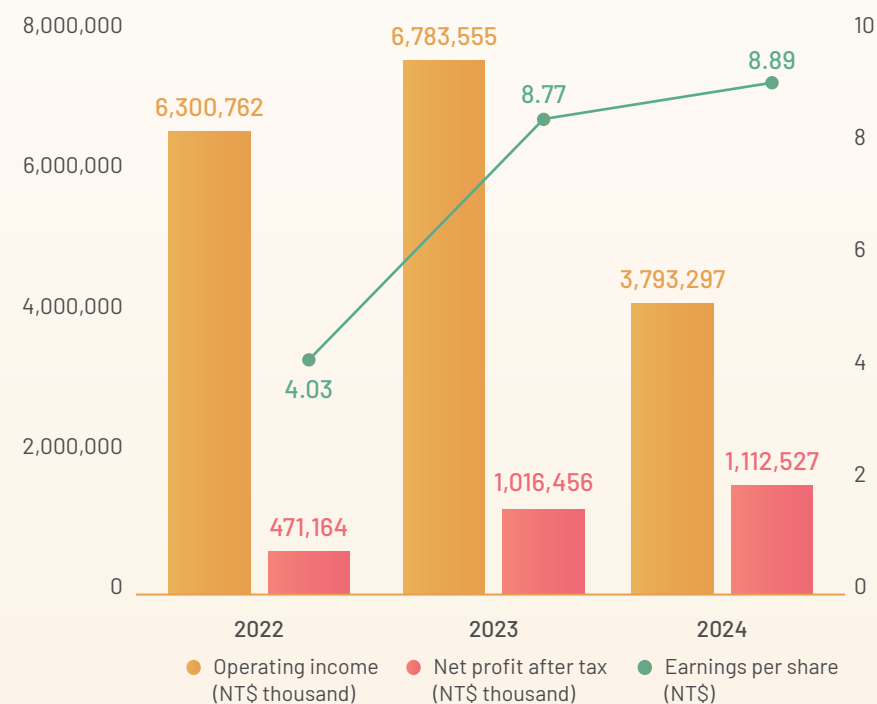


Business Performance

Regarding the summary of 2024, the Company's consolidated operating income was NT\$3,793,297 thousand; the consolidated net profit after tax was NT\$1,112,527 thousand, representing an increase of 9.45% from the preceding year; earnings per share after tax were NT\$8.89 with an annual growth of 1.4%, creating a historical new high. For other financial performance descriptions and analysis, please refer to [page 161 of the annual report](#).

◆ Consolidated Financial Performance of J&V Energy


Item	2022	2023	2024
Operating income (NT\$ thousand)	6,300,762	6,783,555	3,793,297
Profit before tax (NT\$ thousand)	656,798	1,215,486	1,083,307
Net profit after tax (NT\$ thousand)	471,164	1,016,456	1,112,527
Earnings per share (NT\$)	4.03	8.77	8.89
Cash dividends (NT\$/share)	2.00	5.31	5.00
Income tax expenses (NT\$ thousand)	185,634	(199,030)	29,220



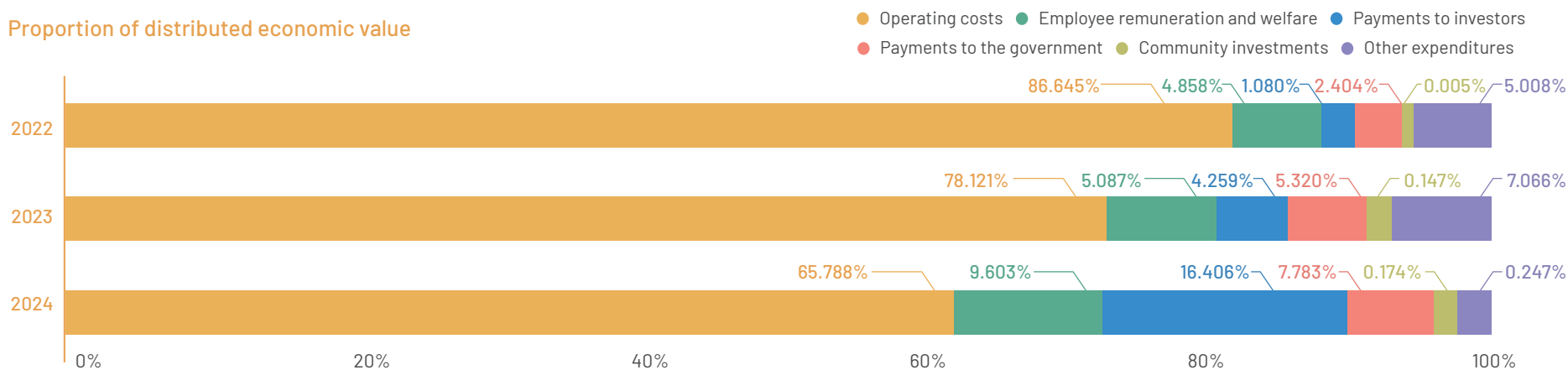
Note: Cash dividends are the distribution amounts resolved under the proposal for earnings distribution for each of the reporting years. The distribution amount for 2024 was resolved and approved by the Board on March 7, 2025.

The Company analyzed its consolidated financial position based on the economic distribution to stakeholders in GRI. The direct economic income (operating income and non-operating income) generated during the year totaled NT\$5,128,028 thousand, and the total distribution amount was NT\$5,034,760 thousand. The top three economic distribution items were operating costs 65.8%, payments to investors 16.4%, and employees' remuneration and welfare 9.6%.

◆ Economic Value Generated and Distributed in the Most Recent Three Years (Unit: NT\$ thousand)

Economic value	Item	2022	2023	2024
 Direct economic income	Net operating income	6,300,762	6,783,555	3,793,297
	Financial investment income	14,593	373,269	1,290,360
	Governmental subsidies obtained	0	0	403
	Other income	26,870	74,119	43,968
Direct economic value generated		6,342,225	7,230,943	5,128,028
 Economic distribution	Operating costs	4,760,553	5,464,395	3,312,244
	Employee remuneration and welfare	266,921	355,831	483,467
	Payments to investors	59,333	297,872	826,016
	Payments to the government	132,103	372,151	391,864
	Community investments	250	10,250	8,746
	Other expenditures	275,163	494,248	12,423
Economic value distributed		5,494,323	6,994,747	5,034,760
Economic value retained		847,902	236,196	93,268

◆ Proportion of distributed economic value



Governmental Subsidies

In 2024, J&V Energy and its subsidiaries obtained governmental subsidies of NT\$117,760 and NT\$285,700, respectively. The nature of such subsidies encompasses multiple programs aimed at facilitating labor development and workplace inclusiveness. Through governmental subsidies and internal resources, we actively improved the employment stability and development opportunities of laborers in various groups and age ranges, demonstrating the Company's commitment to social responsibility and sustainable operations in terms of governance.



Entity	Ratio of equity held by the government (%)	Total governmental subsidies (NT\$)
J&V Energy Technology Co., Ltd.	0	117,760
Nexus Materials, Inc.	0	165,000
Recharge Power Co. Ltd.	0	14,700
Weisheng Envirotech Co., Ltd.	0	106,000
Total		403,460



Investees

Regarding the investment policy of J&V Energy, it established the “Procedures for the Acquisition or Disposal of Assets” by considering the sustainable operations and business growth in accordance with the “Regulations Governing the Acquisition and Disposal of Assets by Public Companies” established by the competent authority to serve as the basis for investees of the Company, beneficial for grasping relevant business and financial status. In addition to improving the supervision and management of investees, the Company has stipulated the supervisory regulations for subsidiaries in its internal control system and has relevant specifications in place for their information disclosure, finance, business, inventory, and financial management, allowing the Company’s investees to exert their maximum effects.



Business nature	Name of investee	Shareholding ratio (%)
Management consultant	JV ASSET MANAGEMENT CO., LTD.	100
Renewable energy sales	GREENET CO., LTD.	100
Energy technology services	Skynergy Co., Ltd.	100
	FU BAO LE HAO ENERGY CO., LTD.	100
	Weway Power Company Limited.	100
	PINE WIND POWER CO., LTD.	100
	SolarX Development Corp.	80
	Phanta Energy Inc.	76
	Victory new energies company limited	60

Business nature	Name of investee	Shareholding ratio (%)
Power generation services	JIN CHENG ENERGY CO., LTD.	100
	CHEN YU ENERGY CO., LTD.	100
	FU DI ENERGY CO., LTD.	100
	KUANG TING ENERGY CO., LTD	100
	XU XIAO POWER CO., LTD.	100
	J&M Power Development Co., Ltd.	100
	Guang Liang Energy Co., Ltd.	100
	Zhu Ri Energy Co., Ltd.	100
	Chuang Jie Energy Co., Ltd.	100
	Rui Neng Energy Co., Ltd.	100
	Zhongneng Energy Co., Ltd.	100
	Yong Ze Energy Co., Ltd.	100
	Guang Hui Energy Co., Ltd.	100
	Jin Jie Energy Co., Ltd.	100
	Jin Hong Energy Co., Ltd.	100
	Diwei Power Co., Ltd.	100
JNV Philippines Renewable Corporation	100	
Energy storage system auxiliary services	Huan Yu Di Yi Co., Ltd.	100
	Yao Heng Lin Co., Ltd.	100
Environmental protection engineering	Yu Wei Power Co., Ltd.	100
	Storm Power Co., Ltd.	100
Manufacturing of recycled plastic products	Recharge Power CO., LTD.	68
	WEISHENG ENVIROTECH CO., LTD	61
	NEXUS MATERIALS, INC.	56

Tax Policy

◆ Tax Policy

The Company complies with the tax laws of countries where its business locations are located and the tax planning guiding principles promulgated by the Organization for Economic Cooperation and Development (OECD), formulates different tax strategies for different taxing countries, formulates reasonable pricing principles based on functions and risks, and fulfills its tax responsibility to achieve the SDGs. The “taxation policy” was established to ensure that the taxation management mechanisms are operating effectively.

The taxation policy of the Company was implemented after being approved by the Board and published on [the Company's website](#).

◆ Taxation Risk Management

Changes in tax laws and regulations may increase the Company's effective tax rate, increase the Company's tax burden, and affect the Company's net profit. To effectively manage taxation risks, the taxation implementation department regularly reviews the tax regulation development of countries where our sites are located, identifies potential taxation risks, and reports them to the Board to discuss and formulate countermeasures. When new operating activities or trading acts occur, potential taxation effects are also evaluated in advance to formulate optimal taxation strategies.

◆ Whistleblowing System

The Company has established internal independent complaint channels. If an employee or external stakeholder discovers unethical or illegal taxation acts or systems that may harm the Company's taxation credibility, he/she may file a complaint, and the taxation governance department will handle it. There was no unethical or illegal taxation act during the year.

◆ Stakeholder Communication

The Company refers to the regulations and interpretation letters/orders announced by the competent authorities or news to formulate its taxation strategies, regularly participates in taxation lectures or courses organized by taxation authorities in different places, updates the latest regulation information, and regularly discusses with CPAs regarding the probability of impacts of tax regulations on the Company in the future. If regulations require taxation policies that shall be reviewed by the competent authority in advance or the application of tax discount items, the Company obtains approval from the competent authority according to the requirements of the regulations.

The income tax of J&V Energy was audited and certified by an external accounting firm so as to ensure that the Company pays reasonable taxes locally. It also cooperated with the taxation investigations of national tax bureaus at different places and provided taxation supplementary descriptions and relevant documents based on the requirements of the competent authority. The [financial statements](#) and [annual report](#) for 2024 are disclosed on the Company's website.



3.4 Ethical Corporate Management

Material Topic Ethical corporate management

Corresponding GRI Indicators

GRI 205
Anti-corruption

Importance to J&V Energy

Ethical corporate management is the fundamental standard for corporate management, which involves preventing and managing events that may occur to achieve management targets and enhance stakeholders' expectations.

J&V Energy will continue to focus on domestic and foreign laws and regulations that may impact the Company's economy, environment, and business, and spare no effort in implementing regulatory requirements, making constant improvements, and enhancing its management to maintain the sustainable development of the Company.

Positive impact

- Complying with national regulations can avoid direct costs generated from punishments or litigation. The Company also strictly adheres to policies related to fair trade and anti-corruption, protecting its reputation, upholding the upright management image of the Company, facilitating business development, enhancing customer trust and loyalty, increasing brand value, and improving market competitiveness.

Negative impact

- If any illegal event occurs, the competent authority will impose punishments, which will result in a decrease in corporate competitiveness and affect financial development and corporate brand value.
- Affect the comprehensiveness of corporate governance and cause a drop in credibility and stock prices, resulting in the loss of upstream suppliers, potential customers, and investors.



Policy/strategy

Environmental aspect

Comply with relevant laws and regulations established by central and local governments. Focus on reducing GHG emissions, continue to improve and advance, and strive to enhance energy efficiency to reinforce environmental quality and protect natural environments, thereby achieving sustainable operations.

Social and economic aspects

The Company requires employees and partners to comply with regulations and social ethics. It has formulated the "Ethical Corporate Management Best Practice Principles," established relevant procedures and guidelines for conduct," included them in the employee performance evaluation and human resources policy, and set up an accurate and effective reward, punishment, and complaint system. There is an internal audit department in place that is independent and dedicated to conducting regular and ad hoc business and financial audits to measure the effectiveness and efficiency of operations and ensure the Company's compliance with relevant laws. We established the corporate governance system with relevant regulations of the government and ethics as the basis and duly comply with relevant laws and regulations and relevant rules of the Company.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- The Audit Office regularly reports at the Board meeting regarding the "operating status of ethical corporate management" and makes examinations and follow-ups each quarter.
- Maintain ethical behavior promotion for 100% of new employees.

Mid-term (3 to 5 years)

- Continue to require new suppliers to commit to ethical transactions and implement them in supplier evaluations.

Long-term (above 5 years)

- Continue to implement ethical corporate management principles and prevent any form of malpractices or violations of ethical corporate management.
- Duly comply with relevant management laws and regulations of the competent authority, actively implement in accordance with the development of policies, laws, and regulations of the competent authority, and comply with laws and regulations to achieve the targets of ethical corporate management and sustainable operations.
- Continue to strengthen complaint channels and the confidentiality of information on complainants.

Performance in 2024

Environmental aspect

- There was no violation of environmental protection laws or regulations.

Social and economic aspects

- The Company has not violated the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, Corporate Governance Best Practice Principles, or Sustainable Development Best Practice Principles.
- There was no relevant complaint case or punishment imposed by the Taiwan Stock Exchange.
- There was no invasion of customer privacy or data leakage.
- There was no violation of occupational safety and health regulations.
- Continue to require new suppliers to commit to ethical transactions and implement them in supplier evaluations.
- Maintain the implementation of ethical behavior promotion for 100% of new employees.
- Disclose the implementation status of ethical operations on the Company's website and report to the Board at least once a year.

Preventive or Remedial Measures

- The Company has established an effective accounting system and an internal control system. Audit personnel also carry out compliance audits for the abovementioned systems from time to time.
- Grasp the latest development of laws and regulations, have real-time conveyance and communication, amend internal rules adapting to the times, and update the amendments to material rules in a timely manner to ensure that the new businesses of the Company comply with laws and regulations.

Ethical Corporate Management Specifications

Upholding the concept of ethical corporate management, J&V Energy has complied with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to formulate its “Corporate Governance Best Practice Principles,” “Procedures for Ethical Management and Guidelines for Conduct,” “Ethical Corporate Management Best Practice Principles,” and “Code of Ethical Conduct” and established comprehensive corporate governance regulations and organizational structure to clearly divide the responsibilities of each department to protect the rights and interests of shareholders and stakeholders, strengthen the functions of the Board, and improve information transparency and other relevant regulations. For detailed information, please refer to [the Company's website](#).

The Board discussed and approved the “Ethical Corporate Management Best Practice Principles” on January 12, 2023, and established the “Procedures for Ethical Management and Guidelines for Conduct.” The content specified covers anti-corruption and bribery, information confidentiality, handling conflicts of interest, money laundering, insider trading and the whistleblowing system for violations. The Taipei Headquarters of the Company is where the risk of corruption is assessed, and both the management and employees value ethical corporate management. The Company regularly analyzes and assesses the risk of unethical behaviors within its scope, and a specific whistleblowing system has been established in accordance with the Company's regulations. Additionally, a whistleblowing email has been set up for employees and external stakeholders to report unethical behaviors, enabling ethical corporate management and legal compliance.

J&V Energy engages in business activities based on the principles of fairness, honesty, trustworthiness and transparency and adopts a zero-tolerance attitude toward corruption and bribery. To implement ethical corporate management and actively prevent illegal acts, the Company established its “Ethical Corporate Management Best-Practice Principles” and “Code of Ethical Conduct” according to the law to specify matters of notice for personnel of the Company when conducting business. All employees shall exert the care of a good administrator, implement loyalty obligations, and comply with the Company's ethical principles when conducting business. All employees are also required to sign the statement for the code of conduct and ethical specifications to prevent the occurrence of unethical behaviors, realizing the principle of integrity and ethical corporate management.

To enhance the implementation of the ethical corporate management system, the Audit Office has been designated as the dedicated unit responsible for promoting ethical corporate management, and it is subordinated to the Board. The Audit Office establishes the Ethical Corporate Management Best Practice Principles and relevant rules of the Company according to the regulatory system, assists the Board and management in auditing and evaluating whether the preventive measures of the ethical corporate management policy are working effectively, regularly reports to the Board about relevant operations and supervising status once a year, and periodically promotes Ethical Corporate Management Best Practice Principles and ethical behavior specifications on a yearly basis. There is a whistleblowing hotline in place, and the Company strictly protects whistleblowers. If the reported matter is verified as investigated, punishments will be imposed according to the Company's reward and punishment regulations.

The Company **did not receive** any whistleblowing notices in 2024, and there was **no evidence** of corruption, bribery, money laundering, or insider trading.

◆ Whistleblowing/ Complaint Channels

Acceptance unit Audit Office

Whistleblowing hotline (02)2657-0355 #2315

E-mail ia@jv-holding.com

Internal Audit

According to the law, J&V Energy has established an “Audit Office” as an independent unit that is directly reporting to the Board. In addition to reporting at regular meetings of the Board, it shall report to the Chairman and Audit Committee quarterly or when necessary. The internal audit regulations specify that the internal audit shall review the internal control of the Company's operating procedures and report whether the design and actual daily operation of such control are appropriate with achievements and efficiency; the review scope covers all units, operations, and subsidiaries of the Company.

The Company's audit work is mainly carried out in accordance with the audit plan approved by the Board. The audit plan is formulated based on the identified risks, and the project audit or review is otherwise implemented subject to the requirements. By integrating the execution of the general audits and projects mentioned above, the internal audit provides management with objective confirmation and insights into the operation of the internal control system, as well as another channel for management to understand existing or potential control weaknesses, enabling them to respond in a timely manner.

The internal audit reviews the self-inspections performed by each unit and all subsidiaries of the Company, including checking whether the inspections have been implemented and reviewing the documents to ensure the quality of implementation; it compiles the self-inspection results and reports them to the Audit Committee and the Board.

Legal Compliance

◆ Historical Violation Records of J&V Energy

Year	Type	Number of cases	Total punishment amount (NT\$)
2024	-	0	0
2023	Regulations of the Ministry of Environment	2	106,000
	Regulations of the Ministry of Labor	2	30,000

The criteria for determining major violations by J&V Energy are as follows:

- Causing major damage to or influence on the Company.
- Work suspension, closing down, business suspension, and abolishment or cancellation of relevant licenses under the government's order.
- The cumulative amount of fines for a single incident is NT\$1 million or above.


As of 2024, J&V Energy

did not violate anti-competitive behaviors, antitrust, monopoly, litigation, or ethical corporate governance, nor did it have any material violations.

We will continue to comply with relevant laws to minimize potential risks and avoid the occurrence of negative events.



In 2024, subsidiaries reported a total of 10 punishment cases. The number of violations of regulations during the year, the punishment content, violation matters, and improvement measures are described as follows. J&V Energy will enhance its business management and supervisory system for subsidiaries, requiring subsidiaries to implement necessary improvement measures for matters of violation. The company will also improve employee education and training, and duly implement and reinforce preventive systems to mitigate the potential impacts of violations on the Group or projects, thereby achieving the target of sustainable corporate management.

Type	Subsidiary	Description of the violation reason	Disposition content	Improvement measures
 Environmental regulations	WEISHENG	Violated paragraph 1, Article 7 of the Water Pollution Control Act and Article 2 of the Effluent Standards: The ammonium nitrogen concentration in the effluent did not comply with the Effluent Standards.	A fine of NT\$84,000 and 2 hours of environmental lectures were imposed	Completed the improvement according to the requirements on December 13, 2024; improved daily management and enhanced employee education and training.
	WEISHENG	Violated paragraph 2, Article 23 of the Air Pollution Control Act and Articles 7, 8, 11, and 16 of the Management Regulations for Construction Project Air Pollution Control Facilities: Failed to inhibit dust according to the requirements during the construction period.	A fine of NT\$34,455 and 2 hours of environmental lectures were imposed	Paid the fine and participated in the 2 hours of environmental lectures before December 7, 2024.
	WEISHENG	Violated paragraph 1, Article 7 of the Water Pollution Control Act: The total suspended solids (TSS) was 53mg/L, exceeding the Effluent Standards.	A fine of NT\$77,000 and 2 hours of environmental lectures were imposed	Passed the re-testing on December 19, 2024.
	WEISHENG	Violated paragraph 1, Article 7 of the Water Pollution Control Act: The total suspended solids (TSS) was 53mg/L, exceeding the Effluent Standards.	A fine of NT\$60,000 was imposed	Passed the re-testing on December 19, 2024.

Type	Subsidiary	Description of the violation reason	Disposition content	Improvement measures
 Social regulations	WEISHENG	Violated paragraph 1, Article 6 and subparagraph 2, Article 43 of the Occupational Safety and Health Act: The side of the grinding wheel of a grinder for cutting is not covered with a removable shield, and there is no plate set up for the shield.	A fine of NT\$40,000 was imposed	Completed the improvement according to the requirements on April 3, 2024; improved daily management and enhanced employee education and training.
	WEISHENG	Violated paragraph 1, Article 6 and subparagraph 2, Article 43 of the Occupational Safety and Health Act: The opening of a labor venue has a distance of 8.7m to the basement, and no safe falling protective measures for laborers were adopted.	A fine of NT\$60,000 was imposed	Completed the improvement according to the requirements on March 11, 2024; improved daily management and enhanced employee education and training.
 Governance and economy	RECHARGE POWER	Violated subparagraph 2, Article 114 of the Income Tax Act: Overdue non-resident withholding filing.	A fine of NT\$9,976 was imposed	Improved daily control, enhanced employee training, and optimized the filing process to ensure that the filing can be completed in time according to the requirements to maintain legal compliance and stable operations.
	RECHARGE POWER	Violated subparagraph 3, Article 114 of the Income Tax Act: Overdue dividend statement filing.	A fine of NT\$15,000 was imposed	Improved daily control, enhanced employee training, and optimized the filing process to ensure that the filing can be completed in time according to the requirements to maintain legal compliance and stable operations.
	JIN CHENG ENERGY	Violated Article 34 of the Business Tax Act, Article 21 of the Regulations for the Management of Profit-Seeking Enterprise Accounting Books and Certificates by Tax Authorities, and Article 44 of the Tax Collection Act: Failed to obtain input documentary evidence according to the law.	A fine of NT\$79,956 was imposed	Examined and optimized the internal audit and certificate management process. In the future, we will improve daily control to ensure that the accounting operations comply with regulatory requirements, maintaining legal compliance and operational stability.
	XU XIAO POWER	Violated subparagraph 1, Article 102 and subparagraph 3, Article 114 of the Income Tax Act: Failed to file the dividend statement according to the law.	A fine of NT\$15,000 was imposed	Improved daily control, enhanced employee training, and optimized the filing process to ensure that the filing can be completed in time according to the requirements to maintain legal compliance and stable operations.

3.5 Risk Management

Risk Management Policies and Procedures

The Company pays attention to risk management in all aspects of operation, focuses on the development of the green energy industry, and attaches great importance to compliance with relevant regulations. To strengthen corporate governance and achieve sustainable corporate operation and development, the Board approved and established the "risk management policy" on December 27, 2022 to achieve stable and sustainable corporate operation.

Risk Management Organizational Structure

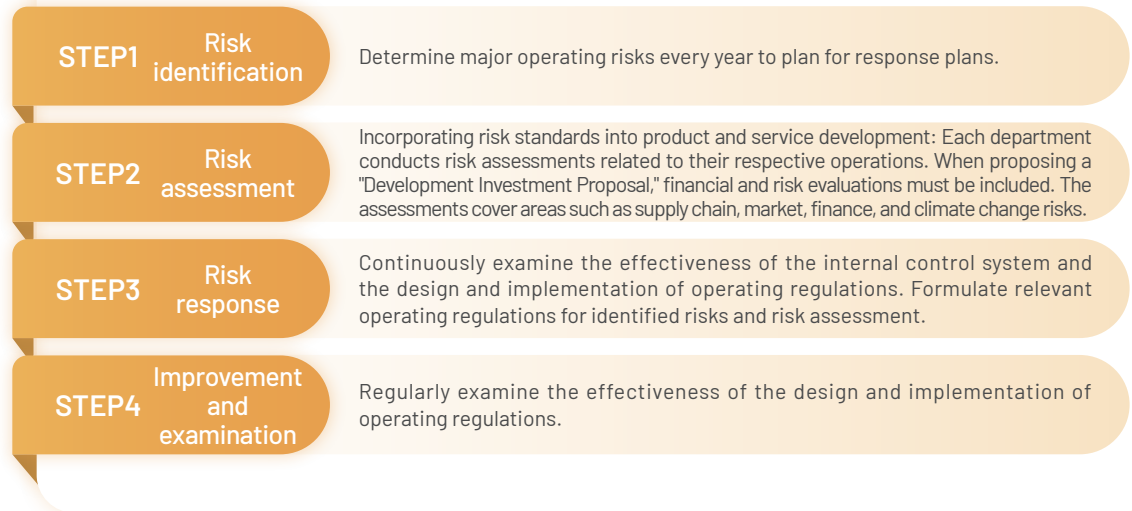
Regarding the Company's risk management organization, the Board is the highest risk management unit of the Company. Legal compliance and the implementation of overall risk management within the Company are key targets to effectively understand the risks faced by operations and ensure the effectiveness of risk management.



Supervisors of different departments jointly promote risk management plans and implementation; the main duties are as follows:

- 01** Formulate the risk management policy and relevant regulations and submit them to the Board.
- 02** Establish the Company's risk management operation mechanism, examine its implementation performance, and make corresponding improvements.
- 03** Assist and monitor each unit in risk management operations and the effective implementation of internal control procedures.

◆ Risk Management Process



Risk Identification and Countermeasures

Allow effective corporate risk management that helps improve the foundation of corporate operating resilience. The Audit Office establishes the annual audit plan based on the risk assessment each year, and the audit items are implemented after being approved by the Board to supervise the risk implementation status of the Company. It reviews the self-assessment reports of departments and subsidiaries to serve as the basis for the Board to issue the Statement of Internal Control System.

Regarding the requirements for risk management of ISO standards (including ISO 9001 quality management system, ISO 14001 environmental management system, and ISO 45001 occupational safety and health management system), the responsible department also plans for the annual audit plan to regularly organize internal audits to assess the compliance and effectiveness of the implementation of the risk management process. Except for examining and improving deficiencies found in the audits, the root causes are also analyzed in the hope of addressing the issue at the source. In 2024, deficiencies found in the internal risk management audits were improved.

◆ Risk Management Regulations of J&V Energy

Risk type	Responsible unit	Risk control approach
Supply chain risk	Procurement Department Construction Management Department	<ol style="list-style-type: none"> 1. Except for evaluating whether a supplier is qualified for construction contracting, the Company also seeks other qualified suppliers as a backup to prevent an insufficient supply. 2. Monitor the fluctuation of raw material prices, plan for hedging plans, and formulate procurement strategies.
Market risk	Business Strategy Department Investment Research Department	<ol style="list-style-type: none"> 1. Keeping abreast of national renewable energy policies at all times is beneficial for the business development of the Company. Once the policies change, it may cause a certain level of impact on business expansion. The Company makes diverse investments in various renewable energy sources to achieve the effects of risk dispersion. 2. Continue to analyze energy policies, optimize and improve.
Financial risk	Finance and Accounting Department Investment Research Department	<ol style="list-style-type: none"> 1. Appoint dedicated personnel to be responsible for the receipt/payment, preservation, and supervision to avoid the loss of cash and notes. 2. For the formulation and selection of various investment plans, evaluate the investment targets and possible future benefits and risks in detail before making investments to avoid causing material losses to the Company. 3. The acquisition or disposal conditions and prices of various investments shall be duly evaluated and approved by the supervisor of the responsible department.
Human resource risk	General Operation Department (Human Resources Team)	<ol style="list-style-type: none"> 1. The Company organizes diverse education and training courses to improve employees' ethics and morality and continue to improve professional skills, serving as the channels for talent succession. 2. By cultivating management positions, we allow the distribution among different age ranges to avoid a fault phenomenon.
Climate change risk	Sustainable Development Office	<p>The Company has otherwise established its climate change governance structure. For relevant authorities and responsibilities, please refer to 4.1 Climate Change Risks and Opportunities for details.</p> <ol style="list-style-type: none"> 1. With reference to the TCFD framework, J&V Energy has included climate change risk issues into its risk management system step by step. Each unit evaluates the potential operational and financial impacts of "climate ecology" risks on the Company based on its business attributes and establishes relevant response strategies to enhance the organization's climate resilience. 2. With reference to the TCFD framework and guidelines, J&V Energy categorizes climate change risks into transition risks and physical risks, separating them by policy, regulation, technology, market, and reputation for transition risks, and by immediacy and chronicity for physical risks. 3. The risk assessment operation is implemented at least once a year in principle, and it covers existing business locations.
Cybersecurity risk	General Operation Department (Information Team)	<p>We have established an information security policy and regularly assess the implementation status and risks to strengthen cybersecurity management and ensure the confidentiality, completeness, and availability of information assets, thereby providing an information environment that supports the business continuity of the Company and mitigates internal/external intentional or accidental threats.</p> <p>The relevant risk management measures are as follows:</p> <ol style="list-style-type: none"> 1. Use Office 365 Defender 2 to filter malicious e-mail, spam, and phishing e-mails. 2. Enable MFA two-factor authentication to enhance account security and confirm the validity of identities. 3. Arrange information security education and training courses to raise employees' information security awareness. 4. Use SentinelOne, an anti-virus software, to filter and block malware. 5. Adopt the AI information security event analysis system to judge the network behaviors of the Company's internal employees through AI. 6. Use the Nessus system vulnerability scanning, system configuration audit, and asset compliance detection tools to scan the vulnerabilities of internal virtual servers to enhance server security.

3.6 Information Security

Information Security Management Policy

The Information Team under the General Operation Department is responsible for the planning, implementation, supervision, and improvement of information security management, establishing relevant management regulations and handling standards for observation and disposals, and setting up layers of control and protective mechanisms for system servers, operating systems, and network systems to prevent abnormal disasters, data damages, and theft of confidentiality. If any information security incident occurs, the Company also has an information security incident emergency response plan in place to ensure that the Company can rapidly resume its normal operations after a malicious attack by hackers. J&V Energy effectively controls the risk of corporate information systems and maintains the normal operation of the Company through early prevention. The Information Team under the General Operation Department will adjust the information security policy subject to the circumstances, and the detailed content is disclosed on [the Company's website](#).

Personal Data Protection Policy

The Company is committed to respecting personal privacy and complying with the Personal Data Protection Act, the Enforcement Rules of the Personal Data Protection Act, and related legal requirements. To ensure the implementation of a robust personal data protection management system, continuous improvement of personal data management processes, and adoption of secure confidentiality measures, the Company has established this Privacy and Personal Data Protection Policy. The Privacy and Personal Data Protection Policy of the Company was implemented after being approved by the Board and published on [the Company's website](#).

For machine rooms, network equipment, network connection, and personal information equipment, the Company introduced relevant measures as follows:

1. Next-Generation Firewall (NGFW): Restrict and regulate external invasion based on the Company's requirements, monitor data reports, design the internal connection rules based on the organizational structure, and limit the network connection level to reduce abnormal internal connections.
2. Microsoft Defender for Endpoint 2: Carry out endpoint protection and threat detection for the computers of all employees to avoid Trojans or backdoor attacks.
3. SentinelOne (antivirus software): Carry out automatic detection and automatic updates of virus patterns and isolate blackmailing viruses and abnormal programs for PCs of all employees, all servers and virtual machines to minimize the chance of virus infection.
4. Darktrace (information security incident analysis system): Allow real-time network threat detection for the intranet of the Company, carry out analysis via AI, and track intranet incidents. When encountering malicious attacks, review the past network data packet records based on the point in time to gather more details and evidence.
5. Nessus (system vulnerability screening): Vulnerability screening is implemented once a quarter for the servers, mainframes, network equipment, and audio equipment of the Company to confirm whether the mainframes have any information security loopholes.
6. Multi-factor authentication (MFA): All employees are required to initiate the use of MFA to ensure that their accounts are free of risks of unauthorized access.
7. Data loss protection (DLP): Identify the Company's network, assist in preventing unsafe or inappropriate sharing, transmission, or use of sensitive data, and identify material data in the network environment for classification to avoid the leakage of confidential data so as to ensure data security.

Information Security Management System

To realize the effectiveness of the information security and customer privacy system, the Company referred to the Cyber Security Framework (CSF) formulated by the NIST to establish its information security management process; the scope of application includes all employees, suppliers, visitors, and contracted service companies of the Company, and they shall comply with the process.

Identify

Understand the Company's environment, critical resources, and services. Conduct risk assessments and implement risk management strategies that are aligned with daily operations.

Protect

Plan and execute defense mechanisms to ensure critical resources and services are safeguarded from cybersecurity incidents.

Detect

Develop real-time mechanisms to detect and alert network security incidents. Regularly update systems and antivirus software definitions.

Respond

Establish efficient internal and external communication channels to handle cybersecurity incidents, including investigation, forensics, and improvement plans.

Recover

Develop data backup plans to restore normal operations in the shortest possible time.

Training

Continuously enhance the information security awareness of internal staff.

In response to the ever-changing technology attacks (i.e., malicious phishing attacks, DDoS, APT, social engineering attacks, and backdoor attacks), the Company has formulated its information security policy and Regulations for Cybersecurity Incident Reporting and Response to ensure the implementation of information security, regularly organizes information security meetings to evaluate and measure the effectiveness of the Company's information security policy, and provides feedback to information security supervisor and General Manager for further follow-ups and improvements.

Apart from implementing the protection of employees' personal data, the Company's confidential data, and customer data, the Company also purchased electronic equipment insurance (EEI) to minimize the losses and impacts resulting from business interruption and ensure the protection of customers in the use of information services and that their personal data are secured.

◆ Information Security and Privacy Protection Education and Training

The Company regularly organizes information security management education and training, including password change education and training, information security literacy training, social engineering drills, MFA education and training, information security education and training for new employees, and other training courses or promotion to ensure that employees and suppliers can fully understand information security-related issues and jointly protect the Company's information security.

◆ Achievements of Information Security and Privacy Protection Education and Training

Information security education and training	Training targets	Frequency	Training content	Implementation achievements in 2024
Password change education and training	All employees	Once a year One hour of course time	<p>Password change operating instructions Ensure that employees are familiar with the password change process through demonstration and operating instructions.</p> <p>Password setting specifications According to the "information security policy" of the Company, the passwords are required to be changed once every half-year, and the following setting principles shall be observed.</p> <ul style="list-style-type: none"> • Password length: At least 12 digits • Combination: The passwords shall include uppercase and lowercase letters, numbers, and at least one special symbol. • Safety specification: The passwords shall not be too similar to the previous passwords and shall not be the same as personal e-mails. 	<ul style="list-style-type: none"> • Participation rate: All employees completed the password change education and training, and the participation rate reached 100%. • Regular change rate: Employees implement password changes according to the specifications, and the change rate of all employees reached 100%.
Information literacy training	All employees	Twice a year One hour of course time	<p>Kevin Mitnick Security Awareness Training (online course) Training content: Basic information security training course for common malicious tactics, network phishing, and account security.</p> <p>Security Awareness Proficiency Assessment Training content:</p> <ul style="list-style-type: none"> • E-mail security and prevention awareness • Incident reporting process • Network use and mobile device security • Password management and authentication • Social media privacy protection • Mobile device security • Evaluate the level of comprehension of employees in terms of information security-related knowledge and carry out focused improvements and enhancements based on the results of the assessment. 	<p>First half of 2024</p> <ul style="list-style-type: none"> • Video training: 122 employees completed the video training and pop quiz in time, and the completion rate reached 100%. • Security Awareness Proficiency Assessment: 122 employees completed the assessment, and the qualification rate reached 100%. <p>Second half of 2024</p> <ul style="list-style-type: none"> • Video training: 123 employees completed the video training and pop quiz in time, and the completion rate reached 100%. • Security Awareness Proficiency Assessment: 123 employees completed the assessment, and the qualification rate reached 100%.

Information security education and training	Training targets	Frequency	Training content	Implementation achievements in 2024
Social engineering drills	All employees	Twice a year At least 1 hour each time	<p>Simulated phishing mail drills Simulate phishing mail based on actual cases to test the identification ability of employees regarding malicious mail during daily work.</p> <p>Prevention and response training For employees who clicked on phishing emails during the drills, we arrange additional information security training to further educate employees on how to identify the characteristics of phishing emails and accurately deal with suspicious emails. Targets of drills:</p> <ul style="list-style-type: none"> Minimize the potential risk of phishing attacks on the Company's information security. Improve the active defense awareness and response ability of employees when facing social engineering drills. 	<p>First half of 2024</p> <ul style="list-style-type: none"> 122 persons participated in the simulated phishing drills, and a total of 15 employees clicked on the phishing mail; the clicking rate was 12%. For employees who clicked on phishing emails, we arranged additional information security education and training. <p>Second half of 2024</p> <ul style="list-style-type: none"> 123 persons participated in the simulated phishing drills, and a total of 12 employees clicked on phishing emails; the clicking rate was 9.75%. For employees who clicked on phishing emails, we arranged additional information security education and training.
MFA education and training	All employees	Twice a year One hour of course time	<p>Demonstrate and provide guidance on MFA settings and operation, and ensure each employee is able to initiate the use and familiarize himself/herself with the process.</p> <p>Describe MFA Improve information security through MFA (i.e., account and passwords + one-time verification code) to effectively reduce the risks of unauthorized access to accounts.</p>	<ul style="list-style-type: none"> Participation rate: All employees participated in and completed the MFA education and training, and the participation rate reached 100%.
Information security education and training for new employees	New employees	When new employees report to work	<p>Use instructions for the internal basic information equipment and systems of the Company</p> <ul style="list-style-type: none"> Instruction of the telephone system Meeting room reservation VPN settings <p>Account and password setting and management specifications</p> <ul style="list-style-type: none"> Initiation of the use of MFA to improve the security level of accounts. Inform new employees of the requirement to change passwords every 180 days, emphasize the importance of account and password protection, and explain the necessity to regularly change passwords and the operating process. <p>Non-disclosure agreements (NDA)</p> <ul style="list-style-type: none"> Protection of confidential information Informing of confidential information Use conditions for confidential information NDA 	All new employees completed information security education and training and signed the NDA after completion.

◆ Information Security Incident

For the response and handling of information security incidents, the Company has established its Regulations for Cybersecurity Incident Reporting and Response. If any information security incident occurs, personnel of the Information Team are responsible for receiving reports and shall eliminate and resolve the incident within the target handling time. After completing the handling of the incident, they shall conduct an examination and analysis and propose corrective measures to prevent the incident from recurring. In 2024, the Company did not receive any complaints about information security events from the competent authority or any third party.

3.7 Industry Supply Chain

Industry Overview

Countries worldwide are actively responding to climate change and accelerating the green energy transition. Taiwan also followed the trend, establishing a target to achieve carbon neutrality by 2050, planning key indicators for energy transition by 2025, and adopting the development of renewable energy and the implementation of a nuclear-free homeland as core policy directions.

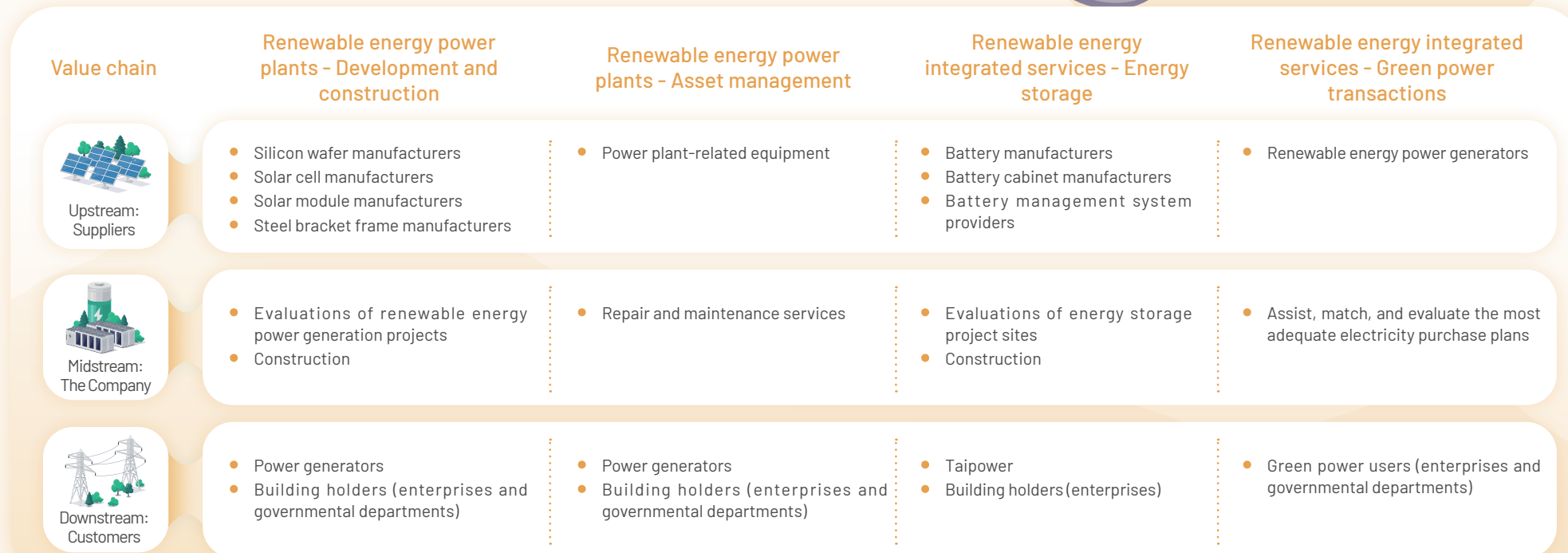
As an integrated service group committed to the circular economy and sustainable development, J&V Energy's businesses encompass the development and investment in renewable energy project sites, construction, energy storage technology, green power trading, and other related fields. We actively assist various industries in adopting clean, green energy, providing integrated services, and collaborating with partners in the value chain to jointly promote environmental sustainability and create a low-carbon homeland.

The Company is in the midstream of the green energy and environmental protection industry. It provides the development, investment, establishment, repair and maintenance of renewable energy power plants and multiple green energy integration services. As compared to 2023, the Company's industry, upstream suppliers, downstream customers, and other business relations have no significant changes.



Supply Chain Structure

◆ Value Chain of J&V Energy



Procurement Strategy

To strengthen its partnership with suppliers, J&V Energy actively promotes supply chain localization and local procurement strategies, aiming to reduce reliance on foreign suppliers and focus primarily on domestic procurement. Cooperation with local suppliers facilitates the stable growth of domestic suppliers, reduces transportation distance, carbon emissions of raw materials, and the carbon footprint and environmental impact.

J&V Energy actively adopts local suppliers for equipment, supplies, labor services, and construction contracting. In 2024, we cooperated with a total of 87 suppliers, mainly from Taiwan, with local procurement accounting for 100%.



◆ The number of suppliers and the proportion of procurements made by J&V Energy in the most recent two years

Procurement project	Number of procurement/outsourcing companies		Proportion of such procurement amount to total procurement amount (%)	
	Domestic	Overseas	Domestic	Overseas
2023				
Equipment and suppliers	0	0	0%	0%
Labor services	34	0	8%	0%
Engineering contracting	46	1	92%	0%
Total	81		100%	
2024				
Equipment and suppliers	23	0	5%	0%
Labor services	19	0	12%	0%
Engineering contracting	45	0	83%	0%
Total	87		100%	

Note 1: Equipment and suppliers were included in engineering contracting in 2023; therefore, the value was 0. The calculation was separated in 2024.

Note 2: The Company had one foreign supplier in engineering procurement in 2023; however, the amount was relatively low, and the amount accounted for 0.

3.8 Supply Chain Management

Supplier Management Policy

The Company upholds the principles of ethical business conduct, social responsibility, and sustainable development. This Supplier Code of Conduct is established to encourage suppliers to adopt the same standards, working together to achieve these shared values. The Supplier Code of Conduct of the Company was implemented after being approved by the Board and published on [the Company's website](#). It serves as the highest guiding principle for the "Supplier ESG Management Program."

The Supplier ESG Management Program is overseen annually by the Sustainability Development Committee under the Board. The committee regularly reviews the outcomes of the ESG program and reports to the Board to ensure that collaboration with suppliers aligns with the company's sustainable development goals.



Supplier registration management

- Supplier Basic Data Sheet
- Supplier Capability Selection Standards



Supplier evaluation items

- Supplier Ability Evaluation Chart
- Supplier Code of Conduct



Supplier improvement measures

- Carry out communication and improvement within a prescribed period. If the supplier fails to improve, include it in unqualified suppliers.

◆ New Supplier Evaluation

Upholding the spirit of sustainable corporate operation, to maintain long-term cooperative relationships with suppliers and partners, J&V Energy has established the "Supplier Capability Selection Standards" for supplier development to serve as the evaluation and selection basis. For a supplier with the initial transaction, the Company also requires that it shall provide basic data for the Procurement Department for review. A supplier that passed the review can engage in the transaction.

◆ Supplier Evaluation Standards



Governance aspect

1. Integrity in Business Operations: All forms of bribery, corruption, extortion, and embezzlement are strictly prohibited.
2. Risk Assessment and Management: Develop procedures to identify risks related to legal compliance, environmental impact, health and safety, labor practices, and ethical behavior.
3. Enhancing Corporate Responsibility Performance: Establish performance goals and implementation plans to improve social and environmental responsibility performance.

Social aspect

1. Freedom of Employment: The use of forced labor, bonded labor (including debt bondage), indentured labor, slavery, or human trafficking is strictly prohibited.
2. Prohibition of Child Labor: Suppliers must not employ child labor.
3. Working Hours: Working hours must not exceed the maximum limits set by local laws and regulations.
4. Wages and Benefits: Compensation must comply with all applicable wage laws, including those governing minimum wage, overtime pay, and benefits.
5. Humane Treatment: Suppliers must prohibit any harsh or inhumane treatment to employees, including sexual harassment, sexual abuse, physical punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse.
6. Non-Discrimination: Ensure that employees are protected from harassment and unlawful discrimination.
7. Freedom of Association: In compliance with local laws, suppliers must respect employees' rights to organize and participate in labor unions of their choice and attend assemblies. Suppliers must also respect employees' right to refrain from such activities.
8. Occupational Safety: Maintain workplace safety through proper design, effective management, safe operating procedures, and comprehensive safety knowledge training.
9. Prevent occupational injuries and diseases: Formulate procedures to prevent, manage, track, and report work injuries and occupational diseases.
10. Industrial Hygiene: Identify and assess chemical and physical hazards that affect employees. Potential risks must be eliminated or controlled through the use of appropriate engineering controls, administrative measures, and the provision of personal protective equipment.
11. Protective measures: Evaluate the safety of production equipment or other categories of machines to prevent possible injuries to laborers caused by machines.

Environmental aspect

1. Environmental Permits and Compliance: Suppliers must obtain necessary environmental permits, approvals, and registration documents. These documents must be maintained, updated as needed, and adhered to in terms of operational and reporting requirements.
2. Pollution Prevention and Resource Conservation: Minimize resource waste by improving production processes, substituting materials, and recycling and reusing materials.
3. Wastewater and Waste Management: Wastewater and waste generated from production and operational processes must be identified, controlled, treated, and monitored in compliance with regulatory requirements.
4. Pollutant Emissions: Air pollutants and ozone-depleting substances generated from production and operations must be identified, controlled, treated, and monitored in accordance with applicable regulations.

◆ Supplier evaluation

The Procurement Department and the Engineering Department of the Company jointly conduct supplier ability evaluations every six months. The Company publishes its Supplier Code of Conduct on the corporate website to promote the concepts of ethical corporate management and fulfill its social responsibility.

Evaluation Items and Process



Evaluation frequency
Once every six months

Evaluation level
Those with an evaluation score of 60 or above are listed as counterparties for continuous cooperation, and those with an evaluation score less than 60 are suspended from cooperation.



◆ Supplier Consultation and Improvement

The Company joined hands with suppliers to move toward sustainability. Cooperation is suspended for suppliers with an evaluation score of less than 60. During this period, the Company will engage in communication and consultation with its suppliers. If no improvement is made, they will be listed as unqualified suppliers, and the cooperation will be terminated. Apart from the evaluation, if any material impacts on the environment or society are found during the course of dealing, such suppliers are included in the list of no cooperation.

Through the abovementioned supplier evaluation and management, J&V Energy evaluates the actual/potential risks of suppliers in the supply chain and carries out pre-communication and training and post-examination and improvement in the hope of jointly creating long-term partnerships with mutual benefits and co-prosperity.

Supplier Chain Audit Effects

J&V Energy participated in the evaluation of a total of 81 suppliers in 2024, and the qualification rate was 100%. To achieve the target of a sustainable supply chain and attach more attention to low-carbon supply chain and human rights issues, the Company plans to include sustainability factors in the considerations related to procurement, requires suppliers to actively adopt carbon reduction strategies, values labor human rights, enhances safety and health, and jointly creates an industry supply chain with environmental protection, human rights respect, safety, and health.

◆ Overview of Supplier Evaluation of J&V Energy in the Most Recent Two Years

	First half of 2023	Second half of 2023	First half of 2024	Second half of 2024
Number of suppliers evaluated	58	59	35	46
Qualification rate	97%	98%	100%	100%

While focusing on the business growth of the Group, the Company also strictly implements procurement risk control and responsible procurement. Through promoting sustainable supply chain management, the Company successively provides guidance for subsidiaries to establish a comprehensive "supplier evaluation system" so as to fully implement the concepts of sustainability in the procurement process of subsidiaries.

◆ Overview of Supplier Evaluation of Subsidiaries in 2024

	Recharge Power	Nexus Materials
Number of suppliers evaluated	31	33
Qualification rate	94%	100%
Description	Among them, two suppliers failed to pass the evaluation and were subsequently rejected after consultation. In the future, there will no longer be cooperation with such suppliers.	

3.9 Customer Service

Customer satisfaction

J&V Energy conducted the first customer satisfaction survey in accordance with ISO 9001 in 2024, with an average annual satisfaction score of 85 as the target. The Business Strategy Department shall carry out the coordination and planning to collect customers' opinions with a focus on three major themes for customer survey, including "professionalism of business services," "engineering construction planning and benefits," and "overall satisfaction" via questionnaire in the hope of understanding whether customers are satisfied with the Company's overall services through a just and objective viewpoint.

In 2024, the average customer satisfaction score was 100. The results of each customer's feedback will be compiled and sent to the relevant units. For items with low satisfaction, the relevant units are responsible for proposing improvement plans and including them in the follow-up items and the business improvement plan so as to continue to enhance the professional capability and service quality of personnel of different departments, complying with customers' expectations in the Company.



Definition related to customer satisfaction:

Definition of customers with case completed: Cases with the grid connection construction completed in 2024.

- 80 (inclusive) or above – Qualified
- Below 80 – Unqualified



Customer satisfaction rating items:

1. Professionalism of business services: The response speed of sales personnel, issue-solving capabilities, and the service attitude of project personnel
2. Engineering construction planning and benefits: Project planning, construction quality, and professionalism of construction personnel
3. Overall satisfaction: The overall satisfaction of the transaction




Customer satisfaction rating level:

In 2024, there were 2 completed cases, and 2 customer satisfaction surveys were collected, with a survey rate of 100%.

Customer Privacy Management

J&V Energy is committed to strengthening its overall information security protection system and protecting the rights and interests of stakeholders. We attach great importance to customer privacy and information security. The General Operation Department is responsible for maintaining information security. It is responsible for planning information security matters and formulating cybersecurity policies. There are specific management regulations in place for network safety, hardware resources, software copyrights, and data security. The information unit will continue to invest in cybersecurity management. In addition to optimizing the basic safety structure for governance and technology and strengthening information security defense equipment, information security education and training are also organized quarterly to improve the information security awareness of all employees, and we remind employees at meetings and on the intranet to improve their information security awareness.


J&V Energy strictly abides by the non-disclosure agreements with customers, provides relevant services in accordance with international standards, and has business contact information and customer service channels for customer inquiries or complaints.



There was **no information leakage** or **violation of customer privacy** in 2024.

04

Help Eco-Friendliness

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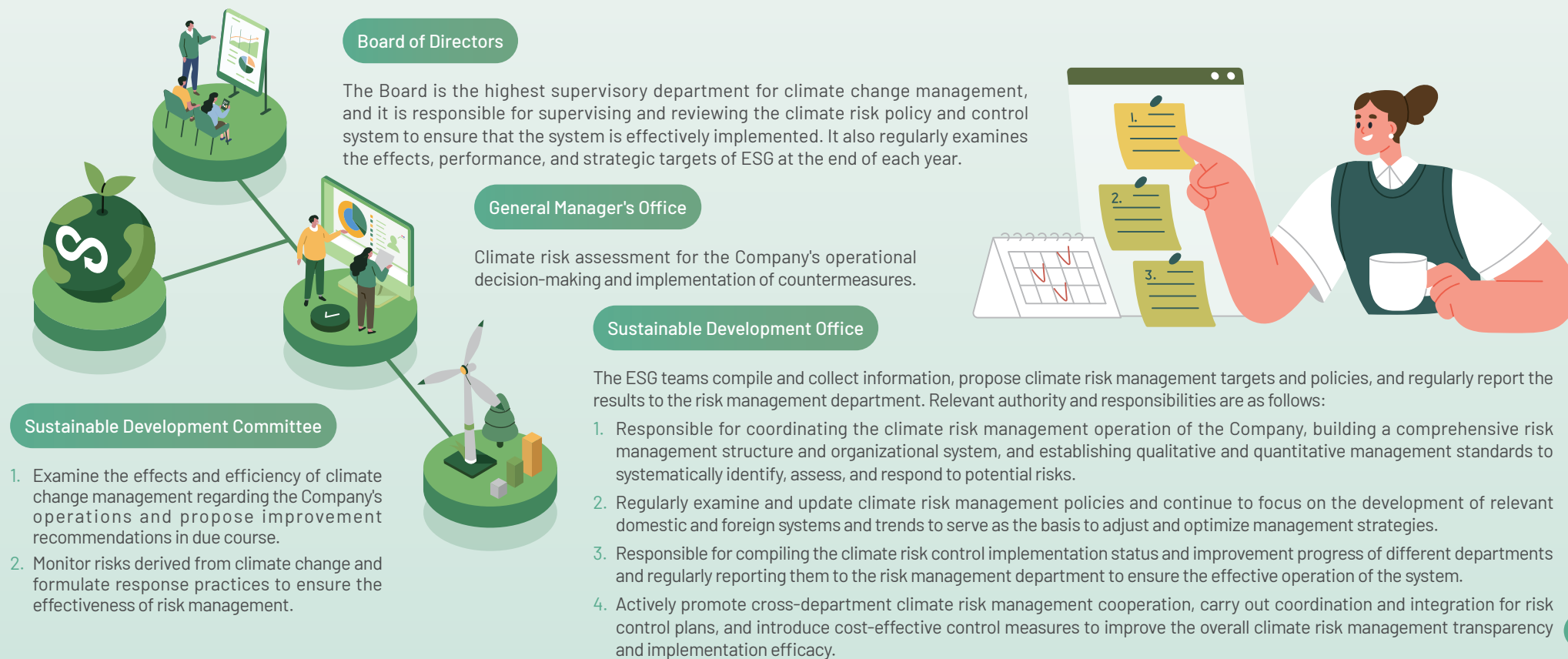


4.1 Climate Change Risks and Opportunities

Climate Governance

The Board of J&V Energy is the highest supervisory body for climate change management, responsible for overseeing and reviewing climate risk policies and control systems. To respond to the risks and opportunities brought about by extreme weather, units of different levels actively participate in issue discussions to identify and assess the impacts of climate change, formulate relevant countermeasures, and refer to the Task Force on Climate-related Financial Disclosures (TCFD) to establish climate risk identification and assessment process for the benefit of analyzing climate risks and identify opportunities. Based on the probability and the level of impact identified, the Company makes an assessment through qualitative and quantitative approaches to identify potential operating and financial impacts brought by the operations and businesses of the Company.

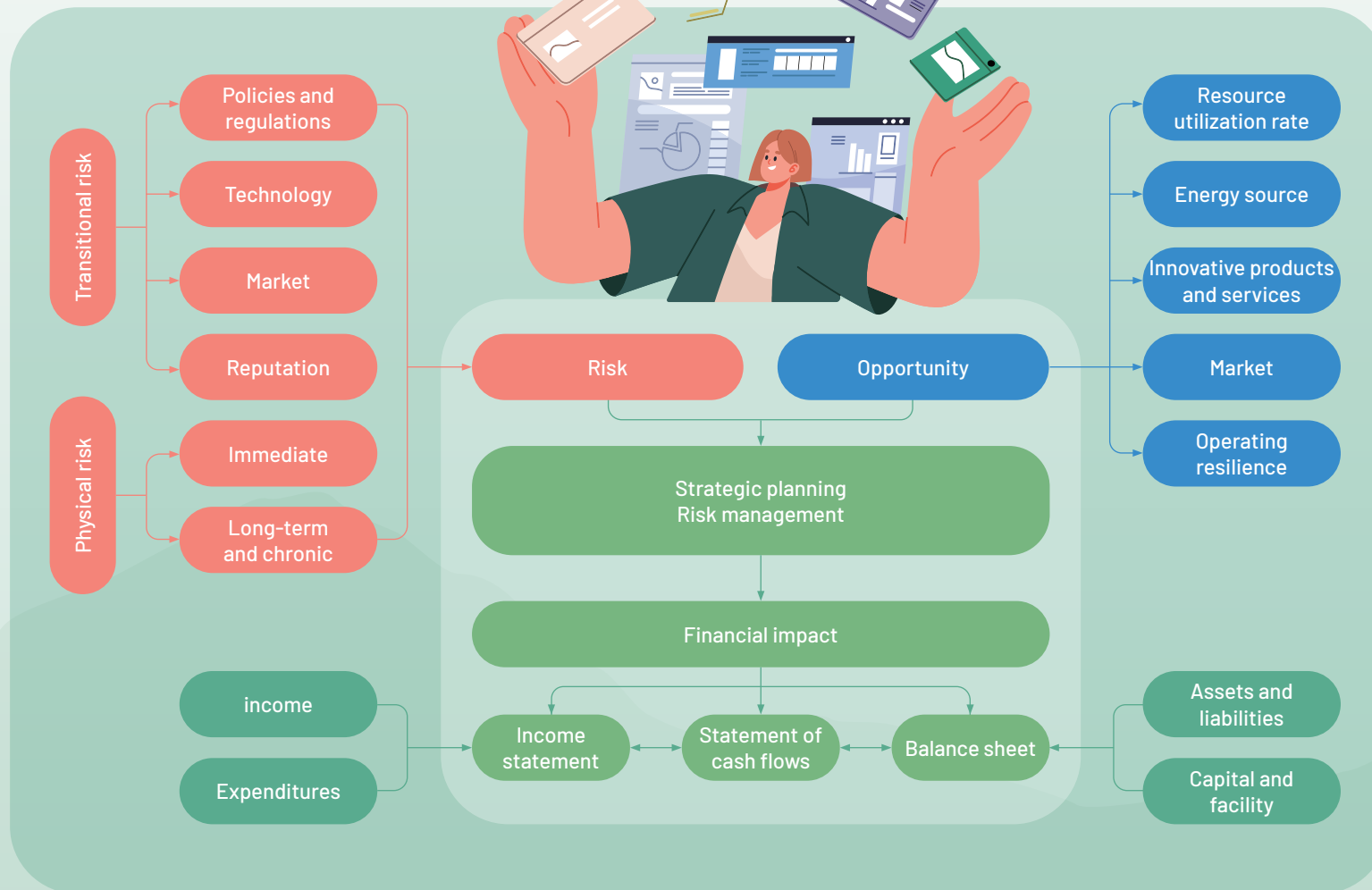
The “Sustainable Development Committee” was established under the Board of J&V Energy, with the Chairman as the chairperson and the General Manager as the convener. The Sustainable Development Office has been established under the Committee, with the Chief of Sustainability as the representative. Three ESG teams, including the “environmental sustainability team,” “social inclusiveness team,” and “corporate governance team,” jointly promote risk management plans and operations in terms of operation, market, finance, human resources, climate change, and other different business scope and work with relevant departments of the Company to promote the planning and implementation of sustainability operation. The Sustainable Development Committee convenes meetings at least twice a year, and the operating status and achievements are reported to the Board.



Climate Risk and Opportunity Identification and Management

To respond to the risks and opportunities brought about by long-term climate change and short-term extreme weather, units of different levels actively participate in issue discussions to identify and assess the impacts of climate change, formulate relevant countermeasures, and refer to the Task Force on Climate-related Financial Disclosures (TCFD) to establish climate risk identification and assessment process for the benefit of analyzing climate risks and identify opportunities based on "governance," "response strategies," "risk categories," "indicators and targets," and other disclosure frameworks. Based on this, we identified material climate risks and opportunities and analyzed potential operating and financial impacts brought by the operations and businesses of J&V Energy.

◆ TCFD Structure



The Company developed the analysis of governance, strategy, risk opportunity management, and possible financial impacts in different stages below, based on the TCFD structure.



◆ Climate Change Management Strategies, Indicators, and Targets

<p>Climate Change Governance</p>	<p>The Board is the highest supervising department for climate change management. The Sustainable Development Committee is the implementation department for the management and identification of climate change risks and opportunities, and it reports relevant risks to the Board.</p>
<p>Climate Change Strategy</p>	<p>The Company is in the renewable energy industry, and the main effects of its climate change opportunities and risks are physics, transition, and opportunity. Based on the different aspects below, the Sustainable Development Committee formulated relevant strategies as follows:</p> <p>Physics: The main risks are “immediate and long-term.” For fields with high risks, perform an inventory of possible risk patterns and probabilities and evaluate the mitigation of financial impacts through business insurance or preventive measures.</p> <p>Transition: The main risks are “policies and regulations, technology, market, and reputation.” For relevant risks, the Sustainable Development Committee formulates corresponding strategies and management policies to address these risks and establishes indicators for regular follow-up.</p> <p>Opportunity: The main opportunities are “resource efficiency, energy source, innovative products and services, market, and operating resilience.” The Sustainable Development Committee formulates strategies and management policies to expand competitive strength for opportunities and establish indicators for regular follow-ups.</p> <p>The Sustainable Development Committee identifies short-, mid-, and long-term climate risks and opportunities of different businesses through the Sustainable Development Office, together with relevant departments, formulates reasonable scenario assumptions, assesses the level of impact of climate risks on relevant businesses, and establishes corresponding management practices or countermeasures. When necessary, management indicators and targets are set to enhance the Group's control over specific risks and opportunities. For the established risk and opportunity indicators and targets, please refer to Climate Change Indicators and Targets of the chapter.</p>
<p>Climate Risk Management</p>	<p>J&V Energy has established its Procedures for Risk and Opportunity Management and procedures for hazard identification and risk assessment in accordance with the guidelines under ISO 14001 and ISO 45001 and plans for risk management operations based on the procedures. In addition, it completed the identification and assessments of internal risk issues and implemented risk management measures according to the risk management policy, procedures, and scope of J&V Energy.</p> <p>Risk management aspects and issue identification of J&V Energy are described in the following table.</p>
<p>Indicators and Targets</p>	<ul style="list-style-type: none"> • J&V Energy established its management targets and indicators for material climate risks and opportunities related to itself. For details, please refer to Climate-Related Indicators and Targets of the chapter. • The Company considers environmental regulations, customers' requirements, expectations of stakeholders, and external initiatives, and senior supervisors examine the achievement status of various climate-related key indicators and targets and continue to amend and set up corporate targets.

According to the risk and opportunity categories recommended by the TCFD, J&V Energy analyzed the possible impact aspects and corresponding issues for itself and its business fields regarding various transition risks, physical risks, and opportunities. Through cross-department and cross-entity in-depth discussions among all personnel of the entire Group, J&V Energy obtained consensus on financial impacts generated from different issues, the affected point in time, and the level of impact. Further, it proposed countermeasures with the Group as the main body to achieve the management target of risk mitigation and opportunity expansion. To duly implement response strategies, J&V Energy also formulated corresponding implementation plans based on the scope of authority and responsibility of different departments and evaluated cost effectiveness to steadily promote the Group's strategy and achieve the targets of climate risk mitigation and climate opportunity control.

◆ Transition risk

Risk category	Climate-related issue	Affecting aspect	Scenario description	Factors of potential financial impacts	Impact timing	Level of Impact	Response strategies
Policies and regulations	Electrical industry-related regulations	PV Wind power generation Energy Storage System	In response to the official implementation of the large power user clause under the Renewable Energy Development Act, domestic large power users fulfill their obligations by building renewable energy power generation equipment, purchasing renewable energy and electricity and T-REC, installing energy storage equipment, and paying fees; the demand for the building of renewable energy power plants, energy storage equipment, and green power increased.	Increase in operating costs	Short-term	High	J&V Energy provides customers with one-stop services for the planning, design, construction, maintenance and operation of renewable energy power plants and energy storage equipment construction. Meanwhile, it expanded its investments in renewable energy power plants to provide diverse and stable green power sources to customers and create operating income for the Company.
	Fuel/energy tax-related regulations	Self-operation	In response to the relevant national regulations on energy consumption reduction and equipment energy efficiency, power-saving and carbon reduction measures have been implemented to comply with the regulations, resulting in an increase in operating costs.	Increase in operating costs	Short-term	High	J&V Energy has introduced ISO 14064-1 GHG inventory, ISO 14001 environmental management, and other management systems and has established its short-, mid-, and long-term carbon reduction actions and goals.
Technological risk	Growth in renewable energy technology	PV Wind power generation Energy Storage System	With the increasing maturity of emerging renewable energy power generation technology, existing technologies may lag behind market standards, or production costs may be higher than market costs.	Increase in operating costs	Short-term	High	J&V Energy continued to invest in the development of renewable energy-related technology and expand its business layout to provide optimal solutions for renewable energy-related requirements in the market.
Market risk	Change in customer demand	PV Wind power generation	Major international enterprises have initiated a 100% green power commitment, requiring their supply chains to use green power, with the goal of achieving net-zero carbon emissions.	Increase in operating costs	Mid-term	High	J&V Energy invests in the deployment of various types of renewable energy power plants to create a stable source of power supply. We also replicate our experience in Taiwan overseas to assist customers in building renewable energy power plants, and have capitalized on the opportunities presented by the climate to generate operating income for the Company.
Reputation risk	Change in stakeholders' perception	Green Power Trading	In response to climate change, whether J&V Energy can implement corporate sustainability and assist customers in low-carbon transformation or not, energy conservation and carbon reduction will affect the perception of stakeholders (shareholders, customers, and suppliers) in terms of the Company's image and reputation.	Decrease in Investment willingness	Mid-term	High	In response to international trends, changes in regulations, and market development trends, J&V Energy has carried out internal management regulation adjustments, transparent disclosures, and timely responses to enhance its corporate image of low-carbon and green energy. The Company also performed stakeholder engagement by explaining its business deployment and future planning at investor conferences and external activities.

◆ Physical risk

Risk category	Climate-related issue	Affecting aspect	Scenario description	Factors of potential financial impacts	Impact timing	Level of Impact	Response strategies
Immediate	Typhoons and floods	PV Wind power generation Energy Storage System Supply chain management	Except for equipment damages and the decrease in power generation efficiency, typhoons, floods, and other extreme weather events may also result in supply chain interruption and affect the production and transmission of equipment, which, in turn, results in an increase in production costs. In addition, extreme weather events may force renewable energy power plants to suspend operations, affect the stability of the electricity supply, and may cause economic losses. Furthermore, insurance companies may also increase insurance premiums based on the frequency and severity of extreme climate events, further increasing operating costs.	Decrease in operating income Increase in property losses. Increase in operating costs	Short-term	High	<ul style="list-style-type: none"> Continue to carry out climate risk assessments: Adopt the flood risk tool of the "TCCIP" of the Ministry of Science and Technology to evaluate the possibility of triggering floods at solar power project sites, consider and prevent possible power plant disasters upon the occurrence of extreme weather events, and formulate corresponding business continuity plans in a timely manner to mitigate possible risks. Improve hardware equipment: J&V Energy keeps an eye on the stability of power generating systems during the stages of site selection before project site development, design, and installation and also includes waterproof issues into consideration for wire materials and designs. Risk transfer first: To minimize the possible impacts of disasters, relevant natural disaster insurance has been purchased for all power plants, and it is estimated that the disaster insurance expenditures for a year are approximately NT\$26.28 million. Deepen supply chain management: Develop alternative raw materials to reduce the impact of rising raw material prices; on the other hand, find suppliers in other regions to avoid price monopoly caused by the concentrated procurement from specific suppliers.
Long-term	Continuous heat and rising sea level	PV Wind power generation Energy Storage System Supply chain management	Heat may result in the overheating of PV equipment, which reduces power generation efficiency and even damages equipment, increasing repair and replacement costs. The rising sea level may result in soil erosion in coastal areas, impact the stability and safety of PV facilities, and may drown or damage infrastructure in coastal areas (i.e., cables and substations), affecting power transmission and supply.	Decrease in operating income Increase in property losses. Increase in operating costs	Mid-to-long-term	High	J&V Energy continues to monitor long-term climate change temperature and sea level changes to rapidly respond to possible risks.

◆ Opportunity for transformation

Risk category	Climate-related issue	Affecting aspect	Scenario description	Factors of potential financial impacts	Impact timing	Level of Impact	Response strategies
Resource Efficiency	Water resources	Water resource treatment	Regarding the issue of insufficient domestic water resources, particularly frequent water rationing in summer, industries with high water consumption (i.e., semiconductor, panel, and iron and steel industries) invest in long-term water resource sustainability management work.	Increase in operating income Decrease in operating costs	Short-term	Low	J&V Energy has invested in Weisheng Envirotech, a water treatment subsidiary, to develop the reuse of industrial wastewater and domestic wastewater, as well as the desalination treatment of seawater, to make full use of water resources and improve the niche for industrial development; the Company has installed water-saving equipment and promotes water consumption reduction.
Energy sources	Renewable energy consumption	Self-operation	Regarding the supply chain and/or value chain, adaptation and mitigation activities, business management, operating costs, and operating income, with policies promoted by the government and the maturity of technology development, using renewable energy with lower costs may reduce the energy expenses of J&V Energy and increase its industry competitiveness.	Increase in operating income	Short-term	High	Continue to pay attention to international energy trends and comply with government policies to establish diverse renewable energy project sites. Increase the consumption rate of green power and set itself as an example to lead Taiwan to energy transition. In the future, our goal is to become an "integrated circular economy service provider," expand to the field of circular economy, and create a low-carbon sustainable living environment.
Products and services	Renewable Energy Increase in demand	PV Wind power generation Energy Storage System	In response to the international RE100 trend and domestic regulations for large power users, the demand for renewable energy services and green power from enterprises has increased significantly.	Increase in operating income	Short-term	High	By investing in the construction of diverse renewable energy power plants, establishing a power sales company, Greenet, and investing in an energy storage subsidiary, Recharge Power, we can provide one-stop services for energy generation, energy storage, and green power trading to satisfy customer demand and increase profit opportunities.
Market changes	Renewable Energy Increase in demand	PV Wind power generation Energy Storage System	Due to international trends, government policies, and other factors, enterprises have a surging demand for renewable energy and low-carbon products, increasing profit opportunities.	Increase in operating income	Long-term	High	In line with government policies, J&V Energy has invested in the deployment of various types of renewable energy power plants, as well as in biomass energy, energy storage equipment, and circular economy projects, to meet market demand.
Operational resilience	Climate disaster	Self-operation	Actively pay attention to climate risks and opportunities to ensure the Company's response capacity in the face of disasters and the sensitivity to climate opportunities.	Increase in operating income	Long-term	High	Identify and grasp climate risks and opportunities through TCFD, establish a systematic governance structure, enhance the Company's response capacity to climate change risks, and enhance financial performance by improving the reliability of products and increasing its market share.

According to the above, J&V Energy plays a crucial part in the low-carbon economy transition worldwide, and it has taken climate change risks and opportunities into consideration for its overall operations and decision-making. When facing diverse risk issues, the Company thoroughly evaluates the potential impacts of climate change, sets carbon reduction targets using a science-based approach through the identification of climate-related risks and opportunities, and implements corresponding management systems to enhance overall climate resilience.

For various climate risks and opportunities identified, we formulated diverse responses and mitigation measures to improve operating adaptation capabilities. In 2024, J&V Energy achieved the stage target for "green energy sustainability" and continued to promote climate actions based on a science-based approach to realize the commitment to net zero transition.

Scenario Analysis of Physical Climate Risks

With the intensified climate change, extreme climate events pose a significant challenge to the stability of corporate operations. J&V Energy is deeply aware that the floods triggered by typhoons and heavy rainfalls may cause damage to the Company's solar power project sites, wind turbines, and other assets and, in turn, increase repair costs or result in the interruption of power generation operations. In addition, changes in rainfall modes may also trigger droughts, affecting the use of water resources and causing pressure on equipment that requires repair or cleaning. Extreme heat or cold not only may increase the safety risks of outdoor operators but also may cause an increase in the malfunction rate of partial equipment, generating additional repair costs. Landslides and slippery slopes may also damage power generation equipment, resulting in operational interruptions and production losses, and additional funds are required to carry out equipment repair or replacement.

To effectively respond to the physical risks brought by the abovementioned climate change, J&V Energy regularly examines climate events that affect the Company's operations, considers the business characteristics of J&V Energy, establishes physical climate risk analysis methods to comprehensively identify, assess, manage, and monitor the potential financial impact caused by climate change on the Company, and includes relevant risks in the overall risk management system to improve J&V Energy's climate resilience.

Risk item	Strong wind	Flood/landslide/slippy slope	Drought	Heat/coldness/PM2.5
Description of risk materiality	Have damages to project site equipment, traffic interruption, or school/work suspension, causing losses from operational interruption.	Have damages to production equipment or transport equipment, causing additional expenditures or risks of operational interruption.	The purchase of water for production gives rise to additional operating costs.	Give rise to safety risks for outdoor staff and also cause the malfunctions of partial equipment or affect power generation efficiency, resulting in difficulties in quality control.

Therefore, J&V Energy regularly examines climate events that affect the operation of its material project site operations and has identified floods, slippery slopes, landslides, droughts, heat, cold, strong winds, and PM2.5 as eight types of risks to carry out scenario analysis of physical climate risks.

As the project sites of J&V Energy at present are all in Taiwan, the climate risk database with high-resolution open weather data established by the Central Weather Administration was adopted, and TCCIP AR6 was further adopted as the climate scenario simulation data. We improved the resolution of data through down-sizing and combined it with historical weather observation, climate scenario estimation data, and the definition of disaster risk^{Note} to analyze the short-, mid-, and long-term physical climate risks faced by different project sites by utilizing climate science methods. We calculated and quantitated the likelihood and impact of various disasters through the database and used standardization and other statistical methods to calculate and arrive at the quantitative score with 1 as the lowest mark and 5 as the highest mark based on past data regarding the likelihood and the level of impact, and multiply the two scores to get the risk score with 25 as the highest mark.

For the selection of the climate scenario, J&V Energy referred to the SSP scenario proposed in the IPCC Sixth Assessment Report to serve as the basis to show the level of severity of warming under different social and economic assumptions and radiative forcing. Ultimately, we selected the most stringent "SSP5-8.5 scenario" as the analysis scenario for physical risks.

Under the analysis scenario of the aforementioned physical climate risks, the material project sites of J&V Energy have no high risk (with a risk score of 21 to 25) for different risks and across different periods. In particular, the evaluation results in the partial period for flood and PM2.5 were medium risk (with a risk score from 10 to 15). Mid-to-low risk or low risk was recorded for the remaining risks and periods. The evaluation results show that rainstorms and PM2.5 pose a relatively higher risk to J&V Energy. The Company formulated corresponding risk mitigation measures based on the results, including evaluating the increase in the strength of the base of facilities at project sites, waterproofing and anti-pollution levels, and cleaning methods and frequency. The Company also provided education and training to the relevant personnel to prevent the occurrence of possible occupational safety hazards.

Note: With reference to domestic and foreign official institutions or literature (i.e., referring to the inundation alert level or inundation potential provided by the Water Resources Agency, MOEA).



Short-term (2024-2025)

Analysis venue	Type	Rainstorm	Slippery slope	Landslide	Drought	Heat	Coldness	Strong wind	PM2.5	Average
Beimen District in Tainan City	PV project site	3	1	1	6	1	1	4	15	4
Dafeng Section in Taitung City	PV project site	10	1	1	4	4	1	1	6	3
Bali District in New Taipei City	PV project site	15	1	1	4	2	1	1	8	3
Daya District in Taichung City	PV project site	10	1	1	6	2	1	1	15	4
Xiaogang District in Kaohsiung City	PV project site	10	1	1	9	2	1	1	15	4
Average		8	1	1	6	2	1	2	13	

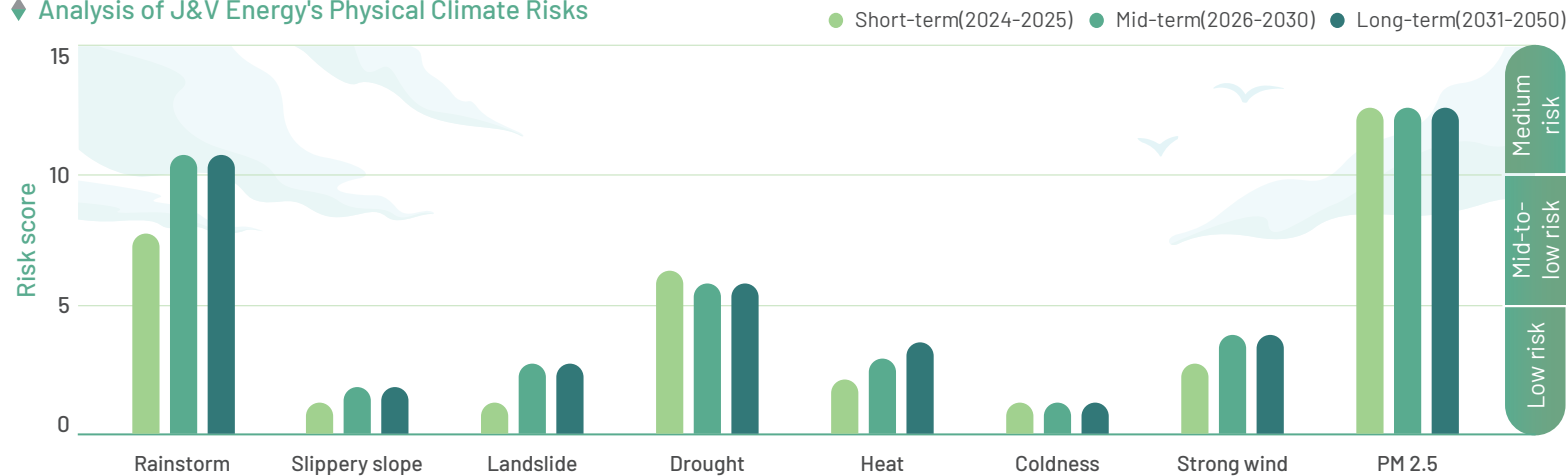
Mid-term (2026-2030)

Analysis venue	Type	Rainstorm	Slippery slope	Landslide	Drought	Heat	Coldness	Strong wind	PM2.5	Average
Beimen District in Tainan City	PV project site	10	1	1	6	2	1	4	15	4
Dafeng Section in Taitung City	PV project site	10	4	10	4	4	1	4	6	5
Bali District in New Taipei City	PV project site	10	1	1	4	4	1	4	8	3
Daya District in Taichung City	PV project site	15	1	1	6	2	1	4	15	4
Xiaogang District in Kaohsiung City	PV project site	10	1	1	6	2	1	4	15	4
Average		11	1	2	5	3	1	4	13	

Long-term (2031-2050)

Analysis venue	Type	Rainstorm	Slippery slope	Landslide	Drought	Heat	Coldness	Strong wind	PM2.5	Average
Beimen District in Tainan City	PV project site	10	1	1	6	2	1	4	15	4
Dafeng Section in Taitung City	PV project site	10	4	10	4	4	1	4	6	5
Bali District in New Taipei City	PV project site	15	1	1	4	4	1	4	8	3
Daya District in Taichung City	PV project site	10	1	1	6	4	1	4	15	5
Xiaogang District in Kaohsiung City	PV project site	10	1	1	6	4	1	4	15	5
Average		11	1	2	5	3	1	4	13	

Analysis of J&V Energy's Physical Climate Risks



J&V Energy will continue to assess the potential impact of physical climate risks on the Company's project sites, expanding the assessment scope and improving data accuracy to minimize the impact of physical climate risks on J&V Energy by formulating adequate risk mitigation measures through climate assessments.

Climate-Related Indicators and Targets

- In response to transition challenges and opportunities brought by the urgent climate situation, J&V Energy actively leads the overall value chain to move toward a low-carbon and green economy transition
- Based on the assessment results of climate risks and opportunities, formulate concrete green management strategies and stage targets that cover short-, mid-, and long-term action plans.
- Promote diverse management measures, including energy conservation, carbon reduction, green procurement, renewable energy applications, and other concrete implementation plans, to improve climate resilience and operational stability.
- Regularly examine and assess the implementation achievements to ensure continuous and effective achievement of climate actions. Engage a third-party institution to perform the external verification to enhance performance transparency and data credibility.
- Actively disclose the achievements of environmental performance and communicate with external parties through the Sustainability Report, the sustainability section of J&V Energy, and other platforms to exhibit its responsibility and commitment to climate governance.



Indicator	Short-term management measure	Mid-to-long-term management measure
GHG emissions (Category 1 + Category 2)	<ol style="list-style-type: none"> Continue to carry out the environmental management system verification and introduce the ISO 50001 energy management system. Optimize office environments and use energy-saving equipment. Carry out the GHG inventory each year and quantify and track energy conservation and carbon reduction achievements. 	<ol style="list-style-type: none"> Continue to carry out ISO system management. Plan for internal carbon pricing. Adopt EVs as company cars.
Consumption Ratio of Renewable Energy	<ol style="list-style-type: none"> 2023 was the first year of green power for J&V Energy, and it continues to increase the consumption ratio of renewable energy. In 2024, the company achieved the interim RE100 "Green and Sustainable" goal for its Taipei headquarters. 	The scope of consumption of renewable energy has been expanded to all subsidiaries included in the consolidated financial statements of J&V Energy so as to strengthen the overall green power deployment and low-carbon operating efficacy of the Group.
Carbon emissions per 1,000 working hours (using electricity)	<ol style="list-style-type: none"> Promote energy conservation measures and introduce smart monitoring systems into offices. Enter into renewable energy electricity purchase contracts to supply electricity to Taipei Headquarters and Tainan Office. 	All subsidiaries included in the consolidated financial statements have adopted the achievement of RE100 as the target and are promoting relevant green power transition measures based on the plan.
Waste Volume at Project Sites	The waste volume generated at project sites is decreasing on a yearly basis, and the waste recycling ratio continues to increase.	Establish a collaborative model with downstream recycling and reproduction companies and suppliers to transform waste into raw materials, thereby investing in other industries for reuse, and forming a closed resource cycle.

4.2 Energy Management

Material Topic Energy

Corresponding GRI Indicators

GRI 302 Energy

Importance to J&V Energy

With the increasing attention devoted to sustainable development and environmental protection worldwide, energy management has become a key factor in corporate operations. J&V Energy is deeply aware of the importance of energy issues to corporate operations. Effective energy management not only enhances competitiveness but also facilitates sustainable development and long-term economic benefits.

Positive impact

Cost-effectiveness: Effective energy management can significantly reduce operating costs and increase profit.

Environmental responsibility: Actively adopt renewable energy and energy conservation technology to help the Company reduce carbon emissions on a yearly basis, indirectly improving corporate image.

Negative impact

Cost fluctuation: Unstable energy may result in a surge in operating costs, affect the Company's financial budget and profit, and increase operating risks.

Environmental impact: If the Company fails to adopt sufficient renewable energy and continues to rely on traditional fossil fuels, it may result in an increase in carbon emissions, causing negative effects on corporate image and the environment.



Policy/strategy

- The office at Taipei Headquarters continues to use 100% green power.
- Regularly organize energy conservation training and promotion activities to improve employees' awareness of energy management and improve the attention given by all employees to energy conservation awareness.
- Provide guidance for business locations at different places to use energy-saving and water-saving equipment year by year.
- Regularly publish the Sustainability Report and carry out the GHG inventory each year for stakeholders and the Company to examine the internal energy consumption.

Short-, mid-, and long-term targets

Short-term target (2-3 years)

- Ensure that the renewable energy supply ratio is maintained at 100%.
- Upgrade smart control system equipment to precisely monitor energy consumption.
- The introduction of the ISO50001 energy management system is estimated to be completed in 2025.

Mid-term target (3-5 years)

- Set up smart energy management systems at all offices.
- Continue to obtain ISO50001 energy management system certification.

Long-term target (above 5 years)

- Realize the 100% consumption of renewable energy by the headquarters office and require other business locations to achieve the same target step by step.
- Continue to improve the positive image of sustainable corporate development and enhance the trust and support of relevant stakeholders.

Performance in 2024

- Achieve the target of consuming 100% green power (RE100).
- Make full replacement with water-saving equipment in the headquarters office to improve water resource efficiency.
- Continue to promote and implement the energy conservation and carbon reduction plans and improve employees' participation and awareness.
- Adjust the indoor temperature for A/Cs in offices based on local temperatures and maintain the temperature within 20 to 26 °C to ensure energy conservation and comfort.

Preventive or Remedial Measures

- Actively introduce ISO50001 energy management system to effectively reduce energy consumption and continue to turn off lights for one hour during lunch break.

Energy Policy

To implement energy management, improve energy efficiency, and reduce unnecessary energy consumption, the General Operation Department is responsible for implementing, promoting, and tracking the promotion status of energy-related affairs. To implement energy awareness in energy management and comply with the purpose of energy conservation and carbon reduction, the Company also formulated relevant energy conservation measures that are applicable to all departments and employees of the Company to effectively improve the energy management efficiency of the Company.

The Company plans to introduce the ISO50001 energy management system in 2025 to help us formulate scientific energy management targets, realize comprehensive monitoring and continuous improvement for energy consumption, and, in turn, achieve the effects of energy conservation and carbon reduction. In addition, we continue to enhance the promotion of internal energy conservation of the Company and organize relevant promotion activities to improve the attention paid by all employees to energy conservation and carbon reduction and their implementation capabilities.

J&V Energy hopes to become a green model. The headquarters of the Company promised to achieve the RE100 target of the Taipei Headquarters in 2024, joined TANZE, and obtained the Green-Tier Net Zero Certification. In the future, we will continue to exert our core profession to adopt net zero emissions as the targets for the Group and its supply chain, provide comprehensive, innovative net zero solutions, and realize environmental sustainability through carbon reduction actions.

Energy consumption

In 2024, the total energy consumption of J&V Energy was 1,481.71GJ, and the energy intensity was 12.05, representing a slight increase compared to 2023, mainly due to the expansion of the operating scale and the growth in the number of employees. Despite the increase in overall energy consumption due to business growth, the Company actively promotes low-carbon transition and energy management strategies and continues to improve resource efficiency to move toward sustainable operations.



Energy consumption item		Energy consumption ^{Note}		Energy consumption ratio	
		2023	2024	2023	2024
Purchased renewable energy	Purchased electricity (GJ)	137.85	603.43	11.03%	40.73%
Purchased non-renewable energy	Gasoline consumption (GJ)	688.18	751.14	55.05%	50.69%
	Purchased electricity (GJ)	424.05	127.14	33.92%	8.58%
Total renewable energy consumption (GJ)		137.85	603.43	11.03%	40.73%
Total non-renewable energy consumption (GJ)		1,112.23	878.28	88.97%	59.27%
Total energy consumption (GJ)		1,250.08	1,481.71	Note 1: The heating value of electricity is converted at 1kWh = 0.0036GJ. Note 2: The conversion coefficients are based on the Environmental Protection Administration's Emission Factor Management Table (version 6.0.4). The fuel heating value is 7,800kcal/L for gasoline, 8,400kcal/L for diesel, 8,000kcal/m ³ for natural gas, and 6,635kcal/L for LPG; 1kcal=4.184KJ.	
Energy intensity (GJ/number of employees)		10.59	12.05	Note 3: The latest energy product unit thermal value table announced on the website of the Energy Administration, MOEA, was adopted for the thermal value. The energy consumption is calculated by multiplying energy consumption with the thermal value and converting it into GJ.	

Energy conservation measures

To effectively manage climate risks and reduce possible impacts that may be caused to the environment during the course of operations, J&V Energy formulated corresponding plans and targets based on the risk management proposed by the Sustainable Development Committee, promised that the headquarters will reach 100% renewable energy consumption (RE100) in 2024, and received the Green-Tier Net Zero Certification from TANZE.

To duly manage energy consumption and reduce energy consumption, we continued to promote office energy conservation management and energy conservation measures through green power consumption. In 2024, the green power supply volume reached 125,060 kWh, and we purchased 43 T-RECs to achieve effective energy conservation benefits for office energy conservation management.

Therefore, in 2024, green power was fully adopted by the Taipei Headquarters to achieve 100% renewable energy for office power consumption, formally meeting the RE100 commitment and demonstrating a high commitment to climate action and substantial practices.

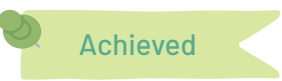
◆ Green Power Consumption of Taipei Headquarters of J&V Energy

Year	Green power supply volume	Purchased RECs	Consumption Ratio of Renewable Energy	Achievement
2023	29,292 kWh	9 certificates (9,000 kWh)	25.07%	
2024	125,060 kWh	43 certificates (43,000 kWh)	100%	

The average power consumption per person at the Taipei Headquarters over the most recent three years has continued to decline on a yearly basis. In 2024, the average power consumption per person decreased by 18% compared to that of 2023.

Year	2022	2023	2024
Annual power consumption (kWh/year)	150,480	152,733	167,581
Average power consumption per person (kWh/year)	2,006.40	1,660.14	1,362.45

◆ J&V Energy's energy conservation measures and estimated conservation volume in 2024

Energy conservation measures	Specific actions	Volume saved	Achievement
Office energy-saving management	Turn off the lights for one hour during the lunch break to effectively reduce office energy consumption. We also provide employees with a quiet and comfortable rest space and atmosphere to promote energy conservation and a healthy life.	323,000kWh	

Other energy conservation measures

- Use energy conservation slogans in the office to promote turning off the lights and saving electricity.
- Set the temperature of A/C in the office to 26° C during summer.
- Provide mugs for employees and visitors to reduce the use of plastic cups.
- Microwaves, electric cookers and other heating equipment are provided in the staff lounge to encourage employees to bring lunch boxes to heat food and use environmentally friendly tableware.



4.3 Emissions Monitoring

Greenhouse Gas Emissions

J&V Energy adopted the business control approach to set the organizational boundary in accordance with ISO 14064-1: 2018 GHG inventory standards, measured the materiality of emissions sources based on the occurrence frequency, level of impact, quantitative method, and level of risk to serve as the standards for whether Categories 3 to 6 are included in the inventory, and engaged a third-party institution to implement the verification in April 2025.

As of 2024, the Company completed the GHG inventory of its main business locations and the majority of its consolidated subsidiaries to progressively build a comprehensive carbon emissions information foundation. However, even though Greenet, Nexus Materials, and Weisheng Envirotech were included in the consolidated financial statements, they were not covered in the scope of inventory, as their relevant data at the current stage is not yet complete. In the future, the Company will continue to expand its scope of inventory, move toward the target of covering all subsidiaries included in the consolidated financial statements, improve the completeness of GHG information and the disclosure consistency, strengthen the carbon management efficacy of the Group level, and accelerate the realization of carbon reduction strategies and SDGs.

◆ Overview of GHG emissions of J&V Energy in the Most Recent Two Years

GHG emissions	2023	2024
Scope 1: Direct GHG emissions (tCO ₂ e)	52.9175	54.6819
Scope 2: Indirect GHG emissions (tCO ₂ e)	78.7417	128.6533
Total Scope 1 and Scope 2 emissions (tCO ₂ e)	131.6592	183.3352
Scope 1 and Scope 2 emission intensity (tCO ₂ e/ number of employees)	1.115	1.49
Scope 3: Other indirect emission sources (tCO ₂ e)	92.1217	2,891.9271
Total GHG emissions (tCO ₂ e)	223.781	3,075.262

Note 1: Identify the possible source of GHG that is mainly generated within the boundary of the report. GHG categories include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃, a total of seven kinds of GHGs.

Note 2: The source of emission factors is the latest GHG emission factors and thermal value announced by the Ministry of Environment, and the GWP value announced by IPCC (IPCC Sixth Assessment Report) was adopted.

◆ ISO 14064-1: 2018 GHG verification opinion, Scope of Verification: J&V Energy, J&M Power and Storm Power

OPINION STATEMENT

Greenhouse Gas Verification Opinion
2024 Greenhouse Gas Emissions Information
J&V Energy Technology Co., Ltd.
4F-1, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)

Has completed the verification according to ISO 14064-1:2018 and meets the following standard requirements
ISO 14064-1 : 2018
Direct emissions
376,3098 tonnes of CO₂e
Indirect emissions
5,147,8459 tonnes of CO₂e
Direct emissions and indirect emissions
5,524,156 tonnes of CO₂e
The above Category 2 emissions be location-based approach

Opinion No.: ARES/TW/2505013G
Date: 2025-05-13
Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.

Authorized by:
Jia

ARES International Certification Co., Ltd.
No.12-2, Ln. 117, Weeping Rd., Anping Dist., Tainan City 706, Taiwan
TEL: (86-295-9696) (Rays Line) FAX: (86-295-9687
www.ares-regISTRATION.com

◆ Overview of GHG emissions of Subsidiaries

GHG emissions	2024
Scope 1: Direct GHG emissions (tCO ₂ e)	359.8007
Scope 2: Indirect GHG emissions (tCO ₂ e)	1,824.4149
Total Scope 1 and Scope 2 emissions (tCO ₂ e)	2,114.0283
Scope 1 and Scope 2 emission intensity (tCO ₂ e/NT\$ million)	2.24
Scope 3: Other indirect emission sources (tCO ₂ e)	773.6691
Total GHG emissions (tCO ₂ e)	2,957.885

Note 1: Identify the possible occurrence source of GHG that is mainly generated within the boundary of the report. GHG categories include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃, a total of seven kinds of GHGs.

Note 2: The source of emission factors is the latest GHG emission factors and thermal value announced by the Ministry of Environment, and the GWP value announced by IPCC (IPCC Sixth Assessment Report) was adopted.

Note 3: The data includes J&M Power Development Co., Ltd., Guang Liang Energy Co., Ltd., Xu Xiao Power Co., Ltd., Chen Yu Energy Co., Ltd., Jin Cheng Energy Co., Ltd., Jin Jie Energy Co., Ltd., Diwei Power Co., Ltd., Fu Di Energy Co., Ltd., Storm Power Co., Ltd., and Recharge Power Co., Ltd.

Note 4: The Scope 1 and Scope 2 intensity of GHG emissions is calculated based on subsidiaries' turnover (NT\$ million).

◆ ISO 14064-1: 2018 GHG verification opinion, Scope of Verification: Recharge Power

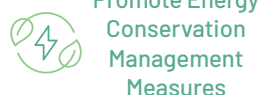


GHG Reduction

The Company attaches great attention to the impact of climate change on operating activities, and has included it as one of the material risk management items. It implements GHG inventory, carries out water and electricity conservation, electronic administrative operation, and paperless measures, maintains the A/C temperature at 26°C in summer, and adopts other energy conservation, carbon reduction, and GHG reduction measures in workplaces.



We implement environmental protection concepts and energy conservation measures at all offices and locations. The headquarters achieved 100% green power consumption through the procurement of green power and continued to maintain it in 2024.



Study energy conservation methods, adopt energy-saving equipment, and implement energy conservation measures for electricity, A/C, lighting, and other systems.

Ozone Depleting Substance (ODS) Inventory

Due to the excessive industrialization and industrial development of modern times, air pollution has become one of the causes of damage to the ecological environment. It will have a negative impact on climate, ecological environment, air quality, other species and human beings. Unfavorable air quality can lead to acid rain, ecosystem deterioration, social injustice, and health impacts. As a green energy and environmental protection enterprise, J&V Energy mainly provides green power supply and power sale services. In 2024, the Company did not emit ozone-depleting substances (ODS), and it did not produce relevant air pollutants that cause impacts on the environment.

4.4 Water Source Management

Facing the increasing requirements for water resources, the intensified climate change, and the increase in the pressure of sustainable development, J&V Energy continues to focus on water source shortage issues and actively commences response actions. Weisheng Envirotech Co., Ltd., the water treatment business invested by the Company, is committed to providing comprehensive sewage and wastewater treatment solutions and professional technical services to customers and assisting industries in improving water resource management efficacy.

Meanwhile, we also continue to optimize internal water consumption management and minimize the impact of operations on the environment through the reduction of water consumption and the improvement in water resource reclamation and reuse efficiency, exhibiting our responsibility and commitment to sustainable water resources.



Water Source Risk Assessment

The Company referred to the Water Risk Atlas of the World Resources Institute (WRI) and identified water resource pressure and the level of various risks at its locations. The identification results were mid-to-low-risk areas. Based on different regions, water resources were mainly from the Taiwan Water Corporation and supplied by the Taipei Water Department.

◆ Water Resource Pressure and Water Resource Risk Value of J&V Energy's Locations and Subsidiaries

Location		Taipei Headquarters	Xuejia Office in Tainan (including Jiali Dormitory)	Yongkang Office in Tainan		GREENET	RECHARGE POWER	WEISHENG	NEXUS MATERIALS	
Place	J&V Energy	Neihu District in Taipei City	Xuejia District in Tainan City	Yongkang District in Tainan	Subsidiary	Neihu District in Taipei City	Neihu District in Taipei City	Neihu District in Taipei City	South District in Tainan City	
Water resource pressure		Mid-to-low	Mid-to-low	Mid-to-low		Mid-to-low	Mid-to-low	Mid-to-low	Mid-to-low	Mid-to-low
Physical risk (water volume)		Mid-to-high	Mid-to-high	Mid-to-high		Mid-to-high	Mid-to-high	Mid-to-high	Mid-to-high	Mid-to-high
Physical risk (water quality)		Mid-to-high	Mid-to-high	Mid-to-high		Mid-to-high	Mid-to-high	Mid-to-high	Mid-to-high	Mid-to-high
Reputation and transition risks		Low	Low	Low		Low	Low	Low	Low	Low
Overall risk value		Low	Low	Low		Low	Low	Low	Low	Low

◆ Water Consumption by Office Operations

J&V Energy values water resource management and conservation measures. In 2024, the total water consumption of offices and business locations was 1.678 million liters^{Note}, mainly from the daily use by employees and partially from the use by visitors. The operation of the Company has no production procedures, and there were no wastewater/sewage-related procedures generated. Water sources used by offices were for domestic use, and water was discharged into sewage treatment plants through underground sewers after daily use and had a relatively limited impact on surrounding environments and communities. In the future, J&V Energy will further strengthen its water resource management system and actively provide guidance to subsidiaries to commence water consumption inventory. It will continue to improve water efficiency through systematic data monitoring and analysis to realize the water conservation targets and the commitment to sustainable development.

Note: The data excludes the office in Yongkang District, Tainan. The office is in the nature of a lease, and only 7 persons were appointed. Also, the lease expenses already covered the water withdrawal expenses, and the Company is unable to obtain the certificate for detailed water volume (m³); therefore, the office is not included in the scope of statistics.

◆ Water Consumption by PV Project Sites

For PV project sites invested and held by J&V Energy, including ground-mounted, rooftop, and floatovoltaics, the cleaning for solar panels is arranged quarterly or biannually based on local climate features and weather. The module cleaning is performed using water and a high-pressure water cannon, along with washing tools, to remove surface sundries and dirt from the module; therefore, it does not cause environmental pollution. After cleaning, the water resources will be directly discharged.

◆ Energy Conservation Measures of J&V Energy (including offices and PV project sites)

1. Produce visual slogans, stickers, and posters to enhance the promotion of water conservation for employees at the headquarters and branches.
2. The Taipei Office fully adopted water conservation equipment (i.e., water-saving toilets and sensor faucets), and water conservation measures were fully implemented to maintain the flushing volume of water from toilets and the output volume of water from faucets within the available scope.
3. Encourage employees to propose water conservation measures and plans.
4. Regularly carry out inspections and repair of pipelines to avoid leakage.
5. Introduce aquaculture water resource circulation technology for fishery and electricity symbiosis project sites.
6. Introduce automated water-saving cleaning systems for water consumption of PV project sites.

Water Withdrawal, Water Discharge, and Water Consumption

In response to the business expansion in 2024, J&V Energy recruited more laborers and expanded office spaces; the overall water consumption requirements increased as compared to 2023, exhibiting the continuous growing trend of its operating scale. In the future, we will continue to enhance water conservation management, improve water consumption efficiency, and move toward the targets of green offices and sustainable operation through various energy conservation and carbon reduction measures.

◆ Water Withdrawal by Water Source and Water Quality Indicator

Water source	Water quality indicator	Water withdrawal (unit: million liters)			
		2023		2024	
		All regions	Regions with water resource pressure	All regions	Regions with water resource pressure
Water from third parties	Freshwater	1,228	NA	1,678	NA
	Other water	0	NA	0	NA
Total water withdrawal		1,228	NA	1,678	NA
Ratio of water withdrawn from regions with water resource pressure		0%		0%	

Note 1: Reclamation ratio = volume of water reclaimed ÷ total water withdrawal of all regions

Note 2: The data only includes the scope of the parent company only financial statements of J&V Energy

◆ Water Discharge by Discharge End Point and Water Quality Indicator

Discharge endpoint	Water quality indicator	Water discharge (unit: million liters)			
		2023		2024	
		All regions	Regions with water resource pressure	All regions	Regions with water resource pressure
Water from third parties	Freshwater	1,228	NA	1,678	NA
	Other water	0	NA	0	NA
Total water discharge		1,228	NA	1,678	NA

◆ Water Consumption in the Most Recent Two Years

Item	Water consumption (unit: million liters)				
	2023		2024		
	All regions	Regions with water resource pressure	All regions	Regions with water resource pressure	
Total water withdrawal	1,228	NA	1,678	NA	
Total water discharge	1,228	NA	1,678	NA	
Total water consumption	0	NA	0	NA	
Ratio of water consumption in regions with water resource pressure		0%		0%	

4.5 Supplies and Waste Supervision

Procurement of Supplies

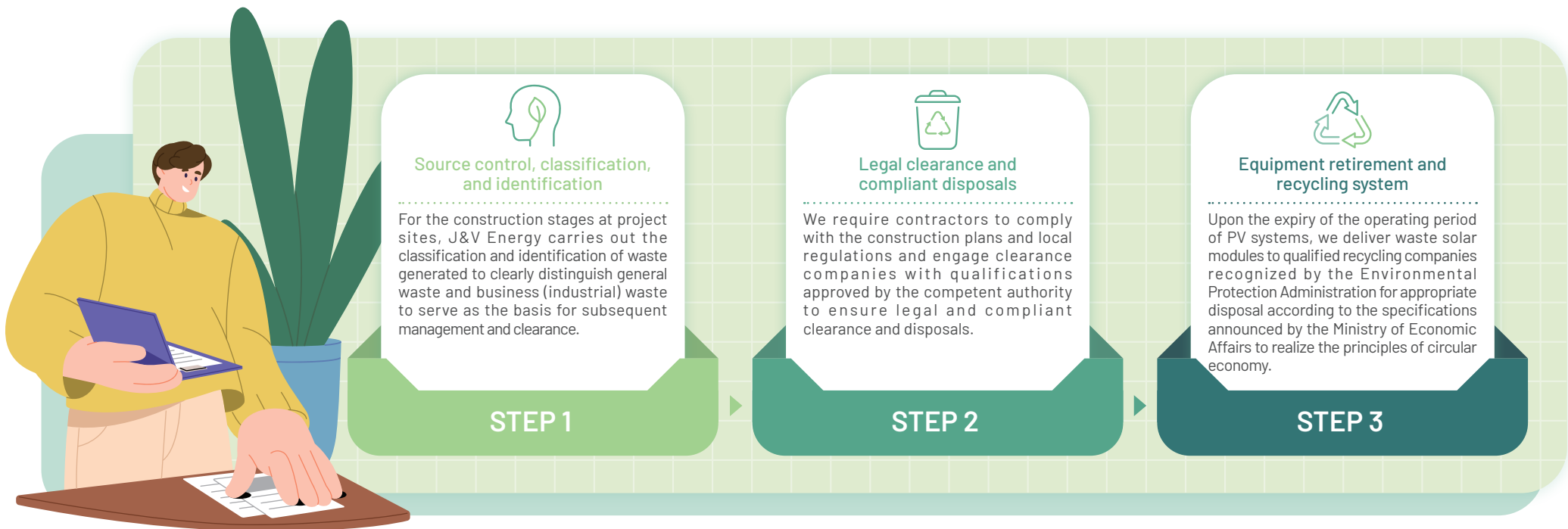
The scope of business of J&V Energy is mainly the installation of PV projects; solar modules and inverters are the main procurement items for the equipment at project sites; supplies used are not renewable raw materials.

◆ Supply Statistics of J&V Energy

Supplies	Unit	Whether it is renewable	2024
Solar module	Piece	Non-renewable	5,653
Solar inverter	Unit	Non-renewable	24

Waste Management

Before engaging a contractor to implement waste clearance, J&V Energy shall perform the following auditing steps to duly fulfill its waste management responsibility. The Company's waste processing methods comply with regulations and its management procedures. In 2024, there was no punishment imposed by the competent authority due to pollution control.



After completing waste clearance and disposal, the Company requires the clearance and disposal companies to provide certifying documents for appropriate disposal, including clearance slips, disposal records, or recycling certificates, to serve as evidence of compliant disposal. This measure not only improves the traceability and transparency of the overall waste management process but also is beneficial for enhancing the internal audit system and sustainability performance follow-ups, exhibiting the implementation of and commitment to environmental responsibility.

◆ Waste Management and Disposal Methods

Stage	Waste	Disposal method
Construction period	General waste Waste wood and paper in the construction stage	It can be placed with domestic waste and recycled like general waste.
	Business waste Metal blocks, supporting parts, waste plastic pipes, PV parts and components, and waste oil	Can evaluate whether to include spare parts or consumables for management or return to the original supplier for recycling/return.
After the expiry of the operating period	PV module	After the expiry of the operating period, the PV systems are handed over to suppliers qualified by the Environmental Protection Administration according to the regulations of the Ministry of Economic Affairs for recycling and disposal.

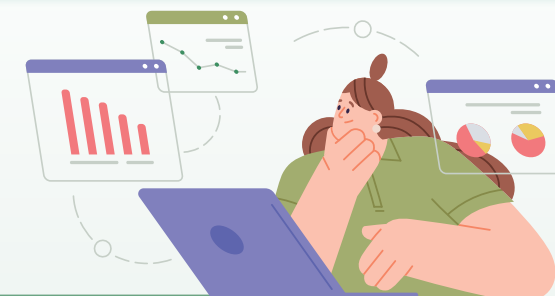
◆ J&V Energy's Waste Management Strategies and Targets

Management strategy	Starting year of the strategy	Management target	Control measure	Future action plan
Waste material consumption control	2023	Control the waste of engineering materials below 1% through systematic engineering management and use the supplies saved as spare parts.	Achieve a construction material consumption of less than 1%, and the supplies saved are planned to be used as spares.	Set up various waste recycling and disposal facilities (i.e., waste placing area).
Waste recycling and disposal measures	2023	Use packaging materials and accessories for transportation or shipping repeatedly.	Duly use pallets for recycling and repeated use.	Can be used as temporary paving in the material storage space.
		Replaced materials may reinforce the existing project sites through restructuring and reformation. The majority of waste is valuable supplies that can be directly recycled by professional companies.	Replaced materials may be used by project sites through restructuring and reformation.	Require contractors to recycle and dispose of 100% of waste.

Waste Clearance and Disposal

The total waste generated by the Company in 2024 was 13.50 tons, which was non-hazardous waste.

The waste generation of the year was reduced by **65%** as compared to 2023, mainly due to **the reduction of waste generation and the recycling and reuse of valuable waste.**



◆ Business Waste Volume Generated and Transferred

Year	Item ^{Note}	Waste classification	Type	Subtotal of generation volume (ton)	Total generation volume (ton)	Disposal volume transferred (ton)
2024	Non-hazardous business waste	General waste	Waste wood	2.16	13.50	13.50
		Business waste	Construction mixture (concrete blocks, waste sand, and waste rocks)	11.34		
2023	Non-hazardous business waste	General waste	Waste wood materials, paper, and general domestic waste	25.50	38.50	38.50
		Business waste	Metal waste, waste plastics, waste PV parts and components, and waste oil	13.00		

Note: The classification method for hazardous and non-hazardous materials is subject to local regulations in different locations.

◆ Waste Transferred from Disposal Based on Recycling Operations

Year	Item	Disposal/transfer method	On-site (ton)	Off-site (ton)	Subtotal (ton)
2024	Non-hazardous business waste	Recycled for reuse	0.00	13.50	13.50

Note: On-site refers to waste that the Company makes in-house, and off-site refers to waste that an external third party is engaged for clearance and disposal.

4.6 Ecological Conservation

Corporate Commitment to Biodiversity

J&V Energy supports global biodiversity conservation covenants. To facilitate sustainable ecological development and realize SDGs (SDG7 Affordable and Clean Energy, SDG13 Climate Action, and SDG15 Life on Land), its natural environment and biodiversity development strategies focus on three major themes of “environmental sustainability, ecological conservation, and local co-prosperity.” When developing project sites, we adhere to the principle of not changing the original topography, evaluate the natural environment and biodiversity, and develop renewable energy with multiple uses in one place to allow the co-prosperity of green energy, the environment, and ecology and develop with the local area. Therefore, we published the “biodiversity and zero deforestation policy” to exhibit our determination to invest in natural ecological conservation. The policy was implemented after being approved by the Board and published on [the Company's website](#).



◆ Project Site History and Evaluation System

STEP 1

Planning and design stage: Conduct environmental and social inspections of the proposed project site to be developed, analyze and summarize ecological issues, and develop countermeasures in accordance with PV planning and design to minimize the impact on the surrounding environment and society. The process is as follows:

Data collection for the surrounding area of the project site

- Ecological database records
- Surrounding investigation report

On-site investigation to confirm impacts

- Habitat mapping
- Animal and plant survey
- Clarify ecological and cultural issues

Development of countermeasures

- Ecological standard value evaluation
- Set countermeasures
- Monitoring the effects of countermeasures

Based on the developed countermeasures, measures including PV design adjustment, increasing monitoring items, and habitat preservation were adopted to reduce the ecological impact of environmental development.

STEP 2

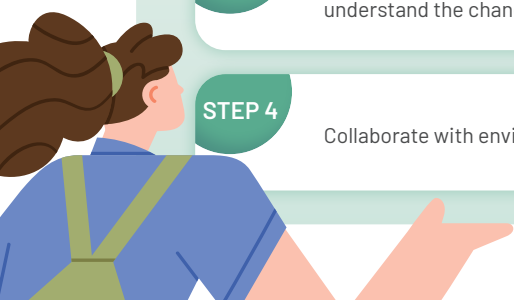
Construction: Monitor the ecology and water quality of areas surrounding the project site to ensure safety and changes in the surrounding environment during the construction period. Accumulate and record data on animal and plant groups and species background values to understand the environmental changes at the project site, and provide this information to relevant units for reference.

STEP 3

Operating period: Continue to monitor the ecology and water quality to ensure the safety of the water environment during the operating period. Continue to understand the changes in bird flocks surrounding the project site and make use of the break of fishery ponds.

STEP 4

Collaborate with environmental groups to plan and select suitable habitats for ecological compensation.



Ecological Monitoring Planning and Survey

◆ Wanggang Fishery and Electricity Symbiosis Field in Chiayi

The project is a project site that J&V Energy developed in 2024, and the environmental and social assessment was introduced in 2023 Q4 in advance to carry out systematic analysis and compilation for ecology-related issues, which were combine with the PV design and planning to formulate concrete mitigation and response measures, striving to minimize the potential impact on the surrounding environment and society.

After the completion of the project site, we will continue to conduct ecological and water quality monitoring to ensure the quality of the water environment and a stable ecosystem during the operating period, demonstrating the Company's active commitment to sustainable development and environmental protection.

I. Bird Ecological Survey

01 Survey Method

The project site is mainly located in Haomei Village, Budai Township, Chiayi County. It is in the coastal area for aquaculture and salt industries and is not in a nationally important wetland. The survey area is approximately 308.44 hectares (including the base of the project site and neighboring fishponds, forests, swamplands, and sparsely vegetated areas). The survey was conducted along the main roads and fishponds to record the birds that appeared in the fishponds one by one. 8x to 10x binoculars were used for observation, together with the identification of bird sounds, so as to record the species and quantity of birds that were seen and heard.

02 Survey Period

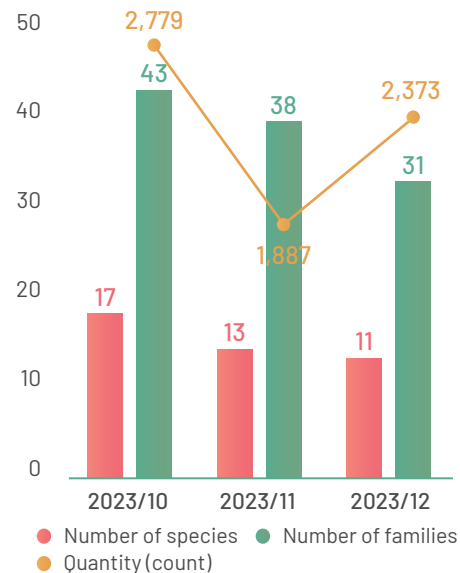
- October 16 to 19, 2023
- November 14 to 16, 2023
- December 12 to 14, 2023

Conduct monthly on-site bird and bat surveys

03 Survey Results

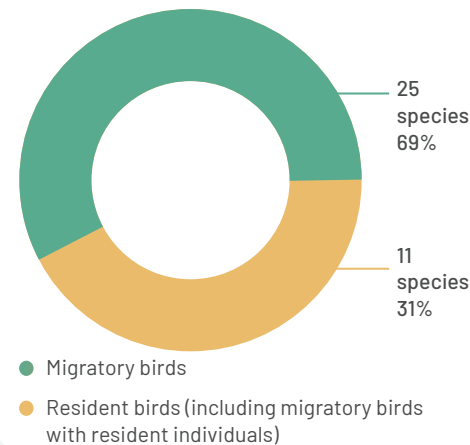
The scope of the survey includes the base of the project site and the neighboring areas, totaling 308.44 hectares. Except for fishponds to be developed, the neighboring areas have less human interference and retain a complete mangrove that comprises avicennia marina and kandelia, as well as brackish grassland or wet grassland (close to natural habitats). The main ecological function of areas within the scope of the survey is to provide temporary habitats and feeding grounds for migratory birds between autumn and spring. During the survey period, a total of 7,039 birds of 55 species in 22 families were recorded within the scope of the survey, and the families with the most quantity were ardeidae, scolopacidae, and recurvirostridae), and the species with the most quantity were little egrets (1,498 counts), black-winged stilt (625 counts), and chlidonias hybrida (599 counts). In terms of bird species composition, there are 11 species of resident birds (including migratory birds with resident individuals)(accounting for 31%) and 25 species of migratory birds(accounting for 69%).

◆ Bird Survey Results



◆ Bird composition

A total of **7,039** birds of **55** species in **22** families were recorded



Chlidonias hybrida
625 counts



Black-winged stilt
599 counts



Little egrets
1,498 counts

The survey recorded a total of 6 protected species, including level I endangered protected species, the black-faced spoonbill; level II precious and rare protected species, the black-winged kite, common kestrel, and little tern; and level III protected species requiring conservation, the brown shrike and red-bellied sandpiper. Among the protected species, the black-faced spoonbill recorded the most, with 7 individuals, while all other protected species only recorded one count. In addition, there were 3 endemic subspecies, including the black drongo, Chinese bulbul, and Tawny prinia.

Survey month		2023/10	2023/11	2023/12	Total of the survey
Protected species	Level I (species/count)	0/0	0/0	1/7	1/7
	Level II (species/count)	2/5	3/36	2/12	3/53
	Level III (species/count)	1/4	1/8	0/0	2/12
Endemic subspecies (species/count)		3/8	0/0	0/0	3/8

04 Bird Ecological Analysis

The eBird database only contains data from 2020 onwards, within the scope of the survey, comprising a total of 1,513 observation records. We used the maximum single quantity of each category recorded in the record of each year from 2020 to 2023 and calculated the average after having the sum to calculate the analysis result of the ecological background value of each category.

Category		Platalea leucorodia	Waders	Anatidae	Ardeidae	Laridae	Other waterbirds
	Description of groups	Black-faced spoonbill and platalea leucorodia	Recurvirostridae, scolopacidae, and charadriidae	Anatidae	Ardeidae	Laridae	Haematopodidae, ciconiidae, rallidae, jacanidae, podicipedidae, phalacrocoracidae, and rostratulidae
Ecological background value (count)	Scope of the project site	2.33	53.67	12.00	104.67	32.67	4.33
	Scope of survey	2.33	184.33	12.00	194.33	92.00	7.67
	eBird database Scope of survey of the plan	2.50	42.50	2.75	19.25	12.75	5.00

A total of **6** protected species were recorded, including

- Level I Endangered Protected Species:
 - Black-faced Spoonbill
- Level II Precious and Rare Protected Species:
 - Little Tern
 - Black-winged Kite
 - Common Kestrel
- Level III Other Protected Species:
 - Brown Shrike
 - Red-bellied Sandpiper

3 subspecies were recorded, including:

- Eurasian Curlew
- Kentish Plover
- Lesser Sand Plover

II. Plant Ecological Survey

01 Survey Method

We conducted an on-site survey of plant ecology within the survey's scope from October 25 to 27, 2023. We walked through the fishpond areas within the scope of the survey and adopted the visual inspection of all fishpond areas that are visible within the scope of the survey to carry out a general survey for the environment of each fishpond and particularly carry out key plant survey for ponds with low maintenance and management, fishponds, small waterways, and other habitats with potential rare plants.

02 Survey Results

During the survey period, a total of 119 species of vascular plants were recorded, and approximately 50% of them were herbaceous plants (57 species). There were a total of 61 indigenous species and endemic species, accounting for approximately 51.3% of the species under survey. One endemic species, the Taiwanese puncture vine, was recorded during the survey.



	Number of families	Number of species	Herbaceous	Arbor	Shrub	Vine	Indigenous	Endemic	Naturalized	Planted	Ratio of Indigenous species
Dicotyledons	34	86	27	22	20	17	42	1	40	3	50%
Monocotyledons	6	33	30	2	1	0	18	0	12	3	54.5%
Total	40	119	57	24	21	17	60	1	52	6	51.3%

03 Key Plants

Five key plants were discovered within the scope of the survey, which were ruppia maritima, avicennia marina, kandelia, Taiwanese puncture vine, and Taiwan chloris. Among them, apart from ruppia maritima, the remaining four species are also national near threatened (NNT) species evaluated in the Red Book. Even though ruppia maritima was evaluated as a national lease concern (NCL) in the Red Book, it prefers to grow in fishponds and salt fields with brackish water and is easily affected by environmental changes (cannot grow without water storage); therefore, it is also included as a key species.

III. Countermeasures for Ecological Maintenance

The project is in the preparation stage, and the construction has not yet commenced. After the survey, it can be judged that the biodiversity richness (birds and others) is high within the scope of the project site base. Apart from avoiding the original natural mangrove scenery, the construction will be conducted in stages to avoid the migration period of migratory birds. The management measures during the operating stage and the aquaculture content are included in the project plan to respond to the effects brought by the installation of PV. If cooperating with aquaculture farmers, we will carry out water level adjustment and control and other ecological gain measures to improve the ecological functions of fishpond areas that are not shielded by solar panels and cooperate with the monitoring plan to continue adjusting and examining the system.

The countermeasures are as follows:



1 Apart from avoiding kandelia, a native plant of the waters, we protect species of key plants through on-site retention of partial vegetation individuals, variety, or surface soil during the course of project site selection.

2 During design and planning, the PV modules shall be concentrated as much as possible to preserve areas available for waterbirds.

3 During the operating period, we negotiate with fishermen to maintain a low water level for 4 to 6 days or longer, allowing waterbirds to feed on small fish and shrimp.

4 We carried out initial communication with the Kaohsiung Wild Bird Society, and the off-site compensation matters are estimated to be discussed in 2025.

◆ Beimen Fishery and Electricity Symbiosis Field in Tainan

The project is a field of joint cooperation between J&V Energy and affiliate Enfinite Capital Taiwan Solar I Co. Ltd.. The ecological conservation project was coordinated and planned for between the representatives of both parties and formally implemented after being reviewed and approved by the board of directors of Enfinite Capital. J&V Energy was responsible for the labor planning and leading the implementation of the project, and Enfinite Capital provided funds and engaged a third party to carry out relevant surveys; both parties jointly participated in the implementation.

The project was completed in 2023. During the operating period, the Company continued to carry out ecological and water quality monitoring to ensure the safety and stability of the water environment. Additionally, we have been observing the changes in the bird flock in the neighborhood of the project site and how they utilize fishponds as habitats. Meanwhile, the Company joined hands with the Qigu-Jiangjun Salt Pan Wetland Restoration Alliance to plan for and select 1,600 hectares of salt pan wetland in Qigu and Jiangjun Districts to implement ecological compensation measures, realizing the SDGs for the co-existence of human beings and nature.

I. Waterbird Ecological Monitoring

The waterbird flock at fishpond areas in Beimen District, Tainan, is the main ecological issue. The ecological monitoring of the project is mainly the bird flock. In 2024, we recorded and analyzed the migration and stay of waterbirds within the operating scope of the PV project site (the "project site") after the completion of construction. After the survey, the activity model of local birds and the operating behaviors of the aquaculture industry are closely related. The birds mainly concentrate at sunbathing pools or fishponds with low management for feeding. The ecological interaction shows the high adaptivity of waterbird flocks to the activity environments of people. The Company also planned for friendly measures for bird activities based on the long-term monitoring results.

II. Monitor Time and Space Changes of Bird Flocking

Waterbird groups mainly move in flocks, and they mainly appear in intertidal zones, offshore wetlands, fishponds, and other environments. These birds move across different habitats and rely on local ecological conditions to feed, breed, or stay temporarily. Particularly for intertidal zones and offshore wetlands, when the full tide comes, waterbirds concentrate at areas that are higher and less likely to be drowned as temporary resting venues (i.e., high riverbanks, fishponds with low water levels or in sunbathing areas, and embankments. According to the scope of the survey of the monitoring plan, the Keliao Section, Baoji Section, Yonglong Section, and Xidiliiao Section (Shanliawwan Sub-section) in Tainan City are fishpond environments in the neighborhood of the coast, and such areas become material habitats used by waterbirds. Waterbird flocks in the project site area are easily affected by the fishpond management method and the tides, rather than remaining in fixed areas. Therefore, waterbird flock surveys adopt the line transect method and the counting flocks method.

J&V Energy referred to bird survey lists, migration attributes, and species identification in accordance with the "2023 Checklist of Birds of Taiwan" published by the Taiwan Wild Bird Federation in 2023. In addition, the list of protected species referred to the List of Protected Land Animal Species published by the Council of Agriculture, Executive Yuan, in 2019. In addition to species and quantity statistics, congregation changes were also analyzed by guilds. According to the taxon and habitat preferences of waterbirds, they are mainly divided into six guilds.

◆ Waterbird Ecological Monitoring Targets for Fishpond Areas in Beimen District, Tainan

No.	Monitoring items	Monitoring methods
1	Monitor the differences in bird flocks before construction, during construction, and after construction	Monitor changes in time and space of bird flocks, compare through three sample lines at the project site and three comparison lines, and monitor the impact of construction on bird flocks.
2	Monitor the use of fishponds by waterbirds during high tide	Have static observation of the species and quantity of birds that fly into fishponds from wetlands upon the full tide.
3	Evaluate the relationships between the use of bird habitats and the fishery and electricity symbiosis model, specific structures, and aquaculture operation for examination and adjustment of operating management on a rolling basis	From the fishponds neighboring the project site, compiled 5 types of aquaculture planning models, and we selected 3 fishponds to additionally record bird behaviors and staying locations and re-collected the background data during the construction stage for the benefit of the statistical analysis in the subsequent operating period.

◆ Waterbird group and taxon

No.	Coastal cluster taxon	Taxon included	Preferred habitat
A	Anatidae, podiceps and podicipediformes, and cormorant	Anatidae, podicipedidae, and cormorant	Deeper waters
B	Ardeidae and threskiornithidae	Ardeidae and threskiornithidae	Various habitats, such as forests, wetlands, river courses, banks, and fishponds
C	Rallidae, rostratulidae, jacanidae, and alcedinidae	Rallidae, rostratulidae, jacanidae, and alcedinidae	Various habitats, such as wetlands, river courses, thickets, and fishponds
D	Waders	Recurvirostridae, haematopodidae, haematopodidae, and scolopacidae	Wetlands, river courses, fishponds, and other habitats
E	Laridae	Laridae	Wetlands and fishponds
F	Seabirds	Fregatidae and other seabirds	The ocean outside the seawall, open water wetlands, and fishponds

III. Analysis of Bird Flock Changes

Waterbird surveys provide baseline data for ecological monitoring and before-after comparison. By setting transects inside and outside the project site, recording, and adopting static observation, the Company established the waterbird diversity and flock composition background within the scope of the project site before the PV development; we can make comparisons during and after PV construction. The transect records of waterbirds in the control group outside the scope of the project site can be used as a reference for the fluctuations of wild bird volume in the macro environment to assess whether PV project site development has changed the number or structure of waterbirds in the fishpond.

01 Survey Period

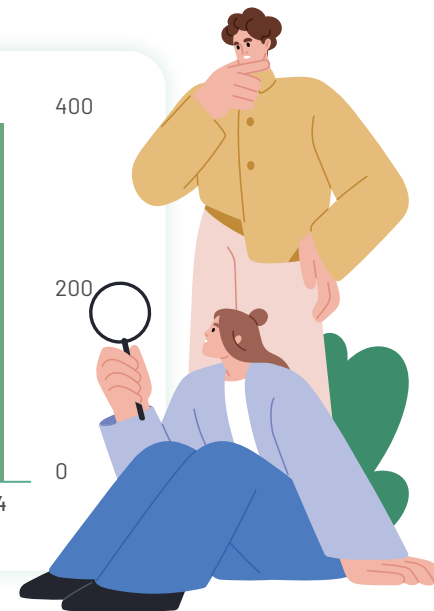
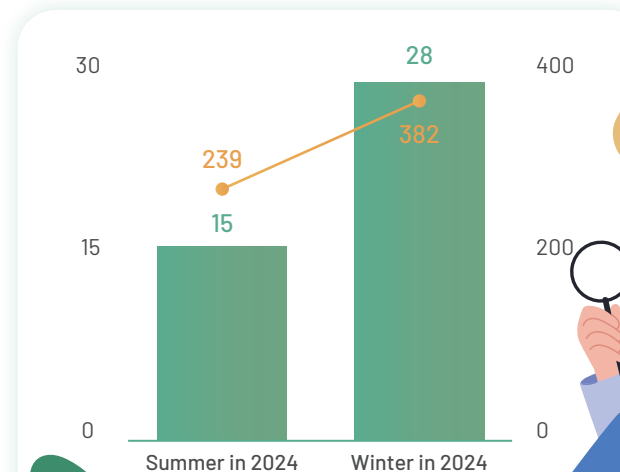
The waterbird survey was performed once each summer and winter in 2024, totaling two times. The basic information of the waterbird survey results is hereby compiled and presented, and the moving and flocking preferences of migratory waterbirds of concern in the southwest coastal areas are analyzed. Only waterbirds within the fishponds were included in the data analysis, while land birds and survey data not within the scope of the fishponds were excluded.

02 Seasonal Changes of Waterbird Flock Composition

After entering the operating period (2024), we will organize monitoring at different frequencies in different stages. The first stage is waterbird monitoring for winter and summer for 5 years (2024 to 2028), totaling 10 times. The survey in 2024 was conducted twice, in summer and winter. Carry out the survey and record the overall changes in the number of migratory (resident) birds in summer and migratory (resident) birds in Winter within the scope of the project site, flocking preference, and preference to make use of the fishponds of the project site during the power generation operating period.

A total of 621 counts of 31 species in 8 families were recorded at the 6 transects in the Beimen fishery and electricity symbiosis Project site and the surrounding control group in 2024. The average monthly count of waterbird species of winter migratory birds is higher than that of summer migratory birds.

● Number of species ● Count



IV. Overall Survey Results

Season	Cycle	Investigation results	Protected species records
Summer in 2024	Summer (June)	<p>The 6 transects set up for the survey of the period recorded 239 counts of 15 waterbird species in 7 families.</p> <p>Scope of the survey: Mainly the environment of abandoned salt fields and various fishponds.</p> <ul style="list-style-type: none"> Most fishponds have transitioned to a normal aquaculture operating state with a higher water level, which is quite different from the abandoned fishponds with a long-term low water level that were previously suitable for use by waders before construction. Such fishponds are not environments that general waterbirds can adapt to and are not favorable for use by waterbirds, except for ardeidae. 	<p>A total of one protected species was recorded in the survey this season, the precious and rare level II protected bird</p> <p>Little Tern in the laridae family</p>
Winter in 2024	Winter (December)	<p>A total of 382 counts of 28 waterbird species in 8 families were recorded for the period (December).</p> <p>Scope of the survey: The project site mainly includes the environment of abandoned salt fields and fishponds</p> <ul style="list-style-type: none"> Partial fishponds with early harvest attracted dunlin and short-legged waterbirds due to the low water levels. There were witness records of saunders's gull and pandion haliaetus. 	<p>A total of two protected species were recorded in the survey this season, the precious and rare level II protected birds</p> <p>Saunders's Gull in the laridae family and Osprey in the osprey family</p>

V. Ecological Maintenance and Compensation Practices

01 Waterbird-Friendly Measures

The project site in Beimen, Tainan, has been completed and entered the operating stage. The operating plan maintains the initial aquaculture model, sunbathing pool cycle, and other measures to ensure that fishponds maintain their ecological functions. We cooperated with aquaculture farmers to maintain a low water level (5 to 20 cm) after the harvest in winter and maintain it for 4 to 10 days or above without throwing in tea residue to allow small fish, shrimp and shellfish to live, for the benefit of waterbirds' feeding. The Company witnessed multiple black-faced spoonbills when conducting the regular patrol in December 2024, showing that keeping a low water level can attract waterbirds.

02 Habitat Compensation Plan

The Company cooperated with the Qigu-Jiangjun Salt Pan Wetland Restoration Alliance to implement a habitat compensation plan on 1,600 hectares of salt pan wetland that it signed a contract with the National Property Administration for adoption for at least 20 years to promote the establishment of the basic data of salt fields and wetlands, hydrologic survey, the recovery of the waterway functions in salt fields and tidal channels, and satellite positioning research of migratory birds and organize citizen science activities and environmental education courses in the hope of improving environmental load and biodiversity, promoting environmental education in combination with local communities, and committing to the development of sustainability goals.

Bird and Water Body Survey Achievements in 2024

The bird survey (93 sample areas) recorded a total of 94,701 counts of 112 bird species; there were two endangered protected species: black-faced spoonbill and nordmann's greenshank, eight precious and rare species: eurasian spoonbill, crested myna, little tern, osprey, black-winged kite, saunders's gull, limosa lapponica, long-tail shrike, calidris alpina, and mareca falcata. There were three species near threatened, including pluvialis squatarola, gray-tailed tattler, and greater sand-plover.

The water body survey recorded 97 vascular plant species of 84 genera in 37 families and 31 fish, atelocerata, and zoobenthos species of 29 genera in 23 families.

Water quality monitoring was performed once. The water temperature was between 29.5°C and 33°C, the salinity was between 23.9 and 29.5 psu, the conductivity was between 37.2 and 45.2, the pH value was between 7.8 and 8.4, and the dissolved oxygen was between 3.81 and 7.14. The collection and analysis of environmental data will serve as a material reference and basis for the promotion of habitat improvement measures, subsequently to ensure more targeted operations and effects.

The funding of the survey was mainly self-raised by the Qigu-Jiangjun Salt Pan Wetland Restoration Alliance, the implementation department and partial funding support was provided by Enfinite Capital, an affiliate of J&V Energy, to facilitate the survey results.

03 Ecological Maintenance Plans and Actions

Ecological environment maintenance operations are regularly conducted at development project sites, and short-, mid-, and long-term goals are set:

Short-term

To maintain the protection of the ecological environment, we have established an environmental monitoring system at project sites to regularly inspect the ecological environment around the project sites.



Mid-term

Based on the monitoring results, we optimized the management model during the operating period and created the co-existence and co-prosperity of the fishery industry and waterbirds.



Long-term

Conduct ecological impact assessment and ecological design during the development stage and take active measures (i.e., implementing off-site compensation and establishing environmental protection mechanisms) after completion to strengthen local participation.



Promote Conservation, Education, and Sustainable Development through Five Major Fields



The bird survey recorded a total of **94,701** counts of **112** bird species

2 endangered protected species

8 precious and rare species

Black-faced Spoonbill

Eurasian Spoonbill

Crested Myna

Little Tern

Osprey

Nordmann's Greenshank

Black-winged Kite

Saunders's Gull

Eurasian Goshawk

Ring-necked Pheasant

05

Create An Inclusive Society

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5.1 Human Capital

Human Rights Policy

The Company has established its “human rights policy.” We adhere to international standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the core labor standards outlined in the ILO Declaration on Fundamental Principles and Rights at Work, and applicable local laws and regulations. J&V Energy explicitly prohibits any actions that infringe upon or violate human rights and commits to policies for the prohibition of human trafficking, forced labor, and child labor. The human rights policy of the Company was implemented after being approved by the Board and published on [the Company's website](#).

Human rights due diligence survey

To realize the implementation of the human rights policy, J&V Energy carried out human rights risk identification based on the United Nations Guiding Principles on Business and Human Rights and distributed the “human rights due diligence survey questionnaires” to internal employees. Regarding the scope of the questionnaire survey, a total of 43 supervisors of different departments represented all employees to participate in the questionnaire survey, and a total of 43 valid questionnaires were recovered, with a recovery rate of 100%. By doing so, we examined the occurrence points of the overall human rights risks and main risk issues for the benefit of implementing human rights due diligence and formulating mitigation and remedial measures.

◆ Human rights due diligence survey process



STEP
01



Focus on and identify human rights issues

Refer to relevant international human rights covenants, track international human rights trends, analyze human rights issues of concern of sustainability rating institutions, and design the annual survey questionnaire.

STEP
02



Human rights risk assessment

Regularly assess the human rights risk ratio of various material issues of concern for our operations and the supply chain to identify potential human rights risks.

STEP
03



Confirm human rights risks

Divide the level of risk into low, medium, and high to identify high-risk human rights issues in our operations.

STEP
04

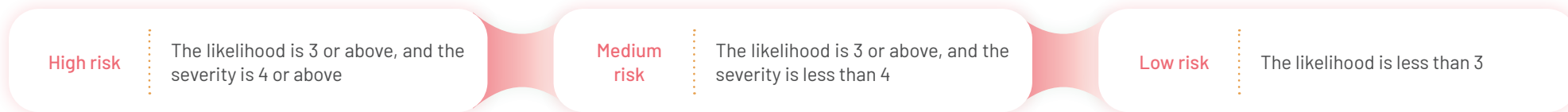


Formulate risk remedial measures

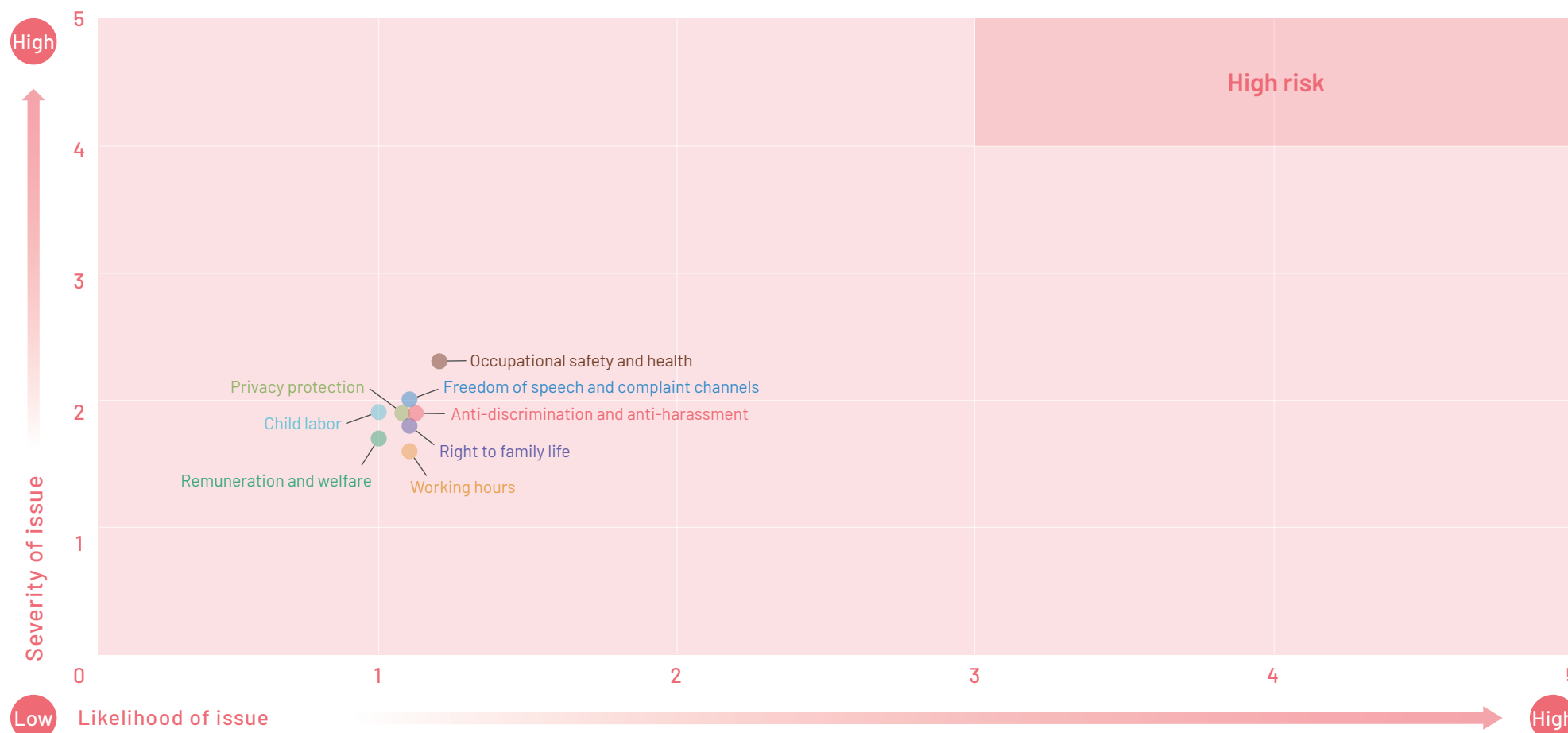
Establish improvement targets for high-risk human rights issues, adopt corresponding mitigation or remedial measures, and regularly track the achievements of the measures.

◆ Human Rights Risk Identification Results

The “human rights risk matrix” was generated based on the results of the human rights due diligence survey questionnaires, and human rights risks are divided into three levels based on the following standards:



In 2024, the Company's overall human rights risk level was low risk; however, it responded to three main risk issues, including “occupational safety and health,” “anti-discrimination and anti-harassment,” and “freedom of speech and complaint channels.”



◆ Main human rights risk mitigation and remedial measures

According to the three main risks identified in the Company's human rights due diligence survey in 2024, the Company carried out relevant alert and mitigation measures, and relevant information is described in the following table.

Human rights risk issue	Risk level	Mitigation measures (prevention in advance)	Remedial measures (handling afterward)
Occupational safety and health	Low	<ul style="list-style-type: none"> Establish the Occupational Safety and Health Committee Introduce the ISO45001 occupational safety and health management system Provide occupational healthcare services and regularly plan for health inspections that are more favorable than the regulations every two years Organize occupational safety education and training Organize regular physical and mental improvement activities, including physical and mental health consultation services and workplace violence prevention lectures 	<ul style="list-style-type: none"> Implement various employee welfare policies Regularly implement occupational safety and health education and training Provide diverse external training information platforms related to occupational safety to employees
Anti-discrimination and anti-harassment	Low	<ul style="list-style-type: none"> Establish the anti-discrimination and anti-harassment policy for the management to make promises and set itself as an example to implement it throughout the entire Company Set up an exclusive employee complaint and sexual harassment handling channel to avoid secondary injuries to victims Carry out friendly workplace and sexual harassment prevention promotion and organize workplace unlawful infringement and sexual harassment prevention education and training 	<ul style="list-style-type: none"> Conduct investigations and convene workplace unlawful infringement complaint handling committee meetings based on the Regulations for the Management of Workplace Unlawful Infringement and impose punishment and report based on the requirements. Provide protection, arrangement, and assistance to victims.
Freedom of speech and complaint channels	Low	<ul style="list-style-type: none"> Regularly convene labor-management meetings to provide channels for employees to communicate with the Company Set up work complaint and consultation channels 	<ul style="list-style-type: none"> Conduct investigations for internal and external complaint cases. If it is confirmed that relevant requirements are violated after the investigation, make disposals according to relevant requirements under the "Regulations for Rewards and Punishment of J&V Energy."

◆ Human Rights Policy Training

To allow employees, other external workers, suppliers, and external stakeholders to understand the content of J&V Energy's human rights policy, new employees shall read the human rights policy data when reporting to work, and we also adopt bulletin announcements, employee opinion mailboxes, and other different methods to carry out education and training to allow all personnel to understand their rights, interests, and corporate specifications. In addition, various policies are disclosed on the Company's website and in the Sustainability Report. In 2024, we implemented human rights education and training for a total of 204 hours.

◆ Communication and Remedial Measures for Human Rights Policy or Cases

The Company has established an employee opinion mailbox to allow all workers and external stakeholders to communicate with the dedicated department regarding various human rights events, including policy improvement recommendations, potential risk alerts, and human rights violation complaints. To maintain just review and investigation procedures for complaint or whistleblowing cases, labor and management representatives jointly formed a cross-departmental team responsible for investigating and reviewing human rights events and establishing improvement measures.

There was no discrimination, harassment, employment of child labor or forced labor, or other human rights events in 2024. Also, the Company regularly performs audits of all cooperating companies each year to confirm whether they violate human rights to comply with the human rights spirit of the Company.

In 2024, we implemented human rights education and training for a total of **204** hours.

There was **no** discrimination, harassment, employment of child labor or forced labor, or other human rights events in 2024.

◆ Workplace Sexual Harassment Prevention

To protect the Company's employees, job applicants, or service personnel from sexual harassment in the work and service environment, we adopted appropriate preventive, corrective, disciplinary, and handling measures. To protect the rights, interests, and privacy of parties involved, we established the regulations according to the Act of Gender Equality in Employment, Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, and Sexual Harassment Prevention Act.

The Company has established a Sexual Harassment Complaint Investigation Committee composed of labor representatives and management representatives to handle sexual harassment complaints. The Complaint Investigation Committee has one chairperson, who is also the chairperson of meetings. If the chairperson is unable to host the meeting due to other causes, he/she may appoint another member to act on his/her behalf. There shall be three to five members, and the female representatives of the Committee shall be no less than half of the members, and a single gender shall be no less than one-third of the members; experts and scholars may be engaged as members, subject to the requirements. There was no report of sexual harassment in 2024.

◆ Employee Sexual Harassment Complaint Handling Channel



Note 1: During the investigation of a sexual harassment incident, depending on the physical and mental condition of the party involved, the Company may take the initiative to refer the person to or provide psychological counseling, medical and legal assistance.

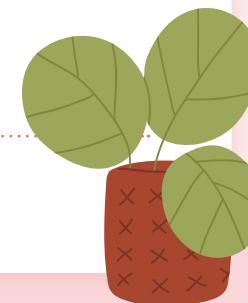
Note 2: There shall be no inappropriate differentiated treatment against persons who complain, inform, denounce, file a lawsuit, testify, provide assistance, or otherwise participate in the investigation, trial, or other procedures of a sexual harassment case.

Complaint Channel

- Complaint hotline: (02)2657-0355 #7995
- E-mail: 885@jv-holding.com

Acceptance Unit

Human Resources Team,
General Operations Department



Human Resources Management

J&V Energy deems its employees the most important assets; therefore, we adopt the labor regulations of the places where our operations are located as the foundation for formulating human resources management regulations, reward systems, and working rules. We regularly review the latest regulations to protect the basic labor rights and interests of our employees. The Company has specified a prohibition on child labor, discrimination, workplace harassment, and forced labor, and has established independent complaint channels to provide a safe, equal, and free working environment for employees.

The Company focuses on educational background, experience, ethics, and enthusiasm during recruitment, while also prioritizing the protection of working rights for individuals with physical or mental disabilities. Employees with the same job level are entitled to equivalent welfare measures, salary standards, and education and training system, and there is no difference due to gender, age, and nationality. We regularly implement performance evaluations each year to serve as the basis for employee retention, promotion, salary adjustments, or bonus distribution.

Employee Structure

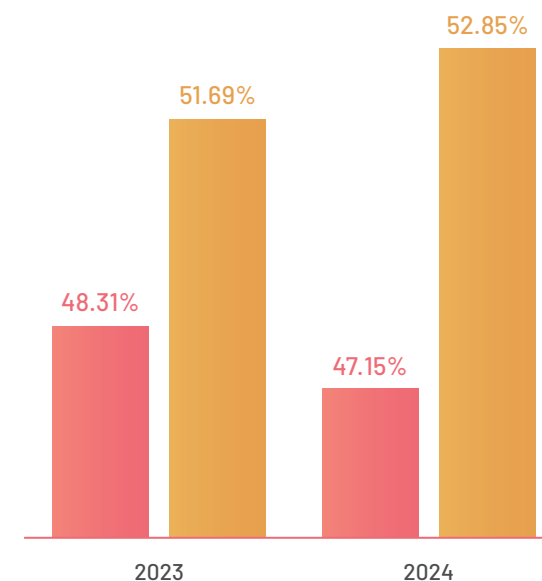
As of the end of 2024, the Group has a total of 472 employees (of which 349 persons are employees of subsidiaries). J&V Energy's parent company has 123 full-time employees, and there are a total of five commissioned professional consultants who are non-employee workers. The gender ratios of employees are 52.85% and 47.15% for males and females, respectively, and employees who are between 30 and 50 years old account for 79.67%. We actively promote a workplace culture of diversification and inclusiveness and recruit persons with physical or mental disabilities to ensure their working rights; the group accounts for 1.63% of all employees. In addition, J&V Energy is committed to creating a working environment of gender equality, cultivating young talents, and attracting the new generation to join so as to facilitate corporate innovations and provide diverse development opportunities.

Apart from global deployment and investment expansion, we extensively recruit international elites, facilitate employee diversification, and realize the workplace value of diversification and inclusiveness to create a corporate culture of competitiveness and sustainable development.

◆ Employee Structure of J&V Energy

	2023						2024					
	Female		Male		Total		Female		Male		Total	
Nationality	Local	Foreign	Local	Foreign	Local	Foreign	Local	Foreign	Local	Foreign	Local	Foreign
Official employees	57	0	60	1	117	1	58	0	64	1	122	1
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	56	0	60	1	116	1	58	0	64	1	122	1
Part-time employees	1	0	0	0	1	0	0	0	0	0	0	0
Employees with no guaranteed hours	0	0	0	0	0	0	0	0	0	0	0	0
Total number of employees	57		61		118		58		65		123	

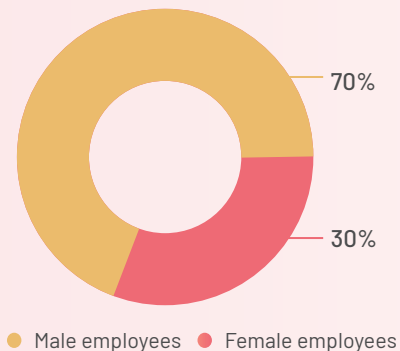
● Ratio of female employees ● Ratio of male employees



Note: For foreign employees, the nationality is Hong Kong and Singapore in 2023 and 2024, respectively.

◆ Employee Structure of Subsidiaries

	2024					
	Female		Male		Total	
Nationality	Local	Foreign	Local	Foreign	Local	Foreign
Official employees	104	0	226	15	330	15
Temporary employees	0	0	4	0	4	0
Full-time employees	104	0	226	15	330	15
Part-time employees	0	0	4	0	4	0
Employees with no guaranteed hours	0	0	0	0	0	0
Total number of employees	104		245		349	



Definition description:

- Official employee: Those with an indefinite term for their labor contracts (indefinite contract).
- Temporary employee: Those with a fixed term for their labor contracts (term contract).
- Full-time employee: Employees with weekly working hours reaching the definition of weekly working hours for full-time employees under local regulations.
- Part-time employees: Employees with weekly working hours not reaching the definition of weekly working hours for full-time employees under local regulations.
- Employees with no guaranteed hours: Employees with non-fixed weekly working hours (i.e., employees on call).

Note 1: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

Note 2: The gender ratio of the subsidiary is 70.20% and 29.80% for males and females, respectively. Weisheng Envirotech's on-site engineers are mainly males, reflecting industry characteristics. In the future, we will increase the practicing ratio of females through talent recruitment and cultivation plans to facilitate gender equality.

◆ Job Level Structure of J&V Energy

Job level		Senior supervisor	Middle supervisor	Primary supervisor	Primary personnel	Total
Total number of employees at all job levels		4	11	12	96	123
Ratio of the total number of employees of all job levels to all employees (%)		3.25%	8.94%	9.76%	78.05%	100%
Diversification indicator						
Gender	Male (person)	3	7	7	48	65
	Ratio of males	2.44%	5.69%	5.69%	39.02%	52.85%
	Female (person)	1	4	5	48	58
	Ratio of females	0.81%	3.25%	4.07%	39.02%	47.15%
Age	29 (inclusive) or below (person)	0	0	0	17	17
	Age range ratio	0.00%	0.00%	0.00%	13.82%	13.82%
	30 to 50 (person)	3	11	10	74	98
	Age range ratio	2.44%	8.94%	8.13%	60.16%	79.67%
	51 (inclusive) or above (person)	1	0	2	5	8
Age range ratio	0.81%	0.00%	1.63%	4.07%	6.50%	
Indigenous people		0	0	0	0	0
Physical or mental disabilities		0	0	0	2	2

Note: The table is calculated based on personnel of the same category (i.e., ratio of male primary personnel = number of male primary personnel ÷ total number of employees)

◆ Job Level Structure of Subsidiaries

Job level		Senior supervisor	Middle supervisor	Primary supervisor	Primary personnel	Total
Total number of employees at all job levels		17	36	24	272	349
Ratio of the total number of employees of all job levels to all employees (%)		4.87%	10.32%	6.88%	77.94%	100%
Diversification indicator						
Gender	Male (person)	14	21	12	198	245
	Ratio of males	4.01%	6.02%	3.44%	56.73%	70.20%
	Female (person)	3	15	11	75	104
	Ratio of females	0.86%	4.30%	3.15%	21.49%	29.80%
Age	29 (inclusive) or below (person)	0	1	3	62	66
	Age range ratio	0.00%	0.29%	0.86%	17.77%	18.91%
	30 to 50 (person)	9	29	11	168	217
	Age range ratio	2.58%	8.31%	3.15%	48.14%	62.18%
	51 (inclusive) or above (person)	8	6	10	42	66
	Age range ratio	2.29%	1.72%	2.87%	12.03%	18.91%
Indigenous people		0	0	1	5	6
Physical or mental disabilities		0	2	0	6	8

Note 1: The table is calculated based on personnel of the same category (i.e., ratio of male primary personnel = number of male primary personnel ÷ total number of employees of subsidiaries)

Note 2: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

New and Resigned Employees

We possess a comprehensive recruitment system. We hope employees and the Company can jointly grow with co-prosperity while respecting employees who opt for career changes. J&V Energy recruited a total of 28 new employees in 2024, including 13 males and 15 females. In addition, the resignation rate was reduced by approximately 3.1% compared to 2023. A total of 16 employees resigned, including 8 males and 8 females. Resignation reasons include family care, relocation of domicile, and a change in career path. The retention rate was 81.36%, representing a slight decrease compared to the preceding year, and the main reason was the transfer of human resources of the Green Energy Business Department to the subsidiary Greenet in October 2024. To protect employees' rights and interests and optimize the recruitment system, supervisors of the responsible department have interviews with all resigned personnel to understand the concrete resignation reasons to serve as a reference for subsequent improvements in human resources management. We continue to provide diverse communication channels to in-service employees and improve the employee welfare system progressively to retain talent.

Dismissal Notice Period of J&V Energy: If the Company encounters any material operational change (i.e., adjustments to the operating organization, adjustments to human resources requirements, force majeure, or the consideration of the incompetence of employees)

Work for over three months
but less than one year

10 days
ahead

Work for over one year but
less than three years

20 days
ahead

Work for over three years

30 days
ahead

Overview of J&V Energy's New Employees

Gender	Age	2022				2023				2024			
		Nationality		Total	New hire ratio (%)	Nationality		Total	New hire ratio (%)	Nationality		Total	New hire ratio (%)
		Local	Foreign			Local	Foreign			Local	Foreign		
Male	29 (inclusive) or below	4	0	22	27.50%	8	0	30	25.42%	3	0	13	10.57%
	30-50 years old	18	0			16	0			9	1		
	Above 51 (inclusive)	0	0			6	0			0	0		
Female	29 (inclusive) or below	6	0	18	22.50%	11	0	27	22.88%	3	0	15	12.20%
	30-50 years old	11	0			15	0			12	0		
	Above 51 (inclusive)	1	0			1	0			0	0		
Total		40	0	40	50.00%	57	0	57	48.30%	27	1	28	22.77%

Note 1: Unit: person

Note 3: New hire ratio (%) = number of new employees of the category ÷ total number of employees of the category of the year x 100%

Note 2: For foreign employees, the nationality is Singapore in 2024

Resignation Overview of J&V Energy

Gender	Age	2022					2023					2024				
		Nationality		Total	Resignation ratio (%)	Self-resignation ratio (%)	Nationality		Total	Resignation ratio (%)	Self-resignation ratio (%)	Nationality		Total	Resignation ratio (%)	Self-resignation ratio (%)
		Local	Foreign				Local	Foreign				Local	Foreign			
Male	29 (inclusive) or below	2	0	10	12.50%	10.00%	1	0	7	5.09%	5.90%	0	1	8	6.50%	5.69%
	30-50 years old	6	0				5	0				7	0			
	Above 51 (inclusive)	2	0				1	0				0	0			
Female	29 (inclusive) or below	4	0	9	11.25%	10.00%	0	0	12	10.20%	9.35%	2	0	8	6.50%	5.69%
	30-50 years old	5	0				10	0				4	1			
	Above 51 (inclusive)	0	0				2	0				1	0			
Total		19	0	19	23.75%	20.00%	19	0	19	16.10%	15.25%	14	2	16	13.00%	11.38%

Note 1: Unit: person

Note 3: Resignation ratio (%) = number of employees resigned in the category ÷ total number of employees x 100%

Note 2: For foreign employees, the nationality is Hong Kong and Thailand in 2024.

Note 4: Self-resignation ratio (%) = number of employees self-resigned in the category ÷ total number of employees x 100%

Overview of New Employees of Subsidiaries

2024

Gender	Age	Local	Foreign	Total	New hire ratio (%)
Male	29 (inclusive) or below	14	3	17	27.22%
	30-50 years old	53	8	61	
	Above 51 (inclusive)	16	1	17	
	Subtotal	83	12	95	
Female	29 (inclusive) or below	12	0	12	12.89%
	30-50 years old	29	0	29	
	Above 51 (inclusive)	4	0	4	
	Subtotal	45	0	45	
Total		128	12	140	40.11%

Note 1: Unit: person

Note 2: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

Note 3: New hire ratio (%) = number of new employees of the category ÷ total number of employees of subsidiaries x 100%

Overview of Resigned Employees of Subsidiaries

2024

Gender	Age	Local	Foreign	Total	Resignation ratio (%)	Self-resignation ratio (%)
Male	29 (inclusive) or below	22	0	22	22.35%	20.06%
	30-50 years old	44	0	44		
	Above 51 (inclusive)	12	0	12		
	Subtotal	78	0	78		
Female	29 (inclusive) or below	8	0	8	11.17%	9.74%
	30-50 years old	27	0	27		
	Above 51 (inclusive)	4	0	4		
	Subtotal	39	0	39		
Total		117	0	117	33.52%	29.80%

Note 1: Unit: person

Note 2: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

Note 3: Resignation ratio (%) = number of employees resigned in the category ÷ total number of employees of subsidiaries x 100%




Note 4: Self-resignation ratio (%) = number of employees self-resigned in the category ÷ total number of employees of subsidiaries x 100%

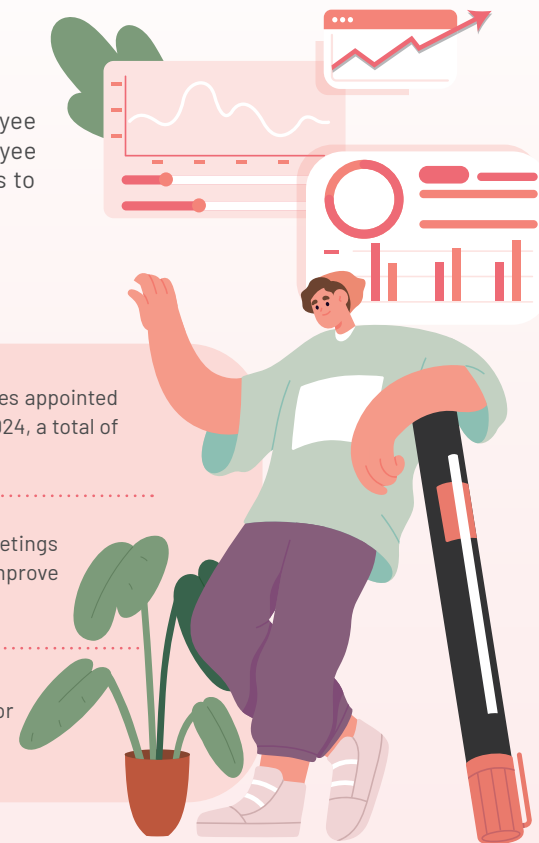
Collective Bargaining

◆ Labor-Management Co-prosperity, Create A Harmonious Environment

J&V Energy is committed to establishing harmonious and equal labor-management relations and creating unblocked and diverse employee communication platforms. We ensure that employees' opinions can be reflected immediately through labor-management meetings, Employee Welfare Committee meetings, and employee opinion mailboxes and continue to optimize labor environments and labor-management systems to protect the rights and interests of both parties.

◆ Employee Communication Channels

Communication channel	Description
 <p>Labor-management meeting</p>	All employees formally voted to elect labor representatives to form a bargaining platform, with representatives appointed by the management to ensure that the rights, interests, and opinions of both parties are fully discussed. In 2024, a total of four labor-management meetings were convened.
 <p>Employee Welfare Committee Meetings</p>	According to relevant laws and regulations and the Regulations for Employee Welfare of the Company, meetings are convened once every three months. We formulated and amended various employee welfare plans to improve employees' well-being. In 2024, a total of four Employee Welfare Committee meetings were convened.
 <p>Employee Opinion Mailbox</p>	Provide an internal e-mail mailbox and a physical opinion box to allow employees to reflect their opinions or propose recommendations to ensure instant responses and improvements.



◆ Statistics of Employees' Opinions and Feedback in 2024

Communication channel	Number of opinion cases	Number of cases handled	Number of cases not yet handled
Labor-management meeting	1	1	0
Employee Welfare Committee Meetings	0	0	0
Employee Opinion Mailbox	0	0	0

◆ Promote a fair workplace and implement the anti-discrimination and anti-harassment policy

The Company is committed to creating a working environment with respect, diversity, and safety, and it adopts a zero-tolerance policy for any form of discrimination and harassment. To protect the rights, interests, and dignity of all employees, the Company has formulated the "anti-discrimination and anti-harassment policy," which was formally implemented after being approved by the Board. The policy is disclosed on [the Company's website](#) to ensure that all employees can be fairly treated and be respected and protected in the workplace. Through such measures, J&V Energy continues to promote an open and transparent communication culture to ensure that employees' opinions are heard so as to jointly create a healthy working environment with sustainable development.

5.2 Remuneration and Welfare

Material Topic Employee welfare and remuneration

Corresponding GRI Indicators

GRI 401
EmploymentGRI 402 Labor/
Management RelationsGRI 405 Diversity and
Equal Opportunity

Positive impact

- Improve work satisfaction
- Improve employees' loyalty
- Improve production capacity
- Facilitate health and happiness

Negative impact

- Increase corporate burden and eliminate other resources
- Internal inequality and inability to have equally allocated welfare
- Over-dependence on welfare and a passive attitude
- Losses generated from legal and compliance risks



Policy/strategy

Importance to J&V Energy

- Attract and retain talent
- Improve employees' morale
- Reduce cost lost
- Improve corporate image
- Facilitate teamwork
- Respond to legal and social responsibilities

The Company adheres to a fair and reasonable remuneration system and duly plans for the Company's labor costs under the precondition of giving equal consideration to market competitiveness, talent retention, and employee incentives. The purpose of our remuneration and welfare policy is to attract and retain outstanding talent, improve employee satisfaction and loyalty, and ensure the stability of the long-term development of the Company.

- Regularly conduct salary surveys to ensure that the remuneration is more favorable than the market standard, improving the attraction.
- Conduct salary adjustments and promotions based on performance evaluations and distribute performance bonuses and project rewards to provide incentives to employees for their growth.
- Regularly examine the internal salary structure to ensure fairness and report to the Board regarding the remuneration planning to maintain corporate governance.
- Provide share subscription and ESOP to improve employees' sense of belonging to ensure long-term investment and joint growth with the Company.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- Implement market and internal salary surveys and competitiveness adjustments.
- Strengthen the annual performance bonus system and launch project bonuses and allowance plans.
- Provide short-term welfare improvement measures (i.e., add maternity leave or increase flexible working hours and other substantive welfare).
- Promote the ESOP for all employees.

Mid-term (3 to 5 years)

- Provide appropriate duties and remuneration growth system based on functions.
- For high-performance talents and key positions, provide additional salary or annual leave, and other adjustment ranges to improve the retention rate.
- Strengthen employee incentive systems (i.e., optimizing the share option subscription system or the shareholding plans for additional bonuses).
- Increase club subsidies, nursery allowance, and other optimized welfare systems.

Long-term (above 5 years)

- Strengthen in-depth functional analysis and provide a more suitable career growth system.
- Provide generous stock grants or share subscription plans with an inspection system for high-performance employees.
- Establish long-term retirement and better resignation welfare systems.
- Improve the corporate brand of the employer to attract high-end talents.

Performance in 2024

Salary

- Provide the share subscription plan through a capital increase of J&V Energy, and the participation rate reached 60%.
- Promote the ESOP for all employees, and the participation reached 69%.
- The average salary adjustment range reached 4.28%, which was more favorable than the bonus and salary adjustment range in the market.

Welfare

- Add 5 days of paid sick leave.
- Add the number of days of maternity leave, pregnancy checkup leave, and paternity leave: Adjust the number of days of maternity leave, pregnancy checkup leave, and paternity leave to 70 days, 8 days, and 10 days, respectively.
- Increase the flexible working hours on Friday.
- Provide self-paid group insurance for employees' family members.

Preventive or Remedial Measures

- Imbalanced remuneration standards: Conduct regular salary surveys, design a flexible remuneration system, and increase the total compensation value (bonuses, equity, and welfare).
- Excessive remuneration costs: Adopt a performance-oriented floating remuneration and set up a cost alert system to ensure financial health.
- Equity incentive risk: Release the equity in batches and differentiate the distribution based on position and seniority to steadily retain talent.
- Welfare fails to comply with the requirements: Allow employees to participate in the discussion, make regular adjustments, and optimize welfare in line with market trends.

Equal and generous remuneration

J&V Energy values talent retention and talent cultivation, and is committed to providing salary conditions with competitiveness and comprehensive employee welfare. The salary standards of the Company were established with reference to local regulations, conditions among peers, local living standards, and other conditions. The Company strictly complies with the principles of gender equality, diversification, and inclusiveness, prohibits any form of differentiated treatment due to gender, ethnicity, language, religion, party, or marital status, and implements equal remuneration. With this basis, male and female employees of the Company are entitled to the treatment of equal basic salary.

Regarding the remuneration standard of new employees, the salary level for recruitment is approved based on "education and background," "professional knowledge and skills," "professional qualifications," and "personal performance." After joining the Company, performance evaluations are regularly conducted each year to adjust salaries and provide promotion opportunities based on work achievements, contributions, performance, and duty growth. For those with outstanding performance, a flexible salary adjustment and reward system is established. The remuneration structure of the Company includes basic salaries, meal allowances, performance bonuses, and other benefits. The annual salary adjustment and bonus distribution are allocated based on the Company's operating achievements and individual performance. We aim to motivate employees to grow together with the Company through an attractive and generous salary system, fostering a workplace environment that promotes sustainable development.

In 2024, the ratio of the total remuneration of the individual with the highest remuneration to the median total remuneration of all employees (excluding the individual with the highest remuneration) was 13.72. The ratio of the range of changes in the total remuneration of the individual with the highest remuneration to the median of the range of changes in the average total remuneration of other employees of the Company was 8.1.

In response to the downward adjustment to bonuses due to the adjustments to the operating income in 2024, the range of downward adjustment to the total remuneration of the individual with the highest remuneration was 8.1 times the range of average downward adjustment to other employees, showing that the management assumes the responsibility of a higher range of adjustments under the operating pressure of the organization and the fair allocation principle.

◆ Remuneration Ratio by Gender

Job level	Male	Female
Senior supervisor	1	1.60
Middle supervisor	1	0.96
Primary supervisor	1	0.96
Primary personnel	1	0.89

Note 1: The basic salaries plus remuneration of male employees is 1.

Note 2: The definition of a senior supervisor is a supervisor above the level of a deputy general manager; the definition of a middle supervisor is a supervisor with a level of the highest supervisor of a department; the definition of a primary supervisor is a supervisor with a level of a supervisor of a department; the definition of primary personnel is general employees who are not supervisors.

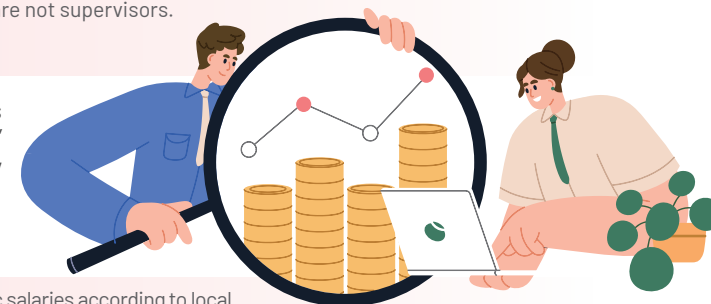
The Company strictly adheres to relevant requirements under local labor laws and regulations at the places where its operations are located. In Taiwan, the standard basic salaries are more favorable than the basic salaries stated in the "Labor Standards Act," and the Company complies with the local minimum salary specifications in other operating regions. In 2024, the average monthly basic remuneration of primary personnel at material business locations was 2.39 times higher than the statutory basic salaries.

◆ Ratio of Salary of Primary Personnel to Statutory Minimum Salaries

	Male	Female
Basic salaries of primary personnel	NT\$69,778	NT\$61,974
(Statutory) minimum salaries of primary personnel	NT\$27,470	NT\$27,470
Exceed the multiple of the statutory minimum salaries	2.54	2.26

Note 1: The monthly basic salaries according to local laws and regulations in Taiwan in 2024 were NT\$27,470.

Note 2: Based on the equivalent comparison basis, the table only includes full-time employees employed in 2024. With reference to the definition of key words of the Directorate General of Budget, Accounting and Statistics, Executive Yuan, a "full-time employee" refers to a person with working hours that reach the normal working hours stated by a company or statutory working hours. Suppose the normal working hours are not stated, a person with an average weekly working hours of over 35 hours. On the contrary, such persons are "part-time employees" (personnel with daily or weekly working hours that are significantly lower than those of full-time employees who may be part-time personnel or personnel with hourly rates).



In 2024, the number of full-time employees who are not supervisors was 103, and their “average salaries” and “median salaries” were NT\$928 thousand and NT\$818 thousand, respectively. During the year, the increase in primary personnel decreased as compared to the preceding year due to the adjustments to the bonus rules.

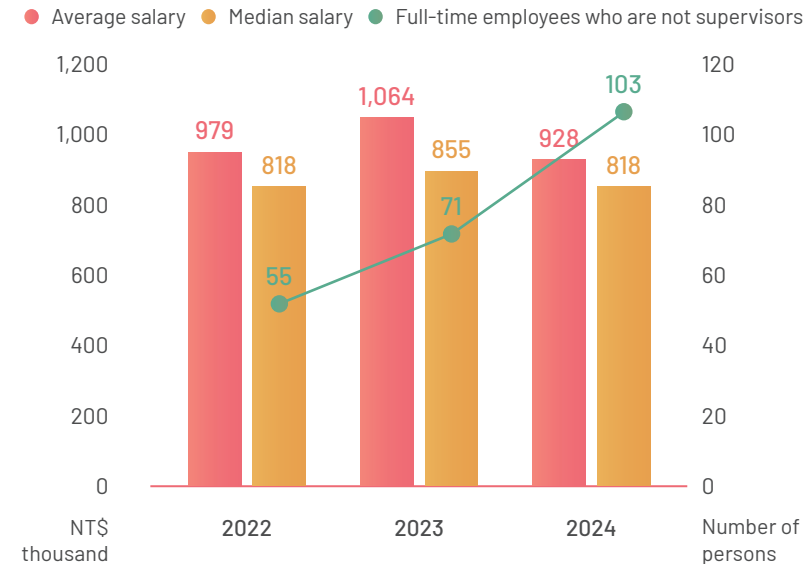
◆ Average Annual Salary Income and Median of Non-Supervisors

	Unit	2022	2023	2024
Average salaries of full-time employees who are not supervisors	NT\$ thousand	979	1,064	928
Median salaries of full-time employees who are not supervisors	NT\$ thousand	818	855	818
Total salaries of full-time employees who are not supervisors	NT\$ thousand	53,821	75,542	95,588
Full-time employees who are not supervisors	Number of persons	55	71	103


Note 1: Non-supervisors refer to the number of employees employed in Taiwan after deduction of managers, part-time employees, and those who joined the Company for less than six months (including locals and foreigners), and the average number of persons is adopted for calculation.

Note 2: Total salary refers to an accrual basis, including basic salary, overtime payments, various allowances and bonuses, and employee remuneration; however, it does not include the estimated expensed amount of share-based payment.

Note 3: According to the Articles of Incorporation, the Company appropriated 1% of its profit (NT\$11,414 thousand) as the remuneration of employees in 2024. As the list of distributions is not yet determined, the amount is estimated based on the distribution ratio of the remuneration in 2023.



Comprehensive Welfare Measures



We deem employees material assets and adopt a transparent, equal, and friendly workplace culture as our long-term internal development indicator. We actively implement various innovative welfare measures, improve employees' cohesion and market competitiveness, and formulate multiple welfare measures (i.e., leave welfare, insurance, gift money for marriage, funerals, and childbirth that are more favorable than laws and regulations). In addition, the Company has established its Employee Welfare Committee, which is responsible for promoting and planning various employee welfare measures; full-time employees are entitled to the abovementioned welfare. The welfare fund is a fixed expenditure of the Company, and the employees appropriate the welfare fund to the account of the Employee Welfare Committee for the payment of various activities or subsidies. The Employee Welfare Committee regularly tracks the use of the welfare fund and employees' feedback to ensure that the welfare fund is duly utilized.

J&V Energy actively promotes multiple SDGs and actively implements SDG5 “Gender Equality” to create a workplace environment of gender equality under the catchphrase of “green energy, women power, and your power” through diverse training and welfare measures and was awarded the “Taipei City Workplace Gender Equality Certification,” exhibiting its spirit to implement DEI (diversity, equality, and inclusion) and the recognition of its improvement of advancing female rights and interests in workplace

◆ Taipei City Workplace Gender Equality Certification





Statutory basic welfare

1. Labor insurance and health insurance
2. Family care leave
3. Comfortable nursery rooms
4. On-site medical/nursing services



Welfare more favorable than laws

1. Group accident insurance and group medical insurance
2. 5 days of paid sick leave each year
3. 70 days of maternity leave, 8 days of pregnancy checkup leave, and 10 days of paternity leave
4. Flexible working hours and leaving work early before the long vacation for the three major Chinese festivals
5. J&V Energy's Family Day



Exclusive corporate welfare

1. Employee bonus
2. Employee stock ownership plan (ESOP)
3. Annual promotion and salary adjustment
4. Job rotation mechanism
5. Performance bonus and case development bonus
6. Comprehensive education and training and domestic continuing education subsidies
7. Bonuses and gifts for the three major Chinese festivals
8. Employee dormitory
9. Health inspections
10. Subsidies and allowances for marriage, childbirth, hospitalization, and funeral
11. Domestic and foreign company trips
12. Year-end banquet/spring party
13. Cross-department gatherings and afternoon tea from time to time
14. Monthly birthday activities and birthday gift money
15. Diverse club activities
16. Free TPBL tickets
17. 2 days of massage every week
18. Teambuilding activities from time to time (Christmas gathering, beach cleaning, J&V Energy Sports Day, and private sessions at cinemas)
19. Provide diverse snacks and beverages for employees to enjoy at any time

◆ Jointly Create the Future and Share the Achievements

Set up the ESOP system and established the ESOP Committee to improve the recognition of employees with the Company and the long-term development confidence.

Employees set aside a fixed amount from their salaries, and the Company provides bonuses at a rate of 1:1 to be deposited into an exclusive trust account on a monthly basis for investment in the Company's stocks. Through this system, employees not only become shareholders of the Company who share the operating achievements with the Company, but also accumulate their retirement assets through stable savings.

The participation rate of the ESOP in 2024 was 69%.

◆ Worry-Free Pregnancy, Care for Family

Create a healthy, safe, and friendly working environment, care for the requirements of employees and their families, and provide flexible and friendly leave/attendance policies, including:

- 70 days of maternity leave
- 8 days of pregnancy checkup leave
- 10 days of paternity leave
- Family care leave
- 1 day of J&V Energy's Family Day

In addition, we actively create a friendly workplace that supports pregnant employees and provide the following measures:

- Adopt flexible work arrangements to assist pregnant employees in relieving their work burden
- Provide healthcare during the pregnancy period, encourage regular pregnancy checkups, and provide necessary support
- Offer a supportive breastfeeding environment and set up nursery rooms to ensure worry-free breastfeeding spaces
- Provide discounts for employees' children and enter into cooperation agreements with neighboring educational institutions to provide tuition discounts and special benefits
- Support family care, and employees can apply for work-from-home or bring children to work if children at home need assistance due to other reasons

◆ Employees may bring their children to work if there are special circumstances at home



◆ Diverse Clubs, Energetic Workplace

Encourage employees to form clubs to facilitate the exchanges between employees and healthy physical and mental development. To support the operation of clubs, the Company provides subsidies of NT\$10,000 quarterly for employees to participate in diverse activities to improve work-life balance. Currently, there are the basketball club, badminton club, board game club, and other clubs in place, attracting 35 employees' active participation.

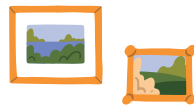
The Company actively promotes sports-related welfare. Apart from providing club subsidies, employees may also participate in the home games of the "Taoyuan Leopards Professional Basketball Team" for free to experience the sensation of games at close proximity, thereby improving employee cohesion, increasing their recognition of the Company, and fostering an energetic workplace culture.



◆ Live Healthily and Happily, Sustainable Workplace

We value employees' health and workplace well-being, incorporate sports into our corporate culture, and promote sustainable development. The Company has established the "J&V Energy Carbon Reduction Day" and jointly organized the "J&V Energy Carbon Reduction Cup 3x3 Basketball Tournament" to encourage employees to actively participate in sports to create a healthy workplace. We invited five basketball star players from Taoyuan Leopards Professional Basketball Team, including Huang Zhen, Gao Jin-Wei, Lin Xin-Kuan, Liu Yuan-Kai, and Wang Zhe-Yu, to have basketball games with employees to jointly respond to low-carbon actions so as to realize the sustainability commitment of the Company through health and energy.

In 2024, the Company received the "iSports Enterprise Certificate" awarded by the Sports Administration, Ministry of Education.




◆ We were awarded the iSports Enterprise Certificate for creating a favorable workplace environment



◆ Healthy and Sports, Well-being of All

We value employees' health and team cohesion and organize J&V Energy Sports Day each year. In 2024, with "Build, Home" as the theme, all employees participated in various fun competitions passionately to improve physical and mental health through sports while cultivating teamwork and the spirit of mutual support. The activity not only improves employees' exchanges but also enhances the cohesion of the Company so as to jointly build a working environment with energy and a sense of belonging.

 YouTube



◆ Healthy Workplace with the Companionship of Nursing Practitioners

To care for employees' physical and mental health and create a worry-free workplace environment, we cooperated with Cathay Health Center to provide on-site occupational care services for contracted physicians and nursing practitioners to have health interviews with employees and track and understand the health conditions instantly to ensure work safety without any concern. In 2024, a total of 124 persons received health interviews.

In addition, the Company organized 4 health lectures, with themes covering workplace female health, first-aid knowledge, and others, to improve employees' health awareness, and there were a total of 38 participants. By doing so, we can create a workplace with a focus on both care and health.



◆ Enjoy Travel and Expand Vision

To improve employees' happiness and international vision, the Company provides foreign company trips each year to allow employees to relax apart from work and motivate innovative thinking through experiencing diverse cultures. Meanwhile, the trips also facilitate cross-department exchanges and improve teamwork and cohesion.

The Company encourages employees' active participation, and employees who have been with the Company for one year or above are entitled to full subsidies for the trip, allowing all employees to participate in the rich and colorful experience without any burden. Our footprint is spread across Southeast Asia, the U.S., and Japan. Employees can expand their international vision and accumulate precious memories while exploring the world.



◆ Phu Quoc Island, Vietnam



◆ Chiang Mai, Thailand



◆ Retirement Welfare System

J&V Energy values employees' long-term development and is committed to providing a comprehensive retirement welfare system to ensure that employees possess stable living guarantees after the end of their careers. The Company appropriates pension for employees according to regulations; employees are entitled to different pension systems based on the system applicable. For those who adopt the old pension system, the pension will be distributed from the "labor pension fund account" when they fulfill the retirement conditions. For those who adopt the new pension system, the Company appropriates pension to the "labor pension personal account" monthly for employees to manage so as to ensure economic safety and self-planning after retirement.

We are deeply convinced that the efforts and contributions of all employees are the major force for corporate growth. Therefore, when employees retire at retirement age, the Company will organize retirement parties to show its sincere appreciation through formal ceremonies to pay tribute to partners who will commence their new lives and recognize their contributions and achievements during their careers. We hope to allow all employees to work without concern and exert their value in the workplace through comprehensive retirement planning and hope for them to enjoy a rich and merry retirement life. For the details of the pension appropriation amount, please refer to [page 148 of the annual report](#).

Retirement System		Appropriation status
Old system	According to the Labor Standards Act and Labor Pension Act in Taiwan, employees in Taiwan who joined the Company before June 30, 2005 (inclusive) accumulate the seniority of pension under the old system. Employees who joined the Company after July 1, 2005 (inclusive) accumulate the seniority for pension under the new system.	None
New system		According to the "Labor Pension Act," 6% of the total salaries are appropriated to the "labor pension personal account" with the Bureau of Labor Insurance each month.

Friendly Parenting Workplace

J&V Energy is committed to creating a comprehensive, family-friendly environment and providing supportive measures that exceed regulatory standards, enabling employees to achieve a favorable balance between their career and family life. We provide parental leave that is better than that of the regulations, including 7 weeks of paid maternity leave, 8 days of paternity leave, 10 days of pregnancy checkup leave, and nursery leave without pay to ensure that new parents can welcome the arrival of new lives without fuss.

Furthermore, the Company provides childbirth subsidies to relieve the economic burden of parenting, allowing the children of employees to enjoy quality care. For work arrangements, the flexible working hour system and work-from-home application system allow employees with children to flexibly allocate their time, caring for both work and family needs. At the same time, to allow female employees who are in the breastfeeding period to work without concern, the Company has particularly set up nursery rooms that are equipped with refrigerators and freezers to provide a comfortable and convenient breastfeeding environment. Through such careful measures, we can create a healthy and inclusive workplace for employees to allow employees with children to continue to develop in the Company and jointly grow with the Company.



◆ Unpaid Parental Leave Applications in the Most Recent Three Years

Year	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees qualified to apply for unpaid parental leave A	0	2	2	0	1	1	3	1	4
Number of employees who applied for unpaid parental leave during the year B	0	2	2	0	0	0	0	0	0
Number of employees expected to be reinstated from unpaid parental leave during the year C	0	0	0	0	2	2	0	0	0
Number of employees reinstated from unpaid parental leave during the year D	0	0	0	0	1	1	0	0	0
Number of employees reinstated from unpaid parental leave in the previous year E	0	0	0	0	0	0	0	1	1
Number of employees reinstated from unpaid parental leave in the previous year and continued working for one year F	0	0	0	0	0	0	0	0	0
Reinstatement rate from unpaid parental leave of the year % (D/C)	-	-	-	-	50	50	-	-	-
Retention rate from unpaid parental leave of the year % (F/E)	-	-	-	-	-	-	-	-	-

Calculation method:

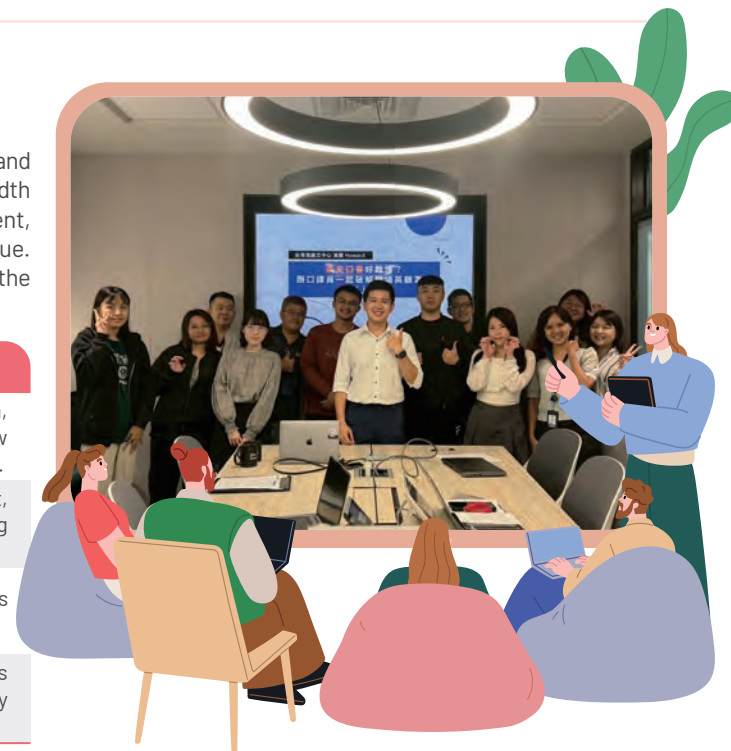
1. Number of employees to be reinstated = number of employees expected to be reinstated from unpaid parental leave during the year.
2. Number of employees retained in N (N) = number of employees reinstated in year N-1 and still in service on December 31, N.

5.3 Diverse Development

Cultivation and Training

J&V Energy is committed to the sustainable development of talents and is deeply convinced that continuously advanced education and training are the key to facilitating the growth of employees and co-prosperity with the Company. We provide courses with depth and width through diverse learning channels and key function-oriented training strategies, covering professional skills, sustainable development, innovative thinking, and leadership cultivation, to ensure that employees can adapt to industry evolution and continue to create value. Through continuously optimizing the training resources and learning models, we comprehensively improve employees' abilities, drive the stable development of the Company, and join hands with employees to move toward a sustainable future.

Learning Channel	Description
New Employee Education and Training	We provide new employees with courses on the Company's organization, management system, working environment, safety and health, sexual harassment prevention, and others to assist new employees in shortening the adjustment period and showing their capabilities as soon as practicable.
Internal Education and Training	We invite department supervisors and employees to open up courses with a wide range of content, allowing employees to better understand the work of each department and fostering tacit understanding for teamwork.
Management Training Courses	External lecturers are hired to offer courses on time management and logical thinking. Case studies and role-playing methods are used to improve overall management efficiency and leadership skills.
External Education and Training	We encourage employees to participate in professional courses based on their work requirements and provide them with course subsidies to enhance their professional capabilities and thereby enhance the Company's industrial competitiveness.



◆ Overview of Classes, Number of Participants, and Training Hours

In 2024, the Company organized 33 internal training courses, with cumulative internal training hours reaching 1,733 person-hour. The growth in the total training house showed an increase in the investment in training. In addition, the Company encourages employees to apply for external training to enhance their learning effects through key functions targeting. In general, the training hours per person of 19.27 hours were equivalent to those of the preceding year. In the future, we will continue to optimize our training strategies and introduce digital learning and personalized development plans to ensure that the training content is more closely aligned with business requirements and personal development, thereby improving the quality and efficacy of talent cultivation.

◆ Overview of Education and Training

Effect / year	2023	2024
Total investment in education and training	NT\$587,360	NT\$656,260
Total training hours of all employees	2,287 hours	2370.5 hours
Average training hours per person (person-hour)	19.38 hours	19.27 hours

Note: Average training hours per employee = total training hours/number of employees at the end of the year

◆ Average Training Hours by Gender

In 2024, the Company continued to promote a diverse and inclusive learning environment to ensure that all employees can receive adequate training resources. Throughout the year, the average training hours of female employees were 21.91 hours, representing an increase of 22.7% from 2023; the average training hours of male employees were 16.92 hours, and the changes were mainly due to the new employees at the end of the years, and they are connecting to opportunities to participate in internal training courses. In the future, the Company will continue to provide appropriate training resources to facilitate the sustainability of the development of overall talent.

◆ Average Training Hours of J&V Energy by Gender

Gender / year	2023	2024
Average training hours of males	20.80	16.92
Average training hours of females	17.86	21.91

Note: Average training hours = total training hours of each gender ÷ number of employees of each gender

In 2024, the Company continued to optimize the training strategies, introduced the high-performance learning model for management, and emphasized the improvement in training benefits instead of purely accumulating hours. The management's learning method has transitioned from traditional courses to diverse training models over time, and we ensure the continuous improvement of professional capabilities and leadership skills among supervisors through in-depth training and personalized learning resources, further supporting sustainable corporate development.



◆ Average Training Hours of J&V Energy by Job Level

Job level / year	2023	2024
Management	21.70	19.61
Non-management	18.69	19.17
Total	19.38	19.27

◆ Description of J&V Energy's Education and Training Classification

Item / category		Management		Non-management	
Unit / gender		Male	Female	Male	Female
Number of people trained	persons	18	10	47	48
Total training hours	hours	348	201	752	1,069.5
Average training hours	hour/person	19.3	20.1	16	22.3
Total training expenses	NT\$	113,237	80,002	174,265	288,754
Average training expenses	NT\$/person	6,291	8,000	3,708	6,016

◆ Description of Subsidiaries' Education and Training Classification

Item / category		Management		Non-management	
Unit / gender		Male	Female	Male	Female
Number of people trained	persons	29	21	154	52
Total training hours	hours	246	140	1,130	362
Average training hours	hour/person	8.5	6.7	7.3	7.0
Total training expenses	NT\$	31,715	9,875	155,706	19,496
Average training expenses	NT\$/person	1,094	470	1,011	375

Note: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

◆ Employee Transition Assistance Policy

Retired employees may lose their focus in life after leaving the workplace, experience anxiety due to the absence of economic income, and face increased time spent with family members, as well as a decline in physiological functions. They may also encounter interaction issues and care issues with family members. Therefore, to assist employees in preparing for retirement in advance, J&V Energy provides consultation, lectures, and training courses to employees regarding issues related to retirement or a second career to help employees understand issues they may face in retirement life and plan their retirement.

For employees who are dismissed due to internal adjustments by the Company or force majeure, the Company aims to reduce employees' mental and economic pressure during the unemployed transition period and assist them in finding their next job. To achieve this, the Company pays severance payments according to the law and provides one-on-one consultation.

Performance Evaluation

The Company has its Regulations for Performance Evaluation of Employees. It conducts evaluations at the end of the probation period for new employees and the annual performance evaluation for existing employees, aiming to reflect on their work performance and provide positive feedback to set self-transcending targets for the following year.

In addition, the Regulations for Rewards and Punishments of Employees were stated in the human affairs rules. If workplace performance or behaviors of employees meet or fail to meet the reward and punishment standards of the Company, an announcement will be made after supervisors from different departments submit their reward and punishment reports to the General Manager for determination. The reward and punishment records of employees and the results of the annual performance evaluation are the basis for the promotion, salary adjustment, or bonus allocation of employees.

In 2024, all new employees will go through the probation period evaluation, and in the annual performance evaluation, except for employees who have not passed the probation period and employees who are on leave without pay before the evaluation of the year, the remaining employees will complete the annual performance evaluation.

◆ Completion Status of Annual Performance Evaluation of J&V Energy by Job Level and Gender

Job level	Female			Male		
	Number of employees	Number of employees under the evaluation	Ratio	Number of employees	Number of employees under the evaluation	Ratio
Senior supervisor	1	1	1.72%	3	3	4.62%
Middle supervisor	4	4	6.90%	7	7	10.77%
Primary supervisor	5	5	8.62%	7	7	10.77%
Primary personnel	48	48	82.76%	48	48	73.85%
Total	58	58	100%	65	65	100%

Note: Ratio = number of employees under the evaluation by job level and gender ÷ total number of employees by job level and gender

◆ Completion Status of Annual Performance Evaluation of Subsidiaries by Job Level and Gender

Job level	Female			Male		
	Number of employees	Number of employees under the evaluation	Ratio	Number of employees	Number of employees under the evaluation	Ratio
Senior supervisor	3	2	1.92%	14	13	5.31%
Middle supervisor	15	14	13.46%	21	19	7.76%
Primary supervisor	11	10	9.62%	12	12	4.90%
Primary personnel	75	67	64.42%	198	183	74.69%
Total	104	93	89.42%	245	227	92.65%

Note 1: Ratio = number of employees under the evaluation by job level and gender ÷ total number of employees by job level and gender

Note 2: The data on subsidiaries includes Greenet Co., Ltd., Recharge Power Co., Ltd., Weisheng Envirotech Co., Ltd., and Nexus Materials, Inc.

5.4 Workplace Safety

Material Topic Occupational safety and health

Corresponding GRI Indicators

GRI 403 Occupational Health and Safety

Importance to J&V Energy

Occupational safety and health is a topic that we and our stakeholders attach great importance to. We protect the health and safety of all employees and external suppliers and are committed to creating a “zero” occupational disaster work environment and strictly complying with occupational safety regulations.

Positive impact

A sound occupational safety system and occupational safety training can effectively reduce the occurrence of workplace accidents, minimize occupational injuries and diseases, improve the Company's reputation, mitigate the risk of litigation, and avoid penalties.

Negative impact

If an employee suffers an occupational accident, the Company may incur medical expenses for functional injuries and face government fines, which can damage its corporate image and lead to a loss of trust from investors and other stakeholders.



Policy/strategy

Comply with laws and regulations related to occupational safety and health, establish healthy communication channels, and promote the full participation of employees. Provide employees with education and training related to environmental safety and health awareness and sound environmental safety and health and continue to create a safe, worry-free, and healthy workplace for employees.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- Regularly conduct regulation identification, update the Company's management documents and actively perform the audits of the Company's internal operations to ensure that the Company will not violate regulations.

Mid-term (3 to 5 years)

- Continue to apply for the ISO 45001 occupational safety and health system and engage a third party for verification. Conduct an evaluation of the business expansion scope of the Company, preset occupational safety and health that may occur, and formulate countermeasures in advance to optimize the Company's occupational safety and health system.

Long-term (above 5 years)

- Build a sustainable, disaster-free and healthy workplace and culture and move toward the goal of zero work-related injuries and zero occupational disasters.

Performance in 2024

- The Company introduced the ISO 45001 occupational safety and health system and set up the Occupational Safety and Health Office in 2024 and dedicated personnel to implement the requirements of regulations, including the four major plans of establishing the Occupational Safety and Health Committee, implementing operating environment monitoring, engaging on-site nursing practitioner and physician services, and promoting labor health protection. Find out operations with risks through regular internal audits and formulate improvement measures to improve management performance to achieve various occupational safety and health targets.

Preventive or Remedial Measures

- Analyze past events in which the Company was punished due to the violation of laws and regulations, amend the Company's management documents and operating methods, actively carry out regulation identification and audits, and respond to risks arising from the updates of regulations or the expansion of the Company's scale.

Occupational Safety and Health Management

Workers are one of the important members of the operating activities of the Company. Any safety or health risk at the workplace may have material impacts on the Company's economy or the health and life of employees or external workers. J&V Energy adopted the PDCA (plan, do, check, and act) circulation concept as the basis for its management structure in accordance with the local Occupational Safety and Health Act and ISO 45001 occupational safety and health system standards of different business locations to build the occupational safety and health system of J&V Energy. It also established its Occupational Safety and Health Committee to identify possible risks in all operating environments, established management regulations and control procedures to implement regulation identification, education and training, operating environment monitoring, contractor management, and other occupational safety and health work matters, and regularly implemented internal audits to effectively prevent the occurrence of various incidents and protect the health and safety of workers.

Definition description: External workers refer to all workers who are in the field of the Company or who implement work items designated by the Company outside of the field, other than employees (i.e., raw material suppliers, equipment repair/maintenance providers, and external consultants).

◆ Scope of the Environmental Safety and Health System

The occupational safety and health management system is established at the following business locations of J&V Energy, the parent company, and they have passed the verification of external third parties. Please refer to the table for the management system standards adopted by the business locations and the number of persons and ratio covered.

Business locations	Occupational safety and health management system verification standards	applicable field	Scope of workers covered ^{Note 1}			
			Employees (person)	Ratio ^{Note 2}	External workers (person)	Ratio ^{Note 3}
Taipei Office	ISO 45001	All workplaces of the location	98	100%	0	0%
Yongkang Office	ISO 45001	All workplaces of the location	7	100%	0	0%
Xuejia Office	ISO 45001	All workplaces of the location	18	100%	0	0%

Note 1: The Company adopts the number of persons in the occupational disaster statistics of the Occupational Safety and Health Administration to calculate the number of persons covered by the occupational safety and health system, and the number of persons was audited internally and externally.

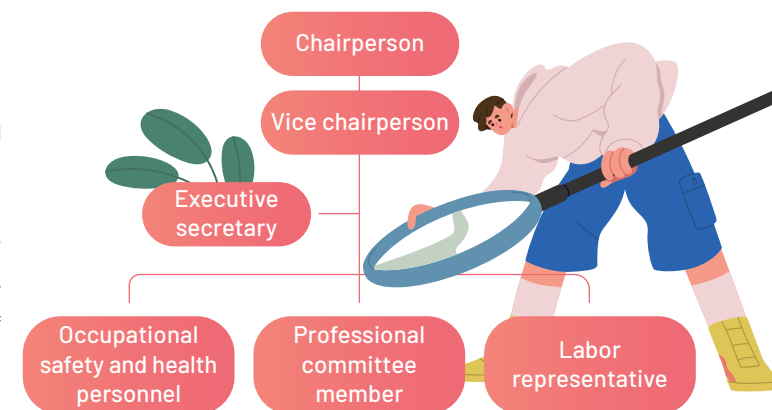
Note 2: Ratio of employees covered = (number of employees/total number of workers) x 100%

Note 3: Ratio of external workers covered = (number of external workers/total number of workers) x 100%

Organizational Structure of the Occupational Safety and Health Committee

The Occupational Safety and Health Committee of J&V Energy comprises laborers and management, and there are a total of 10 members. The General Manager is the chairperson, and there are a total of 5 labor representatives, accounting for 50% of all members. The Occupational Safety and Health Committee regularly convenes meetings once a quarter, and it is responsible for reviewing the Company's occupational safety and health management regulations, the implementation effectiveness of various management procedures, occupational safety and health education and training plans, and occupational disaster investigation reports. In 2024, a total of 4 Occupational Safety and Health Committee meetings were convened.

A management team was established under the Occupational Safety and Health Committee to be responsible for regularly implementing risk assessment procedures and plans, promoting occupational safety and health policies, and arranging annual education and training plans, occupational health services, and health improvement activities. The Company has established its "environmental safety and health policy" to provide safe and healthy workplaces, reduce the risk and occurrence of occupational injuries and diseases, and achieve the target of zero occupational disasters while complying with local and international regulations and standards related to environmental protection and occupational safety and health and actively responding to other requirements from relevant stakeholders. The environmental safety and health policy of the Company was implemented after being approved by the Board and published on [the Company's website](#).



◆ Worker Communication and Reporting System

The management team has an independent reporting system, allowing workers to provide feedback or communicate or consult about occupational safety and health matters anonymously through the hotline or the dedicated email (885@jv-holding.com). When foreign employees propose any communication and consultation requirements, employees with foreign language proficiency or commissioned interpreters shall serve as the primary contact to facilitate effective communication.

Furthermore, according to the specifications of the Company's Environmental Safety and Health Handbook, we encourage employees, suppliers, or contractors to actively report hidden concerns of safety and health existing in workplaces. If there is any immediate risk of a high likelihood of occurrence at present, workers may also stop the operations and evacuate to a safe venue without harming other workers while reporting to the supervisor of the department and the occupational safety and health management team. The management team shall immediately implement an investigation after receiving any report to evaluate the likelihood of the hazard and the level of danger to formulate the handling measure and report to the Occupational Safety and Health Committee for review, and the investigation and resolution results shall be announced to all workers of the Company. Employees or external workers who report voluntarily can receive performance rewards to encourage workers to report potential occupational safety and health risks, so as to jointly monitor and reduce the occurrence of dangerous incidents.

Occupational Safety and Health Risk Assessment

J&V Energy formulates its Procedures for Hazard Identification and Risk Assessment Management based on local occupational safety and health regulations at the places where the business is located, and the occupational safety and health management team under the Occupational Safety and Health Committee is responsible for the implementation. Professional hazard identification and assessment training is also performed for the occupational safety and health management team regularly to encourage members to obtain relevant external certificates.

To ensure the appropriate implementation of occupational safety and health, the occupational safety and health management team examines the workplaces of business locations and upstream and downstream suppliers at different places to classify risks into high risk, low risk, and risk with positive improvement benefits based on the level of danger and severity, likelihood of hazard occurrence, and existing protective facilities, assess possible material occupational disasters or occupational diseases, set control measures to reduce risk or make improvements for high-risk items or risk items with positive improvement benefits, regularly examine the deficiencies of the management structures, convene examination meetings to optimize the process, and report the improvement progress at the upcoming meeting to ensure the circulation and improvement of occupational safety and health management measures.

Apart from the regular risk assessment, when there are material changes in the equipment or operating procedures of workplaces, severe occupational disaster incidents, or material complaints from workers, the Company conducts additional risk assessment for such non-regular incidents and corrects the risk level initially determined and executes preventive measures to immediately respond to and prevent the occurrence of disasters.

◆ High-Risk Items in Workplaces of J&V Energy and Control Measures

Business locations	Risk item	Hazard type	Control measure	
Taipei Office	A/Cs and electrical equipment in office environments and communication and coordination of office work.	Fire, electrification, or other emergencies, mental pressure, and unlawful infringement	<ul style="list-style-type: none"> Establish emergency response management procedures Regularly perform the maintenance of A/Cs and electrical equipment Set up fire detectors and other fire control facilities Establish the unlawful infringement prevention plan Provide employee mailbox/hotline and other complaint channels 	<ul style="list-style-type: none"> Provide interviews with physicians, nursing practitioners and massagers and pressure relief channels Carry out relevant education and training
Xuejia Office in Tainan	Development and maintenance of power generation project sites.	Fire, electrification, or other emergencies	<ul style="list-style-type: none"> Establish construction project site work safety incident emergency management regulations Set up fire extinguishers, fire blankets, and other fire control equipment for venues with fire Set up residual current circuit breakers (RCCB) Construction site patrol inspection/training from time to time 	



Occupational safety education and training

Occupational safety and health education, training, and promotion are the basis for improving the safety and health awareness of employees and contractor personnel. All employees of J&V Energy shall receive general, occupational safety education and training each year, and knowledge and skill training are organized for employees and external workers based on the work patterns and working environments of different departments to enhance employees' safety awareness and prevent the occurrence of disasters.

Category	Course content	Trainee	Total training hours/times
General training	General occupational safety education and training, including regulation summary, occupational safety and health concepts, working code, SOPs, emergency response and management, and general fire and first aid knowledge.	All employees/ new employees	376 hours/ 8 times
Unlawful infringement and occupational hazards	Occupational disasters caused by unlawful infringement and occupational disease prevention (i.e., workplace bullying prevention and gender equality awareness promotion).	All employees	204 hours/ 2 times
Emergency response drills	Emergency response training for dangerous situations (i.e., fire drills, evacuation drills, and visiting disaster prevention halls).	All employees/ members of the emergency response team	137 hours/ 4 times

Emergency response drills



Occupational Health Services and Health Improvement Activities

Based on the evaluation of working environments and work nature, ergonomic hazards and unlawful infringements are factors that may cause material risks to employees. To reduce the contact of excessive risk factors during the course of operations of employees, J&V Energy provides adjustable office chairs, massager appointments, and employee complaint channels to employees. We arrange for in-service employees to receive physical health inspections that are more favorable than the regulations each year according to the year to regularly track the body conditions of employees for the benefit of early response and treatment. The Company also cooperates with medical clinics and institutions. If employees have symptoms related to occupational diseases, they can visit the cooperating medical departments for tests and treatment.

For personal health improvement, J&V Energy provides general physical health inspection subsidies once every two years to full-time employees and tracks and manages employees with mid-to-high levels of health inspection anomalies. Considering the age of employees, the health inspection value in the most recent three years, and the common material diseases from the survey of the Department of Health, common personal health risks include the lack of sports, unhealthy diet, mental pressure, ergonomic hazards, and other physical and mental risk factors. Therefore, J&V Energy arranges health lectures, cancer prevention screening, and inquiries with contracted physician/nursing practitioner each year, establishes relevant subsidy regulations to encourage employees to establish different clubs, and organizes J&V Energy Carbon Reduction Cup 3x3 Basketball Tournament, J&V Energy teambuilding - Build, Home, and other health-promoting activities to promote new healthcare knowledge and encourage employees to cultivate the habit of sports to improve physical, mental, and spiritual health.




◆ We were awarded the Health Improvement Label for caring for employees' physical and mental health

Contractor Safety and Health Regulations

Except for requiring all business locations to strictly comply with local occupational safety and health regulations, J&V Energy also requires suppliers to comply with the contractor safety and health management regulations and Supplier Code of Conduct, specifying that the management of the safety and health of construction personnel shall be confirmed before starting the construction and that relevant construction insurance shall be arranged.

In addition, the Company also organized multiple sessions of environmental safety and health education and training for new and existing suppliers (i.e., the description of J&V Energy's occupational safety and health specifications, general safety and health training, emergency response drills for high-risk contractor operations, and sharing the management experience of the Company's safe and healthy workplace) to jointly build a safe and healthy working environment with the supply chain.



In 2024, there were **no** occupational injuries or occupational safety incidents that occurred to contractors.

Occupational Injury and Occupational Disease

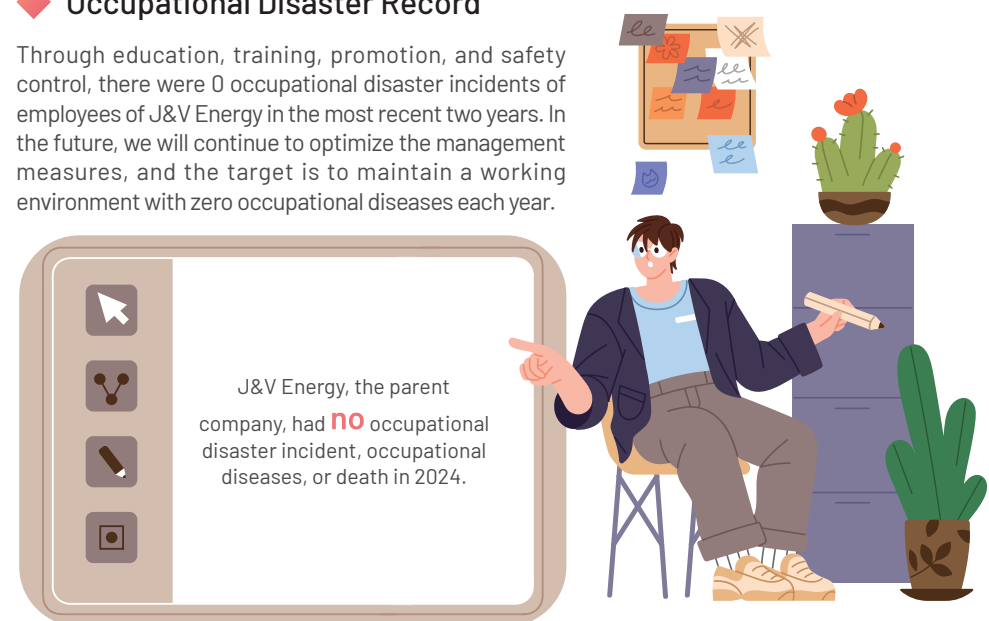
J&V Energy values the work safety and health of its employees and complies with occupational safety and health regulations according to the law. The occupational safety and health unit sets occupational safety and health management goals, provides employees with environmental safety and health knowledge, improves environmental safety and health education and training, builds a sustainable, disaster-free, and healthy workplace environment, and achieves the targets of zero work injuries and zero occupational disasters. The Company introduced the ISO 45001 occupational safety and health management system in 2024 and passed the external audit verification implemented by a third-party international verification institution in July of the same year to create a better working environment for employees, prevent occupational injuries and health hazards related to work, which is the optimal way to demonstrate the Company's corporate social responsibility.

◆ Occupational Safety and Health Incident Investigation Process

J&V Energy has formulated the standard reporting procedures for occupational safety and health incidents. When an occupational safety and health event occurs, the injured, the supervisor of the work field, or other on-site staff shall immediately make disposals and reactions based on the occupational safety and health management process. On-site personnel shall immediately report to the Occupational Safety and Health Office through the occupational disaster reporting system, describe the nature of the incident, the identity of the injured, the location of the incident, the reason for the incident, and the injury level of the person. After the Occupational Safety and Health Office receives the report, it will classify the level based on the severity and concurrently inform the HR Department, General Manager, medical institution or governmental competent authority, and assist in the investigation of the working environment at the time, personnel operations, and whether the SOP has any deficiency or anomaly. After the occurrence reason for the incident is clarified, the Occupational Safety and Health Office shall report to the occurrence department of the incident and the Occupational Safety and Health Committee regarding the incident investigation achievements and improvement plans to jointly resolve the working environment or SOP improvement measures and announce the disposals after the investigation and the subsequent improvement results to employees and suppliers. Within three months of the incident, the training will be enhanced, and the new control policies will be implemented.

◆ Occupational Disaster Record

Through education, training, promotion, and safety control, there were 0 occupational disaster incidents of employees of J&V Energy in the most recent two years. In the future, we will continue to optimize the management measures, and the target is to maintain a working environment with zero occupational diseases each year.



J&V Energy, the parent company, had **no** occupational disaster incident, occupational diseases, or death in 2024.

◆ Employee Occupational Injury and Occupational Disease Statistical Table of J&V Energy in the Most Recent Two Years

Statistical item (unit)	2023	2024	
Total working hours (hour)	183,304	252,448	Note 1: Occupational injury or death rate = person-time of occupational injury or death ÷ total working hours x 200,000.
Person-time of occupational injury or death (time)	0	0	Note 2: Severe occupational injuries refer to occupational injuries that make employees unable to or hard to recover to the healthy status before injuries within six months, excluding the number of deaths.
Occupational injury or death rate ^{Note 1}	0%	0%	Note 3: Severe occupational injury rate = person-time of severe occupational injury ÷ total working hours x 200,000.
Person-time of severe occupational injury (time) ^{Note 2}	0	0	Note 4: The number of persons of recordable incidents refers to all occupational injury incidents, including severe occupational injuries and occupational injuries or death.
Severe occupational injury rate ^{Note 3}	0	0	Note 5: Recordable incident rate: person-time of recordable occupational injuries ÷ total working hours x 200,000.
Person-time of recordable incidents (time) ^{Note 4}	0	0	Note 6: Occupational disease occurrence rate = number of occupational diseases ÷ total working hours x 200,000.
Recordable incident rate ^{Note 5}	0%	0%	
Number of occupational diseases (case)	0	0	
Occupational disease occurrence rate ^{Note 6}	0	0	

◆ Description of False Alert Incident

There were 0 false alert incidents during the year. The Company will continue to reinforce the SOP for on-site staff and management systems to avoid causing disaster in the future.

To reinforce occupational safety and health management in workplaces, we strictly adhere to high standards, comprehensively control the safety and health management procedures for all operations, ensure that each part complies with the highest standards, and continually improve risk control measures to create a safe and worry-free working environment. For one recorded occupational injury or death incident that occurred in the subsidiary in 2024, J&V Energy duly supervised the subsidiary in proposing and implementing occupational safety improvement measures, including strengthening the risk assessment system, improving safety training frequency and implementing the SOP to prevent the recurrence of similar incidents, further strengthening occupational safety management.

◆ Employee Occupational Injury and Occupational Disease Statistical Table of Subsidiary Weisheng Envirotech Co., Ltd

Statistical item (unit)	2024	
Total working hours (hour)	605,637	Note 1: Occupational injury or death rate = person-time of occupational injury or death ÷ total working hours x 200,000.
Person-time of occupational injury or death (time)	1	Note 2: Severe occupational injuries refer to occupational injuries that make employees unable to or hard to recover to the healthy status before injuries within six months, excluding the number of deaths.
Occupational injury or death rate ^{Note 1}	33.02%	Note 3: Severe occupational injury rate = person-time of severe occupational injury ÷ total working hours x 200,000.
Person-time of severe occupational injury (time) ^{Note 2}	0	Note 4: The number of persons of recordable incidents refers to all occupational injury incidents, including severe occupational injuries and occupational injuries or death.
Severe occupational injury rate ^{Note 3}	0	Note 5: Recordable incident rate: person-time of recordable occupational injuries ÷ total working hours x 200,000.
Person-time of recordable incidents (time) ^{Note 4}	1	Note 6: Occupational disease occurrence rate = number of occupational diseases ÷ total working hours x 200,000.
Recordable incident rate ^{Note 5}	33.02%	Note 7: The employee occupational accident rate of Greenet, Recharge Power, and Nexus Materials in 2024 was 0.
Number of occupational diseases (case)	0	
Occupational disease occurrence rate ^{Note 6}	0	

◆ Description of the Occupational Injury Incident of Subsidiary Weisheng Envirotech Co., Ltd



Occupational Injury Incident

The operator of Weisheng Envirotech Co., Ltd, who resides in the Dihua Sewage Treatment Plant, discovered that there was foam coming out from the floor of the secondary clarifier when conducting the regular patrol inspection at 11:00 a.m. on March 3, 2024, and he/she instructed other operators to jointly clean the foam on the floor. During the cleaning process, an operator wanted to make adjustments as he/she discovered that the cover of the secondary clarifier was floated; however, he/she accidentally dropped into the secondary clarifier together with the cover. For the incident, two other on-site operators immediately asked personnel on duty at the Central Control Office to report to the fire control department and immediately thew a pole and lifebuoy for emergency rescue; however, the rescue failed. Subsequently, the fire control department arrived at the site at 11:07 a.m. for rescue. After draining the water of the secondary clarifier, the victim was discovered at 4:11 p.m.; the victim was rescued and hoisted onto the floor at 5:10 p.m.; it was evaluated that the victim was evidently dead at 5:15 p.m., and the victim was handed over for subsequent handling.



Disposal method

1. Pin ring screws on the vertical column at the secondary clarifier No. 5, and dedicated occupational safety personnel shall hang the safety brake on the ring screws before work.
2. When there is no operation, implement access control to prohibit personnel from entering.



Improvement Operating Process

I. Personal safety protective measures:

1. During operations, personnel shall wear the safety-oriented back harness that is hung on the safety brake for operation.
2. Wear personal safety protective equipment: safety helmets and safety boots.

II. Safety and health education and training:

1. Opening operation safety and health education and training.
2. Anti-fall safety and health education and training.
3. Informing of hazards before operations.

III. Safety and health operating process:

1. Before conducting secondary clarifier operations, check the number of operators and inform of hazards.
2. Before entering into a plant, ensure that the covers for openings are duly covered. The dedicated occupational safety personnel shall install the safety brake, and operators shall duly wear the safety-oriented back harness that is hung on the safety brake for operation.
3. For operation in clarifiers, check the number of operators before and after the operation in clarifiers.
4. After completing the operation, check the number of operators and confirm that the covers of the openings are properly in place. After removing the hook on the safety brake, the dedicated occupational safety personnel shall remove the safety brake and resume the secondary clarifier control operation.



◆ External Workers

There were no occupational disaster incidents or deaths of external workers in the workplaces of J&V Energy in 2024. Through education, training, promotion, safety control, and supplier audits in recent years, J&V Energy's recordable incident rate for external workers during the year was 0. J&V Energy will continue to enhance supplier promotion and training, and the target is to maintain the recordable incident rate of external workers at 0.

5.5 Social Investment

Material Topic

Local community engagement

Corresponding GRI Indicators

GRI 413 Local Communities

Importance to J&V Energy

J&V Energy complies with the green energy policy and satisfies diverse land use strategies to develop and establish renewable energy project sites in countries/cities/areas through aquaculture innovation, green energy development, local co-prosperity, and ecological protection. It continues to promote green energy education through the influences of ecological monitoring, ecological compensation, and sports games to break the public's myths about renewable energy, accumulate positive viewpoints and social influence, and jointly realize the target of energy transition with stakeholders.

Positive impact

Project site development combines local communities, ecology, and environment, which not only creates more employment opportunities, but also attracts and retains local youths, and facilitates local prosperity.

Negative impact

If the Company fails to duly communicate with local communities, it may affect the viewpoint of stakeholders regarding the Company, which not only produces operational hindrances but also may harm corporate goodwill.



Policy/strategy

As a green energy leader valuing the environment, green energy, sports, and education, J&V Energy cares for the disadvantaged, engages in communities, promotes sports, health, and education, and combines the forces of customers, local communities, environmental protection groups, and the general public to jointly protect the earth.

Short-, mid-, and long-term targets

Short-term (2 to 3 years)

- Expand green energy education promotion areas
- Expand sports and public welfare promotion items
- Expand into more diverse communication channels

Mid-term (3 to 5 years)

- Organize volunteer activities at material project sites and locations and call upon employees to jointly join community care activities.
- Deepen local management and improve the sense of recognition through participating in diverse local activities.

Long-term (above 5 years)

- Jointly promote environmental sustainability, social participation, and other activities with cooperating partners.
- Combine ecological conservation with green energy education, including ecological environment education, environmental greening, and ecological establishment.

Performance in 2024

- Deepen the connection between project sites and local communities, including procuring the catch from fishery and electricity symbiosis fields, prioritizing the purchase of local public welfare groups' products, and other actions.
- Continue to donate PV systems to remote townships and organize green energy education workshops through the Green Energy Sustainability Rooting Program.
- Adopt innovative green energy education patterns and create the first image creation education camp with fishery and electricity symbiosis as the core of designs.
- Except for continuing to organize the Earth Hour, Earth Day, and International Coastal Cleanup, we expanded our environmental protection items and adopted forests to assist in forestation and nurturing work.
- Supported the "Asian Cat Revival Documentary" of Sanlih Entertainment Television to jointly promote the importance of wild animal protection.
- Continued to support basic sports, sponsored diverse sports items, exhibited support to domestic sports diversification regardless of age, gender, and identity, and helped sports talents chase their dreams courageously.

Preventive or Remedial Measures

- Set out offices in counties/cities in which the project sites are located, regularly appointed employees to visit local communities to communicate with residents regarding issues related to renewable energy and development directions to facilitate exchanges and cooperation.
- For project site operations, the Company has established a comprehensive emergency report and response system to ensure that rapid response can be made when any accident occurs and minimize the effects on the rights and interests of community residents.

Social Investment Strategy

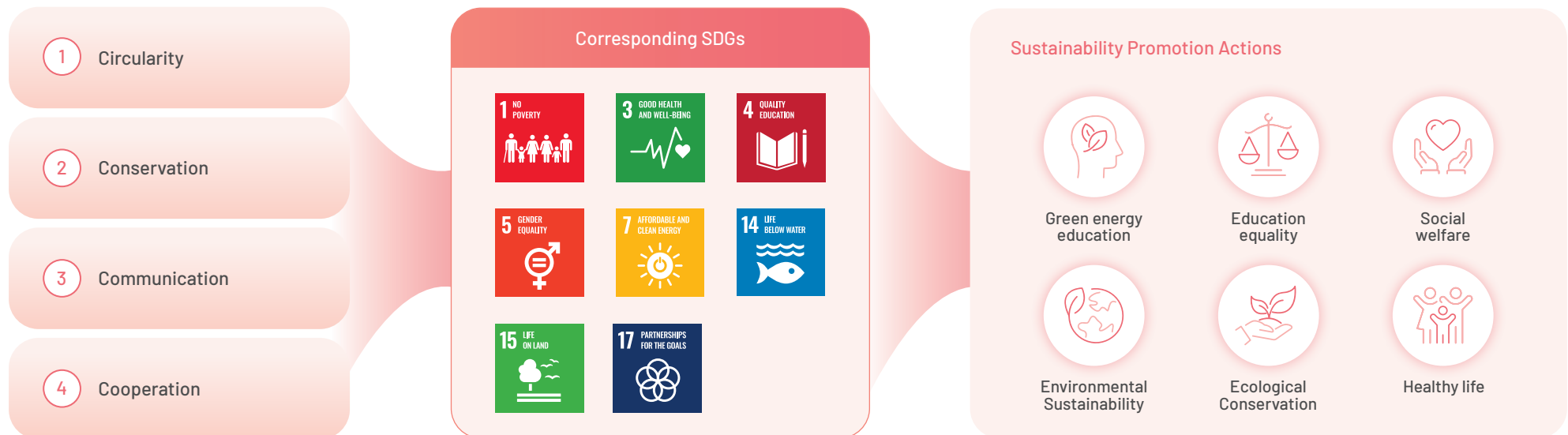
The ever-changing sustainability issues include the initiative of carbon reduction at the beginning and the promotion of net zero carbon emissions, carbon credit trading, and biodiversity in recent years. Enterprises are required to make arrangements in advance and grasp new knowledge while promoting diverse corporate social responsibility activities to catch up with the global sustainability trends with high efficiency.

J&V Energy is committed to responding to stakeholders, investing its corporate resources in social participation, and adopting the Sustainable Development Goals (SDGs) of the UN as the social participation guidelines of the Company. We believe that sustainability is not just a slogan, but a long-term commitment. Therefore, the Company set circularity, conservation, communication, and cooperation as the "4C Sustainability Strategy" and makes long-term investments in green energy education, education equality, social welfare, environmental sustainability, ecological conservation, healthy life, and other behaviors related to corporate social responsibility based on the strategy.

Through practices, we connected and responded to the "SDGs of the UN," including SDG1. "No Poverty," SDG3. "Good Health and Well-being," SDG4. "Quality Education," SDG5. "Gender Equality," SDG7. "Affordable and Clean Energy," SDG14. "Life below Water," SDG15. "Life on Land," and SDG17. "Partnerships for the Goals" to improve the well-being of stakeholders, create positive social value, and reduce human rights hazards and other negative effects in the hope of jointly creating positive influences with partners in different sectors to allow society to move toward the prospect of inclusiveness and the common good.



◆ 4C Sustainability Strategy



In 2024, the total funding invested by J&V Energy in social participation projects was NT\$16,124,421, and the breakdown of the funding is set out in the figure below:

Category	Amount (NT\$)
Sports promotion	5,624,814
Adaptive education	5,000,000
Social welfare	2,293,484
Environmental protection	2,277,283
Environmental education	658,825
Community participation	170,015
Community education	100,000



Social Participation Achievements

◆ Community participation

J&V Energy invested in the establishment of PV project sites and energy storage system project sites in 13 domestic counties/cities. To allow their stable operations, we consider it important to communicate with landlords and obtain their trust during the development period and construction period of project sites and the operating period after completion. Therefore, we set up offices in counties/cities in which large-scale project sites are located and regularly appoint employees to visit local communities to communicate with residents regarding issues related to renewable energy and development directions to improve exchanges and cooperation and improve the trust of the locals in the Company's team. Furthermore, during the operating period of project sites, we continue to give back to townships and villages to support local building and community activities and organize education and public welfare activities.

Friendly Procurement of Local Catch

J&V Energy invested in the largest fishery and electricity symbiosis field in Taiwan in Beimen District in Tainan City. The harvest period of the catch is right before Chinese New Year each year. The Company continues to procure clams, shrimps, milkfish, and other premium catch from cooperating landlords and aquaculture farmers to make Chinese New Year gift boxes for customers. Through stable procurement, we not only support the livelihood of local fishermen but also ensure freshness and tastiness straight from the origins. Meanwhile, we actively promote the abundant achievements of fishery and electricity symbiosis, promote environmental sustainability, and co-prosperity with the fishery industry to create a win-win situation for green energy and local development.



Support the Disadvantaged and Local Agricultural Products

J&V Energy adheres to corporate social responsibility and prioritizes the purchase of public welfare groups' products to support social welfare departments with actions so as to convey warm and meaningful care. In 2024, we procured gift boxes from the Children Are Us Foundation and sheltered workshops as gifts for the three major Chinese festivals and procured pomelos from petty farmers in Hualien as good wishes for the Mid-Autumn Festival. Through public welfare procurement, we not only support social welfare groups and disadvantaged groups but also hope to jointly create a society with more warmth to convey care and kindness.



◆ Environmental education

🌱 Green Energy Sustainability Rooting Program

J&V Energy has been actively implementing the vision of building a low-carbon and sustainable homeland through innovation, energy creation, and the co-creation of a green economy since its establishment. The Company has long been committed to promoting the popularization of renewable energy in Taiwan. By combining green energy innovation with a people-centered approach, it seeks to generate positive social benefits and long-term value. In alignment with the United Nations Sustainable Development Goal SDG 7 – “Ensure access to affordable, reliable, sustainable and modern energy for all” – the Company has launched the J&V Energy Sustainability Rooting Program.

Since 2017, J&V Energy has initiated a series of public welfare projects in New Taipei City, Yunlin, Chiayi, Tainan, Hualien, Taitung, and Orchid Island. Churches and schools were selected as the starting points for promoting sustainability. Leveraging the influence of religious institutions and the educational role of schools, the program aims to instill the concepts of environmental sustainability and respect for the planet in students, parents, families, local communities, tribes, and residents. These actions have gradually expanded social awareness and fostered collective consensus.

Through Green Energy Education Workshops, the Company educates participants on the principles of solar photovoltaic (PV) power generation and the applications of renewable energy. In addition to classroom learning, participants are invited to take part in the hands-on installation of solar power systems at public welfare project sites. This not only enhances learning effectiveness and strengthens global citizenship but also empowers individuals to recognize that everyone can take part in sustainability initiatives.



Across **16** sites in **7** counties/cities in Taiwan

Donated solar PV systems

Total installed capacity: **29 kW**
 Total green electricity generated: **33,000 kWh**

Estimated annual savings
 for recipient organizations:
 NT\$**11,400**

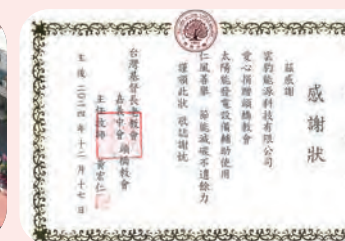
Annual carbon reduction:
16.6 metric tons
 Equivalent to planting: **1,004** trees

Green Energy Education
 Workshops

Total participants to date:
43,978 people

TouQiao Taiwan Presbyterian Church in Minxiong Township, Chiayi County

In 2024, J&V Energy developed a fishery and electricity symbiosis field in Chiayi. Adhering to the concepts of giving back to local communities, local communication, and community care, we donated 3kW PV power generation equipment to the TouQiao Taiwan Presbyterian Church in Minxiong Township, Chiayi County, which will generate electricity to supply the tutoring class of the church to reduce electricity consumption burden while helping the church to realize the targets of environmental protection and energy conservation. This is also the dual commitment of the Company to implement environmental protection and social welfare by exerting its core professional capabilities. More importantly, through a series of green energy sustainability rooting actions, we incorporated green energy knowledge into local communities, inspired the attention and participation in sustainable development of the next generation to light up hope with PV, open up the new sustainability vision of our children, and jointly create infinite green possibilities of Taiwan in the future.

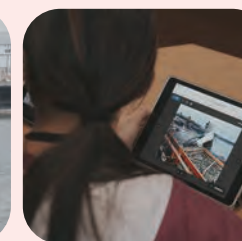


🌱 Fishery and Electricity Symbiosis Education Camp

Train “Green Energy Storyteller” through Creative Videos

▶ YouTube

To promote the positive impact of fishery and electricity symbiosis, J&V Energy launched Taiwan's first educational camp centered around this concept – the “J&V Energy Fishery and Electricity Symbiosis Video Creation Camp”, held during the summer of 2024 at Tainan Municipal Beimen Junior High School. In collaboration with Scientific Monthly, the camp featured a well-structured curriculum combining green energy knowledge with hands-on learning. Students from Beimen Junior High School were guided from the ground up to understand the principles and concepts of fishery and electricity symbiosis. Leveraging the popular medium of short-form videos, students engaged in scriptwriting, filming, and editing to produce creative works infused with green energy knowledge. Through this immersive experience, a new generation of “Fishery and Electricity Symbiosis Storytellers” was cultivated, pioneering an innovative approach to renewable energy education.



◆ Environmental protection

Greener Tomorrow

J&V Energy initiated “Greener Tomorrow” and adopted SDG 12.8 “ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature” as the core target to customize the built-in sustainability DNA for employees and, in turn, expand green influences, reverse the existing conditions, and realize true new life of sustainability.

World Wildlife Day

[YouTube](#)

The Formosan clouded leopard is at the top of the food chain in the mountains and forests, and it has an in-depth effect on the biodiversity of the forest ecosystem. However, under the challenge of global climate change and the increasingly intensified losses of habitats, endangered species (i.e., Formosan clouded leopards) urgently need our treasure and protection, just like sustainable energy.

J&V Energy is committed to promoting comprehensive sustainable development and actively participating in the protection of the work of biodiversity. To respond to wild animal conservation, we supported the “Asian Cat Revival Documentary” of Sanlih Entertainment Television to jointly promote the importance of wild animal protection. The “Asian Cat Revival Documentary” covered three major themes of Bengal tigers, Formosan clouded leopards and leopard cats, and iriomote cats; it actively exhibited how different countries shall restore these rare species and explored how to realize co-existence between environmental conservation and economic development. Since the establishment of the Company, it has named itself after the endangered “Formosan clouded leopards,” symbolizing our close connection with these animals and demonstrating our commitment to ecological conservation.



Earth Hour

[YouTube](#)

In response to the Earth Hour, J&V Energy joined the sustainability partner initiative for three consecutive years and produced a promotional video for Chairman Liao Fu-Sheng, General Manager Chao, Shu-Min, Deputy General Manager Tan Yu-Xuan, and Chief of Sustainability and spokesperson Chang, Jian-Wei to represent the Company to support the largest global public welfare carbon reduction action. We also invited the exclusive Leopard Girls of the Taoyuan Leopards Professional Basketball Team to jointly call for energy conservation and carbon reduction by the public.

One-hour lights-off during lunch break (since 2022)

Saved approximately
76,000 kWh of electricity

Reduced **38 tons** of carbon missions

Equivalent to the annual carbon absorption of
3,166 trees



Earth Day

Earth Day “Less Plastic is Better than More”! In response to the global plastic reduction trends, J&V Energy held a theme day for the home game of the Taoyuan Leopards Professional Basketball Team, adopted “Leopard Team Plastic Reduction” as the theme, called upon over 5,000 fans on-site to use eco-friendly containers, and combined the basketball team and Leopard Girls to respond to circular product charitable bazaar. The income from the charitable bazaar was fully donated to the “Taiwan Environmental Information Association” to promote circulation, reduce carbon emissions, support environmental groups, and achieve multiple positive benefits.



International Coastal Cleanup

Regarding the “J&V Energy Clean Beaches and Reduce Marine Waste to Protect the Marine Ecosystem” activity, with the guidance of General Manager Chao, Shu-Min and Chief of Sustainability and spokesperson Chang, Jian-Wei, we became ocean cleaners at the coastal lines at Section 2, North Shore, Yongan Fishing Harbor, Taoyuan City, and the Sunset Platform, Anping, Tainan City. We also invited an overseas business partner to jointly respond. CEO Mike M. Consenheim of SolarNRG, the largest solar power company in the Philippines, visited Taiwan for the first time to participate in a beach cleaning activity. Hundreds of the Company's employees in the south and in the north jointly “picked up” nearly **600kg** of waste to protect the environment of the earth through actions.



 Jointly Plant A Merry Future

Restore Windbreak

There are thousands of horsetail trees, millettia pinnata, hibiscus tiliaceus, tournefortia argentea, and coconut palms planted at the windbreak located at Haomei Village, Budai Township, Chiayi County, and the total area of forestation is nearly 3 hectares; the windbreak is deemed the green wall to protect the homeland by local residents. For a decade, we had achievements in promoting beach restoration together with the force of the church and local residents. Furthermore, we won the 2022 "Top 100 Destination Sustainability Stories" and the "National Environmental Education Award" due to our long-term investments in environmental sustainability actions. The trees not only can withstand the northeast monsoon, flying sand, and salt spray, but also prevent the coastline erosion, and improve the living quality of local residents and fishpond aquaculture environments.

In response to the planting action, J&V Energy joined hands with local residents and personnel of the church, a total of **300** persons, to physically participate in the forestation action and planted a total of over **1,000** horsetail trees and coconut palms, completing the coastal planting and forestation target.



Forest Conservation Plan

The Company cooperated with the Forestry and Nature Conservation Agency (FANCA) and adopted the forests of 1.07 hectares in the basin of Shimen Reservoir in Daxi District, Taoyuan City, to assist in forestation and nurturing work. With the professional forestation, nurturing, and management of the Hsinchu Branch, FANCA, the coverage of the forest was strengthened, and functions of water conservation and water clarification were exerted to improve the carbon absorption ability of the forest, help mitigate and adapt to climate change, effectively improve biodiversity, and contribute to beautiful Taiwan and the sustainability of earth.

Conservation achievements

Location

Bajie Section, Daxi District, Taoyuan City

Area

1.07 hectares

Work items

Plant **94** trees, perform mowing **3** times, and remove weeds **1** time

Tree planted

Formosan sweet gum

Current conditions and operating method

For the initially existing Taiwan zelkova and Griffiths ash, the weed hazard in partial areas resulted in vacancies of the forest, and the work to nurture a multi-layered forest was performed; the initially existing trees we kept and planted on the vacant land. As weeds grew vigorously in the forest, and there are mile-a-minute weeds, replanting, mowing, and weed removal work have been continuously conducted for the benefit of growing a dense forest.

◆ Adaptive education

CountryEDU Charity Foundation

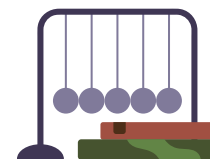
J&V Energy invested in building PV project sites and energy storage system project sites in 13 domestic counties/cities. It not only commits to promoting the development of local renewable energy but also actively cares for the education of students and talent cultivation so as to facilitate local co-prosperity and co-existence. We have long been caring for the education requirements for non-mountain and non-city areas and remote areas. We are deeply aware of the geological conditions and restrictions of such schools, and students relatively lack learning resources and opportunities. In particular, students in high schools who are at the key turning point for higher education or employment specifically require sufficient resources and guidance. Therefore, the Company supported the establishment of the CountryEDU Charity Foundation. Since its establishment in 2022, the Foundation has shared diverse self-learning viewpoints and methods with students through its three-stage course design, encouraging them to make good use of the core reform items of the 108 Curriculum - learning history files- to formulate personalized self-learning plans, deepen their knowledge, explore their interests, and create a vast future.

Prospect: Allow all youths between 16 and 18 years old in Taiwan to have the right to choose their career regardless of their family background and realize the balanced development of the cultivation of Taiwanese.

Mission: Empower youths in non-mountain and non-city areas and remote areas in Taiwan, cultivate them to become persons with purposes, and develop a career prospect that combines personal meaning, altruism, and helping others.

What We Found

- **Imbalanced resources:** During the course of education, local students often lack access to information and resources compared to their urban counterparts, resulting in a limited ability to accumulate diverse experiences on the path to higher education.
- **Urban-rural gap:** High school students in rural areas and from disadvantaged families often choose to join universities in other counties/cities to gain sufficient resources, resulting in talent outflow in such areas, intensifying the urban-rural gap.
- **Mismatch between education and employment:** The resource and information gap at the education site restricts students' opportunities for diverse exploration, and students are, therefore, lost when choosing departments in universities. They do not understand what they are learning for, resulting in the inability to accumulate the functions required for work.
- **Parents' problems:** Parents can only rely on their past experience and knowledge; however, they often cannot provide recommendations to children regarding understanding themselves and society, which restricts children's future imagination and choices.
- **Schools' difficulties:** The 108 Curriculum encourages students to nurture their talents. However, the courses are limited to the resource acquisition ability of schools and the time and efforts of teachers, and it is hard to provide learning plans with different resources. Therefore, students' exploration lacks diversity.
- **Career confusion:** With exploration lacking self-interest and enthusiasm, children have uncertainties about careers and life when choosing departments in universities.



Students reached

Education Service Achievements in 2024
5,617 persons

Accumulated data since the establishment
15,335 persons

Students who received in-depth guidance

Education Service Achievements in 2024
567 persons

Accumulated data since the establishment
1,069 persons

Sessions of lectures and workshops

Education Service Achievements in 2024
31 sessions

Accumulated data since the establishment
92 sessions

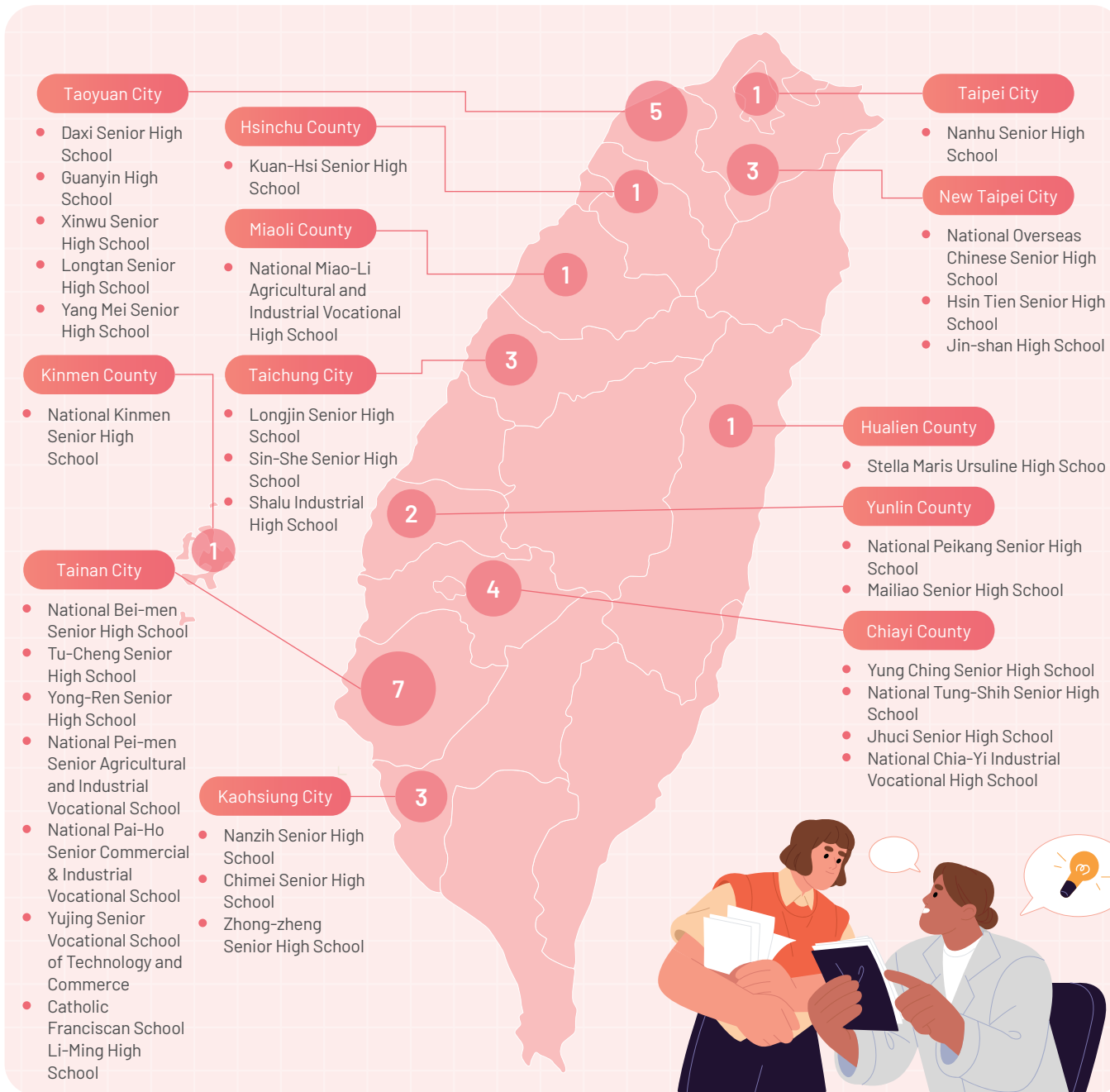
Career facilitator training

Education Service Achievements in 2024
15 persons

Accumulated data since the establishment
42 persons

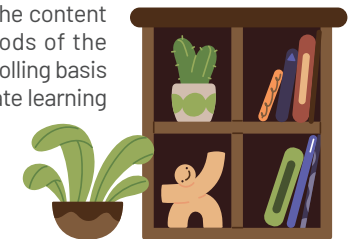
Cooperated with **12** counties/cities and **32** high schools/vocational high schools





What We Can Do

- Walk into the campus to develop the personal talents of students: Lecturers and teaching assistants of the Foundation visited local high schools to guide and accompany high school students based on individual interests and personalities to develop personal talents and cultivate self-learning capabilities.
- Enter universities to cultivate practical talents: The Foundation cooperated with departments of colleges and universities and incubation centers to introduce talent incubation and cultivation courses to cultivate new-generation talents through students' start-up clubs and other practical fields.
- Connect to workplaces and introduce resources and opportunities of the industry sector: The Foundation assisted students in matching with different levels of industries and helped students connect education and employment by way of participation through scholarships, fellowships, and internship opportunities provided by donating enterprises.
- Systematic courses: Include course introduction sessions in the form of theme lectures, learning history campus workshops, and diverse learning courses to accompany students in starting from exploring themselves and completing the learning history files step by step.
- Celebrity topic lectures: Celebrities and experts in different industry sectors are invited to share their lives and careers and have close interactions with students, bringing diverse future cognitions and imaginations of the world to students.
- Learning requirement survey: Through qualitative and quantitative surveys, the Foundation gained an in-depth understanding of high school students' patterns and learning and, in turn, gave real-time feedback to adjust the content and teaching methods of the series courses on a rolling basis and create appropriate learning environments.



◆ Sports promotion

J&V Energy adheres to the spirit of ESG, starts out from diverse green energy, and supports various sports to create a friendly sports environment for Taiwan and implement a sustainable commitment to common social well-being. Since its establishment, we have been actively implementing corporate social responsibility, investing in public welfare to help disadvantaged groups, supporting basic sports, and helping sports talents chase their dreams courageously in the hope of bringing positive energy to the sports culture.

We supported sports items in recent years, including professional basketball, senior league, football, volleyball, and tennis, to fully exhibit support for domestic sports diversification regardless of age, gender, and identity. With the sports influence, we allow more people to know J&V Energy while promoting the importance of renewable energy to the sustainable environment and improving the environmental protection awareness of the domestic public to bring a win-win situation for the sports environment and sustainable development.

Establish the J&V Energy Professional Basketball Team Bring on the Upsurge in Sports

J&V Energy invested in the establishment of the Taoyuan Leopards Professional Basketball Team in 2021 to inject the corporate culture of innovation, vigor, and edutainment into basketball team management. The Company joined forces with Taiwan Beer Basketball Association for 2023-2024 to participate in the T1 League games with the name "Taoyuan Leopards Professional Basketball Team" and won the championship of the T1 League with the forceful alliance, recording the first championship of the team and leading basketball in Taiwan to reach a new height.

In addition, J&V Energy transitioned from the energy industry to establish the Taoyuan Leopards Professional Basketball Team, marking the first instance in the domestic energy sector. With Taoyuan City as the base, we utilized innovative management models and recruited NBA stars Dwight Howard and DeMarcus Cousins to join Taoyuan Leopards Professional Basketball Team in the 2022-2023 season and 2023-2024 season, and recorded an ultra-high box office with an occupancy rate of 15,000 persons at the home game at the Multipurpose Gymnasium of National Taiwan Sport University and a number of online viewers for the Chinese live broadcast on YouTube breaking through 258,056 persons, shocking the international basketball sector and recording the common pride of Taiwanese. Tens of thousands of fans of the professional basketball team came to know the parent company, J&V Energy and indirectly allowed external parties to understand the importance of renewable energy to a sustainable environment. Through sports, we exerted our sustainable influence and jointly realized our vision of a low-carbon, sustainable homeland.


 YouTube

◆ Social Benefits of Sports Promotion

Sponsorship item	Persons contacted
Taoyuan Leopards Professional Basketball Team	3,574,765
The Asian Tournament	343,463
Taipei Leopard Futsal Team	17,561
Volleyball team of Tainan Municipal Syuejia Junior High School and Huazong Cup National Volleyball Tournament	7,590
Why Not Me sponsorship	386,377
CTBC Brothers High School Baseball Championship	1,842,828
Taipei OEC Open	6,977
4 x 4 Children's Football Game	63

Note: The persons contacted include the number of teams, the number of on-site audiences, and the number of online audiences.





Support Children's Soccer from An Early Age

J&V Energy has long been supporting the development of children's football and has expanded from Taiwan to overseas. It sponsored Keisuke Honda, a Japanese football superstar, to visit Taiwan to promote the "4 x 4 Football Game." During the event, Keisuke Honda even joined the game to play with young players and taught them the skills. Meanwhile, through the match between young players from Taiwan and Japan, the game provided precious exchange and learning opportunities. We hope to allow young players in Taiwan to have the opportunity to go abroad to participate in international games through the "4 x 4 Football Game" promoted by Keisuke Honda, a Japanese football legend.




J&V Energy Supports Black Panther and National High School Baseball Tournament

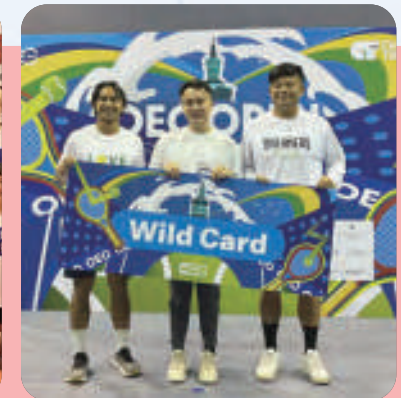
J&V Energy has been sponsoring the "CTBC Black Panther Flag Cup National High School Baseball Tournament" for three consecutive years since 2022. In 2024, it sponsored the "12th CTBC Black Panther Flag Cup National High School Baseball Tournament" to provide young athletes with an opportunity to express themselves and challenge their limits, hoping to help more students with a passion take root in sports. Through the combination of renewable energy and baseball games, we allow more audiences to learn about our determination and efforts to support sports.



Taipei Leopard Futsal Team Promotes Professional Futsal

J&V Energy provided the title sponsorship for the "Taipei Leopard Futsal Team," invested in Chinese Futsal League One (FS1), and adopted the professional basketball model to manage the team to combine the players, the team, and support step by step in the hope of allowing the achievement of professional futsal in Taiwan.



Sponsor Volleyball, Basketball, and Tennis Games to Facilitate the Development of Diverse Sports

J&V Energy has long been promoting diverse sports items. We sponsored "Why Not Me," "Taipei OEC Open," and "Volleyball Team of Tainan Municipal Syuejia Junior High School and Huazong Cup National Volleyball Tournament" to encourage athletes to strive for more honors and take root in youth sports by supporting youth sports events in the hope of integrating green energy and sports through more forms in the future to implement corporate social responsibility through diverse angles.



Appendix

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Appendix 2: SASB Comparison Table	144
Appendix 3: Climate-related Information of TWSE/TPEX Listed Companies	147
Appendix 4: Sustainable Activities Taxonomy	149
Appendix 5: CPA's Limited Assurance Report	150
Appendix 6: Verification Statement	151



Appendix 1: GRI Sustainability Reporting Standards Comparison Table

Statement of Use

J&V Energy Technology Co., Ltd. has reported the ESG information for the year ended December 31, 2024 in accordance with the GRI Standards.

Applicable GRI 1 Foundation

Foundation 2021

General disclosure items

GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
				Disclosure item omitted	Reason and explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	3.1 About J&V Energy	32	N/A	
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	About the Report	3		
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	About the Report	3		
GRI 2: General Disclosures 2021	2-4 Restatements of information	About the Report	3		
GRI 2: General Disclosures 2021	2-5 External assurance	About the Report	3		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	3.1 About J&V Energy 3.7 Industry Supply Chain 3.8 Supply Chain Management 3.9 Customer Services	32 62 64 66		
GRI 2: General Disclosures 2021	2-7 Employees	5.1 Human Capital	95		
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	5.1 Human Capital	95		

GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
				Disclosure item omitted	Reason and explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	2.2 Material Issue Management 3.2 Corporate Governance	23 37		
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	2.2 Material Issue Management	23		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	2.2 Material Issue Management	23		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-19 Remuneration policies	3.2 Corporate Governance	37		
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	3.2 Corporate Governance	37		

GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
				Disclosure item omitted	Reason and explanation
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	5.2 Remuneration and Welfare	105		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Letter from the Chairman	5		
GRI 2: General Disclosures 2021	2-23 Policy commitments	3.4 Ethical Corporate Management 5.1 Human Capital	53 95		
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	3.4 Ethical Corporate Management	53		
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	3.4 Ethical Corporate Management	53		
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	3.4 Ethical Corporate Management	53		
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	3.4 Ethical Corporate Management	53		
GRI 2: General Disclosures 2021	2-28 Membership associations	3.1 About J&V Energy	32		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	2.1 Stakeholder Engagement	19		
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	5.1 Human Capital	95		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2 Material Issue Management	23	N/A	
GRI 3: Material Topics 2021	3-2 List of material topics	2.2 Material Issue Management	23		

Disclosure of items on specific topics

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
★	GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Economic Performance	47		
★	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	3.3 Economic Performance	47		
★	GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Risks and Opportunities	68		
★	GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	5.2 Remuneration and Welfare	105		
★	GRI 201: Economic Performance 2016	201-4 Financial assistance received from the government	3.3 Economic Performance	47		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Remuneration and Welfare	105		
★	GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	5.2 Remuneration and Welfare	105		
★	GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	5.1 Human Capital	95		
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.7 Industry Supply Chain	62		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	3.4 Ethical Corporate Management	53		
★	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	3.4 Ethical Corporate Management	53		
★	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	3.4 Ethical Corporate Management	53		
★	GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	3.4 Ethical Corporate Management	53		

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
★	GRI 3: Material Topics 2021	3-3 Management of material topics	3.4 Ethical Corporate Management	53		
★	GRI 206: Anti-competitive Behavior 2016	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.4 Ethical Corporate Management	53		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Economic Performance	47		
★	GRI 207: Tax 2019	207-1 Approach to tax	3.3 Economic Performance	47		
★	GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	3.3 Economic Performance	47		
★	GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	3.3 Economic Performance	47		
★	GRI 207: Tax 2019	207-4 Country-by-country reporting	-		None	
	GRI 301: Materials 2016	301-1 Materials used by weight or volume	4.5 Supplies and Waste Supervision	84		
	GRI 301: Materials 2016	301-2 Recycled input materials used	4.5 Supplies and Waste Supervision	84		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	4.2 Energy Management	77		
★	GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.2 Energy Management	77		
★	GRI 302: Energy 2016	302-3 Energy intensity	4.2 Energy Management	77		
★	GRI 302: Energy 2016	302-4 Reduction of energy consumption	4.2 Energy Management	77		

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	4.4 Water Source Management	82		
	GRI 303: Water and Effluents 2018	303-2 Management of water discharge related impacts	4.4 Water Source Management	82		
	GRI 303: Water and Effluents 2018	303-3 Water withdrawal	4.4 Water Source Management	82		
	GRI 303: Water and Effluents 2018	303-4 Water discharge	4.4 Water Source Management	82		
	GRI 303: Water and Effluents 2018	303-5 Water consumption	4.4 Water Source Management	82		
	GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.6 Ecological Conservation	87		
	GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	4.6 Ecological Conservation	87		
	GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	4.6 Ecological Conservation	87		
	GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	4.6 Ecological Conservation	87		
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.3 Emissions Monitoring	80		
	GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	4.3 Emissions Monitoring	80		
	GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	4.3 Emissions Monitoring	80		
	GRI 305: Emissions 2016	305-4 GHG emissions intensity	4.3 Emissions Monitoring	80		
	GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	4.3 Emissions Monitoring	80		
	GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	4.3 Emissions Monitoring	80		

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
	GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	4.5 Supplies and Waste Supervision	84		
	GRI 306: Waste 2020	306-3 Waste generated	4.5 Supplies and Waste Supervision	84		
	GRI 306: Waste 2020	306-4 Waste diverted from disposal	4.5 Supplies and Waste Supervision	84		
	GRI 306: Waste 2020	306-5 Waste directed to disposal	4.5 Supplies and Waste Supervision	84		
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	3.8 Supply Chain Management	64		
	GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	3.8 Supply Chain Management	64		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Remuneration and Welfare	105		
★	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 Human Capital	95		
★	GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Remuneration and Welfare	105		
★	GRI 401: Employment 2016	401-3 Parental leave	5.2 Remuneration and Welfare	105		
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5.1 Human Capital	95		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	5.4 Workplace Safety	117		

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
★	GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-9 Disclosure 403-9 Work-related injuries	5.4 Workplace Safety	117		
★	GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	5.4 Workplace Safety	117		
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.3 Diverse Development	113		
	GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	5.3 Diverse Development	113		
	GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	5.3 Diverse Development	113		
★	GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Remuneration and Welfare	105		

Material	GRI Standards	Disclosure item	Chapter of the Report	Page	Description omitted	
					Disclosure item omitted	Reason and explanation
★	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.2 Corporate Governance 5.1 Human Capital	37 95		
	GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	5.2 Remuneration and Welfare	105		
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 Human Capital	95		
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.8 Supply Chain Management 5.1 Human Capital	64 95		
	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	3.8 Supply Chain Management 5.1 Human Capital	64 95		
	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.8 Supply Chain Management 5.1 Human Capital	64 95		
	GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	5.1 Human Capital	95		
	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous people	-		During the reporting period, there was no incident of violations involving rights of Indigenous people. We have conducted local community engagement for all locations related to the Beimen project site in Tainan.	
★	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5.5 Social Investment	124		
	GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	4.6 Ecological Conservation	87		
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	3.8 Supply Chain Management	64		
	GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	3.8 Supply Chain Management	64		
★	GRI 415: Public Policy 2016	415-1 Political contributions	There was no political contribution during the reporting year			
	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.9 Customer Services	66		

Appendix 2: SASB Comparison Table

Statement of Use

J&V Energy Technology Co., Ltd. has reported the ESG information for the year ended December 31, 2024 in accordance with the SASB

Applicable GRI 1 Foundation

Solar technology and project developer (RR-ST)

Disclosure topic	Indicator No.	Disclosure indicator	Disclosure in 2024	Corresponding chapter	Page
Procedure energy management	RR-ST-130a.1	Total energy consumption	1,481.71 GJ	4.2 Energy Management	77
		Ratio from power grids	8.58%		
		Ratio from renewable energy	40.73%		
Water resource management of the manufacturing industry	RR-ST-140a.1	Total water withdrawal	1.678 million liters	4.4 Water Source Management	82
		Ratio of total water withdrawal in regions with high or ultra-high water pressure	The Company does not withdraw water in areas with high or extremely high water resource pressure.		
		Total water consumption	0 liters		
		Ratio of total water consumption in areas with high or extremely high water resource pressure	The Company does not consume water from areas with high or extremely high water pressure.		
	RR-ST-140a.2	Description of Water Resource Management Risks and Mitigation Strategies and Practices	Weisheng Envirotech, a water treatment subsidiary of J&V Energy, develops solutions for the reuse of industrial wastewater and domestic wastewater, as well as seawater desalination treatment, to maximize the utilization of water resources and enhance the niche for industrial development. The Company has installed water-saving equipment and promotes water consumption reduction.		

Disclosure topic	Indicator No.	Disclosure indicator	Disclosure in 2024	Corresponding chapter	Page
Hazardous Waste Management	RR-ST-150a.1	Total hazardous waste and the ratio of waste recycling and reuse	In 2024, the Company did not generate hazardous business waste	4.5 Supplies and Waste Supervision	84
	RR-ST-150a.2	Number of leakages, total leakage volume, and recovered volume of hazardous waste	In 2024, the Company had no serious leakage		
Ecological impact of projects	RR-ST-160a.1	Number of projects delayed due to ecological impact factors and the number of days delayed	In 2024, the Company had no project delayed due to ecological impacts	4.6 Ecological Conservation	87
	RR-ST-160a.2	Describe the investment made by the solar energy system development project, considering the community and ecological impact	For details, please refer to 4.6 Ecological Conservation		
Energy infrastructure integration and management of relevant laws and regulations	RR-ST-410a.1	Describe the risks associated with integrating solar power with existing energy infrastructure and discuss the investments required to manage these risks	Solar power project sites of different types may be affected by natural disasters (i.e., earthquakes, typhoons, and floods), which may result in damage to equipment or abnormal power generation. The Company regularly conducts safety inspections at all project sites to identify such risks and makes arrangements to carry out patrol inspections of project sites after typhoons. Insurance is purchased for all projects to minimize losses caused by natural disasters.	4.1 Climate Change Risks and Opportunities	68
	RR-ST-410a.2	Describe energy policies related to integrating solar power with existing energy infrastructure and the risks and opportunities it brings	<p>Risk: If domestic renewable energy policies reduce the proportion of renewable energy consumption, the land and roofs that can be used for installation will no longer be available, reducing the Company's potential installation capacity.</p> <p>Opportunity: If domestic renewable energy policies increase the proportion of renewable energy consumption and the land and roofs available for installation expand, the Company can stably cooperate with domestic renewable energy policies and provide an alternative source of electricity supply to Taipower.</p>	4.1 Climate Change Risks and Opportunities	68
	RR-ST-410b.1	Percentage of sold products that can be recycled or reused	The Company did not recycle, reuse, or repeat the use of sold products in 2024	4.5 Supplies and Waste Supervision	84

Disclosure topic	Indicator No.	Disclosure indicator	Disclosure in 2024	Corresponding chapter	Page
Energy infrastructure integration and management of relevant laws and regulations	RR-ST-410b.2	Weight of scrapped products recycled and reused, and their percentage	In 2024, the Company did not recycle scrapped materials	4.5 Supplies and Waste Supervision	84
	RR-ST-410b.3	Percentage of IEC 62474 declarable substances, arsenides, antimonides, and beryllides in products under income	Not applicable to the Company	-	
	RR-ST-410b.4	Describe the policies and strategies to design products with high recycling and reuse value	Not applicable to the Company	-	
Traceability of Raw Materials	RR-ST-440a.1	Describe the risk management practices for the use of key controversial raw materials	Not applicable to the Company	-	
	RR-ST-440a.2	Describe environmental risk management related to the polysilicon supply chain	Not applicable to the Company	-	
Activity indicator	RR-ST-000.A	Total capacity of PV components produced	Not applicable to the Company	-	
	RR-ST-000.B	Total capacity of completed solar power systems	313.64MW		
	RR-ST-000.C	Total project development assets	NT\$7,649,886,735		

Appendix 3: Climate-related Information of TWSE/TPEX Listed Companies

Risks and Opportunities Caused by Climate Change to the Company and Relevant Response Measures Adopted by the Company

Level	Recommended disclosure items for indicators of general industries	Corresponding chapter	Page
Governance	Describe the supervision status of the Board regarding climate-related risks and opportunities	4.1 Climate Change Risks and Opportunities	68
	Describe the role of management in assessing and managing climate-related risks and opportunities	4.1 Climate Change Risks and Opportunities	68
Strategy	Describe the short-, mid-, and long-term climate-related risks and opportunities identified by the organization	4.1 Climate Change Risks and Opportunities	68
	Describe the impacts of climate-related risks and opportunities on the business, strategy, and financial planning of the organization	4.1 Climate Change Risks and Opportunities	68
	Describe the strategic resilience of the organization and consider different climate-related scenarios (including 2° C or more stringent scenarios)	4.1 Climate Change Risks and Opportunities	68
Risk management	Describe the climate-related risk identification and assessment process of the organization	4.1 Climate Change Risks and Opportunities	68
	Describe the climate-risk management process of the organization	4.1 Climate Change Risks and Opportunities	68
	Describe how the climate-related risk identification, assessment, and management processes are incorporated into the overall risk management system of the organization	4.1 Climate Change Risks and Opportunities	68
Indicators and Targets	Disclose indicators used by the organization to assess climate-related risks and opportunities based on the strategy and risk management process	4.1 Climate Change Risks and Opportunities	68
	Disclose Scope 1, Scope 2, and Scope 3 (if applicable) GHG emissions and relevant risks	4.3 Emissions Monitoring	80
	Describe targets used by the organization to manage climate-related risks and opportunities and the performance in implementing such targets	4.1 Climate Change Risks and Opportunities	68

GHG Inventory and Assurance

Basic information of the Company

- A company with a capital of over NT\$10 billion, iron and steel industry, and cement industry
- A company with a capital of over NT\$5 billion but less than NT\$10 billion
- A company with a capital of less than NT\$5 billion

Implementation status

- Individual inventory of the parent company
- Individual assurance of the parent company
- Inventory of (partial) subsidiaries in the consolidated financial statements
- Assurance of (partial) subsidiaries in the consolidated financial statements

◆ GHG Inventory Information

Describe GHG emissions (tCO₂e), intensity (tCO₂e/NT\$ million), and the data coverage scope.

Please refer to the following table for details.

◆ GHG Assurance Information

Describe the assurance status, including the scope of assurance, assurance institution, assurance standards, and assurance opinions, in the most recent two years.

Please refer to the following table for details.

◆ GHG emissions in the most recent two years

Year		2023	2024	
Scope		Parent company	Parent company	Partial subsidiaries of the Group ^{Note 3}
Scope 1	Total emissions (tCO ₂ e)	52.9175	54.6819	359.8007
	Intensity (tCO ₂ e/NT\$ million)	0.008	0.034	0.382
Scope 2	Total emissions (tCO ₂ e)	78.7417	128.6533	1,824.4149
	Intensity (tCO ₂ e/NT\$ million)	0.012	0.080	1.935
Scope 3	Total emissions (tCO ₂ e)	92.1217	2,891.9271	773.6691
	Intensity (tCO ₂ e/NT\$ million)	0.014	1.792	0.820
Assurance institution		AFNOR Asia Ltd	ARES International Certification Co., Ltd.	ARES International Certification Co., Ltd.
Description of the assurance status		Scope 1 and 2: Reasonable assurance Scope 3: Limited assurance	Scope 1 and 2: Reasonable assurance Scope 3: Limited assurance	

Note 1: GHG inventory standard: ISO 14064-1 published by the International Organization for Standardization (ISO).

Note 2: The intensity of GHG emissions is calculated based on turnover (NT\$ million).

Note 3: Cover the following subsidiaries: J&M Power Development Co., Ltd., Guang Liang Energy Co., Ltd., Xu Xiao Power Co., Ltd., Chen Yu Energy Co., Ltd., Jin Cheng Energy Co., Ltd., Jin Jie Energy Co., Ltd., Diwei Power Co., Ltd., Fu Di Energy Co., Ltd., Storm Power Co., Ltd., and Recharge Power Co., Ltd.

Note 4: The intensity is the data calculated based on the turnover of the parent company and its subsidiaries (NT\$ million) separately.

◆ GHG Reduction Targets, Strategies, and Specific Action Plans

Describe the base year for GHG reduction and its data, reduction targets, strategies, concrete action plans, and the achievement of reduction targets.

For details, please refer to [4.3 Emissions Monitoring](#)

Appendix 4: Sustainable Activities Taxonomy

In 2024, the applicable general economic activity for J&V Energy under the reference taxonomy is “installation and repair of renewable energy technology equipment,” while the enabling economic activity is “renewable energy power generation, facilities, and related accessories.” The abovementioned primary economic activities of J&V Energy are aligned with the reference taxonomy. The disclosure results are as follows:

◆ Main economic activities of operations

Measurement step	Economic activities of operations	
1. Category of economic activities	Installation and repair of renewable energy technology equipment	Renewable energy power generation, facilities and relevant accessories
2. Whether the “general economic activity” and “enabling economic activity” of the taxonomy apply	General economic activity	Enabling economic activity
3. Ratio of the economic activities of operations in 2024 to total operating income	33%	34%
4. Determine the compliance of activities with sustainable economic activities based on the following three conditions		
Condition 1: Whether the activities comply with the technology screening standards of [having substantial contributions to any environmental purposes]	Compliant	Compliant
Condition 2: Whether the activities comply with [not causing any material hazard to the six environmental purposes]	Compliant	Compliant
Condition 3: Whether the activities comply with [not causing any material hazard to social protection]	Compliant	Compliant
If there is any non-compliance with the abovementioned three conditions, is there any transition plan?	-	-
5. Measurement results of the level of sustainability	Compliant	Compliant

Appendix 5: CPA's Limited Assurance Report


資誠

Independent Limited Assurance Report

To **J&V Energy Technology Co. Ltd.**

We have been engaged by **J&V Energy Technology Co. Ltd.** ("the Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 202X Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the aforementioned Identified Key Performance Indicators is set out in the "Scope and Boundary" of the Sustainability Report.

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the respective applicable criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitations

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial data. Qualitative interpretation of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.


Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to 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.

普華永道會計師事務所 PwC=attestofficeCoopers, Taiwan
 110206 臺北中山區瑞華路一段 333 號 27 樓
 27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 110206, Taiwan
 T: +886 (2) 2729 6666, F: +886 (2) 2729 6666

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資誠

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, and evaluating the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, information systems, and the relevant internal controls relating to the preparation of the aforementioned information to identify the areas where there may be risks of material misstatement; and
- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries, observation, inspection, and reperformance to obtain evidence for limited assurance.

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資誠

The 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 we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter



The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the applicable criteria have been subsequently modified.


 LIN YA-HUI
 For and on behalf of PricewaterhouseCoopers, Taiwan
 8 May, 2025

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Appendix 6: Verification Statement

ISO 14064-1: 2018 GHG verification opinion of J&V Energy Technology Co., Ltd

**Greenhouse Gas Verification Opinion
2024 Greenhouse Gas Emissions Information**

J&V Energy Technology Co., Ltd.

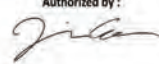
4F-1, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)


Has completed the verification according to ISO 14064-3:2019 and meets the following standard requirements
ISO 14064-1 : 2018


Direct emissions
376.3098 tonnes of CO₂e
Indirect emissions
5,147.8459 tonnes of CO₂e
Direct emissions and indirect emissions
5,524.156 tonnes of CO₂e

The above Category 2 emissions be location-based approach
Opinion No.: ARES/TW/I2505013G
Date: 2025-05-13
Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.

Authorized by:






ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Weeping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9996 (Rep. Line) FAX / 06-295 9667
www.ares-regISTRATION.com

意見書編號 Opinion No.: ARES/TW/I2505013G

Location-based approach: The GHG emission of each category reported organization be verified

Category	GHG Emissions (Unit: tonnes CO ₂ e)	Assurance level
Category1	376.3098	Reasonable assurance level
Category2	1,893.6171	Reasonable assurance level
Category3	112.8550	Limited assurance level
Category4	3,141.3738	Limited assurance level
Category5	NS	N/A
Category6	NS	N/A
Direct emissions and indirect emissions	5,524.156	

*NS: Non significant ; N/A: Not available

Market-based approach: The GHG emission of each category reported organization be verified

Category	GHG Emissions (Unit: tonnes CO ₂ e)	Assurance level
Category1	376.3098	Reasonable assurance level
Category2	1,815.3181	Reasonable assurance level
Category3	112.8550	Limited assurance level
Category4	3,141.3738	Limited assurance level
Category5	NS	N/A
Category6	NS	N/A
Direct emissions and indirect emissions	5,465.854	

ARES International Certification Co., Ltd. (ARES) received the application from J&V Energy Technology Co., Ltd. for ISO 14064-1:2018, and implements direct and indirect verification in accordance with ISO 14064-3:2019 requirements verification of greenhouse gas emissions, the period covered by greenhouse gas emissions is from January 1, 2024 to December 31, 2024, and the contents of the verification opinion are explained as follows:

Level of Assurance
ARES followed the inspection procedures in accordance with the verification criteria, and the evidence results showed that the greenhouse gas claims proposed by J&V Energy Technology Co., Ltd. met the regulations, did not violate the material difference threshold of 5%, and met the reasonable assurance level (Category 1-2), limited assurance level (Category 3-6).

Objective
The purpose of this verification exercise are: by review of objective evidence, to independently review whether the GHG emissions are as declared by the organization's GHG assertion and the data reported are accurate, complete, consistent, transparent and free of material error or omission.

意見中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Weeping Rd., Anping Dist., Tainan City 708, Taiwan
第3頁 共5頁

意見書編號 Opinion No.: ARES/TW/I2505013G

Scope
ARES confirmed that J&V Energy Technology Co., Ltd. has implemented in accordance with ISO 14064-1:2018 Greenhouse Gases - Part 1: Quantification and Reporting of Greenhouse Gas Emissions and Removals at the Organizational Level with Guidelines with relevant standard requirements to propose the compliance of the GHG emissions from human activities within the organization boundary and operation scope. The above-mentioned assurance opinions based on the ISO 14064-3:2019 guidelines include the following content:

(1) GHG inventory period : From 2024/01/01 to 2024/12/31

(2) Verification of site :

Name of site	Address of site
• J&V ENERGY TECHNOLOGY CO., Ltd. - Taipei Headquarters Office	• 4F, 4F-1, 5F-1, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)
• J&V ENERGY TECHNOLOGY CO., Ltd. - Yongkang District Office	• 13F, No. 1-75, Zhonghua Rd., Yongkang Dist., Tainan City 710, Taiwan (R.O.C.)
• J&V ENERGY TECHNOLOGY CO., Ltd. - Xujia District Office	• No. 263, Xingye Rd., Xujia Dist., Tainan City 726, Taiwan (R.O.C.)
• J&V ENERGY TECHNOLOGY CO., Ltd. - Xujia District Office	• No. 40, Lin 09, Jiahe Rd., Jiahe Dist., Tainan City 722, Taiwan (R.O.C.)
• Storm Power Co., Ltd. - Taipei Headquarters Office	• 4F-1, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)
• Storm Power Co., Ltd. - Energy Storage Site	• Land parcel No. 174-4, Chang Section, Wujie Township, Yilan County, Taiwan (R.O.C.)
• J & M Power Development Co., Ltd. - Taipei Headquarters Office	• 4F-4, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)
• J & M Power Development Co., Ltd. - Solar site	• No.88, Gongyeqiao 33rd Rd., Xiqun Dist., Taichung City 407021, Taiwan (R.O.C.)

(3) Verify the types of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), and refer to the newest public GHG list by IPCC.

(4) The global warming potential (GWP) calculated by the quantitative calculation of greenhouse gas emissions refers to the global warming potential value of the AR6 assessment report of IPCC 2021, and the electricity emission coefficient refers to the 2024 electricity emission coefficient announced by the Energy Administration of the Ministry of Economic Affairs: 0.474 kgCO₂e/kWh calculated.

Materiality
ARES implements a third-party impartial, independent and objective verification of GHG claims disclosure information and on-site contribution to ensure reporting information comply with the standards of accuracy, completeness, consistency and transparency, the content of which contains errors or omissions. The threshold for material difference is 5%, and the verification process includes document review, pre-trip assessment, sampling plan, evidence search collect the information needed to verify the declaration and ensure the accuracy of GHG emissions.


Confidentiality
This report and its attachments may contain confidential information belonging to J&V Energy Technology Co., Ltd., and other individuals, groups or companies are prohibited from copying or distributing it without the written consent of J&V Energy Technology Co., Ltd.

意見中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Weeping Rd., Anping Dist., Tainan City 708, Taiwan
第4頁 共5頁

意見書編號 Opinion No.: ARES/TW/I2505013G

Avoidance of Conflict of Interest
The contents of this report and its attachments are in full compliance with the standard methods and procedures of the competent authority and conduct inspections in a fair and honest manner. There is no falsehood. If there is any violation, in addition to being jointly and severally liable for the losses suffered by the government agency, it will also accept administrative sanctions and criminal penalties as ordered by the competent authority.
ARES has no financial investment relationship with the inspected unit, and complies with the requirements of the competent authority to avoid conflicts of interest. If there are any violations of the aforementioned facts, which are verified by the competent authority, this report and the contents of the attachments are willing to accept the decision of the competent authority as invalid.



Verification Team
Above opinion coincide with ARES verifier group with fairness and impartiality, and aim at the GHG emission from January 1, 2024 to December 31, 2024 of J&V Energy Technology Co., Ltd.

ARES Lead Verifier :


Remarks: This verification opinion complies with the requirements of the ARES greenhouse gas verification service terms. The content of the opinion is prepared by ARES International Certification Co., Ltd. based on the verification results of greenhouse gas claims, and is issued after the customer's consent. This opinion is not used to relieve the client from the responsibility of complying with the articles of association, national or local laws, and any published international guidelines; the client and ARES are independent entities, and the client is not bound by ARES representation against other organizations.

意見中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
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第5頁 共5頁

ISO 14064-1: 2018 GHG verification opinion of subsidiary Recharge Power Co., Ltd.

Greenhouse Gas Verification Opinion
2024 Greenhouse Gas Emissions Information

Recharge Power Co., Ltd.


6F, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)

Has completed the verification according to ISO 14064-3:2019 and meets the following standard requirements
ISO 14064-1 : 2018

Direct emissions
38,1728 tonnes of CO₂e

Indirect emissions
130,7069 tonnes of CO₂e


Direct emissions and indirect emissions
168,880 tonnes of CO₂e




Opinion No.: ARES/TW/12503019G
Date: 2025-08-13
Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.

Authorized by:





ARES International Certification Co., Ltd.
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意見書編號 Opinion No.: ARES/TW/12503019G

【The GHG emission of each category reported organization be verified】

Category	GHG Emissions (Unit: tonnes CO ₂ e)	Assurance level
Category1	38,1728	Reasonable assurance level
Category2	12,9145	Reasonable assurance level
Category3	34,2254	Limited assurance level
Category4	64,4570	Limited assurance level
Category5	NS	N/A
Category6	NS	N/A
Direct emissions and indirect emissions		168,880

*NS: Non significant ; N/A: Not available

ARES International Certification Co., Ltd. (ARES) received the application from Recharge Power Co., Ltd. for ISO 14064:2018, and implements direct and indirect verification in accordance with ISO 14064-1:2019 requirements. Verification of greenhouse gas emissions for the period covered by greenhouse gas emissions is from January 1, 2024 to December 31, 2024, and the scope of the verification opinion are explained as follows:

Level of Assurance
ARES followed the inspection procedures in accordance with the verification criteria, and the evidence results showed that the greenhouse gas claims proposed by Recharge Power Co., Ltd. met the regulatory, did not violate the material difference threshold of 5%, and met the reasonable assurance level (Category1-2), limited assurance level (Category3-6).

Objective
The purposes of this verification exercise are, by review of objective evidence, to independently review whether the GHG emissions are as declared by the organization's GHG declaration and the data reported are accurate, complete, consistent, management and free of material error or omission.

Scope
ARES confirmed that Recharge Power Co., Ltd. has implemented in accordance with ISO 14064-1:2018 Greenhouse clause - Part 1 - Identification and Reporting of Greenhouse Gas Emissions and Reporting at the Organizational Level with Guidelines with relevant standard requirements to propose the compliance of the GHG emissions from human activities within the organization boundary and operation scope. The above-mentioned assurance opinion based on the ISO 14064-3:2019 guidelines include the following content:

- GHG inventory period : From 2024/01/01 to 2024/12/31
- Verification of site :

Name of site	Address of site
Recharge Power Co., Ltd.	6F, No. 1, Jihu Rd., Neihu Dist., Taipei City 114066, Taiwan (R.O.C.)
- Verify the types of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), and refer to the newest public GHG list by IPCC.

意見書涵蓋之驗證範圍、目標、標準和調查結果，資料意見與註。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Weiping Rd., Anping Dist., Tainan City 708, Taiwan
第 1 頁 共 4 頁

意見書編號 Opinion No.: ARES/TW/12503019G

64) The global warming potential (GWP) calculated by the quantitative calculation of greenhouse gas emissions refers to the global warming potential value of the AR 6 assessment report of IPCC 2021, and the electricity emission coefficient refers to the 2023 electricity emission coefficient announced by the Energy Administration of the Ministry of Economic Affairs. 0.494 kgCO₂e/kWh calculated.

Materiality
ARES implements a third-party impartial, independent and objective verification of GHG claims, completeness information and on-site contribution to ensure reporting information comply with the standards of accuracy, completeness, consistency and transparency, the content of which contains error or omission. The threshold for materiality difference is 5%, and the verification process includes document review, pre-audit assessment, on-site plan, evidence search collect the information needed to verify the declaration and ensure the accuracy of GHG emissions.

Confidentiality
This report and its attachments may contain confidential information belonging to Recharge Power Co., Ltd., and other individuals, groups or companies are prohibited from copying or distributing it without the written consent of Recharge Power Co., Ltd.

Avoidance of Conflict of Interest
The contents of this report and its attachments are in full compliance with the standard methods and procedures of the competent authority and qualified inspectors in a fair and honest manner. There is no falsified. If there is any violation, in addition to being granted and severely liable for the losses suffered by the governmental agency, it will also accept administrative sanctions and criminal penalties as ordered by the competent authority.

ARES has no financial investment relationship with the inspected unit, and complies with the requirements of the competent authority to avoid conflict of interest. If there are any violations of the aforementioned facts, which are verified by the competent authority, this report and the decision of the attachments are willing to accept the decision of the competent authority as invalid.

Verification Team
Above opinion coincide with ARES verifier group with fairness and impartiality, and sent to the GHG commission from January 1, 2024 to December 31, 2024 of Recharge Power Co., Ltd.

ARES Lead Verifier -
柯育錫

Remark: This verification opinion complies with the requirements of the ARES greenhouse gas verification service terms. The content of the opinion is prepared by ARES International Certification Co., Ltd. based on the verification scope of greenhouse gas claims, and is issued after the customer's consent. This opinion is not used to relieve the client from the responsibility of complying with the articles of association, contract or local laws, and any published international guidelines, the claim and ARES are independent matters, and the client is not bound by ARES reputation against other organizations.

意見書涵蓋之驗證範圍、目標、標準和調查結果，資料意見與註。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
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ISO 14001



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About the Report

01 Create A Sustainable Homeland • Innovation — #6356a3

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04 Help Eco-Friendliness • Care — #5aaa8a

05 Create An Inclusive Society • Heart Warming — #ea666e

Appendix — #6356a3

5.5 Social Investment

大標 - 20pt
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Barlow Bold

The ever-changing sustainability issues include the initiative of carbon reduction at the beginning and the promotion of net zero carbon emissions, carbon credit trading, and biodiversity in recent years.

內文 - 9pt
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Barlow Regular

Social Investment Strategy

中標 - 14pt
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Barlow Medium

Note 1: Occupational injury or death rate = person-time of occupational injury or death ÷ total working hours × 200,000.

註釋 - 8pt
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Barlow Regular

◆ Community participation

小標 - 12pt
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Barlow Medium

Material Topic Local community

重大主題 - 14pt
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Barlow Regular

🔗 Friendly Procurement of Local Catch

小小標 - 10pt
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◆ 4C Sustainability Strategy

圖表標 - 10pt
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