2024

Sustainability Report

捷波資訊
ESG永續報告書



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Message from the Chairperson

Dear Jetway Partners and Friends,



Jetway Information Co., Ltd.

Chairperson Yung-Shun Chuang

Jetway has long been dedicated to the manufacturing and sales of industrial computer products. In 2023, AAEON Technology acquired a 35.27% stake in Jetway, officially making Jetway a member of the AAEON Group. Following the Group's core business philosophy of "People-oriented, Integrity and Pragmatism, Excellence and Innovation, Customer as Mentor", Jetway not only continues to produce high-quality products to become the most trusted partner of its customers, but also, in response to the global trend of sustainable development, established the "Sustainability Promotion Task Force" in 2024 to comprehensively advance developments in environmental, social, and corporate governance (ESG).

In corporate governance, Jetway adheres to the principle of integrity in business operations. The Board of Directors formulates company policies and supervises business performance to ensure legal compliance. Meanwhile, the Corporate Governance Officer assists the Board's operations and provides professional advice to strengthen its functions. In 2024, Jetway conducted both self-assessments of the Board of Directors and functional committees, as well as commissioned an external independent professional institution to conduct an external Board performance evaluation, with results rated between "Good" and "Excellent". The total training hours of the Corporate Governance Officer reached 21 hours, and the total training hours of directors amounted to 45 hours, both exceeding regulatory requirements. The Board's diversity also surpassed current requirements, with independent directors accounting for 43% and female directors accounting for 29%, clearly demonstrating Jetway's commitment and determination to enhancing corporate governance operations. In information security and protection of confidential information, Jetway continues to strengthen management and training. A total of 104 participants completed information security training sessions, with cumulative training hours reaching 223, fully reflecting Jetway's high emphasis on information security and confidential information protection.

In the environmental aspect, Jetway has strengthened management of the sustainable supply chain. All key raw materials are 100% compliant with international RoHS/REACH regulations, and 64% of key suppliers have signed the "Conflict-Free Minerals Declaration" and the "Sustainability Commitment Letter". In addition, Jetway completed comprehensive greenhouse gas inventories for both 2023 and 2024. The Company's carbon emissions in 2024 were reduced by 54% compared with 2023, clearly demonstrating Jetway's active efforts and achievements in carbon reduction.

In remuneration, benefits, and talent development, Jetway recognizes that employees are the Company's most valuable asset. In addition to ensuring tangible remuneration such as bonuses and salary adjustments, the Company organizes activities such as employee trips, family days, and cultural seminars, encouraging employees to bring their families to participate. These activities enhance interpersonal bonds and strengthen cohesion. Furthermore, Jetway is dedicated to fostering employee growth and providing a wide range of professional skills training. In 2024, total training hours reached 305, representing a 4.24-fold increase over 2023, significantly raising the overall professional level of human capital.

In the social aspect, following the Group's lead, Jetway participated in public welfare activities for the first time in 2024. In June, Jetway joined the Group's beach-cleaning event for plastic and waste collection, and in December, participated in the Chinese Christian Relief Association's fundraising campaign "2024 Bike Around Taiwan for Love – 1919 Love Walk", thereby genuinely fulfilling social engagement and the practice of social responsibility.

In 2024, the global rise of trade frictions, the economic slowdown in multiple European and American countries, and uncertainties in monetary policies created challenges for industry supply chains and market demand. Under such a severe external environment, Jetway's revenue in 2024 decreased by 5.95% compared with 2023. Nevertheless, Jetway still demonstrated strong resilience and sound management capability, with the gross profit margin increasing from 36.86% to 42.47%, and net profit after tax growing by 11.24%. Looking ahead, Jetway will continue to deepen its commitment to sustainable development, making ongoing efforts in environmental, social, and governance issues. We sincerely thank every partner who supports Jetway, as we move forward together toward a more sustainable future.

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About this Report

Jetway Information Co., Ltd. (hereinafter referred to as Jetway), in pursuit of corporate sustainability and enhanced information transparency, has issued the 2024 Sustainability Report (hereinafter referred to as the Report). Through the publication of this Report, Jetway explains to stakeholders the measures and performance achieved under its sustainability objectives in areas such as integrity in governance, implementation of environmental protection and occupational safety measures, and enhancement of employee remuneration and benefits.

Report Boundaries and Scope

Disclosure Categories	Scope of Coverage
Reporting Period	This Report primarily covers business operations from January 1, 2024 to December 31, 2024. Certain management performance data includes information prior to 2024.
Scope Boundary	Taiwan Headquarters of Jetway Information Co., Ltd. (9F, No. 207, Sec. 3, Beixin Rd., Xindian Dist., New Taipei City, Taiwan)
Financial Data	Consistent with Jetway's publicly disclosed consolidated financial statements.
Environmental Data	Primarily covers the Taiwan headquarters, with partial inclusion of Jetway USA and Candid.
Employee Data	Same as the above scope boundary.
Public Welfare Performance	Same as the above scope boundary.
Restatements of Information	This Report is Jetway's first sustainability report; no restatements of information are applicable.

Basis of Preparation and Information Verification

The Company has prepared the sustainability report based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 (GRI Standards 2021), and has referenced the TCFD (Task Force on Climate-related Financial Disclosures) climate-related financial disclosure guidance, as well as the SASB (Sustainability Accounting Standards Board) standards for sustainability information disclosure. The sustainability report also complies with the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies". The appendix of this report provides an index of the GRI Standards, a comparison table of SASB sustainability standards for Hardware, a comparison table of TCFD disclosure items, and sustainability disclosure indicators for the computer and peripheral equipment industry regarding climate-related information, for the reference of stakeholders.

- The financial data disclosed in this Report have been audited and certified by PwC Taiwan in accordance with International Financial Reporting Standards (IFRS), and are presented in NT$ thousand.
- Environmental, employee, and occupational safety data have been compiled by responsible departments, verified by department heads, and presented in accordance with internationally recognised calculation methods.

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- Greenhouse gas inventory data for 2024 will be verified in 2025 by AFNOR ASIA LTD. in accordance with the Greenhouse Gas Protocol, and a report will be issued.
- To enhance disclosure quality, Jetway commissioned GREAT Certification Co., Ltd. to conduct a Type 1 moderate assurance verification in accordance with AA1000:AS V3. Compliance with GRI Standards 2021 was confirmed, and an assurance statement was obtained. This statement is included in the appendix of this Report.
- Jetway's subsidiary, Candid, has obtained ISO 9001:2015 Quality Management System certification and ISO 14001:2015 Environmental Management System certification, and continues to maintain their validity.

Management System	ISO 9001:2015	ISO 14001:2015
Certification Body	DQS	DQS

Cer-



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Report Management

The Report is written in Traditional Chinese. Data were provided by responsible personnel of relevant departments, compiled and prepared by members of the Sustainability Promotion Task Force, reviewed by sub-group leaders, and subsequently verified by an independent third party and certified before being submitted for approval by the President and the Chairperson. Following approval by the Board of Directors in August 2025, the Report will be published on the Company's official website and submitted to the Market Observation Post System before the end of August in accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies".

Publication Cycle

Jetway issues its Sustainability Report on an annual basis. This year marks the inaugural edition of the Report.

- First Issue August 2025
- Next Issue August 2026
- Subsequent Issue August 2027

Feedback

For any comments or suggestions regarding the contents of this Report, please contact:

Sustainability Promotion Task Force

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Tel: +886-2-89132711

Email: esg@jetway.com.tw

Official Website:



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I. Sustainability Management

1.1 Sustainable Development Strategy

Jetway has established a sustainability development policy based on its corporate responsibility and obligations to society, demonstrating its determination to pursue long-term sustainable operations while balancing environmental, social, and governance (ESG) development. To ensure effective implementation of Jetway's sustainability development and alignment with stakeholder expectations, the scope of this policy covers employee care and social participation, environmental protection and workplace safety, green products and innovation, value chain management, and corporate governance. Jetway is committed to creating a positive impact on the industry, business community, stakeholders, and society as a whole.

Furthermore, the Jetway Board of Directors has approved the Jetway Sustainability Best Practice Guidelines and established the Sustainability Promotion Task Force. The General Manager serves as the Chairperson, formulates sustainability development policies and guidelines, and promotes their implementation within the Company, progressively embedding the concept of sustainable operations into Jetway's corporate culture.

In response to the broad scope of sustainability, which covers ESG aspects, the Sustainability Promotion Task Force has also set up specialized sub-groups. These groups, led by responsible departments, collect stakeholder concerns related to environmental protection, occupational safety, supply chain management, labor rights, operating performance, and corporate governance. To respect stakeholder rights and interests, Jetway has also established a dedicated stakeholder section on its corporate website to appropriately address key sustainability topics of concern. Starting from Q4 2024, Jetway has begun reporting ESG implementation progress to the Board of Directors and plans to continue reporting on sustainability-related topics on a quarterly basis, further strengthening the Board's management and participation in the Company's ESG initiatives.

Jetway Sustainability Development Section



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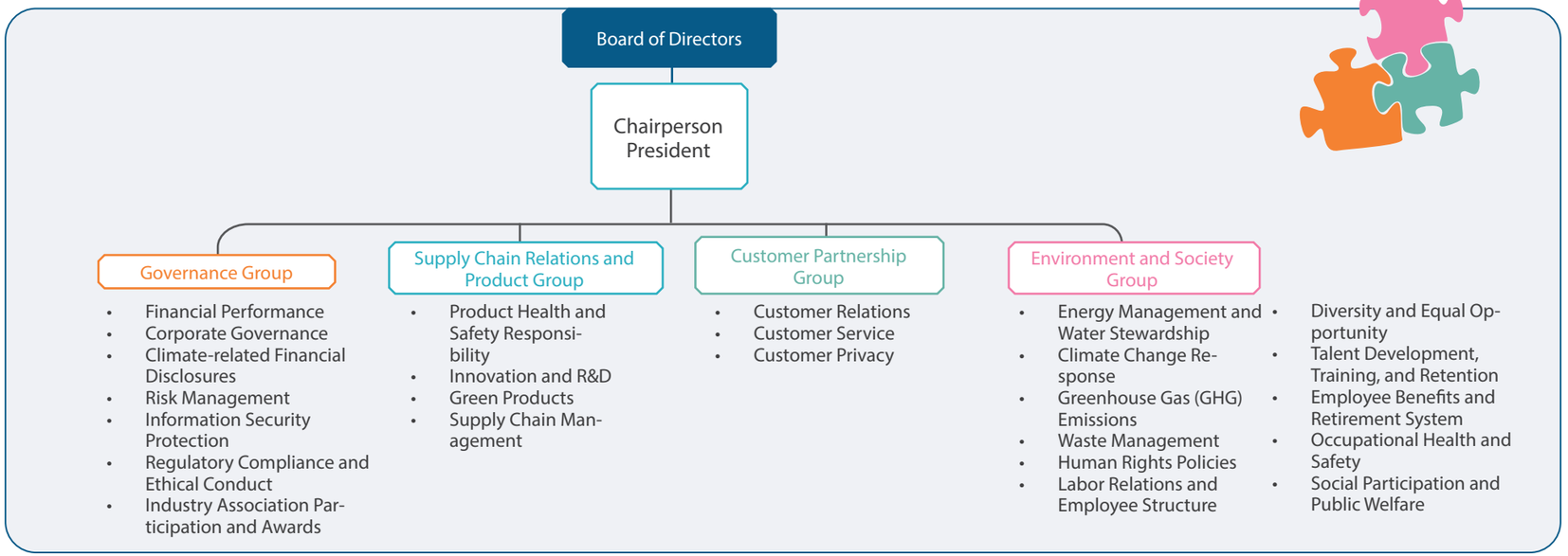
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Jetway Sustainability Promotion Task Force Organization



Functions of the Sustainability Promotion Task Force	Responsibilities of the Chairperson / Vice Chairperson
• Formulate corporate sustainability targets and strategies • Promote and supervise corporate sustainability initiatives • Review the results of corporate sustainability efforts • Handle other matters related to corporate sustainability development • Review the sustainability report	• Draft sustainability development policies • Supervise the execution of sustainability initiatives and the preparation of the sustainability report • Report annually to the Board of Directors on the implementation of sustainability initiatives

The Sustainability Promotion Task Force shall, in principle, convene at least once a year, chaired by the Chairperson. The number of meetings may be adjusted flexibly in response to environmental or regulatory changes. The Vice Chairperson is responsible for formulating key sustainability-related policies. Together with each subgroup, the Vice Chairperson sets sustainability targets and action plans, which are submitted to the Chairperson for approval before implementation. The Sustainability Promotion Task Force also submits the progress and outcomes of sustainability initiatives to the Board of Directors.

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1.2 Stakeholder Identification

Jetway attaches great importance to stakeholder feedback. The Sustainability Committee, with reference to the five principles of the AA1000 SES Stakeholder Engagement Standard and through internal discussions, has identified six primary stakeholder groups: employees, customers, suppliers, banks, competent authorities, and shareholders.

Primary Stakeholder Identification Process

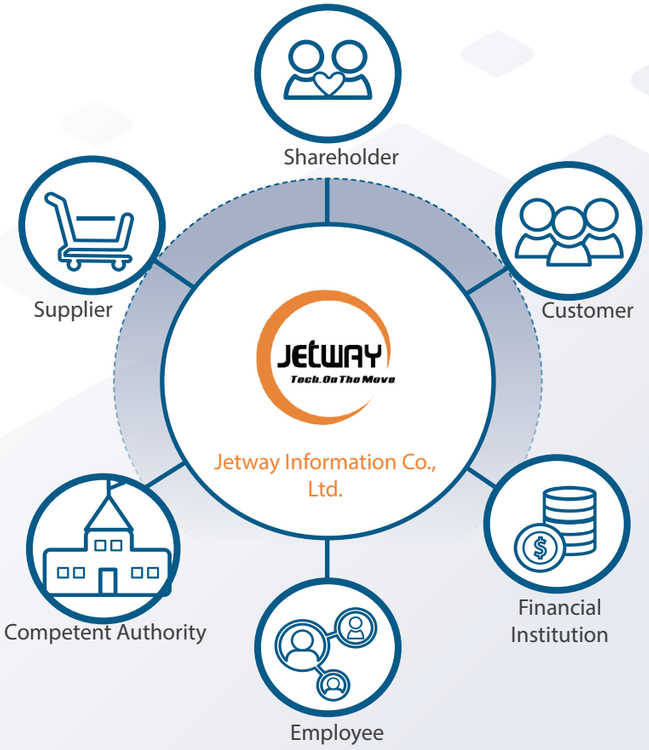
Reference to the international AA1000 SES Stakeholder Engagement principles and industry stakeholder practices

↓

Each department reviews stakeholders involved in routine business interactions

↓

Internal meetings held to identify six primary stakeholder groups





Five Attributes of AA1000 SES 2015
Dependency
Responsibility
Tension
Influence
Diverse Perspectives

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1.3 Stakeholders' Communication Channels and Topics of Concern



Jetway values communication with stakeholders. A dedicated stakeholder section has been established on the official website to provide channels for inquiries, complaints, or suggestions. We are committed to handling stakeholder feedback with integrity, providing appropriate responses, and ensuring that stakeholder rights and interests are fully safeguarded, thereby demonstrating the Company's responsibility to its stakeholders.

Stakeholder Category	Issues	Response Methods and Communication Channels	2024 Stakeholder Communication Performance
Employee	Remuneration and Benefits Talent Development Occupational Safety and Health	1. Regularly hold the annual business meeting, labor-management meetings, and the employee welfare committee to explain company policies, business performance, and discuss employee-related issues. 2. Hold cultural and arts activities and various lectures on an irregular basis. 3. Organize employee welfare activities through the employee welfare committee. 4. Provide channels for employees to submit various suggestions, with responses and discussions handled by relevant departments. Responsible Department: Administration Division, Human Resources Section TEL: 02-89132711 Email:hr@jetway.com.tw	1. In 2024, four labor-management meetings were held. 2. In 2024, the employee welfare committee met at least once a month to discuss matters related to employee welfare. 3. In 2024, one annual business meeting was convened to explain company policies and business performance to all employees. 4. In 2024, an employee family day (including art performances) and health-related lectures were organized. 5. In 2024, there were zero employee complaints.

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Shareholder / Investors	Company Operating Performance Trade Secret Protection / Transaction Security Information Security / Personal Data and Privacy Protection	1. Hold shareholders' meetings. 2. Publish financial reports and annual shareholder reports. 3. Maintain bilingual corporate website and "Investor Relations" section. 4. Disclose the latest information on the Market Observation Post System and the company website. 5. Hold institutional investor conferences. Spokesperson and Deputy Spokesperson TEL: 02-89132711 ir@jetway.com.tw	1. On June 12, 2024, a shareholders' meeting was convened, during which the "Annual Report" and "Financial Report" were published to regularly disclose relevant information. 2. The Company has a spokesperson system to respond to shareholder inquiries by phone at any time. 3. On December 11, 2024, an online institutional investor conference was held, where the management team reported on the Company's overall operating performance for 2024 and future outlook, and engaged in two-way communication with investors.
Competent Authority	Regulatory Compliance Labor Safety Corporate Governance Industry Development	1. Communicate regularly through corporate governance evaluations, regulatory authority inspections, and ESG-related information reports. 2. Communicate as needed through the Market Observation Post System, policy briefing sessions, and official correspondence. 3. Ensure compliance with laws and regulations. Spokesperson and Deputy Spokesperson TEL: 02-89132711 ir@jetway.com.tw	1. Maintain good interaction with regulatory authorities and actively participate in regulatory amendment briefings. 2. Handle business tax, income tax, and customs duty declarations and payments. 3. Actively support global sustainability initiatives. 4. In 2024, there were no violations of laws or regulations.
Customer	Customer Service Sustainable Supply Chain Innovation and R&D	1. Customer visits, official website business inquiry email, etc. 2. Participation in various international exhibitions. 3. Annual customer satisfaction survey. Sales Division 1 & 2 TEL: 02-89132711 sales@jetway.com.tw	1. All annual cases related to customer complaints, product quality issues, and environmental standard issues have been resolved. 2. In 2024, we participated in 2 domestic and international exhibitions.

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Supplier	Information Security / Personal Data and Privacy Protection Operating Performance Trade Secret Protection / Transaction Security Product Health and Safety Sustainable Supply Chain	1. Supplier evaluation system to guide or review mutual strategies and cooperation plans. 2. Ad hoc discussions with suppliers on sustainability-related topics. Logistics Support Division, Materials Section TEL: 02-89132711 procurement@jetway.com.tw	1. In 2024, 64.29% of key suppliers signed the Conflict-Free Minerals Declaration. 2. In 2024, 100% of key raw materials complied with international RoHS/REACH restricted substances requirements. 3. In 2024, zero customer complaints were received due to violations of restricted or prohibited substances. 0%-Translated 4. In 2024, the return rate of the Sustainability Commitment Letter from long-term suppliers with multiple annual collaborations exceeded 64.29%, meeting the target. 5. In 2024, the return rate of the Sustainability Development Questionnaire from long-term suppliers with multiple annual collaborations exceeded 92.86%, meeting the target. 6. 100% of key supplier audits were completed according to the annual audit plan.
Financial Institution	Company Operating Performance Trade Secret Protection / Transaction Security Information Security / Personal Data and Privacy Protection	1. The corporate website discloses real-time information on corporate governance, financial performance, and business operations. 2. Communication channels are established to maintain smooth contact with banks and ensure proper management of corporate financial and operational affairs. Finance Department	1. The Company website discloses relevant information regarding operations, financial affairs, and corporate governance. 2. We maintain effective communication with correspondent banks and consult on relevant regulatory changes.

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1.4 Identification of Material Topics

STEP 1 — Understand Organizational Context

Understand the organization's profile, products or services, and the markets and industry characteristics it serves, as well as domestic and international issues relevant to the organization. Review operational activities and the context of its business relationships.

STEP 2 — Identify Actual and Potential Impacts

Identify the actual and potential impacts of organizational activities and business relationships on the economy, environment, and people.
After understanding stakeholder concerns, summarize the sustainability topics.

STEP 3 — Assess the Significance of Impacts

Evaluate each topic based on the potential severity of its impact on the organization, the duration of the impact, and the ability to recover,
as well as applicable laws and regulations, to determine the significance of the impact.
(Impacts include actual/potential and positive/negative effects.)

STEP 4 — Determine Material Topics for Reporting

Using questionnaire results, calculate a combined score for "stakeholder-perceived impact on sustainability topics" and "company's operational impact on sustainability topics". Initially rank topics by score. Consider current laws and regulations, government and company policies, and international sustainability trends. After discussion by senior management and the Sustainability Task Force, determine the material topics to be reported for the year and submit them to the Board of Directors.

Sustainability Strategy 21 items

Level of Concern Questionnaires Returned 84

Severity of Impact Questionnaires Returned 13

Identified Material Topics 7 items



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1.4.1 Analysis of Material Topics

The Jetway Sustainability Task Force identified 21 sustainability topics. Questionnaires were distributed to stakeholders to rate their level of concern. A total of 84 valid questionnaires were collected from key stakeholders. In parallel, questionnaires were distributed to 13 senior executives of the Company to evaluate the degree of impact each topic may have on the Company's sustainable operations. The stakeholder's level of concern for each sustainability topic (rated 1–5) was multiplied by the senior executives' assessment score of the potential impact on the Company (rated 1–5). The combined score was used to generate the correlation matrix.

The final determination of material topics was made by ranking topics in order of combined score from high to low. In addition, current laws and regulations, government and company policies, and international sustainability trends were considered. After discussion by senior executives and the Sustainability Task Force, two to three topics from each of the corporate governance, environmental, and social aspects that have a significant impact on Jetway's sustainable operations were selected as the material topics for the year. The related management approaches are reported and submitted to the Board of Directors. For topics not selected as material, including Innovation and R&D, Marketing and Labeling, and Product Health and Safety, the Company adopts a voluntary disclosure approach.

Aspect	Jetway 2024 Material Topics
Corporate Governance Aspect	Operating Performance, Information Security and Confidential Data Protection, Customer Service
Environment Aspect	Sustainable Supply Chain, GHG management
Social Aspect	Talent Development, Compensation, and Benefits

Material Topics Ranking Table

Ranking No.	Sustainability Dimension	Sustainability Topics	Survey Combined Score	2024 Material Topic	Reason for Selection as Material Topic
1	Company Governance	Information Security / Personal Data and Privacy Protection	15.06	v	Highest score in the corporate governance aspect
2	Environment Aspect	Sustainable Supply Chain	15.00	v	Highest score in the environmental aspect
3	Company Governance	Innovation and R&D	14.94	-	-
4	Social Aspect	Remuneration and Benefits	14.51	v	Highest score in the social aspect
5	Company Governance	Operating Performance	14.34	v	Operating performance has a significant impact on stakeholders
6	Social Aspect	Marketing and Labeling	14.31	-	-
7	Company Governance	Trade Secret Protection / Transaction Security	14.08	-	-
8	Social Aspect	Product Health and Safety	13.99	-	-
9	Corporate Governance Aspect	Customer Service	13.87	v	Customers are the most important external stakeholders of the Company

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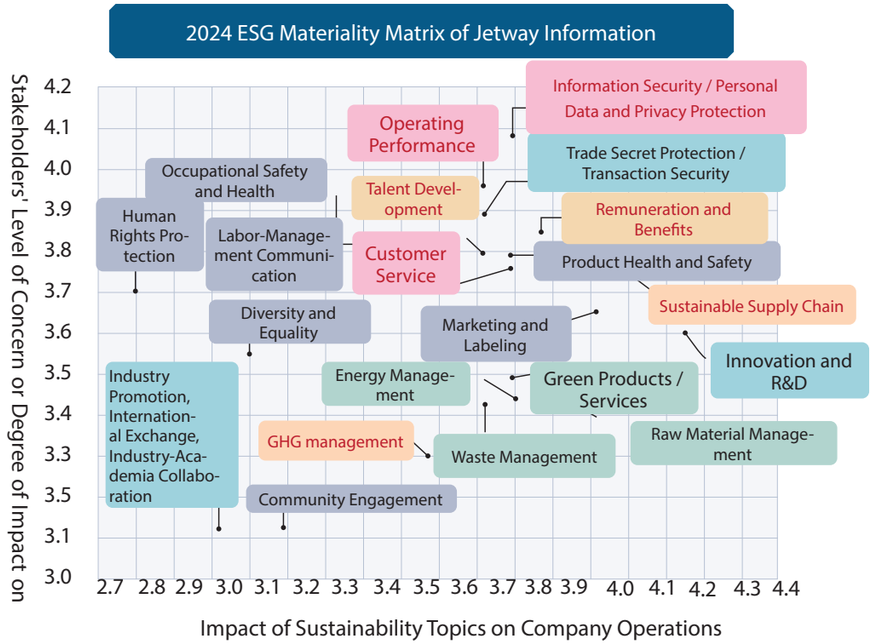
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Ranking No.	Sustainability Dimension	Sustainability Topics	Survey Combined Score	2024 Material Topic	Reason for Selection as Material Topic
10	Social Aspect	Talent Development	13.76	v	Employees are the most important internal stakeholders of the Company
-	Environment Aspect	GHG management	11.45	v	Although not ranked in the top 10, Greenhouse Gas Management is included as a self-selected material topic. According to Article 4 of the Climate Change Response Act, the national long-term target is net-zero greenhouse gas emissions by 2050. Jetway aligns with this policy and continues to manage GHG emissions, setting related management objectives and performance indicators.

Note:The questionnaire's comprehensive scores ranged from 1 to 25. The top 10 topics across dimensions showed close scores with minimal differences.



Note 1:Topics in red text indicate material topics.
Note 2:In the materiality matrix, if the axes were plotted strictly on a 1–5 scale, data points would be overly concentrated and difficult to distinguish. To enhance readability for stakeholders, the axis intervals were adjusted asymmetrically to better separate data points and present a clearer visualization.

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1.4.2 Determination of Material Topics and Boundaries

Aspect	Material Topics	Impact Attribute	Internal Boundary	External Boundary					Disclosure Section
			Company	Investors	Supplier	Customer	Government Agencies	Banks	
Corporate Governance	Operating Performance	Positive / Potential	V	V	V	V	V	V	3.5 Operating Performance
Corporate Governance	Information Security and Confidential Data Protection	Positive / Potential	V	V	V	V	V	V	3.7 Information Security
Corporate Governance	Customer Service	Positive / Potential	V	V		·			3.8 Customer Service
Environmental	Sustainable Supply Chain	Positive / Potential	V		V	V	V		3.9 Sustainable Supply Chain
Environmental	GHG management	Negative / Potential	V		V	V	V		4.1 GHG Management
Social	Remuneration and Benefits	Positive / Potential	V	V			V		5.1 Benefit Guarantee
Social	Talent Development	Positive / Potential	V	V		V			5.3 Talent Sustainability



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1.5 Respond to the United Nations' Sustainable Development Targets

The following table summarizes Jetway's 2024 performance in sustainability development targets derived from SDGs:

SDGs Addressed		Aspect	2024 Sustainability Performance
	Promote peaceful and inclusive societies to achieve sustainable development; provide access to justice for all; build effective, accountable, and inclusive institutions at all levels.	Corporate Governance and Integrity	• The Company is committed to transparency and has established dedicated sections on its official website for investors, corporate governance, sustainability, and stakeholders, providing multiple communication channels for all stakeholders. • In 2024, there were no legal or regulatory violations, and no stakeholder complaints were reported.
	Ensure sustainable consumption and production patterns	Product Responsibility	• Confirmed and committed that the Company's products comply with international environmental regulations and customers' green, halogen-free product requirements, avoiding environmental pollution and harm to human health. • In 2024, 64.29% of key suppliers signed the Conflict-Free Minerals Declaration. • In 2024, zero customer complaints were received due to violations of prohibited/restricted substances.
	Take urgent action to combat climate change and its impacts	Environmental Sustainability	• The Company has obtained ISO 14001 Environmental Management System certification and continuously strengthens operational management of environmental, safety, and health practices at manufacturing sites, demonstrating practical commitment to environmental sustainability. • In 2024, there were no fines or sanctions imposed due to violations of environmental laws or related regulations. • The greenhouse gas inventory in 2024 has been completed, showing a total carbon emission reduction of 53.51% compared with 2023. • The Sustainability Promotion Task Force holds regular meetings to discuss and manage climate-related issues, and reports at least annually to the Board of Directors on climate change topics and implementation status.

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SDGs Addressed		Aspect	2024 Sustainability Performance
	Achieve gender equality and empower all women; ensure equal opportunities	Diversity, Equity, and Inclusion	• The Company ensures equal treatment in employment, remuneration and benefits, training opportunities, promotions, dismissal, or retirement, without discrimination based on age, gender, disability, race, ethnicity, nationality, religion, or other status. • Complaint channels are provided to protect the rights of all employees. In 2024, female employees accounted for 42.86%; female managers accounted for 33.33%. • Female directors accounted for 28.57% in 2024.
	Promote inclusive and sustainable economic growth, support productive employment and decent work, and ensure employee health and well-being	Employee Care	• In 2024, the employee onboarding rate was 16.08% and the turnover rate was 11.31%. • Health check participation rate was 100.00% in 2024. • The Company has established occupational health and safety policies and labor hygiene management plans, and provides irregular safety and health education, as well as occupational safety training to ensure employees fully understand the relationship between their work and safety, maintaining good work behavior habits.
	Ensure inclusive, equitable, and quality education, and promote lifelong learning opportunities	Talent Development	• In 2024, all directors completed at least 45 hours of continuing education, and corporate governance executives completed a total of 21 hours, exceeding legal requirements. • In 2024, each employee received an average of 3.63 hours of training. Total training hours for the year reached 305 hours.
	Ensure that all men and women, especially the poor and vulnerable, have equal rights and access in all aspects, and can obtain safe, nutritious, and sufficient food throughout the year	Social Inclusion	• In 2024, the Company, together with the group, organized the "Plastic and Waste Beach Cleanup Activity", collecting a total of 210.4 kg of marine debris. • The Chairperson participated for the third time in the "2024 Bike Around Taiwan for Love – 1919 Love Walk", inviting colleagues to join in public welfare activities. • The group supported arts and cultural organizations, hosting a total of three events in 2024 in collaboration with cultural groups, with active participation and promotion by the Company.

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II. About Jetway Information Co., Ltd.

2.1 Company Profile

Established in Taipei in 1986, Jetway is a professional manufacturer and distributor of industrial computer products, including industrial motherboards, industrial barebone systems, and industrial panel PCs, with sales in global markets. As a leading global IPC (Industrial PC) supplier, Jetway provides comprehensive and innovative solutions while continuing to focus on product value, quality, and service. In 2023, AAEON Technology acquired 35.27% of Jetway's shares, and since then, Jetway has officially become a member of the AAEON Group.

Company Name	Jetway Information Co., Ltd.
Industry	Computer and Peripheral Equipment Manufacturing (in line with Market Observation Post System classification)
Headquarters Address	9F, No. 207, Sec. 3, Beixin Rd., Xindian Dist., New Taipei City, Taiwan
Chairperson	Yung-Shun Chuang
President	Howard Lin
Capital (2024)	NT$562,374,770
Consolidated Revenue (2024)	NT$ 1,251,573,079
Number of Employees in Taiwan	84 persons



Sales Proportion of Major Products in the Past Two Years

Unit: NT$ thousand

Year	2023		2024	
Product Type	Amount	%	Amount	%
IPC Products	1,128,566	84.81%	1,077,912	86.12%
Others	202,185	15.19%	173,661	13.88%
Total	1,330,751	100.00%	1,251,573	100.00%

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Jetway History and Major Milestones

1986
In August, was approval the obtained for establishment; paid-in capital NT$1 million.

1987
Renamed to Jetway Information Co., Ltd.; business scope expanded to sales of computer motherboards and interface cards.

1989
Raised capital through cash issuance; paid-in capital increased to NT$10 million.

Successfully expanded into the Americas market.

1997
Obtained national ISO-9002 quality certification, establishing an effective quality control system.

1998
Established USA subsidiary JET WAY COMPUTER And the European subsidiary

JET WAY COMPUTER B.V.

1999
Established Jet Way (Far East)

Information Company Ltd.

Expanded into markets in Mainland China and Hong Kong.

2000
- Became a public issuing company.
- Capitalized retained earnings; total paid-in capital reached NT$116,818 thousand.

2002
- Officially listed on the Taipei Exchange (stock code: 6161).
- Issued the Company's first domestic unsecured corporate bonds.
- Capitalized retained earnings, employee bonuses, and convertible corporate bonds; total paid-in capital increased to NT$476,927 thousand.

2003 to 2008
- Issued the Company's second domestic unsecured corporate bonds.
- Continued capitalization through retained earnings and employee bonuses, and cancellation of treasury stock; total paid-in capital reached NT$1,011,042 thousand.

2010
- Established Candid International (Fujian) Co, Ltd.
- Further capitalization through retained earnings and employee bonuses; total paid-in capital increased to NT$ 1,119,206 thousand.

2013
- Recognized by USA-based CMTL (Computer Memory Test Labs), with multiple Jetway embedded industrial motherboards selected for key compatibility and functionality testing in advanced technology and electronic systems.
- Recognized by a Chinese industry research website as one of the Top 10 well-known brands in the barebone system industry.

2016 to 2021
- Subsidiary "Candid International (Fujian) Co, Ltd." renamed to Fujian Candid Enterprise Co, Ltd.
- Successive cancellation of treasury stock and cash capital reduction; total paid-in capital decreased to NT$749,833 thousand.

2023
AAEON Technology Inc. acquired 35.27% of Jetway shares through a share exchange

Jetway became a member of the AAEON Group.

2024
Conducted cash capital reduction to return funds to shareholders; after the reduction, the total paid-in capital amounted to NT$562,375 thousand.



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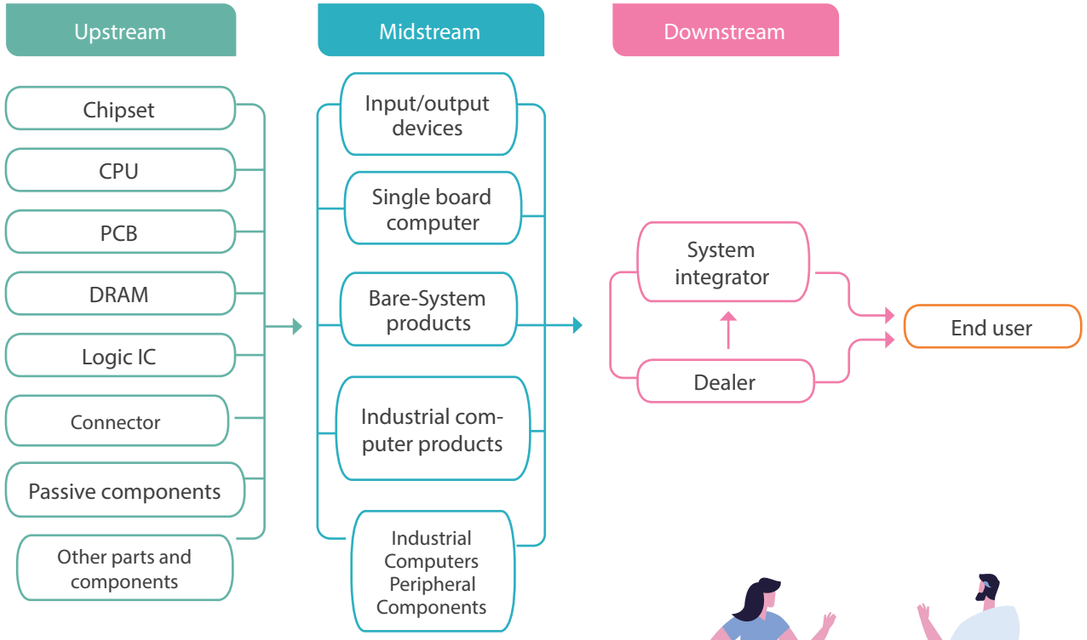
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Jetway Industry Value Chain

The upstream of industrial computer products is close to that of general PCs, with major components including the chipset, CPU, PCB, DRAM, logic IC, passive components, connectors, etc. The midstream includes input-output devices, single-board computers, quasi-system products, industrial computer products, industrial computer peripheral products, etc. Because of the wide range of product applications, downstream sales are mostly to system integrators (SIs) or dealers with engineering backgrounds, who add value before selling to the final consumers.

Jetway's main products are embedded motherboards and industrial barebone systems. The Company is positioned in the midstream of the overall industrial computer industry value chain. The upstream, midstream, and downstream relationships of the industrial computer industry are illustrated as follows:



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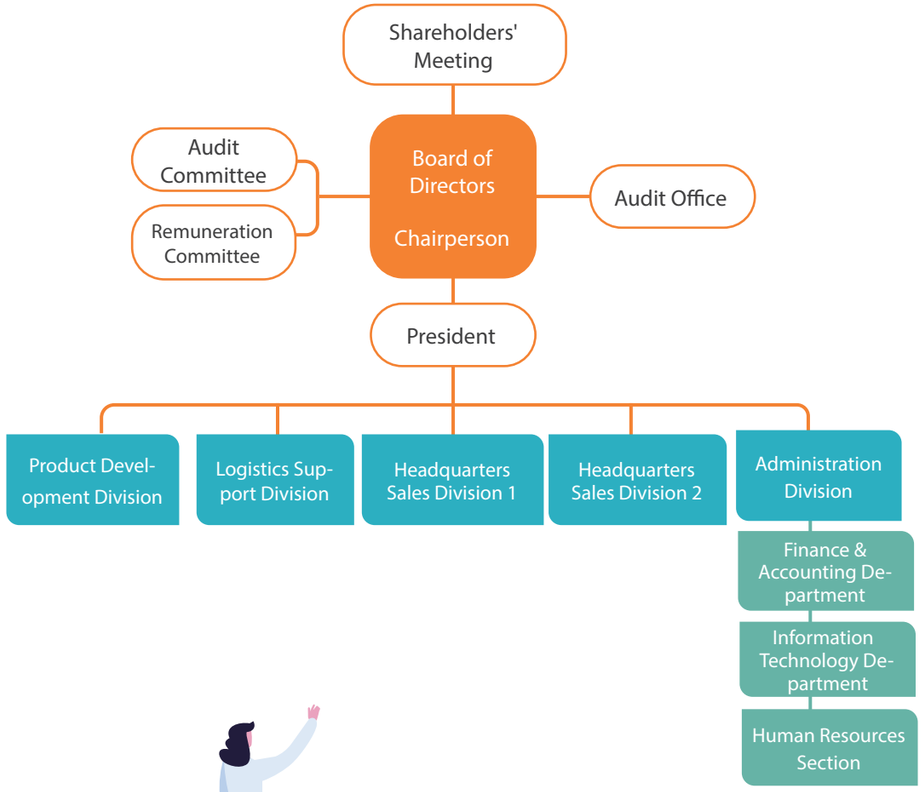
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2.2 Management Organization





2.3 Participation of External Organizations

In addition to enhancing its own product competitiveness, Jetway actively engages with stakeholders and communicates through participation in industry-related associations. This creates positive interactions with association members and facilitates understanding of the latest industry development trends.

Name of External Association	Role	Organization Introduction
Taipei Computer Association	Member	The Taipei Computer Association organizes exhibitions to provide a matchmaking platform for industry suppliers, while regularly hosting events to offer industry information and promote industry exchange and cooperation.
HDMI	Member	The HDMI Licensing Administrator is responsible for managing and promoting the licensing of HDMI Technology, ensuring that the specifications of each version are effectively authorized and managed.

3 Stewardship Governance

3.1 Governance Practices
3.2 Risk Management
3.3 Climate-Related Financial Disclosure
3.4 Regulatory Compliance
3.5 Operating Performance
3.6 Products and Services
3.7 Information Security
3.8 Customer Service
3.9 Sustainable Supply Chain



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III. Stewardship Governance

Jetway has established a sound corporate governance system and an effective governance framework in accordance with the Company Act, the Securities and Exchange Act, and other applicable regulations. The Company's directors and employees adhere to internal regulations formulated, approved by the Board of Directors, and disclosed on the Company's official website, including the Corporate Governance Best Practice Principles, Code of Ethical Business Conduct, Code of Ethical Conduct, Procedures for Ethical Management and Guidelines for Conduct, and Procedures for the Prevention of Insider Trading, as well as resolutions of the Shareholders' Meeting. They exercise their authority to guide corporate strategy, supervise management, and fulfill their responsibilities to the Company and its shareholders, thereby improving the governance system. Jetway maintains effective and well-functioning corporate governance. Moving forward, the Company will continue to enhance overall governance performance and strengthen stakeholders' trust.

2024 Corporate Governance Achievements

- Performance evaluations of the Board of Directors and functional committees were rated "Good to Excellent".
- In 2024, the Company engaged an external independent professional institution to conduct an external evaluation of the Board of Directors' performance.
- The Corporate Governance Officer completed a total of 21 hours of continuing education, exceeding statutory requirements.
- Directors completed a total of 45 hours of continuing education, exceeding the annual requirements set by the competent authority, demonstrating Jetway's professional commitment to improving corporate governance operations.
- Achieved concrete management objectives under the Board Diversity Policy
  - » Independent directors accounted for 42.86% of board seats, exceeding statutory requirements.
  - » Female directors accounted for 28.57% of board seats, exceeding statutory requirements.
  - » The number of directors concurrently serving as company managers did not exceed one-third of board seats.
  - » The tenure of all independent directors did not exceed three terms.

Corporate Governance Best Practice Principles

Code of Ethical Business Conduct

Code of Ethical Conduct

Procedures for Ethical Business Operations and Guidelines for Conduct

Insider Trading Prevention Management Procedures

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3.1 Governance Practices

3.1.1 Board of Directors

Nomination and Selection of the Board of Directors

In accordance with the Articles of Incorporation and the Rules for Election of Directors, the Company shall have seven to nine directors, with a term of three years, and they may be re-elected consecutively. The number of independent directors shall not be fewer than three and shall not be less than one-third of the total number of directors. The tenure of independent directors shall not exceed three consecutive terms. The election of directors, including independent directors, is conducted under the candidate nomination system and through regular re-election. Shareholders elect directors (including independent directors) from the list of nominated candidates. The composition of the Board of Directors shall take into account diversity and the professional knowledge, skills, and qualities necessary for the performance of duties. Independent directors are appointed based on prudent consideration of appropriate professional expertise and the objective conditions required to exercise their authority independently. Their tenure shall not exceed three consecutive terms. The election of directors is conducted by means of a single recorded cumulative voting system, with the following procedures:

Nomination

Directors may be nominated by the Board of Directors or by shareholders holding at least 1% of the Company's shares. The nomination acceptance period must exceed 10 days.

Review

The Board of Directors reviews candidate qualifications, the number of directors to be elected, and other related matters.

Announcement

Shareholders are notified, and at least 40 days prior to the shareholders' meeting (25 days for a special meeting), the list of candidates and their educational and professional backgrounds shall be publicly announced on the Market Observation Post System.

Election at the Shareholders' Meeting

Directors and independent directors are elected simultaneously, with the number of elected seats calculated separately.



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Board Diversity, Professional Expertise, and Independence

The Company's current Board of Directors is composed of seven members, including three independent directors and four non-independent directors. Among them, two directors are employees of the Company, accounting for 28.57%. Independent directors account for 42.86%, and none of them has served more than three terms. Independent directors exercise their authority with independence. More than half of the directors do not have spousal or second-degree kinship relationships, nor do they fall under the circumstances specified in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act. At present, the Board also includes two female directors, accounting for 28.57% of board seats, which exceeds regulatory requirements.

Criteria / Names of directors			Basic Information									Areas of Expertise			
			Nationality	Gender	Hold Identification of Employee	Age			Independent Director Terms of Service			Electrical and Electronic Engineering	Finance and Accounting	Sales and Marketing	Business Management
						51-60 years old	61–70 years old	71–75 years old	Less than 3 years	3–6 years	6–9 years				
Director	Representative AAEON Technology Inc. Corporate Director	Yung-Shun Chuang	R.O.C.	M	V			V				V	V	V	V
		Howard Lin	R.O.C.	M	V		V					V		V	V
		Juno Tu	R.O.C.	F			V						V		V
		Chi-Hung Liao	R.O.C.	M		V						V		V	V
Independent Director		Ching-Yi Chang	R.O.C.	M			V		V			V	V	V	V
		Hsin-Ping Lee	R.O.C.	F		V			V				V		
		Chia-Chin Wu	R.O.C.	M		V			V				V		V

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Implementation Status of the Board of Directors

In 2024, a total of four Board meetings were convened, with an average director attendance rate of 100%. In addition to approving the business plan and financial reports, the agenda also covered reports on the effectiveness of the internal control system and the progress of sustainability initiatives, including the establishment of a Sustainability Task Force and sustainability-related regulations. Beginning in 2025, such reports will be submitted to the Board of Directors for review. In 2024, no stakeholder complaints with a significant impact on the Company's operations or financial affairs were received.

Title	Name		Required Attendance (A)	Actual Attendance (B)	Actual Attendance Rate (%) [B/A]
Chairperson	AAEON Technology Inc. Company Representative	Yung-Shun Chuang	4	4	100.00%
Director		Howard Lin	4	4	100.00%
Director		Juno Tu	4	4	100.00%
Director		Chi-Hung Liao	4	4	100.00%
Independent Director	Ching-Yi Chang		4	4	100.00%
Independent Director	Hsin-Ping Lee		4	4	100.00%
Independent Director	Chia-Chin Wu		4	4	100.00%

Execution of Recusal in Stakeholder-Related Proposals

Directors uphold a high level of self-discipline in implementing conflict-of-interest recusals. For matters in Board or functional committee meetings where directors or the legal entities they represent have an interest, they are required to disclose the material aspects of such interest during the meeting. They must then recuse themselves from discussion and voting, and may not act as a proxy to exercise voting rights on behalf of other directors.

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Training Participants	Date	Hours	Course Name
Yung-Shun Chuang	April 19, 2024	3	Business strategy in the digital age
	May 02, 2024	3	2030/2050 Net zero emissions - global corporate sustainability challenges
	September 30, 2024	3	Strengthening Taiwan's capital market summit
Howard Lin	April 19, 2024	3	Business strategy in the digital age
	December 10, 2024	3	Growth and challenges under innovation and transition
Juno Tu	April 10, 2024	3	Corporate Governance and Sustainability Workshop
	November 21, 2024	3	2025 Corporate governance new perspectives: The essential guide for directors
Chi-Hung Liao	July 03, 2024	6	2024 Cathay sustainable finance and climate change summit
Ching-Yi Chang	August 29, 2024	3	Directors' and supervisors' responsibilities in corporate mergers and acquisitions
	September 10, 2024	3	Industry 4.0 and how enterprises lead innovation and transformation
Hsin-Ping Lee	August 07, 2024	3	Directors, supervisors, and corporate governance officers series - operational practices of the audit committee
	August 07, 2024	3	Directors, supervisors, and corporate governance officers series - carbon trading mechanisms and carbon management applications
Chia-Chin Wu	October 01, 2024	3	[ESG Sustainability Forum] 2024 environmental and economic win-win: The path of ESG practices in Taiwan
	October 29, 2024	3	The construction and outlook of domestic and international carbon trading markets

Director Training

Considering that directors may face issues related to regulatory compliance and governance practices in the course of participating in corporate decision-making, Jetway actively encourages and arranges for directors to attend professional training programs. In 2024, the total training hours of all directors reached 45 hours. Through director training, Jetway ensures that its sustainability strategies—formulation, planning, and execution—are aligned with corporate sustainability performance, thereby strengthening directors' management effectiveness.

Furthermore, to enhance risk management and increase the willingness of qualified professionals to serve as directors, Jetway provides annual liability insurance coverage for directors. This reduces concerns when performing their duties and mitigates potential risks of significant losses to the Company and its investors.

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Corporate Governance Officer Appointment and Training

To strengthen support for directors in performing their duties and to enhance Board effectiveness, the Company, as resolved by the Board of Directors, appointed the Chief Financial Officer to concurrently serve as the Corporate Governance Officer. In 2024, the Corporate Governance Officer completed 21 hours of training, exceeding regulatory requirements.

Corporate Governance Officer Training

Date	Hole by	Course Name	Hrs.
September 05, 2024	ROC Accounting Research and Development Foundation	How to use Robotic Process Automation (RPA) to enhance internal control effectiveness	6
September 12, 2024	Taipei Exchange (TPEx)	Publicity and briefing session on insiders' equity interests in TPEx/OTC listed companies	3
October 22, 2024	Computer Audit Association	Financial planning, supervision, and audit practices for group enterprises (including overseas investments)	6
November 19, 2024	Taiwan Institute for Sustainable Energy (TAISE)	7th Global Corporate Sustainability Forum (GCSF)	3
December 04, 2024	Taipei Exchange and Securities and Futures Institute (SFI)	Sustainability committee and chief sustainability officer symposium	3



3.1.2 Functional Committees

To strengthen the functions of the Board of Directors, enhance its supervisory role, and reinforce management effectiveness, the Board has established functional committees, including the Audit Committee and the Remuneration Committee. Except where independence in exercising authority is required by law, each functional committee is accountable to the Board of Directors, provides recommendations to the Board, and submits its proposals to the Board for reporting or discussion.

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Operation of the Audit Committee

The Audit Committee of Jetway currently consists of three independent directors, one of whom serves as the convener. All three members possess accounting or financial expertise. Term of office: June 27, 2023 – June 26, 2026. The Audit Committee convenes at least once per quarter. In 2024, four meetings were held, with an average attendance rate of 100%.

Title	Name	Required Attendance (A)	Actual Attendance (B)	Actual Attendance Rate (%) (B/A)
Independent Director (Convener)	Chia-Chin Wu	4	4	100%
Independent Director	Ching-Yi Chang	4	4	100%
Independent Director	Hsin-Ping Lee	4	4	100%

Operation of the Remuneration Committee

To establish a sound remuneration system for directors and managers and to assess whether their compensation is fair and reasonable in relation to business performance, the Board of Directors has adopted the Remuneration Committee Charter and established the Remuneration Committee. The Remuneration Committee consists of three members, all of whom are independent directors. None concurrently serves as a member of the Remuneration Committee of any other public company. In 2024, two meetings were convened, with a 100% attendance rate.

Title	Name	Required Attendance (A)	Actual Attendance (B)	Actual Attendance Rate (%) (B/A)
Independent Director (Convener)	Hsin-Ping Lee	2	2	100%
Independent Director	Ching-Yi Chang	2	2	100%
Independent Director	Chia-Chin Wu	2	2	100%

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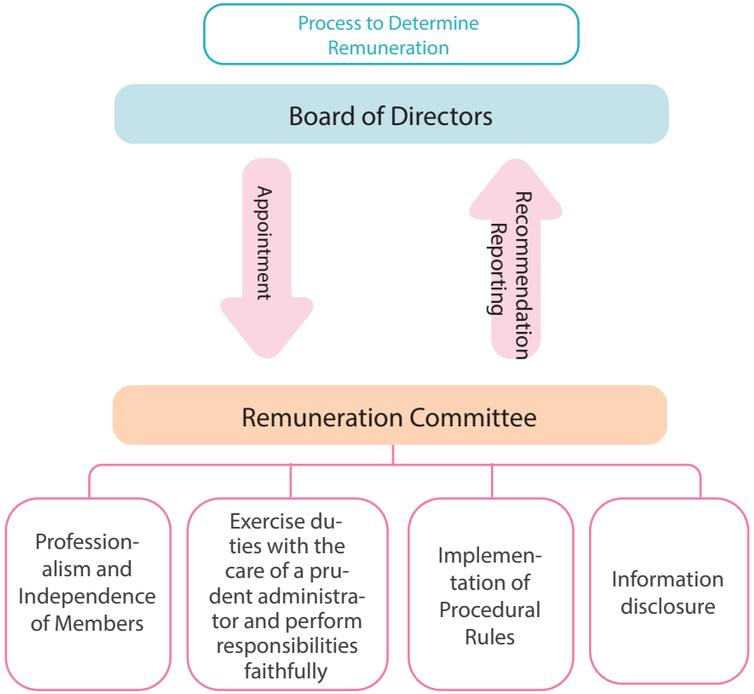
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The primary responsibilities of the Remuneration Committee are to establish and periodically review the policies, systems, standards, and structures for the performance evaluation and compensation of directors and managers; to regularly assess their compensation; and, based on the Company's objectives, operating performance, and competitive environment, to conduct ad hoc reviews of the compensation of directors (including the Chairperson) and managers. accordance with the Articles of Incorporation. Manager compensation consists of monthly salary, bonuses, and employee benefits.





Independent Director (Convener)	I. Establish and periodically review performance evaluation standards, as well as annual and long-term performance targets for directors and managers, together with compensation policies, systems, standards, and structures. II. Regularly evaluate the achievement of performance targets by directors and managers, and, based on the evaluation results obtained under the performance evaluation standards, determine the specific content and amounts of individual compensation.
Independent Director	The Remuneration Committee may, by resolution, engage attorneys, accountants, or other professionals to conduct necessary audits or provide consultation regarding matters related to the exercise of its authority.
Independent Director	Meetings shall be convened at least twice per year.

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3.1.3 Performance Evaluation of the Board of Directors, Directors, and Functional Committees

To improve the quality of decision-making, the Board of Directors has adopted the Regulations for Performance Evaluation of the Board of Directors. Each year, internal self-evaluations of the Board, individual directors, and functional committees are conducted by means of questionnaires. In addition, external evaluations must be carried out at least once every three years. In 2024, the first external evaluation was conducted by an independent professional institution.

The internal performance evaluation results for the Board of Directors, directors, and functional committees (Remuneration Committee and Audit Committee) ranged from "Good" to "Excellent", indicating that the operations of the Board, directors, and functional committees are well-functioning and aligned with corporate governance standards.

Performance Evaluation Mechanism of the Board of Directors

Annual self-evaluation by questionnaire
External evaluation every three years2024

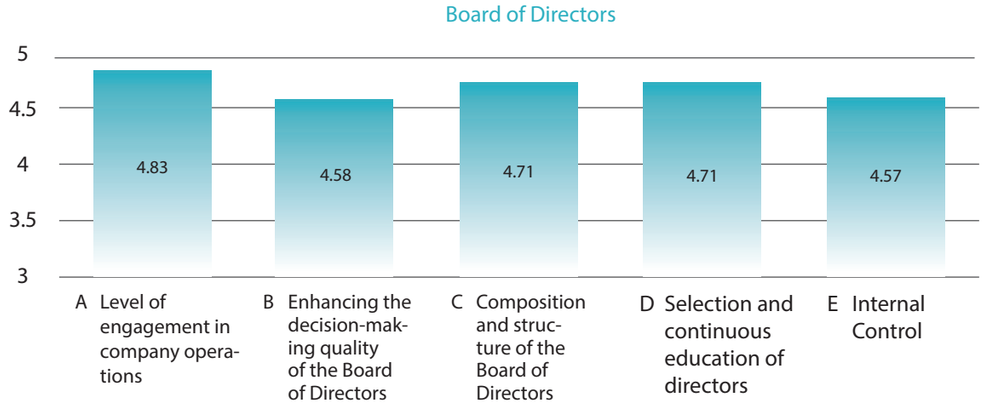
Performance Evaluation Results

- Board of Directors: Good
- Directors: Good
- Audit Committee: Good
- Remuneration Committee:- Excellent



2024 Self-Evaluation Results of the Board of Directors

Evaluation Criteria	Item	Average Score	Evaluation Results
A. Level of engagement in company operations	12	4.83	Good
B. Enhancing the decision-making quality of the Board of Directors	12	4.58	
C. Composition and structure of the Board of Directors	7	4.71	
D. Selection and continuous education of directors	7	4.71	
E. Internal Control	7	4.57	



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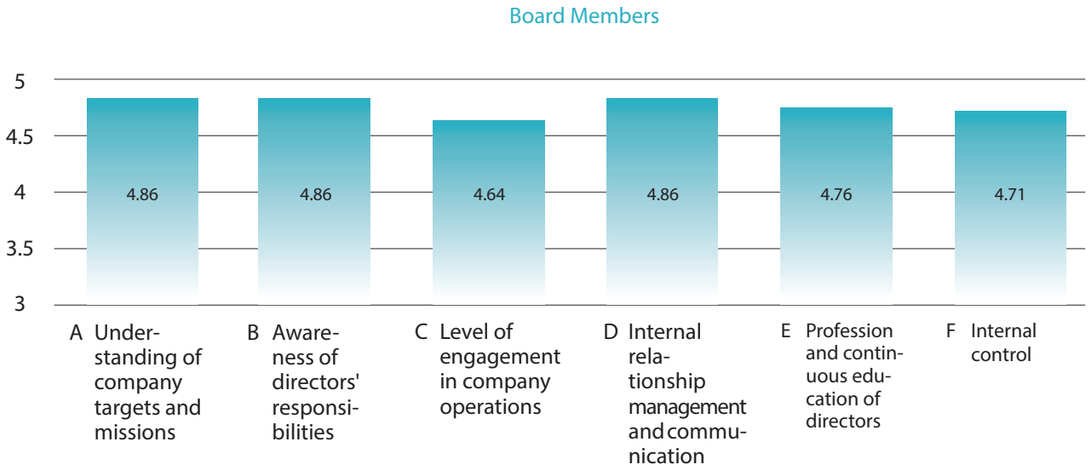
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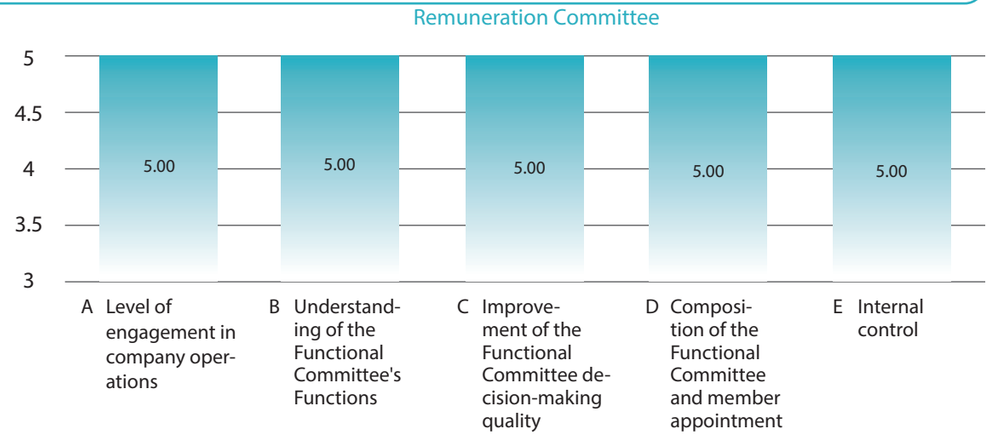
2024 Self-Evaluation Results of the Board Members

Evaluation Criteria	Item	Average Score	Evaluation Results
A. Understanding of company targets and missions	3	4.86	Good
B. Awareness of directors' responsibilities	3	4.86	
C. Level of engagement in company operations	8	4.64	
D. Internal relationship management and communication	3	4.86	
E. Profession and continuous education of directors	3	4.76	
F. Internal control	3	4.71	



2024 Self-Evaluation Results of the Remuneration Committee

Evaluation Criteria	Item	Average Score	Evaluation Results
A. Level of engagement in company operations	4	5.00	Good
B. Understanding of the Remuneration Committee's Functions	4	5.00	
C. Enhancing the Decision-Making Quality of the Remuneration Committee	7	5.00	
D. Composition of the Remuneration Committee and Selection of Its Members	3	5.00	
E. Internal control	2	5.00	



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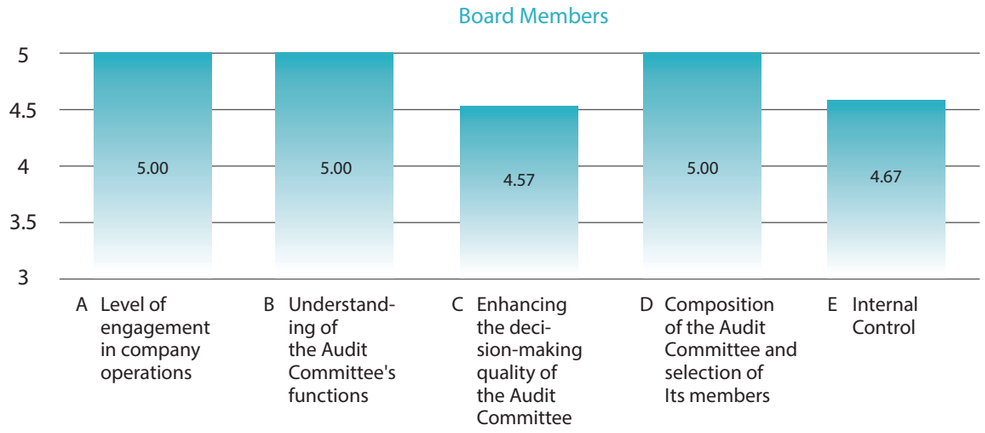
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2024 Self-Evaluation Results of the Audit Committee Performance

Evaluation Criteria	Item	Average Score	Evaluation Results
A. Level of engagement in company operations	4	5.00	Good
B. Understanding of the Audit Committee's functions	5	5.00	
C. Enhancing the decision-making quality of the Audit Committee	7	4.57	
D. Composition of the Audit Committee and selection of Its members	3	5.00	
E. Internal Control	3	4.67	



2024 Board of Directors Execution of External Performance Evaluation



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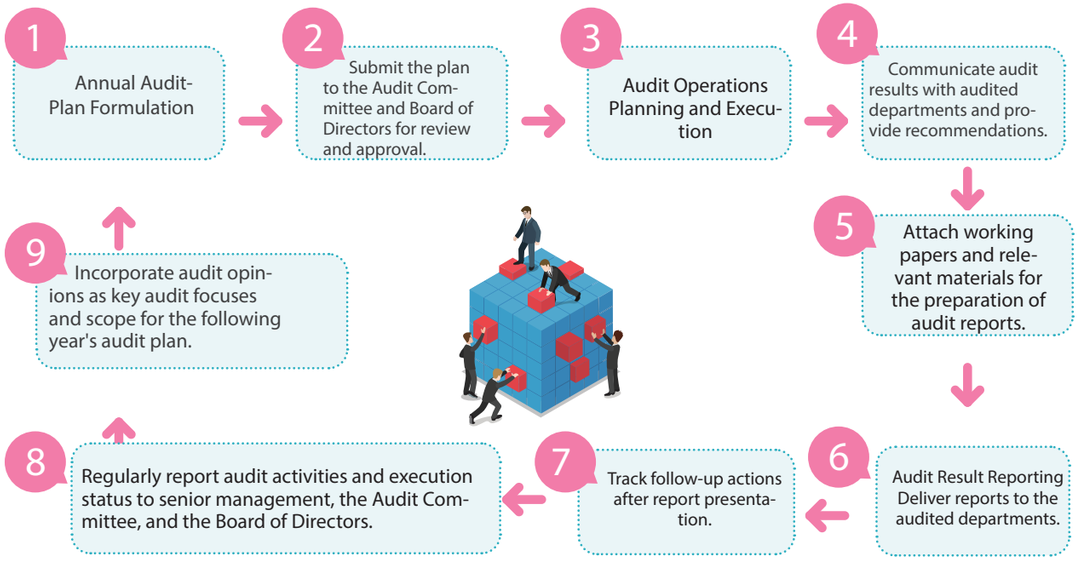
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3.1.4 Internal Audit

The Company's Audit Office conducts annual audits covering the eight major operational cycles of the internal control system: procurement and payment, sales and collection, payroll, production, fixed assets (real estate, plant, and equipment), financing, investment, research and development, and information security. The audit scope encompasses all Company units, including the Business Division, Materials Division, R&D Division, Manufacturing Division, Quality Assurance Department, Administration Division, and IT Department.

The key audit focus for 2024 was the examination of control procedures and regulatory compliance for major operational cycles, based on risk assessment results and statutory requirements. In 2024, the Audit Office issued 40 audit reports, providing 32 improvement recommendations. All relevant units were notified and have implemented appropriate corrective actions in a timely manner. The Audit Office continuously monitors the progress of these improvements. Annual internal control statements are available on the Market Observation Post System.

Internal Audit Flowchart



2024 Audit Focus Areas

1. Audit of derivative transactions (monthly)
2. Audit of loans and endorsements/guarantees (quarterly)
3. Audit of functional committee operations (Board of Directors / Audit Committee / Compensation Committee)
4. Audit of financial statement preparation and information security
5. Audit of related-party transactions and subsidiary supervision
6. Audit of sales and collection cycle
7. Audit of procurement and payment cycle
8. Audit of production and fixed assets, plant, and equipment cycle
9. Audit of investment and financing cycle
10. Audit of the research and development cycle
11. Special project – audit of subsidiary Candid
12. Follow up on abnormal issues and assignments from higher authorities
13. Review of annual self-assessment operations

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3.2 Risk Management

Risk Management Policy

1. The Company's daily operations are affected by multiple risks, including market risks (such as foreign exchange risk, interest rate risk, and price risk), credit risk, liquidity risk, strategic and operational risks, and others.

2. Risk management is conducted by the Administration Division, which collaborates closely with operational units to assist and integrate the identification and assessment of potential risks, relevant management policies, and action plans. The Administration Division reports the implementation status to the Board of Directors.

Risk Management Process

Process	Operation
Risk Identification	The Board of Directors and senior management identify sources and categories of company risks based on the Company's scale, industry, business characteristics, operational activities, and corporate sustainability aspects. Response strategies and objectives are planned accordingly. Each unit performs risk identification based on its business responsibilities and short-, medium-, and long-term objectives.
Risk Analysis and Classification	Considering current environmental resources, identified risk factors are analyzed in terms of probability of occurrence, severity, duration, and scope of impact.
Risk Response	High-risk items are determined, and risk strategy objectives are formulated. Medium- and low-risk items are continuously monitored.
Risk Oversight and Review	Significant risk items are determined through review, and operational units are required to implement corresponding mitigation measures. Annual reports on the results of risk management execution are submitted to the Board of Directors.

Jetway Risk Management Framework

Risks	Responsible Department	Risk and Business Items
Strategic Risk	President	Formulate the Company's future operational policies.
Operational and Market Risk	Product Development Division / Business Division 1 Sales Division 2	Execute product R&D, production, and sales according to Company's strategy; focus on improving production technology, enhancing quality, and reducing costs to increase profitability.
Financial and Liquidity Risk	Finance & Accounting Department	Hedge interest rate and foreign exchange risks; manage bank credit lines and maintain banking relationships.
Customer Credit Risk	Finance & Accounting Department	Establish and review customer credit limits.
Legal Risk	Administration Division	Review contracts, corporate authorizations, and mitigate legal risks to protect the Company's tangible and intangible assets.
Environmental, Safety, and Health Risk	Human Resources Section	Identify potential occupational safety and health hazards and specific risk factors; implement safety and health management based on policies to improve management performance.

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2024 Risk Items and Mitigation Measures

Aspect	Risks	Strategy/Response Measures
Economic Aspect	Interest Rate Fluctuations	The Group's interest rate risk mainly arises from floating-rate deposits. The Company will periodically evaluate all liability positions, maintain liquidity, and strictly manage interest expenses. Therefore, interest rate fluctuations are not expected to have a material impact on the Company's profit or loss.
	Foreign Exchange Fluctuations	1. The Company operates internationally. Foreign exchange risk arises from transactions and recognized assets and liabilities denominated in currencies other than the Company's functional currency, primarily USD and RMB. 2. Management has established policies requiring each Group company to manage foreign exchange risk relative to its functional currency. The Group's Finance Department also conducts hedging activities for overall foreign exchange risk.
	Inflation	1. Inflation does not have a material impact on the Group's operations and profitability. In 2024, the annual growth rate of the Consumer Price Index was 2.18%. 2. The Company monitors raw material market price fluctuations and maintains strong relationships with suppliers. Customer pricing is adjusted appropriately according to market conditions to mitigate the impact of cost changes on the Company's profit or loss, thereby effectively controlling operating costs and expenses within reasonable limits.
	Credit Risk	1. Credit risk arises from the possibility that customers may fail to fulfill contractual obligations, resulting in financial losses to the Company, i.e., counterparties failing to settle accounts receivable according to agreed payment terms. 2. The Company manages credit risk from a Group-wide perspective. According to internal credit policies, each operational unit must evaluate and analyze the credit risk of every new customer before establishing payment and delivery terms. Internal risk control considers the customer's financial condition, past experience, and other factors to assess credit quality.
	Price Risk	1. The Company is exposed to price risk in equity instruments measured at fair value through other comprehensive income. To manage the price risk of equity investments, the Company diversifies its investment portfolio based on established limits. 2. The Company primarily invests in equity instruments issued by domestic and international companies. The prices of these equity instruments are affected by uncertainties regarding the future value of the underlying investments.

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Aspect	Risks	Strategy/Response Measures
Corporate Governance Aspect	Industry and Technology Market Changes	1. Actively develop new products to enhance product performance and competitiveness. 2. Increase the proportion of sales in high-value product types, regions, and applications. 3. Review industry and technology market changes through business meetings, monthly quality meetings, monthly product development meetings, and production-sales meetings.
	Trade Secrets / Intellectual Property	1. New employees sign the Integrity and Ethics Commitment Letter upon joining, which includes obligations to maintain confidentiality of trade secrets and intellectual property. 2. We continuously enhance awareness of intellectual property protection across departments and among employees. 3. We respond appropriately to third-party infringement claims to minimize company expenses and risk. 4. Contract documents are managed and safeguarded by the Administration Division. 5. We maintain communication channels with external organizations to stay informed of regulations and industry developments.
	Information Security and Confidential Data Protection	1. Firewall setup: Activate IPS advanced protection, web filtering, and other security features. 2. Build a multi-layered network architecture and a centrally controlled WIFI environment to ensure the security of employees' devices. 3. Set up an email filtering system to detect viruses, phishing, spam, and malicious software and emails. 4. Implement permission management based on account-level to control access. 5. Regularly update the security of operating systems. 6. Deploy anti-virus software. 7. Implement a multi-factor authentication (MFA) system. 8. Conduct remote backup 9. Investigate and improve information systems 10. Conduct regular training of information security to raise employee awareness on security practices.
	Supply Chain Resilience	1. With the increasing likelihood of climate change impacts and rising cost pressures, Jetway will shorten product development cycles at the R&D stage and continue to innovate in customized low-carbon, low-energy-consumption products to meet future market demand and maintain product advantages. 2. In recent years, external uncertainties such as recurring pandemics, regional conflicts, and shortages of shipping containers and vessels have caused significant instability in delivery schedules. Jetway has already established cooperation with multiple suppliers of raw materials and maintains strong relationships with them to mitigate the overall impact. 3. Raw material quality directly affects product yield rates. In addition to conducting periodic supplier audits, Jetway adheres to the vision of growing together with suppliers and is committed to assisting suppliers in making improvements to sustain long-term cooperation and ensure product quality stability.

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Aspect	Risks	Strategy/Response Measures
Environmental Aspect	Climate Change	Strengthen disaster prevention facilities, adopt low-carbon energy, and implement more efficient production and distribution processes to address climate change.
	Raw Materials Containing Hazardous Substances	If harmful substances are confirmed or in violation of the Company's sustainability policy, the supplier must be corrected and made to rectify the issue. If no improvements are made, it will be replaced by other qualified suppliers. Sourcing alternative materials to prevent policy violations while ensuring that shipments can still proceed smoothly.
Social Aspect	Human Rights Violations	1. Establish various management mechanisms to prevent incidents of sexual harassment and abuse of power, and legally implement regular sexual harassment prevention campaigns. 2. Conduct training on issues related to human rights policies on an irregular basis. 3. Prevent incidents related to human rights and strengthen awareness among personnel.
	Negative Impacts from Suppliers' Violations of Social Issues	Review major negative incidents or violations related to social responsibility issues; conduct audits to assess potential negative impact factors related to suppliers' social responsibility, such as violations of labor rights, occupational safety, or forced labor.
	Product Safety	All products of the Company are manufactured in accordance with corporate responsibility, in compliance with all applicable laws and regulations, and meet EU RoHS and REACH standards, containing no hazardous substances. To transfer product liability risks, mitigate financial losses, and enhance product safety.

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3.3 Climate-Related Financial Disclosure

In response to extreme weather caused by global warming, as well as the increasing importance of energy and climate change issues in recent years, the Company, in order to mitigate the impact of climate change on operations, follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD). The framework covers governance, strategy, risk management, metrics, and targets. Senior management identifies climate-related risks and opportunities, formulates corresponding strategies, and reports annually to the Board of Directors, which monitors the implementation effectiveness.

<table>
<tr><th>Governance</th><th>Strategy</th><th>Risk Management</th><th>Metrics and Targets</th></tr>
<tr><td>Governance of climate-related risks and opportunities.</td><td>Impacts of climate-related issues on business, strategy, and financial planning, both actual and potential.</td><td>Processes for managing climate-related risks.</td><td>Metrics and targets for assessing and managing climate-related issues.</td></tr>
<tr><td>Governance of climate-related risks and opportunities (integrated with annual sustainability issues) is reported to the Board of Directors each year, with implementation effectiveness supervised by the Board.</td><td>Refer to the 2024 Short-, Medium-, and Long-term Climate Risks and Opportunities Table. Considering a ten-year horizon for the Company's long-term operational development, short-term is defined as 1–3 years, medium-term as 3–5 years, and long-term as 6–10 years.</td><td rowspan="2">Risk Identification, Assessment, and Management Process:
<table><tr><th>Process</th><th>Operation</th></tr><tr><td>Risk Identification</td><td>The Board of Directors and senior management identify sources and categories of company risks based on the Company's scale, industry, business characteristics, operational activities, and corporate sustainability aspects. Response strategies and objectives are planned accordingly. Each unit performs risk identification based on its business responsibilities and short-, medium-, and long-term objectives.</td></tr><tr><td>Risk Analysis and Classification</td><td>Considering current environmental resources, identified risk factors are analyzed in terms of probability of occurrence, severity, duration, and scope of impact.</td></tr><tr><td>Risk Response</td><td>High-risk items are determined, and risk strategy objectives are formulated. Medium- and low-risk items are continuously monitored.</td></tr><tr><td>Risk Oversight and Review</td><td>Significant risk items are determined through review, and operational units are required to implement corresponding mitigation measures. Annual reports on the results of risk management execution are submitted to the Board of Directors.</td></tr></table>According to the 2024 risk assessment results, no high-risk items were identified in the short- and medium-term. However, in order to reduce potential risks, the Company has selected items with relatively higher probability and impact in the long-term to develop corresponding risk response strategies.</td><td rowspan="2">1. Maintain GHG inventory and assurance in accordance with the GHG Protocol.
2. Keep annual emission intensity at the Taiwan headquarters at approximately 20 metric tons CO_2e per NT$ million.
3. Require suppliers to establish absolute company-wide GHG reduction targets and submit reports. Suppliers shall identify methods to improve energy efficiency and minimize energy consumption and GHG emissions.
4. Promote energy-saving and carbon-reduction policies among employees to raise sustainability awareness.
5. Compared to the base year 2021, by 2030 Scope 1 and Scope 2 emissions are expected to be reduced by 50%, and Category 1 and Category 11 emissions under Scope 3 will also be reduced by 50%.</td></tr>
<tr><td>The General Manager serves as the Chairperson of the Sustainability Promotion Task Force. Committee members are responsible for implementing risk identification, assessment, and treatment.</td><td>Jetway identifies climate-related risks and opportunities. Issues that significantly affect finances, alter operational strategies or business models, or extend impacts across the value chain are prioritized for response planning and management measures.</td></tr>
</table>

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2024 Short-, Medium-, and Long-term Climate-related Risks and Opportunities

S/N	Climate Change Risk Issue	Risk Level	Time Horizon	S/N	Climate Change Opportunity Issue	Opportunities Level	Time Horizon
R1	Increase in GHG Emission Pricing	High	Long-term	O1	Adoption of more efficient transportation methods	Medium	Medium- & Long-term
R2	Strengthened reporting obligations for emissions	Medium	Medium- & Long-term	O2	Use of more efficient production and distribution processes	Medium	Medium- & Long-term
R3	Requirements and regulations on existing products and services	Medium	Medium- & Long-term	O3	Recycling and reuse	Medium	Medium- & Long-term
R4	Litigation risks	Medium	Long-term	O4	Transition to more energy-efficient buildings	Medium	Medium- & Long-term
R5	Substitution of existing products and services with low-carbon alternatives	Medium	Medium- & Long-term	O5	Reduced water use and consumption	Low	Short-, Medium- & Long-term
R6	Failed investments in new technologies	Medium	Medium- & Long-term	O6	Use of low-carbon energy	Medium	Medium- & Long-term
R7	Cost of low-carbon technology transition	High	Long-term	O7	Adoption of incentive policies	Medium	Medium-term
R8	Changes in customer behavior	Medium	Medium- & Long-term	O8	Use of new technologies	Medium	Medium- & Long-term
R9	Market information uncertainty	Low	Short-, Medium- & Long-term	O9	Participation in carbon trading markets	Medium	Medium- & Long-term
R10	Rising raw material costs	Medium	Medium- & Long-term	O10	Transition to decentralized energy	Low	Medium- & Long-term
R11	Shift in consumer preferences – industry stigmatization	Low	Short-, Medium- & Long-term	O11	Development and/or expansion of low-carbon products and services	High	Long-term
R12	Increased stakeholder attention and negative feedback	Low	Short-, Medium- & Long-term	O12	Development of climate adaptation and insurance risk solutions	Medium	Long-term
R13	Increased severity of extreme weather events such as typhoons and floods	Medium	Medium- & Long-term	O13	R&D and innovation for new products and services	Medium	Medium- & Long-term
R14	Changes in rainfall (water) patterns and extreme variations in climate models	Medium	Medium- & Long-term	O14	Business diversification	Medium	Medium- & Long-term
R15	Rising average temperatures	Medium	Medium- & Long-term	O15	Shift in consumer preferences	Medium	Medium- & Long-term
R16	Rising sea levels	Medium	Medium- & Long-term	O16	Entry into new markets	Medium	Medium- & Long-term
				O17	Leveraging public sector incentive programs	Medium	Medium- & Long-term
				O18	Securing new assets and regions requiring insurance	Medium	Long-term
				O19	Participation in renewable energy projects and adoption of energy-saving measures	Medium	Medium- & Long-term
				O20	Energy substitution/diversification	Medium	Medium- & Long-term

Note 1: Short-term = 1–3 years; Medium-term = 3–5 years; Long-term = 6–10 years.

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3.4 Regulatory Compliance

Business Ethics

Employees, agents, suppliers, customers, and other business counterparties of the Company are required to comply with the Policy of Ethical Corporate Management. Bribery and acceptance of bribes are strictly prohibited, as are the provision of unlawful political contributions, improper charitable donations, or sponsorships. No employee or counterpart may directly or indirectly provide or accept unreasonable gifts, hospitality, or other improper benefits to establish business relationships or influence business transactions.

To further embed ethical business principles in daily operations, the Company requires new employees to sign a commitment letter upon hiring, conducts regular internal training and promotion sessions, and engages management to audit and evaluate the effectiveness of preventive measures established for ethical business practices. Compliance of related business processes is evaluated, and implementation results are reported to the Board of Directors on an annual basis. In 2024, the Company did not receive any complaints related to business ethics.

Regulatory Compliance

Regulatory Compliance is the foundation of corporate operations. To strengthen corporate development and establish a culture of integrity management, Jetway has formulated the Company's Code of Ethical Business Conduct in accordance with the Code of Integrity Management for TWSE/TPEx Listed Companies; and has established the Code of Ethical Conduct in accordance with the Reference Guidelines for the Adoption of Codes of Ethical Conduct by TWSE/TPEx Listed Companies to implement the integrity management policy. In addition, the Company has also adopted the Procedures for Integrity Management and Guidelines for Conduct to define specific practices for implementing integrity management and preventing dishonest behavior.

In 2024, the Company had no incidents of fines or non-monetary sanctions resulting from violations of regulations related to corporate governance, securities trading, environmental protection, labor rights, occupational safety, customer privacy leakage, antitrust laws, or competition laws. In 2024, the total number of incidents resulting in fines, penalties, warnings, or violations of voluntary codes due to non-compliance with regulations or voluntary codes related to product and service information and labeling, health and safety, or marketing communications (including advertising, promotion, and sponsorship) was zero. During the year, the number of reports made by stakeholders to judicial or investigative authorities was zero, and no reports were received from internal or external stakeholders. Internal audit and internal control revealed no major violations of law. (Note: Major violations are defined as cases with a fine amounting to NT$1 million or more.)

Integrity Education and Training Performance in 2024

Integrity Education and Training	Number of Participants	Total Training Hours
Promotion of regulations on insider shareholding and insider trading.	8	4
Promotion of the Code of Ethical Business Conduct	72	36

2024 Communication of Anti-Corruption Policies and Procedures

Integrity Commitment Letters – Statistics	Director	Employee	Supplier
Total number of recipients (companies)	7	84	28
Number of signatories (companies)	7	84	17
Signing rate	100%	100%	60.71%

Note: In the fourth quarter of 2024, Integrity Commitment Letters were issued to 28 companies. As of December 31, 2024, responses had been received from 17 companies.

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Confirmed Incidents of Corruption and Action Taken	Total Number of Incidents During the Year
Total Number and Nature of Confirmed Corruption Incidents	0
Total Number of Employees Dismissed or Disciplined Due to Corruption Incidents	0
Number of incidents where contracts were terminated or not renewed with business partners due to corruption violations	0
Public Legal Cases Involving Corruption by AAEON or Its Employees and Their Outcomes	0

Operations Assessed for Risks Related to Corruption	
Significant Corruption Risks Identified Through Risk Assessment and Corresponding Measures	1. Procurement and bidding processes: potential risks of inflated pricing, collusion in bidding, bribery, and bid-rigging. 2. Sales and marketing processes: potential risks of employees abusing positions for false sales, price fraud, kickbacks, and disclosure of trade secrets. 3. Treasury/finance department: potential risks of embezzlement, falsified accounts, and money laundering. 4. Asset management: potential risks of misappropriation of assets and undervalued asset disposal. 5. Human resources management: potential risks of falsified wages, abuse of authority, and favoritism or malpractice. 6. Potential risks of insider trading.
Total Number of Operational Sites That Have Undergone Corruption Risk Assessment	1 (Jetway Headquarter)
Percentage of operations assessed for risks related to corruption (%)	100%

Grievance Handling and Due Diligence

Jetway has established a dedicated contact channel and multiple whistleblowing channels on its official website, allowing stakeholders to make inquiries, provide feedback or suggestions, or file reports via the stakeholder section of the website. If a report is filed, the Human Resources Department convenes the Integrity Management Task Force to initiate due diligence. If any member of the Integrity Management Task Force has a conflict of interest with the whistleblower or the subject of the report, or has a relationship that may affect case handling, that member must disclose such interest and recuse themselves, with another member assigned to conduct the investigation. During the investigation process, cases must be handled impartially, with strict confidentiality. The whistleblower's identity must not be disclosed. Jetway commits to protecting whistleblowers from unfair treatment as a result of filing a report.

Grievance and Reporting Channels
Phone: (02)8913--2711
Audit Office Email: ia@jetway.com.tw

→

Review
The Chief Internal Auditor conducts a preliminary review and reports to relevant departments.

→

Handling
The case is reported to the responsible supervisor based on severity for determination of the appropriate measures.

Whistleblowing Channels

Tel: +886-2-8913-2711

Email: ia@jetway.com.tw



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3.5 Operating Performance

Material Topic: Operating Performance	
Significance to the Company	1. Impacts the Company's financial performance and competitiveness. 1. Enhances the Company's risk management capabilities. 1. Improves employee satisfaction and cohesion, thereby promoting overall organizational efficiency. 1. Strengthens market attractiveness and increases trust from investors and partners.
Policies and Commitments	1. Comply with and continuously monitor domestic and international regulatory requirements regarding hazardous substances. In addition to ensuring product design and manufacturing compliance, proactively take actions to create sustainable value. 2. Integrate sustainability into business decision-making by setting concrete targets and action plans to continuously enhance sustainable competitiveness. 3. Commit to strengthening sustainable management capabilities to create maximum benefits for all stakeholders.
Short-Term Targets	1. Strengthen digital marketing to expand new customer bases. 2. Enhance strategic alliances and synergies by strengthening cooperation with industrial computer manufacturers offering complementary product lines. 3. Actively develop new customers, expand e-commerce, and accelerate development of AI-related products.
Medium to Long-Term Targets	1. Continue to provide high-quality products, competitive pricing, and fast, flexible customized services to maintain competitiveness. 2. Keep pace with technological trends by integrating sustainability concepts into product development and manufacturing.

Material Topic: Operating Performance	
Action Plans	1. Focus on niche markets: Leverage competitive advantages and clear product positioning to deepen presence in niche markets such as retail, gaming, and networking, maximizing resource utilization efficiency.. 2. Expand customer base and enhance loyalty: Actively develop new customers while increasing sales with existing customers. Additionally, to improve efficiency, the Company will introduce online shopping services for customers, catering to the demand for small orders with quick delivery. 3. Accelerate development of AI edge products: Address various levels of AI application needs by accelerating development of a full range of products to capture AI business opportunities. 4. Continuous process improvement and optimization: Enhance processes such as customized requirements, product maintenance, and product change management to respond quickly and effectively to customer needs. 5. Evaluation mechanism: Based on operational conditions, the Company sets annual business objectives and reviews performance results on a monthly basis; each department also establishes performance indicators to monitor departmental achievements.
2024 Performance Results	In 2024, the Company achieved revenue of NT$1.25 billion; the gross margin increased from 36.86% in 2023 to 42.47% in 2024. Net profit after tax was NT$192 million, representing an 11.24% growth compared with 2024.
Responsible Units	Administration Division



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Government Subsidies

Unit: NT$ thousand

Item	2022	2023	2024	Explanation
i. Tax Incentives and Credits	4,107	1,703	3,626	All tax credits correspond to R&D tax credits approved by the National Taxation Bureau for the respective fiscal year. (Tax credit amount for the relevant year)
ii. Subsidies	48	120	45	Amount of exhibition subsidies provided by the Ministry of Economic Affairs.

Direct Economic Value Generated and Distributed by the Company

Item	2022	2023	2024
Revenue (A)	1,778,621	1,330,751	1,251,573
Operating Costs (B)	1,167,359	840,296	720,022
Employee Wages and Benefits (C)	312,849	251,974	273,766
Payments to Capital Providers (D)	225,401	187,642	150,555
Payments to Government (E)	69,854	58,545	73,984
Community Investment (F)	0	0	0
Retained Economic Value (A-(B~F))	3,158	(7,706)	33,246

Note:Payments to Investors are defined as including dividends paid to all shareholders, plus interest paid to lenders.
Payments to Government are defined as all taxes and fines paid by the organization in accordance with international, national, and local standards.
Taxes may include sales tax, income tax, and property tax.

Tax Policy, Governance, Control, and Risk Management

I. Tax Policy

Jetway pursues sustainable development and fulfills its social responsibilities. The following tax policies have been established to implement effective tax governance:

1. Comply with local tax laws and international tax standards. Allocate profits in accordance with the arm's length principle and avoid improper tax planning. Accurately declare and fully pay taxes to fulfill social responsibilities as a taxpayer.
2. Disclose tax information in financial statements in accordance with regulations, ensuring transparency of financial reporting. Tax disclosures follow relevant laws and standards.
3. Do not use tax havens or low-tax jurisdictions for tax planning purposes.
4. Related-party transactions comply with internationally recognized transfer pricing guidelines published by the Organization for Economic Cooperation and Development (OECD) and follow the arm's length principle.
5. Major company decisions take tax risks and impacts into account.
6. Enhance tax professionalism and talent training to quickly assess and adapt to impactful changes in tax regulations.

II. Tax Risk Control / Stakeholder Engagement and Management on Tax-Related Issues

1. Engage tax accountants to conduct tax audits, provide updates on relevant regulatory changes, and implement appropriate measures to mitigate tax risks.
2. Jetway completes daily tax filings and payments, provisional filings, and annual filings within the required deadlines in full compliance with regulations. Government tax authorities are the primary stakeholders directly affecting tax compliance. In case of any tax-related questions, the Company proactively contacts tax authorities for clarification. Upon receiving requests for supplementary tax information, the Company prepares the relevant documentation and responds within the required deadlines to minimize adverse effects on effective tax rates and operational performance.
3. Establish trust-based and transparent communication with

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tax authorities in jurisdictions where the Company is subject to taxation and conduct timely discussions on tax matters.

III. Tax Governance

1. The Chief Financial Officer holds ultimate responsibility for tax management. Daily tax operations and management are executed by the Finance Department, with assistance from qualified and experienced professional tax personnel to ensure fulfillment of the Company's tax obligations.
2. The Board of Directors delegates the Audit Committee to oversee the quality and integrity of accounting, auditing, financial reporting processes, and financial controls. The Audit Committee regularly reviews significant matters, including accounting policies and procedures, internal control systems, legal compliance, and enterprise risk management. Tax compliance is included under the scope of legal compliance.

IV. Country-Specific Tax Information

1. Tax Information for the Most Recent Two Years

Jetway's operational headquarters is under the Taiwan tax jurisdiction, with a physical location in Xindian District, New Taipei City, employing 84 staff members.

Unit: NT$ thousand

Item	2023	2024
Revenue from Third-Party Sales Note 1	1,330,751	1,251,573
Pre-Tax Profit Note 2	230,956	265,770
Accrued Corporate Income Tax Note 3	58,545	73,984
Effective Tax Rate Note 4	25.35%	27.84%
Corporate Income Tax Paid in Cash Note 5	67,252	50,703
Cash Tax Rate Note 4	29.12%	19.08%
Retained Economic Value (A-(B~F))	3,158	33,246

Note 1:Revenue from Third-Party Sales: Refers to the total third-party sales revenue in each tax jurisdiction, excluding intercompany transactions, representing the consolidated revenue in the consolidated financial statements.
Note 2:Refers to the consolidated pre-tax net profit in the consolidated financial statements.
Note 3:Refers to the income tax expense in the consolidated financial statements.
Note 4:Effective Tax Rate = Accrued Corporate Income Tax / Pre-Tax Profit; Cash Tax Rate = Corporate Income Tax Paid in Cash / Pre-Tax Profit.
Note 5:Refers to cash taxes actually paid to the jurisdiction of residence and all other jurisdictions, i.e., the corporate income taxes actually paid by all consolidated entities in the consolidated financial statements.

2. Corporate Income Tax Actually Paid by Region in the Past Two Years:Income taxes paid are based on the income calculated for 2023 and the corresponding tax payments. There is a timing difference between the income year and the year of tax payment. In addition, the 2024 pre-tax net profit, which forms the basis for calculating the 2024 cash tax rate, increased by 15.07% compared to the previous year.

Unit: NT$ thousand

Region	2023		2024	
	Amount	Percentage (%)	Amount	Percentage (%)
Asia Region	55,253	82.16%	37,486	73.93%
USA Region	11,724	17.43%	12,644	24.94%
Europe Region	275	0.41%	573	1.13%

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3.6 Products and Services

As an ODM (Original Design Manufacturer) and a manufacturing service provider specializing in high-quality customized solutions for OEMs (Original Equipment Manufacturers), Jetway enjoys a strong global reputation. The Company's main products include embedded motherboards, barebone systems, industrial tablets, LCD monitors, and other computer peripheral configurations. In addition, Jetway provides OEM development solutions for Intel, AMD, and ARM chip platforms.

Jetway pursues excellence in craftsmanship and maintains stable production equipment to provide high-quality services while retaining competitive pricing. The Company also offers robust technical support, giving its OEM product solutions a comprehensive advantage in flexibility, compatibility, reliability, cost-effectiveness, and industrial-grade quality.

Jetway enforces strict quality standards. Before shipment, the Company verifies RoHS or REACH inspection reports from raw material suppliers and conducts safety tests in accordance with local regulations and customer requirements. The Company has also obtained relevant international certifications. In 2024, there were no incidents affecting customer health and safety or violations of marketing and labeling regulations. Looking ahead, the Company will continue to monitor international environmental trends, deepen green and energy-efficient product design and innovation, and collaborate with customers and partners to contribute to global sustainability.

3.6.1 Jetway ODM/OEM Product Solutions

Motherboard-Level Solutions:

Jetway provides customers with motherboard solutions in various form factors and can also develop multi-purpose motherboard solutions. One example is a "universal size" motherboard, allowing customers to meet different application requirements through different expansion cards. Our products are designed with user adaptability and reliability in mind, enabling customers to meet diverse business needs without compromising due to motherboard limitations.

Motherboard (MINI-ITX)



MTX-MTH1
(MINI-ITX platform)

Motherboard (3.5-inch)



F35-MTU1

Motherboard (Pico-ITX)



JPIC-ADN1

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System-Level Solutions:

Jetway provides a variety of system-level solutions to meet specific computing requirements across different industries. Our products are widely used in embedded systems, point-of-sale, healthcare, automotive, home entertainment, gaming, networking, and other sectors. We offer flexible and reliable solution designs to provide ideal products for a wide range of application needs.

Rugged Embedded Industrial Computers



HBJC903I39-6412-N

Fanless Systems



BFBLZ39-6412-N

Other Products
Please refer to the official website for details

Historical Product Performance Improvements

Product Platform Solutions	Core-i7-8700K	Core-i7-9700K	Core-i7-10700K	i7-12700K
CPU Generation	8th Gen	9th Gen	10th Gen	12th Gen
CPU Generation Name	Coffee lake	Coffee lake	Comet lake	Alder lake
Performance Improvement	+5%	+10%	+3%	+18%

3.6.2 Recent R&D Investment Ratio

Jetway focuses on developing new product technology platforms and ARM intelligent products. With over 30 years of accumulated design experience in related fields, the Company possesses strong design capabilities. Product R&D applications cover markets including retail, banking, healthcare, transportation, and gaming. To continuously enhance R&D capabilities, the Company plans to further increase investment and actively recruit professional talent, as well as invest in the necessary hardware and software equipment for research and development. Recent investments in R&D include:

R&D Expenses in Recent Years
Unit: NT$ thousand; %

Item \ Year	2022	2023	2024
R&D Expenses	79,160	64,445	78,844
Percentage of revenue	4.45%	4.84%	6.30%

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3.6.3 Green Products and Product Responsibility

1. Jetway Green Product Development Cycle: Green design checkpoints are incorporated into the product development management process. Relevant departments conduct testing and verification to ensure green design objectives are achieved.

Planning

Product specification definition
- Green products
- Low power consumption
- Low pollution
- Reduced material usage
- Easy disassembly/recycling

Planning: Green design specifications are integrated from the initial project proposal stage, including product energy consumption and material definition.
- The Testing and Verification Department provides energy consumption test reports to confirm compliance with European ERP energy regulations.
- Mechanical, Procurement, and Quality Assurance departments review green materials, green packaging, and product disassembly/recycling feasibility.

EVT

Product Design
- Low-power design
- High-efficiency design
- Material selection
- Supplier evaluation
- Prototype function verification

EVT: Prototype development and design stage.
- Select environmentally friendly materials during the design stage.
- Design power management solutions for low power consumption and high efficiency.
- Verify prototype functionality to confirm product performance meets initial design objectives.

DVT

Product Design Changes
- Design modification verification
- Quality improvement
- Disassembly feasibility verification
- Product transport reliability verification

DVT: Product design modification/improvement stage.
- Correct prototype design errors and implement improvements.
- Conduct product reliability verification to confirm transport durability, safety compliance, and disassembly procedures.

MP

Mass Production and Green Management
- Green procurement
- Substitute material management
- Production management

MP: Mass Production and Green Stage.
- Production processes must comply with CRA guidelines.



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2. Jetway Green Product Design Guidelines

To meet the demand for green products and minimize environmental impact throughout production, manufacturing, transportation, use, recycling, and waste disposal, green and eco-friendly considerations are incorporated into all stages of product R&D. This includes enhancing product operational efficiency to reduce electricity consumption, thereby lowering carbon emissions and energy use.



3. Product and Service Health and Safety Impact Assessment and Management

The Company exercises strict control over all products and supplier materials to achieve high standards in health and safety management. During the design stage, Jetway implements design models that reduce natural resource consumption and enhance recyclability. Emphasis is placed on product recyclability and ease of disassembly. Assembly methods are considered from the outset to avoid materials and processes, such as adhesives or embedded components, that hinder disassembly. Most product enclosures are made of metal (iron or aluminum). Product packaging materials use 70% recycled paper, which is fully recyclable. Cardboard boxes have been simplified to reduce plastic lamination and chemical printing, which facilitates recycling and reuse while minimizing chemical pollution. Product manuals are provided in electronic format for download, significantly reducing paper usage and carbon footprint.

In 2024, 100% of major products underwent health and safety impact assessments covering production, packaging, transportation, and end-use stages, ensuring all products comply with customer and market health and safety requirements. In 2024, all products fully complied with RoHS Directive limits and safety regulations. No incidents of returns, fines, non-monetary penalties, or violations of voluntary standards due to breaches of health and safety laws or voluntary regulations were recorded.



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4. Product and Service Information Labeling and Marketing Management

Jetway is committed to providing high-quality products and excellent services. All electronic products produced and sold undergo annual inspections and approvals by standard regulatory authorities, and the Company strictly complies with local product labeling requirements to ensure that product quality and labeling fully meet national standards or regulations. To further enhance consumer trust and confidence, information such as usage safety instructions, disposal and recycling methods, and substances with potential environmental or social impacts is included in product manuals or relevant product labels, except for material supplier information which cannot be disclosed.

The Company's marketing activities primarily focus on brand promotion. Due to the industrial computer sector's characteristics, marketing and advertising are not directed at end consumers. In 2024, 100% of major products underwent marketing and labeling impact assessments. No incidents of returns, fines, non-monetary penalties, or violations of voluntary standards occurred due to breaches of product and service information, labeling regulations, or marketing communication regulations.



Jetway Product-Related Labeling

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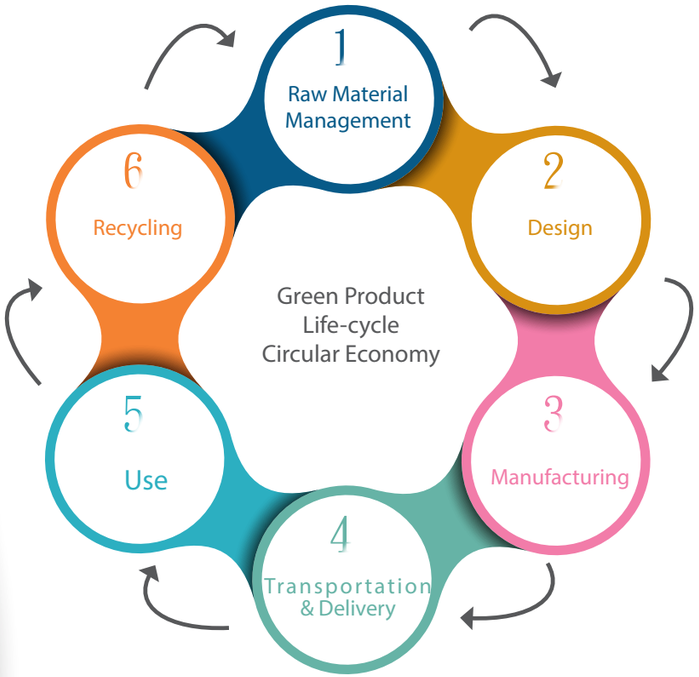
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Implementing Circular Economy Principles



1 Circular Economy–Raw Material Management

- Ensure products do not contain hazardous substances.
- Use materials compliant with RoHS and REACH directives.
- Avoid sourcing conflict minerals.
- Provide renewable material procurement rate.
- Procure locally whenever possible.

2 Circular Economy – Design

- Design high-performance products to reduce energy consumption.
- Use recycled materials in design to reduce carbon emissions and resource waste.
- Incorporate easy disassembly features to improve end-of-life material recycling rates.

3 Circular Economy – Manufacturing

- Production facilities implement ISO 14001 environmental management standards.
- Prevent and reduce production-related pollution.
- Control the use of chemicals in production.
- Manage waste disposal responsibly.

4 Circular Economy – Transportation & Delivery

- Reduce packaging volume to improve pallet utilization.
- Reduce material and labor costs.
- Minimize plastic packaging to lower environmental impact.
- Use green transportation methods.

5 Circular Economy – Use

- Improve efficiency through energy-saving measures, in compliance with international energy standards.
- Reduce maintenance difficulty and energy consumption through design for easy disassembly.
- Enhance product design quality to extend product lifespan.
- Guarantee products are free of hazardous substances.
- Ensure user safety with a human-oriented design approach.

6 Circular Economy – Recycling

- Improve end-of-life product recycling rates through easy disassembly design.
- Apply the 3R (Reduce / Reuse / Recycle) principles in product design and circular economy practices.
- Engage professional recycling companies for proper waste disposal.

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3.7 Information Security

With the rapid growth of global networks and the widespread circulation of digital information, corporate information security management has become increasingly important. To ensure the proper operation of the information security management system, Jetway has appointed an Information Security Officer responsible for leading the formulation and decision-making of information security policies. This role also coordinates and promotes all related information security management activities, with clearly defined duties and management responsibilities to ensure that assigned personnel can comply effectively. In 2024, no significant incidents were reported from customer audits or feedback indicating breaches of confidential information protection. Additionally, no customer complaints were received regarding privacy violations or loss of confidential information.

Material Topic: Information Security and Confidential Data Protection	
Significance to the Company	In the digital era, information primarily exists in electronic form. Ensuring its confidentiality, integrity, and availability is essential to maintain normal daily operations and to lay a solid foundation for sustainable business management.
Policies and Commitments	Jetway has established the "Information Security—Everyone's Responsibility" policy, aligning with international information security management trends and customer information security requirements, to safeguard the security of information collection, processing, transmission, storage, and circulation. (1) In accordance with domestic and foreign laws and regulations, we protect the confidential information of the Company, handle and protect personal information and intellectual property rights prudently to ensure the confidentiality of all information assets. (2) We have established a comprehensive business continuity plan and information security incident management procedures to improve our response capabilities to security incidents, conduct regular drills to strengthen the continuous operation of information services, and ensure the availability of all information assets. (3) We have set information security requirements for system development and maintenance, implement information security testing and monitoring, prevent unauthorized access, modification, and destruction to ensure the integrity of all information assets.
Management Measures	1. Firewall setup: Activate IPS advanced protection, web filtering, and other security features. 2. Establish Multi-Layer Network Architecture: Create security rules for each subnet. 3. Build a multi-layered network architecture and a centrally controlled WIFI environment to ensure the security of employees' devices. 4. Set up an email filtering system to detect viruses, phishing, spam, and malicious software and emails. 5. Implement permission management based on account-level to control access. 6. Update the security of operating systems. 7. Deploy anti-virus software. 8. Implement a multi-factor authentication (MFA) system.

Material Topic: Information Security and Confidential Data Protection	
Management Measures	9. Conduct remote backup 10. Investigate and improve information systems 11. Employees receive regular education and training tailored to the nature of their work and the current information security environment. This is designed to build security awareness and enhance the Company's overall information security level.
Short-Term Targets	1. No major information security incidents were reported. At least once annually, the Company conducts drills in accordance with its Information Security Emergency Response Procedures, reviewing and updating procedures to ensure their applicability. 2. Starting in 2025, Jetway will implement the ISO 27001 Information Security Management System, with certification expected in 2026. 3. In alignment with ISO 27001 implementation, the Company will establish relevant procedural documentation, form an Information Security Committee, and strengthen information security management to ensure the safety of data, systems, and networks, and to enhance the organizational structure for information security. 4. Employees receive a minimum of 2 hours of information security awareness training annually, fostering security-mindedness, improving vigilance for security-related incidents, and preventing insider-originating security breaches.
Medium to Long-Term Targets	1. Evaluate integrated defense systems combining Log Servers and next-generation firewalls. 2. Continuously conduct asset risk inventories, vulnerability scanning, and disaster recovery drills. 3. Maintain system backup mechanisms, including off-site backups. 4. Provide periodic employee information security education and training to raise risk awareness. 5. Regularly review network security and access control measures.
Resources Invested and Actual Actions	1. Annual Information Security Budget: NT$5–6 million 2. ISO 27001 Implementation: Estimated 1-year effort involving 2 personnel 3. Preparation of Information Security Training Materials
Performance Results for the Year	1. No significant information security incidents occurred in 2024. 2. No incidents of information leakage, theft, or loss of customer data were reported in 2024. 3. Information security training hours completed in 2024: External training: 33 participants, totaling 138 hours; Internal training: 71 participants, totaling 85 hours 4. Information security awareness sessions completed in 2024: 3 sessions (2 classroom sessions, 1 process/form briefing) 5. One social engineering drill was conducted in 2024.
Responsible Departments	Information Technology Department

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Information Security Risk Management Framework

To ensure the information security of the Company and our client partners, and to protect the rights and interests of the Company and stakeholders, the Company has established an Information Technology Department, responsible for formulating annual information security strategies, integrating, supervising, and coordinating annual information security plans, coordinating related resources and cross-unit activities, managing information security events, formulating and implementing information security audits, planning information security education, and regularly holding information security seminars to promote related precautions.

After evaluating the risks related to information security, the Company has formulated a specific management plan and invested resources in information security management as shown below:

Power Outage and Air Conditioning Abnormalities: The data center is equipped with an uninterruptible power supply (UPS) to handle short-term power interruptions. If a power outage lasts too long or if air conditioning malfunctions cause excessive indoor temperatures, all equipment in the data center will be sequentially shut down, and backup systems will be activated.

Data Loss Due to System Failure: Data is backed up to remote locations via dedicated lines. Two main servers are configured for redundancy; if one server becomes inoperative, the second server can be adjusted to perform all functions.

Network Equipment Failure: Offline backup network equipment will be activated and configured, and faulty equipment will be replaced.

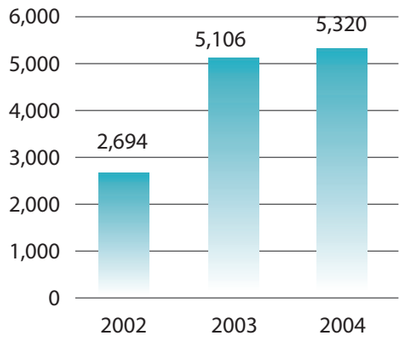
Database Storage Damage: Database backup files are transmitted via dedicated lines and stored in two separate locations.

Major Natural Disasters: New equipment will be activated and backup data loaded to restore operations in the shortest possible time.

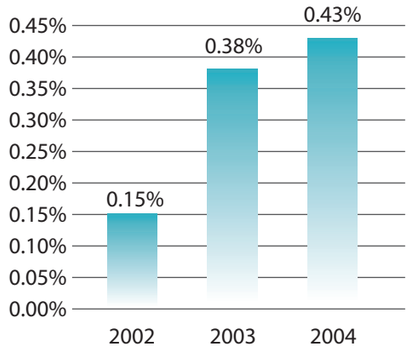
The Company pays great attention to information security risk control and protection, builds a multi-level depth defense information security control and protection network, and implements strict control measures. Starting from 2022, we have cooperated with Chunghwa Telecom to introduce the hinet enterprise information security service, aiming to prevent invasions at the network source, introduced Microsoft M365 online email/collaborative work platform in 2023 to prevent attacks by viruses and hackers and other malicious mail, and upgraded Chunghwa Telecom's information security services to the "Information Security Fleet Project" to provide more comprehensive and real-time protection.

We are currently continuing to communicate with external information security teams to plan comprehensive information security checks and strengthen protection operations. It is currently planned to implement the ISO 27001 Information Security Management System in 2025, with the goal of completing the implementation and obtaining certification in 2026. In 2024, the Company has not suffered any losses due to significant information security events.

Information Security Budget
NT$ thousand



Information Security as a % of Revenue



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3.8 Customer Service

Material Topic: Customer Service	
Significance to the Company	• A diversified product line meets the needs of industrial computing in various sectors, maximizing service to customers and providing one-stop, comprehensive solutions to increase customer loyalty. • Professional customization and system integration services are provided, with development focused on specific vertical applications to deepen expertise in application areas. • Through effective customer relationship management, customer needs and feedback are prioritized, and collaboration opportunities are actively pursued. • By establishing a proactive market presence, brand image and reputation are enhanced, market share is increased, and sustainable development is achieved.
Policies and Commitments	• Provide the most competitive and high-quality products and services, focusing on the development of the industrial computer business and ongoing investment. • Deliver comprehensive solutions covering design, manufacturing, and logistical support to enhance customer satisfaction. • Establish long-term, close, and trust-based business partnerships with customers, co-creating mechanisms to jointly develop markets. • Promote compliance among all employees with confidentiality agreements and guidelines for interacting with the media. • Ensure robust protection of customer privacy and safeguard customer rights. • Comply with international legal and regulatory requirements, international green product standards, environmental regulations, and customer supplier codes of conduct.
Short-Term Targets	1. Achieve a customer satisfaction score of 80 or above. 2. Keep the proportion of major complaints at ≤12%. 3. Reduce the proportion of delayed customer order deliveries to below 20%.
Mid-Term Targets	1. Maintain a customer satisfaction score of 80 or above. 2. Keep the proportion of major complaints at ≤10%. 3. Reduce the proportion of delayed customer order deliveries to below 20%. 4. Keep the proportion of delayed new product development projects below 20%. 5. Provide customers with green and safe products.
Long-Term Targets	1. Achieve a standard customer satisfaction survey score of 85–90. 2. Keep the proportion of major complaints at ≤10%. 3. Reduce the proportion of delayed customer order deliveries to below 15%.

Material Topic: Customer Service	
Long-Term Targets	4. Keep the proportion of delayed new product development projects below 18%. 5. Continuously provide customers with green and safe products. 6. Improve customer service management processes with the target of maximizing customer satisfaction.
Action Plans	• Conduct customer satisfaction surveys starting in 2025. • Comply with customer requirements and audits regarding products, environment, and responsibility, while working together on prevention and continuous improvement. • Establish a comprehensive customer service management system on the official website, with dedicated staff assigned to respond to and handle customer complaints. • Allocate an annual marketing budget to promote the brand. In line with the characteristics of the industrial computer industry, and based on market development conditions and future trends, target niche markets with higher potential in different application areas and promote accordingly.
Performance Evaluation Mechanism	Indicators: Customer satisfaction survey results, customer complaint ratio, customer order delivery delay ratio, and new product development delay ratio. Meetings: Sales meetings, monthly quality meetings, monthly product development meetings, and production and sales meetings
2024 Performance Results	1. The proportion of major customer complaints in 2024 was 12%, meeting the annual target (12%), with all cases closed. 2. Starting from the second half of 2024, the customer order delivery delay ratio was 2.3%, meeting the annual target (20%). From 2025 onward, data will be compiled on a full-year basis. 3. In 2024, the customer satisfaction survey was conducted in alignment with GRI standards and customer-related requirements. 4. In 2024, the number of incidents involving violations of regulations or voluntary codes regarding product and service information and labeling, health and safety, or marketing communications (including advertising, promotion, and sponsorships) was zero (no fines, penalties, warnings, or violations).
Communication Channels	Company Website and Sales Contacts sales@jetway.com.tw Technical Support:technic_support@jetway.com.tw / support_team@jetway.com.tw

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Jetway places great emphasis on listening to customer feedback, meeting customer needs, gaining recognition and support, and maintaining long-term partnerships to ensure sustainable business growth. We uphold the philosophy of close collaboration, mutual benefit, and shared growth with our customers, continuously upgrading products, technologies, and services. With a proactive approach, Jetway responds to customer requirements, providing customized project solutions, system integration, and technical support, thereby serving as a strong design and production partner.

To meet customers' immediate needs, Jetway leverages overseas warehouses and a global distribution network, effectively coordinating inventory located in Taiwan, the USA, the Netherlands, and China, to provide the fastest and most cost-efficient delivery services.

By thoroughly understanding customer needs and feedback, Jetway makes timely adjustments and improvements. Multiple communication methods are adopted, including email, teleconferencing, and video conferencing, with regional sales teams proactively visiting customers and promoting new products at trade shows, ensuring strong customer engagement. In addition, the Company website provides email contact services, ensuring customers have accessible channels for requests or complaints. Through continuous improvement, Jetway is committed to enhancing products and services, maintaining strong customer relationships, and achieving win–win outcomes that build long-term trust and support.

To ensure compliance with customer expectations and requirements, and to provide high-quality products and services, Jetway plans to initiate customer satisfaction surveys in the fourth quarter of 2025 and continue conducting them annually. The surveys will target representative key customers and cover product design and quality, business services, technical services, and after-sales services. Annual survey results will be tracked and analyzed to optimize products, services, and processes, serving as the basis for continuous improvement and enhancement of customer service and satisfaction. The short-term target is to achieve an average annual customer satisfaction score above 80. The medium- to long-term target is to establish a comprehensive customer service management process with the objective of maximizing customer satisfaction.



Customer Satisfaction Survey Process

1. Preparation of survey forms	2. Customer completion of forms	3. Data compilation	4. Analysis, improvement, and feedback	5. Management review
Customer Satisfaction Survey form Content Design	Distribute survey forms to target customers for completion.	Compile customer feedback data.	Conduct data analysis and identify corresponding process or practice improvements; provide feedback to customers.	Supervise the status of data analysis, improvements, feedback, and implementation.

Customer Information Protection

Jetway places great importance on customer privacy. In addition to complying with personal data protection regulations, the Company continuously strengthens information security measures to ensure that customer and project privacy is not disclosed. To safeguard customer data and prevent information leakage, the Company has established clear regulations governing the collection, processing, and use of customer information. Employees are continuously educated and reminded of their obligations to maintain business confidentiality. Confidentiality agreements with customers and projects are signed as required to ensure that information from both parties remains secure.

A customer contact channel has been established in the Stakeholder Section of the Company's official website. When customer inquiries are received, a designated unit is responsible for handling them. In 2024, the Company received no complaints related to violations of customer privacy rights or loss of customer data.

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3.9 Supply Chain Management

3.9.1 Supplier Management Strategy

Jetway places high importance on supplier management, upholding the vision of mutual trust, integrity, and growth with suppliers. The Company actively monitors reasonable sourcing prices, delivery schedules, and quality from suppliers to enhance product competitiveness, maintain optimal inventory levels, reduce inventory costs, and provide customers with fast and satisfactory service. Based on the principles of fairness and transparency, all colleagues involved in procurement conduct multi-party inquiries and price comparisons, selecting suppliers according to objective and impartial standards. In addition to requiring all employees to act with integrity, Jetway also promotes sustainability to its suppliers through the distribution of the "Supplier Sustainability Commitment Letter", ensuring that suppliers comply with the Company's sustainability policies and that grievance channels remain accessible.

Jetway has established procedures such as the "Supplier Management Procedure" and the "Procurement Management Procedure", providing a basis for supplier interactions. Purchase orders clearly specify requirements such as delivery confirmation, quality standards, and intellectual property rights to protect the reputation and interests of both parties. For key raw materials, such as main ICs and PCBs, Jetway maintains relationships with at least two suppliers or agents. Strategic stocking is conducted quarterly. For medium- to high-risk components, mitigation measures include extending lead time (L/T) in system planning and identifying alternative materials or lower-risk suppliers.

Material Topic: Sustainable Supply Chain	
Significance to the Company	We maintain an ESG-driven, sustainable supply chain with strong quality and delivery management to ensure stable production. This enables us to fulfill our commitment to providing customers with reliable supply and high-quality, safe, and non-toxic products, thereby strengthening customer confidence and satisfaction.
Policies and Commitments	1. Confirm and commit that the Company's products comply with international environmental regulations and customers' green halogen-free requirements to prevent environmental pollution and harm to human health. 2. Designate personnel to manage hazardous substances and require suppliers and subcontractors to incorporate raw materials and processes into green management, prohibiting the use of hazardous substances. 3. Commit to rejecting or using metals sourced from conflict-affected regions. 4. Continue to require new critical suppliers to obtain ISO 14001 Environmental Management System certification and sign the "Supplier Sustainability Commitment Letter". 5. During initial evaluations of new suppliers, review environmental, health, and safety (EHS) management systems and social responsibility practices, assessing whether suppliers have records of negative environmental or social impacts. 6. If audits identify nonconformities with the Company's EHS or social responsibility requirements, suppliers will be required to implement corrective actions. In cases of serious violations, cooperation will be suspended until compliance is confirmed.
Short-Term Targets	1. Ensure that 100% of key suppliers sign the Conflict-Free Minerals Declaration. 2. Ensure all products comply with the Company's restricted and prohibited substances requirements. 3. Maintain zero customer complaints caused by violations of restricted and prohibited substances regulations. 4. In 2024, among long-term suppliers cooperating multiple times per year, the return rate of signed "Supplier Sustainability Commitment Letter" exceeded 60%. 5. In 2024, among long-term suppliers cooperating multiple times per year, the return rate of signed Sustainability Development Questionnaires exceeded 80%. 6. In 2024, 28 supplier quality audits (including onsite and document-based audits) were conducted, achieving a completion rate of 100%.
Medium to Long-Term Targets	1. 100% of key raw materials sourced from non-conflict mineral areas 2. 100% of key raw materials comply with RoHS/REACH international restrictions requirements.

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Material Topic: Sustainable Supply Chain	
Medium to Long-Term Targets	3. By 2027, ensure that over 90% of long-term suppliers (those with multiple collaborations per year) complete the "Sustainability Commitment Letter". 4. By 2027, ensure that over 90% of long-term suppliers (those with multiple collaborations per year) complete the "Sustainability Survey Form". 5. Establish a supplier Self-Assessment Form for ESG Environmental and Social Standards and integrate it into the relevant procurement SOPs.
Action Plans	1. Conduct annual supplier surveys on the non-use of conflict minerals. 2. Ensure all products comply with the Company's restricted and prohibited substances requirements. 3. Achieve zero customer complaints caused by violations of restricted and prohibited substances regulations. 4. Require all new suppliers to sign the Supplier Code of Conduct and the Sustainability Commitment Letter. 5. Conduct sustainability due diligence on suppliers periodically.
2024 Performance Results	1. In 2024, 64.29% of key suppliers signed the Conflict-Free Minerals Declaration. 2. In 2024, 100% of key raw materials complied with international RoHS/REACH restricted substances requirements. 3. In 2024, zero customer complaints were received due to violations of restricted or prohibited substances. 4. In 2024, the return rate of the Sustainability Commitment Letter from long-term suppliers with multiple annual collaborations exceeded 64.29%, meeting the target. 5. In 2024, the return rate of the Sustainability Development Questionnaire from long-term suppliers with multiple annual collaborations exceeded 92.86%, meeting the target. 6. According to the annual audit plan, 100% of key supplier audits (28 suppliers in total) were completed: 26 suppliers were classified as low-risk (Grade A) and 2 as medium-risk (Grade B); no high-risk suppliers were identified.
Responsible Departments	Logistics Support Division, Materials Section

3.9.2 Green Supply Chain

Jetway considers ISO 14001 and other EHS certifications as key criteria in supplier selection. The Company also includes "continuous implementation of pollution reduction and energy/resource savings" as audit items. Jetway commits that all activities comply with applicable government laws and regulations.

In the design of green products, end-of-life recycling and disposal are considered. To prevent environmental pollution, suppliers are required to provide components that comply with Jetway's Product Restricted Substances Allowable Concentration Table and the latest EU RoHS and REACH regulations, thereby minimizing risks to the environment and human health.

In the green supply chain, Jetway maintains principles of integrity and mutual benefit with suppliers. For recyclable peripheral materials, such as packaging, Jetway actively assists suppliers in recycling efforts to reduce waste. Jetway is committed to working closely with suppliers on green management initiatives and continuous improvement to contribute to the sustainable development of the planet.

3.9.3 Labor Safety and Human Rights in the Supply Chain

Beyond green supply chain requirements, Jetway emphasizes a people-oriented approach by integrating labor health, safety, and human rights into supplier qualification evaluations. Jetway has established a Conflict Minerals Policy and management procedures, requiring suppliers to avoid using minerals sourced from conflict-affected regions, specifically the Democratic Republic of Congo and neighboring countries. Suppliers are required to trace the origin of gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and cobalt (Co) contained in their products. All suppliers must complete a survey in accordance with OECD guidelines to ensure that these minerals do not directly or indirectly fund armed conflict groups.

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3.9.4 Reducing Environmental Impact from Raw Material Transportation

When selecting suppliers, Jetway considers not only delivery cycles, timeliness, and transportation costs, but also the potential environmental impact of long-distance raw material transportation. To mitigate CO_2 emissions from transport, preference is given to local procurement.

No. \ Year	2024
Percentage of Local Suppliers (%)	100%
Percentage of Local Procurement Amount (%)	100%

Note 1:Local procurement statistics are available starting from 2024; data prior to 2023 could not be tracked.
Note 2:The data in the table includes only suppliers of Jetway Taiwan Headquarters.

3.9.5 Supplier Evaluation and Guidance Training

Jetway conducts audits and risk assessments of suppliers in accordance with the "Supplier Management Procedure". The audit items include operations, environmental protection, production control, occupational safety/human rights protection, and fire safety inspections. For suppliers with poor evaluations, guidance is provided and orders may be reduced. High-risk suppliers are subject to continuous monitoring and management at least once a year. If no improvement is made, new suppliers will be introduced and the existing ones phased out.

Training Participants	ESG Course Name	Number of Participants	Total Hours
Supplier	External Supplier Human Rights Awareness Training	18	9

ESG Assessment of New Suppliers		
New Suppliers	Number in 2024	1
	ESG Screening Rate	100%

ESG Assessment of Exsisting Suppliers	
Item	2024
Number of Existing Qualified Suppliers	28
Number of Suppliers Assessed for Environmental/ Social Impacts	28
Number of Suppliers Identified with Significant Actual or Potential Negative Environmental/Social Impacts	0
Proportion of Identified Suppliers with Significant Environmental/Social Impacts that Have Implemented Improvements after Assessment	0%
Proportion of Identified Suppliers with Significant Environmental/Social Impacts that Terminated Cooperation after Assessment, and Reasons for Termination	0%

Note: Significant actual and potential negative social impacts were identified in the supply chain In 2024, 100% of key supplier audits were completed (a total of 28 suppliers). Among them, 26 suppliers were rated A (low risk), 2 suppliers were rated B (medium risk), and no suppliers were rated C (high risk).

4 Environmental Sustainability

4.1 GHG Management
4.2 Energy Management
4.3 Water Stewardship
4.4 Raw Material Management
4.5 Waste Management



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IV. Environmental Sustainability

Jetway is committed to compliance with EHS (Environment, Health, and Safety) and green product regulations. Internally, employees are required to design energy-efficient, high-performance green products that benefit society, encouraged to use eco-friendly packaging materials, and engaged in resource recycling to reduce resource consumption. As of 2024, Jetway's subsidiary, Candid, has obtained ISO 9001 International Quality Management System certification and ISO 14001 Environmental Management System certification, and continues to maintain the effective operation of these systems. The Company is dedicated to activities such as energy conservation, carbon reduction, water saving, and waste recycling to preserve global resources and protect the environment.

4.1 GHG Management

Material Topic: GHG Management	
Significance to the Company	In recent years, the excessive use of fossil fuels by humans has led to the overproduction of greenhouse gases, which has intensified the greenhouse effect and caused global warming. As a member of the global community, Jetway is committed to contributing to energy conservation, carbon reduction, and protecting the Earth.
Policies or Commitments	In response to climate change, Jetway promotes both mitigation and adaptation measures to reduce GHG emissions, enhance ecological benefits, and protect the environment.
Short-Term Targets	1. Maintain GHG inventory and assurance in accordance with the GHG Protocol. 2. Keep annual emission intensity at the Taiwan headquarters at around 20 metric tons CO_2e per NT$ million. 3. Require suppliers to establish absolute company-wide GHG reduction targets and submit reports. Suppliers shall identify methods to improve energy efficiency and minimize energy consumption and GHG emissions. 4. Promote energy-saving and carbon-reduction policies among employees to raise sustainability awareness. 5. Encourage employees to set computers to sleep mode after ten minutes of inactivity.
Medium to Long-Term Targets	Compared to the 2021 base year: By 2030, Scope 1 and Scope 2 emissions are expected to be reduced by 50%. Category 1 and Category 11 emissions under Scope 3 are also expected to be reduced by 50%.
Resources Invested and Actual Actions	1. In cooperation with a photovoltaic manufacturer, the China plant established a solar power generation system, fully meeting the plant's electricity demand. 2. In 2024, third-party verification of GHG inventories was conducted in accordance with the GHG Protocol. 3. Implemented a one-hour lights-off practice at noon. 4. Promoted turning off lights and unused electrical equipment. 5. Replaced computer equipment with energy-efficient and high-performance models. 6. Promoted shutting down computers after work. 7. Posted reminders in daily work areas, encouraging the use of eco-friendly tableware and reducing waste generation.
Performance Results for the Year	1. Completed the annual GHG inventory, achieving comprehensive control of carbon emissions. 2. Compared to 2023, emissions in 2024 decreased by 53.51%, demonstrating the Company's strong progress in carbon reduction. (1) The photovoltaic system at the China plant generated a total of 880,515 kWh, saving RMB 208,429 in energy costs. (2)Office areas in Taiwan were consolidated from three sites into two, achieving energy reduction goals. In 2024, Scope 2 carbon emissions decreased by approximately 6.30%.
Responsible Departments	Human Resources Section

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Jetway Group (Taiwan, USA, and China) completed Scope 1, Scope 2, and Scope 3 GHG inventories and assurance in 2023 and 2024 in accordance with the GHG Protocol. In 2022, an internal inventory was conducted. For Scope 1, only septic tank emissions were included due to incomplete data availability for other items. Scope 2 included GHG emissions from purchased electricity. Data disclosed for 2024 has not yet been verified.

The Company applies the operational control approach to define the inventory boundary, covering Jetway and its subsidiaries. Through inventories, the Company seeks to understand current conditions and trends in order to prepare responsive measures in advance. The Company does not emit substances that deplete the ozone layer, nitrogen oxides (NOx), sulfur oxides (SOx), or other major air pollutants.

Scope 1 – Direct GHG Emissions

Direct emissions from sources owned or controlled by the Company and its subsidiaries. At the Taiwan headquarters office and the USA office, the main direct emission sources are refrigerants and septic tanks. At the China subsidiary, direct emission sources include mobile combustion, stationary combustion, refrigerants, and septic tanks. No biofuel energy is used.

Scope 2 – Energy Indirect GHG Emissions

The indirect emission sources of the Company and its subsidiaries are GHG emissions generated from purchased electricity.. Sources include electricity consumption at plants, offices, and public areas.

Scope 3 – Other Indirect GHG Emissions

Other indirect emissions cover activities of the Company and its subsidiaries that generate additional indirect emissions. No biofuel energy is used. The inventory items include:

C1: Emissions from procurement of upstream raw materials, products, or service categories

C2: Emissions from the procurement of capital goods

C3: Emissions from fuel or energy activities

C4: Emissions from upstream transportation and distribution of goods

C5: Emissions from the waste generated by operations

C6: Business travel

C7: Employee commuting

C8: Emissions from the use of upstream leased assets

C9: Emissions from downstream transportation and distribution of goods

C10: Emissions from the processing of sold products

C11: Emissions from the use of sold products

C12: Final disposal stage of sold products

C13: Emissions from downstream leased assets



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GHG Emissions and Emission Intensity Statistics

GHG	Taiwan			China			USA		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Scope 1 Emissions (metric tons CO_2e)	7.1458	12.6885	13.1500	27.8885	310.1296	180.0250	1.2902	1.4180	1.2504
Scope 2 Emissions (metric tons CO_2e)	60.9172	82.9182	77.6938	1,285.2689	1,240.8127	954.1509	15.5796	18.4166	15.5391
Scope 3 Emissions (metric tons CO_2e)	-	28,846.0734	11,774.7292	-	17,823.7420	9,402.6472	-	100.6641	100.0692
Scope 1–3 Total Emissions (metric tons CO_2e)	68.0630	28,941.6801	11,865.5730	1,313.1574	19,374.6843	10,536.8231	16.8698	120.4987	116.8587

Note 1:Taiwan Power Emission Factor: According to the Bureau of Energy, Ministry of Economic Affairs, the announced electricity carbon emission factors are 0.495 $kgCO_2e$ for 2022, 0.494 $kgCO_2e$ for 2023, and 0.474 $kgCO_2e$ for 2024.
Note 2:United States Power Emission Factor: The purchased electricity emission factor is sourced from Carbon Footprint (2022/7) - USA, Carbon Footprint (2023/7) - USA, and Carbon Footprint (2024/7) - USA, with a factor of 0.3887 $kgCO_2e$.
Note 3:China Power Emission Factor: The purchased electricity carbon emission factor for 2022–2024 is 0.5942 $kgCO_2e$, sourced from the 2021 National Average Grid Emission Factor of Carbon Dioxide (excluding non-fossil energy electricity from market-based transactions).
Note 4:National GHG Registry Platform Announcement — GHG Emission Factor Management Table, Version 6.0.4.
Note 5:GWP values adopted from the IPCC Sixth Assessment Report (2021).
Note 6:For 2022, data were based on a self-conducted inventory. Only septic tanks under Scope 1 were included; other data were incomplete due to unavailability.

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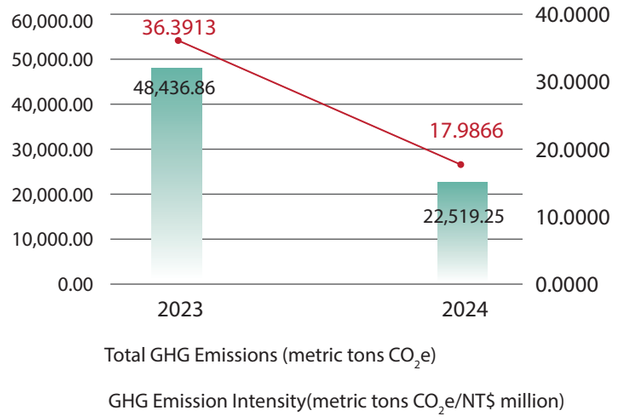
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GHG Emissions and Emission Intensity Statistics

Year	Annual Total GHG Emissions (metric tons CO_2e)	Group Annual Revenue (Unit: NT$ million)	GHG Emission Intensity Scope 1 and Scope 2 (metric tons CO_2e/NT$ million)	Scope 3 Emission Intensity (metric tons CO_2e/NT$ million)
2023	48,436.8631	1,331	1.2520	35.1394
2024	22,519.2548	1,252	0.9919	16.9948

Note: GHG Emission Intensity = Total annual greenhouse gas emissions for Scopes 1 to 3 in Taiwan, China, and the USA ÷ Group annual revenue. The Group's annual revenue (in hundred millions of NT$) is consistent with the data disclosed in the consolidated financial statements.

Total GHG Emissions and Emission Intensity



Energy Conservation and Carbon Reduction Actions

1. Implemented rooftop photovoltaic power generation in collaboration with plants.
2. Promoted turning off lights and unused electrical equipment.
3. Implemented a one-hour lights-off practice at noon.
4. Replaced computer equipment with energy-efficient and high-performance models.
5. Promoted shutting down computers after work.
6. Posted reminders in daily work areas, encouraging the use of eco-friendly tableware and reducing waste generation.

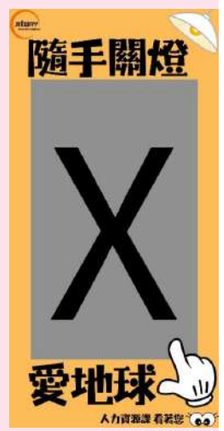






1. Office Building Rooftop
2. Plant Services Building Roof-top
3. Carport





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4.2 Energy Management

Grievance Handling and Due Diligence

The Jetway Group's overall energy consumption primarily consists of purchased electricity required for company operations. The Zhangzhou plant and Dongguan office also operate company-owned vehicles powered by diesel and gasoline, while the plant's employee cafeteria uses liquefied petroleum gas (LPG). To support sustainable development through energy conservation and carbon reduction, the Zhangzhou plant began generating and consuming photovoltaic power in May 2024, producing 880,515 kWh during the year. Part of the electricity was consumed on-site, with the surplus sold to partnered power companies.

In Taiwan, due to office reconfiguration in 2024, the number of office units decreased from three to two, resulting in a 14.1838 GJ reduction in energy consumption compared with 2023. At the Zhangzhou plant in China, energy use in 2024 showed the following changes compared with 2023: LPG consumption decreased by 656 kg due to the addition of electric cooking equipment. Purchased electricity decreased by 477,059.16 kWh as photovoltaic generation started in May 2024. Gasoline consumption decreased by 2,171.24 liters as business travel partially shifted to public transportation. Diesel consumption decreased by 790.76 liters.

Energy Consumption	Taiwan			China			USA		
Category / Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Gasoline for Vehicles (liters)	-	-	-	-	6,858.47	4,687.23	-	-	-
Liquefied Petroleum Gas (LPG) (liters)	-	-	-	-	2,485	1,829	-	-	-
Diesel (liters)	-	-	-	-	12,049.37	11,258.61	-	-	-
Purchased Electricity (kWh)	123,065	167,850.95	163,911	2,163,024	2,088,207.16	1,611,148	40,077	47,375	41,483

Note 1: The Dongguan plant did not use LPG or diesel and has no 2022 data; only gasoline and purchased electricity data are available for 2023 and 2024.
Note 2: The Zhangzhou plant has only purchased electricity data for 2022; no LPG, diesel, or gasoline data were available. For 2023 and 2024, all four energy types are included.
Note 3: The USA and Taiwan offices, being office-type facilities, have only electricity data from 2022 to 2024.
Note 4: The above energy statistics cover internal energy use only, with no external energy consumption.

Renewable Energy Usage in 2024

Purchased electricity (Taiwan, kWh)	Purchased electricity (China, kWh)	Purchased electricity (USA, kWh)	Photovoltaic power generation (China, kWh)	Total electricity consumption (kWh)	Renewable energy – photovoltaic power (%)
163,911	1,611,148	41,483	880,515	2,697,057	32.65%

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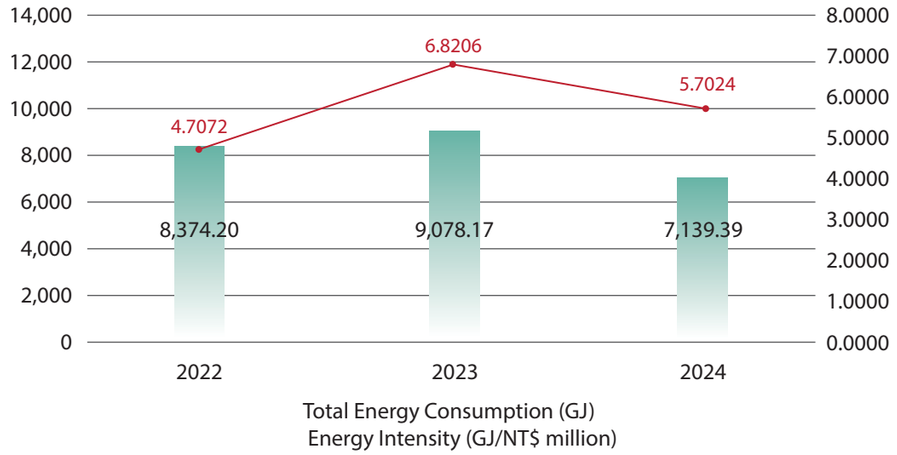
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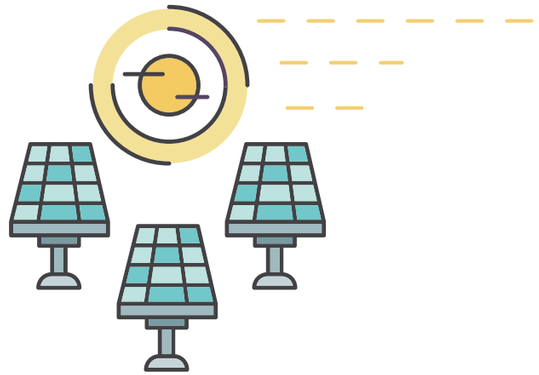
Energy Consumption

Energy Consumption	Taiwan			China			USA		
Category / Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Gasoline for Vehicles (GJ)	-	-	-	-	223.9773	153.0711	-	-	-
Liquefied Petroleum Gas (LPG) (GJ)	-	-	-	-	138.0637	50.8086	-	-	-
Diesel (GJ)	-	-	-	-	423.7657	395.9554	-	-	-
Purchased Electricity (GJ)	443.034	604.2634	590.0796	7,786.8864	7,517.5458	5,800.1328	144.2772	170.5500	149.3388
Total Energy Consumption (GJ)	443.034	604.2634	590.0796	7,786.8864	8,303.3525	6,399.9679	144.2772	170.5500	149.3388

Note 1: One kilowatt-hour (kWh) = 3.6 MJ; 1 GJ = 10^9 J. The calorific values of fuels are as follows: diesel 8,400 kcal/liter, gasoline 7,800 kcal/liter, liquefied petroleum gas (LPG) 6,635 kcal/liter; 1 kcal = 4,186.8 J. Calorific values are sourced from the "Calorific Values of Energy Products" published by the Bureau of Energy.
Note 2: Electricity consumption in Taiwan, the USA, and Zhangzhou is calculated based on utility bills; in Dongguan, it is converted from prepaid electricity.

Total Energy Consumption and Energy Intensity in the Past Three Years





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4.3 Water Stewardship

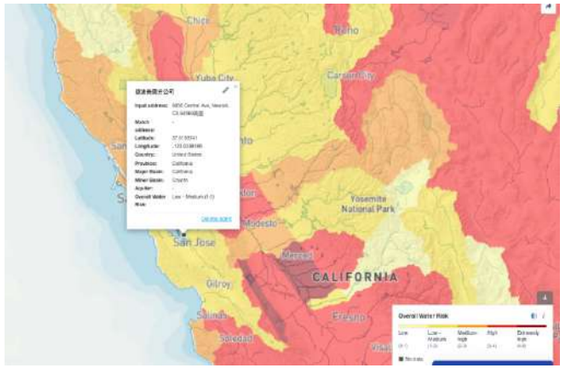
The Jetway Taiwan headquarters is located in Xindian, New Taipei, and the USA subsidiary is located in California; neither is in water-stressed areas and therefore do not pose significant environmental impacts on water resources or watershed ecosystems. The China plants are located in Zhangzhou and Dongguan, which are water-stressed areas. Scenario analysis using the Aqueduct tool from the World Resources Institute (WRI) indicates that by 2030, the risk of water scarcity in Zhangzhou is 40–80%, the U.S. subsidiary faces a 20–40% risk, and other operational sites face only a 10–20% risk. To mitigate water scarcity risks, both the China plants and the USA subsidiary have daily water storage facilities. The surrounding areas of the Taiwan headquarters, China plants, and USA subsidiary are not ecologically protected zones; therefore, operations do not impact local water resource conservation.

The water sources for Jetway Taiwan headquarters, the USA subsidiary, and China plants are all freshwater supplied by local municipal water utilities (third-party supply). No seawater, groundwater, or other sources are used. As the Company operates in industrial computer assembly, there is no process water requirement; all water use is for domestic purposes. Therefore, operations do not cause a significant environmental impact. Nevertheless, the Company implements water-saving measures and continues to educate employees on water conservation policies.

Taiwan Headquarters



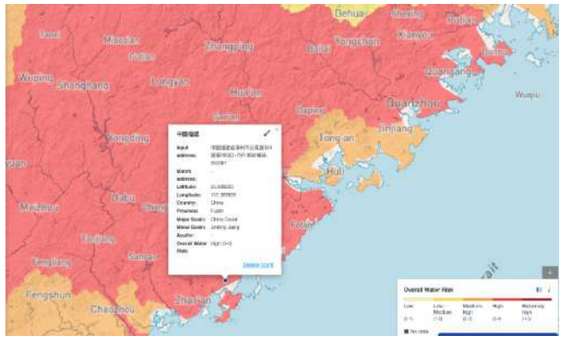
USA Subsidiary



China Plant – Dongguan



China Plant – Zhangzhou



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Water Withdrawal Statistics

Year	Water Withdrawal Categories	Taiwan	USA	China	Total Water Withdrawal (million liters)
		Non-Water-Stressed Area	Non-Water-Stressed Area	Water-Stressed Area	
		Water Withdrawal (million liters)	Water Withdrawal (million liters)	Water Withdrawal (million liters)	
2022	Third-Party Water	5.3754	0.9393	2.7501	9.0648
2023	Third-Party Water	5.4094	1.0166	2.3212	8.7472
2024	Third-Party Water	5.9728	1.0155	1.8854	8.8737

Note: For Taiwan, the USA, and Dongguan, water charges are included in management fees. Therefore, water consumption is estimated as follows: Estimated Water Consumption (m^3) = Taiwan's per capita daily domestic water usage (liters) provided by the Ministry of Economic Affairs, Water Resources Agency × Number of employees on December 31 × Number of working days ÷ 1,000,000

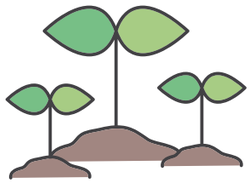
Water Discharge Statistics

Year	Taiwan	USA	China	Total Wastewater (million liters)
	Water Discharge (million liters)	Water Discharge (million liters)	Water Discharge (million liters)	
2022	5.3754	0.9393	2.7501	9.0648
2023	5.4094	1.0166	2.3212	8.4318
2024	5.9728	1.0155	1.8854	8.8737



Water Consumption Statistics

Year	Taiwan	USA	China	Total Water Consumption (million liters)
	Water Consumption (million liters)	Water Consumption (million liters)	Water Consumption (million liters)	
2022	0	0	0	0
2023	0	0	0	0
2024	0	0	0	0



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4.4 Raw Material Management

Jetway is an industrial computer assembly manufacturer. Due to the wide variety of raw materials covered by a single product, it is difficult to calculate the total weight of materials used for producing and packaging all main products. Therefore, weight accounting is conducted for eight major raw materials. Renewable materials used for production and packaging include cardboard boxes, color boxes, and packaging boxes. Non-renewable materials include plastics, stickers, tin rods, and adhesives. Additionally, wooden pallets are repeatedly recycled during internal material handling. As a B2B company, Jetway cannot reclaim products or related packaging materials under the Company name at the end of the product life-cycle.

Year	Renewable Materials	Non-Renewable Materials
	Cartons, color boxes, packaging boxes	Plastics, stickers, solder bars, adhesives
2022	89,034.57	546,171.82
2023	43,163.08	186,480.87
2024	20,478.61	73,090.17

Note 1:Raw material weight = average unit weight (kg) × total annual procurement quantity
Note 2:Data in this table is sourced solely from Zhangzhou, China



4.5 Waste Management

The headquarters generates both employee domestic waste and industrial waste, including scrap products, books, and documents. Domestic waste is collected and managed by the commercial building management. Industrial waste is handled by legally licensed waste disposal companies. To reduce waste generation at headquarters, the Company promotes eco-friendly actions such as encouraging employees to bring reusable tableware and implementing double-sided printing. Upstream packaging boxes are reused as much as possible until they are no longer serviceable.

At the China plant (Zhangzhou Plant), process operations generate industrial waste and hazardous waste, including waste paper, scrap iron, cleaning agents, and lubricants. Hazardous waste, once generated, is declared on the local government's hazardous waste management platform and then transferred to the plant's hazardous waste storage facility. Storage conditions comply with environmental protection and fire safety requirements. Waste is segregated and stored according to its type and characteristics, with weight recorded. Subsequently, disposal or recycling is entrusted to third-party, qualified professional treatment or reuse organizations based on the waste category. We retain weighing receipts as proof. The supervision and tracking of third-party treatment organizations' legal disposal of waste, as required by contract, is confirmed via the hazardous waste transfer manifest, recording the departure and transportation destination times and locations to ensure compliant and lawful disposal.

Recycling Material Measures	1. The employee cafeteria does not provide disposable tableware; employees are required to bring their own utensils, significantly reducing tableware waste. 2. In-plant recycling of wooden pallets reduces waste and further enhances environmental benefits.
Waste Reduction Measures	Fujian Candid Enterprise Co., Ltd. has implemented the following three measures to reduce waste: 1. PCB Cleaner Free of Hazardous Substances: Previously, the post-reflow cleaning solution for PCB boards at the back-end station contained hazardous substances, and the waste liquid required collection and treatment according to hazardous waste management regulations. It has now been replaced with dry ice cleaning. During cleaning, dry ice transitions from solid to gas, producing no waste liquid, effectively reducing hazardous waste generation. 2. Reduction of Empty Dishwashing Liquid Bottles: Large bulk containers of dishwashing liquid replace small bottles, reducing the number of empty bottles discarded. 3. Alternative Transportation Methods: To reduce diesel consumption, outsourced electric vehicles are used for cargo transportation, effectively lowering diesel usage and achieving carbon reduction and emission mitigation.

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Type	Waste Item	Annual Total Waste Weight			Treatment Method	On-Site/Off-Site Processing
		2022	2023	2024		
Industrial Waste	Waste Paper	48.1609	21.5400	27.17	Recycled	Off-Site
Hazardous Industrial Waste	Waste Iron	0.358	6.0200	5.73	Recycled	Off-Site
	Waste Plastic / Eco-friendly Cleaner (CAS 67-63-0)	0.1498	0.1108	0.1498	Incineration	Off-Site
	Lubricating Oil (waste engine oil)	0.0804	0.0911	0.0804	Incineration	Off-Site
	Solder Paste Containers / Empty Chemical Drums	0.58705	0.6699	0.58705	Incineration	Off-Site
Household Waste	China	89.2918	58.266	65.949	Incineration	Off-Site
	USA	4.2900	4.8136	4.7755	Landfill	Off-Site
	Taiwan	24.5520	25.6144	28.0865	Incineration	Off-Site
Total Weight (Metric Tons)		167.46995	117.1258	132.52825	-	

Note 1:For China, municipal solid waste is calculated based on the 2021 Solid Waste Pollution Prevention Information Announcement, using per capita daily waste generation of 1.30 kg/day × number of employees on December 31 × number of working days ÷ 1,000.

Note 2:For Taiwan and the USA, actual weighing of municipal waste is not available. Annual waste is calculated using the average daily general waste per person provided by the respective environmental authorities: daily waste per person × number of employees on December 31 × number of working days ÷ 1,000. The values used are 1.32 kg/day for 2022 and 1.359 kg/day for 2023. Since the 2024 figure has not yet been published, the 2023 coefficient is applied.





5 Social Inclusion

5.1 Benefit Guarantee
5.2 Employee Structure
5.3 Talent Sustainability
5.4 Occupational Safety and Health
5.5 Social Participation



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V. Social Inclusion

Jetway considers harmonious labor-Management relations a cornerstone of company development and strives to create a happy and supportive corporate environment. Employees' labor rights are valued, with effective labor-Management communication channels in place for employees to freely express their opinions. The Company actively enhances employee benefits, offers competitive salaries, conducts regular salary adjustments and performance evaluations, and organizes diverse training programs to improve employee competencies. Additionally, Jetway actively engages in public welfare activities, cares for and supports vulnerable groups, and fulfills its corporate social responsibility commitments.

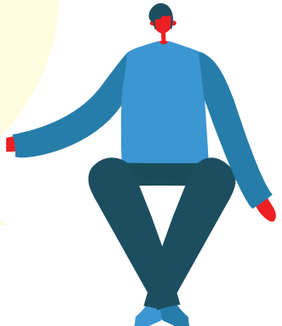
5.1 Benefit Guarantee

5.1.1 Human Rights Protection

Jetway adheres to the fundamental principles of international human rights conventions, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. All employees are treated fairly, ensuring equal treatment in recruitment, compensation and benefits, education and training, and promotion. No human rights complaints were reported in 2024.

Complaint Channel: HR@jetway.com.tw

Human Rights Policies



Jetway's Human Rights Policies	
Ensuring and Implementing Workplace Equality	discrimination in matters of recruitment, compensation, promotion, training, performance evaluation, retirement, or termination on the basis of gender (including sexual orientation), race, class, age, marital status, language, ideology, religion, political affiliation, place of origin, birthplace, appearance, facial features, or physical/mental disabilities. Jetway fosters a diverse, equitable, and inclusive corporate culture, promotes the employment of diverse talent, and supports inclusive talent development. The Company commits to ensuring a workplace free of all forms of harassment or bullying, including sexual harassment, physical harassment, verbal harassment, psychological harassment, verbal abuse, mental oppression, physical assault, abuse, or intimidation, aiming to create a dignified and equitable work environment. Freedom of association is respected, and employees are encouraged to participate in social and diverse organizational activities.
Establishing a Safe and Healthy Work Environment	Jetway prioritizes employees' physical and mental health by providing health checkups, medical services, and psychological counseling. A safe and hygienic work environment is maintained by eliminating hazards that may impact employee health and safety, implementing necessary emergency measures, and ensuring overall employee well-being.
Respecting Freedom of Expression and Providing Complaint Mechanisms	Effective and appropriate complaint mechanisms are provided alongside diversified communication channels and platforms. Jetway is committed to protecting the safety of complainants and actively addressing and resolving human rights violations.
Protecting Privacy and Information Security	Jetway complies with regulations to safeguard the personal data and privacy of all business stakeholders, including suppliers, customers, and employees. Personal data is properly managed during collection, storage, processing, transmission, and sharing, in accordance with privacy laws. A comprehensive information security management system is in place, following strict control and protective measures.
Focusing on Human Rights and Promoting Social Welfare	In addition to actively implementing corporate social responsibility and human rights protection policies internally, Jetway expects the same standards from business partners, enhancing awareness and protection of human rights issues and contributing to social welfare.
Commitment to a Fair and Harmonious Workplace	Jetway provides reasonable compensation and working conditions, including structured salary and benefits, training, performance evaluation, and promotion opportunities. Forced labor is prohibited, child labor is forbidden, and local regulations are strictly followed. Gender-friendly work systems and environments are established, including compliance with legal requirements for pregnant employees, support for work-life balance, and assistance with childcare and family care needs.

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5.1.2 Remuneration and Benefits

Material Topic: Remuneration and Benefits	
Significance to the Company	A fair remuneration and benefits system, competitive salaries, and employee benefits help attract top talent, improve employee satisfaction and productivity, enhance competitiveness, and support the Company's long-term development.
Policies or Commitments	Jetway establishes a fair and competitive remuneration and benefits system to ensure employees receive appropriate work-related rewards and incentives. Remuneration is adjusted annually based on operational goals and profitability, and the Company provides benefits exceeding local legal requirements to maintain market competitiveness and accurately reflect employee performance.
Short-Term Targets	1. Adjust salaries annually based on profitability and individual employee performance to ensure fairness and incentive effectiveness. 2. Establish an incentive bonus system by 2025.
Medium to Long-Term Targets	Based on market trends and corporate development, the Company will adjust salary levels to ensure employees' economic well-being, enabling them to dedicate themselves to their work and expertise, thereby improving retention rates. This approach supports the achievement of corporate objectives and the realization of sustainable development.

Material Topic: Remuneration and Benefits	
Resources and Specific Actions	1. Compensation Policy: Monthly salary, employee bonuses, performance bonuses, and year-end performance bonuses. 2. Leave Policy: In addition to statutory leave, employees are entitled to birthday leave, typhoon leave, weekends off, annual leave, paternity leave, family care leave, and parental leave. 3. Insurance Policy: Monthly contributions to the new/old pension system and labor insurance; free group insurance for employees covering life, cancer, medical, and accident insurance; health insurance; and free annual health checkups. 4. Employee Welfare Committee: Provides holiday bonuses (Dragon Boat Festival, Mid-Autumn Festival, Labor Day), domestic and overseas travel subsidies, birthday gifts, subsidies for marriage, bereavement, childbirth, department gatherings, quarterly Happy Hour tea breaks, and free coffee for employees. 5. Company Events: Annual year-end banquet and family day activities.
2024 Performance Results	In 2024, based on annual operational goals and profitability, employee compensation was adjusted upward by an average of 3.61%. This safeguarded employees' economic interests, motivated shared growth, and further strengthened employee loyalty and sense of belonging to the Company.
Responsible Departments	Human Resources Section

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The Company adjusts salaries in line with market and economic conditions to safeguard employees' economic interests and to strengthen their loyalty and sense of belonging. In terms of employee benefits, the Company provides a variety of incentive policies and welfare measures, while creating a comfortable working environment to improve employee efficiency and satisfaction. Welfare activities are held periodically to promote positive interaction among colleagues, provide appropriate stress relief, and enhance team cohesion.

Basic Salary and Remuneration Ratio by Gender

Basic Salary and Remuneration Ratio			2022		2023		2024	
Major Operational Sites	Employee Category	Item	M	F	M	F	M	F
Taiwan	Supervisors	Basic Salary	1.51	1	1.21	1	1.30	1
		Remuneration	1.53	1	1.47	1	1.75	1
	Non-Supervisors	Basic Salary	1.25	1	1.22	1	1.21	1
		Remuneration	1.31	1	1.30	1	1.20	1

Note: Due to the nature of Jetway's industry, most supervisors in the R&D and design departments are male. As a result, the salary ratio for male supervisors is higher.

Major Operational Sites	Employee Category	Ratio of Standard Salaries Compared to Local Minimum Wage
Taiwan	M	1.61
	F	1.52

Note 1: Entry-level employees are defined as non-managerial personnel whose salary levels fall below a designated amount. The designated amount shall not be lower than the baseline salary level for entry-level employees announced by the central competent authority.

Note 2: Standard salary is defined as the monthly recurring salary paid.

Salary information for all full-time employees who are not in managerial positions has been disclosed on the Market Observation Post System (MOPS). Please refer to the following link and enter "TPEx Listed, desired year, computer and peripheral equipment industry", then search using stock code 6161.

https://mops.twse.com.tw/mops/#/web/t100sb15



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Employee Remuneration and Benefits Policy

Employee Bonuses	In accordance with Article 20 of the Company's Articles of Incorporation, 2% to 15% of annual profit is allocated as employee compensation. Year-end bonuses are distributed based on the Company's annual operating performance, financial condition, and individual employee performance.
Labor Pension	Contributions are made in compliance with labor pension regulations.
Employee Welfare Fund	The Company has established an "Employee Welfare Committee" in accordance with the law, with regular allocations to the employee welfare fund. The Committee holds regular meetings to ensure smooth labor-management communication channels.
Attendance and Leave	A flexible working hours policy is implemented, allowing a daily flexibility of 45 minutes. Employees may adjust their arrival time based on work needs or personal circumstances. Statutory leave and special leave are provided in accordance with the law. Additional paid leave includes birthday leave and natural disaster leave. In cases of parental leave, serious illness or injury, or major family emergencies requiring extended leave, employees may apply for unpaid leave to balance work and family needs.
Insurance and Welfare	From the first day of employment, employees are covered by labor insurance and health insurance as required by law. In addition, the Company provides free group insurance, including life, accident, cancer, and medical coverage, ensuring comprehensive protection against unexpected events.
Employee Trip	Subsidies for domestic and overseas travel are provided.
Happy Hour	A quarterly Happy Hour afternoon tea event is held to enhance fellowship among colleagues.
Year-End Party	An annual year-end party is organized, featuring raffles and games. The event is filled with fun and offers fine cuisine, aiming to foster teamwork and strengthen cohesion among employees.
Family Day	An annual Family Day is held to allow employees and their families to enjoy quality time together.
Happy Family Month	Every November is designated as "Happy Family Month" across the Group. Jetway, together with the Group, jointly organizes Family Day, family well-being seminars, and weekend parent-child programs to help employees maintain strong family relationships alongside their work.
Employee Lounge	The Company has established a welcoming employee lounge. The comfortable environment allows employees to relax and socialize, with complimentary brewed coffee, assorted snacks, and audio-visual equipment provided to enhance employee satisfaction and strengthen cohesion.
Department Gatherings	Quarterly gatherings are organized by each department's welfare committee to promote interaction and teamwork among colleagues and to reinforce employee cohesion.
Service Awards	To recognize long-serving employees, commemorative gold coins and trophies are presented to those with 10, 20, and 30 years of service in appreciation of their contributions.
Holiday Gift Vouchers	Holiday gift vouchers are distributed on Labor Day, the Dragon Boat Festival, the Mid-Autumn Festival, and on employees' birthdays to convey the Company's care and best wishes.
Leisure and Recreation Benefits	To acknowledge employees' hard work, various leisure and recreation benefits are provided, including accommodation vouchers, shopping vouchers, movie tickets, restaurant vouchers for well-known dining establishments, and amusement park tickets.
Marriage/Childbirth/Funeral Assistance	The Company provides wedding cash gifts, childbirth subsidies, and condolence allowances for family bereavement.



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2024 Employee Activities and Welfare Expenditures

Insurance and Welfare

In 2024, the Company paid approximately NT$339,000 for free groupinsurance.

Employee Trip

Employee Trip:A total of NT$464,000 in travel subsidies was provided, with 70 participants (employees and family members). The program served as a means to relieve work stress while promoting positive interaction between colleagues and their families.





Happy Hour

A quarterly Happy Hour afternoon tea event was held to enhance fellowship among colleagues. In 2024, four sessions were organized, with total expenses of approximately NT$60,000.





Year-End Party

An annual year-end party is organized, featuring raffles and games. The event is filled with fun and offers fine cuisine, aiming to foster teamwork and strengthen cohesion among employees.









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Family Day

In 2024, Family Day was enthusiastically held at Banqiao Transmission Office, with more than 600 employees and family members from the Group participating. The event featured a special cultural performance by Contemporary Legend Theatre, as well as thoughtfully planned family-friendly games and a variety of food trucks, allowing employees and their families to share enjoyable moments together.











Happy Family Month

Every November is designated as "Happy Family Month" across the Group. Jetway, together with the Group, jointly organizes Family Day, family well-being seminars, and weekend parent-child programs to help employees maintain strong family relationships alongside their work.





Employee Lounge

The Company has established a welcoming employee lounge. The comfortable environment allows employees to relax and socialize, with complimentary brewed coffee, assorted snacks, and audiovisual equipment provided to enhance employee satisfaction and strengthen cohesion.





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Department Gatherings

Quarterly gatherings are organized by each department's welfare committee to promote interaction and teamwork among colleagues and to reinforce employee cohesion. In 2024, expenses for department gatherings amounted to approximately NT$257,000.





Service Awards

At the 2024 Year-End Party, commemorative 999 pure gold coins and service award trophies were presented to long-serving employees.





Holiday Gift Vouchers

Gift vouchers were distributed for the Dragon Boat Festival, Mid-Autumn Festival, Labor Day, and employees' birthdays in 2024, totaling approximately NT$300,000.

Leisure and Recreation Benefits

In 2024, each employee was issued two movie tickets per quarter, totaling approximately NT$200,000.

Marriage/ Childbirth/ Funeral Assistance

In 2024, the Company provided wedding cash gifts, childbirth subsidies, and condolence allowances for family bereavement, totaling approximately NT$20,000.

Employee Retirement Benefits

To safeguard employees' long-term career development, Jetway's pension system currently follows the contribution scheme under the Labor Pension Act (new pension system). The Company contributes 6% of employees' monthly wages, and employees may also make voluntary contributions to their individual pension accounts. This pension plan provides effective protection for employees' retirement and ensures stable financial support.





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5.1.3 Labor-Management Communication

Although the Company has not yet established a labor union or signed a collective agreement, it strictly complies with the labor laws of all operating locations and holds labor-management meetings at least once every three months as required by law. These meetings are attended by representatives of both labor and management to coordinate labor relations, promote regular communication and dialogue, ensure smooth exchange of opinions, strengthen cooperation, and foster a stable and friendly workplace environment. In recent years, Jetway has maintained stable and harmonious labor relations. As of the end of 2024, no employee complaints related to human rights or labor law violations had been received, no labor disputes had occurred, no losses had been incurred due to labor disputes, and no mass layoffs had taken place (if such circumstances were to arise, the Company would provide at least 60 days' advance notice in accordance with the Mass Redundancy Protection Act).

To promote positive labor-management interaction, Jetway has made active efforts in the following areas:

- Signing employment contracts with employees to safeguard their rights and interests. Regular labor-management meetings are held quarterly, with four meetings conducted in 2024. In the event of significant changes, advance notice is provided and meetings are convened for discussion.
- Complying with legal requirements to protect employees' human rights and privacy, and ensuring non-discrimination in recruitment, appointment, compensation, and performance evaluation. We consistently uphold the principles of fairness, impartiality, and integrity.
- Respecting different genders and cultures while providing equal treatment.

5.2 Employee Structure

According to Jetway's internal statistics as of the end of 2024, the total number of employees was 84, with full-time employees accounting for 98.80%. Employee gender distribution consisted of 48 male employees (57.14%) and 36 female employees (42.86%). In terms of position distribution, there were 19 supervisory personnel and 65 non-supervisory personnel, including 7 female supervisors (36.84%). Regarding the age structure, employees aged 35 to 50 represented the largest proportion, accounting for approximately 58% of the total workforce. In terms of educational background, 93% of employees were graduates of colleges and universities or graduate schools, indicating the Company's emphasis on professional competence. As for employment type, as of the end of 2024, the Company had only one fixed-term employee, whose position was intended to provide recent university graduates with internship opportunities during the gap period prior to military service. All other employees were permanent full-time employees under indefinite-term contracts.

Employee Statistics

Statistics/Annual		2022		2023		2024	
Total Number of Employees		75		76		84	
Employment Contracts		Permanent employees	Temporary employees or employees without guaranteed working hours	Permanent employees	Temporary employees or employees without guaranteed working hours	Permanent employees	Temporary employees or employees without guaranteed working hours
Gender	M	45	0	44	0	47	1
	F	30	0	32	0	36	0
Region	Taiwan	75	0	76	0	83	1
Employment Types		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	M	45	0	44	0	48	0
	F	30	0	32	0	36	0
Region	Taiwan	75	0	76	0	84	0

Note: The total number of employees is calculated based on the number of employees on duty as of December 31 of the given year.

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Employee Statistics

In 2023–2024, the Company had only one non-employee, a cleaning staff member under a contract for services, who resigned in 2024.

Employee Diversity Statistics

Year			2022		2023		2024	
Total Employees for the Year			75		76		84	
Employee Distribution by Category			Number of Participants	Percentage	Number of Participants	Percentage	Number of Participants	Percentage
Supervisors	Gender	M	14	18.67%	10	13.16%	12	14.29%
		F	6	8.00%	6	7.89%	7	8.33%
	Age	Under 30 years old	0	0.00%	0	0.00%	0	0.00%
		31-49 years old	7	9.33%	8	10.53%	7	8.33%
		Over 50 years old	13	17.33%	8	10.53%	12	14.29%
	Educational Background	Graduate School	2	2.67%	4	5.26%	6	7.14%
		Colleges and Universities	17	22.67%	11	14.47%	12	14.29%
		Below senior high school	1	1.33%	1	1.32%	1	1.19%
Non-Supervisors	Gender	M	31	41.33%	34	44.74%	36	42.86%
		F	24	32.00%	26	34.21%	29	34.52%
	Age	Under 30 years old	12	16.00%	13	17.11%	15	17.86%
		31-49 years old	34	45.33%	40	52.63%	42	50.00%
		Over 50 years old	9	12.00%	7	9.21%	8	9.52%
	Educational Background	Graduate School	1	1.33%	3	3.95%	7	8.33%
		Colleges and Universities	48	64.00%	51	67.11%	53	63.10%
		Below senior high school	6	8.00%	6	7.89%	5	5.95%

Note 1: (Number of employees in the category for the year ÷ Total number of employees at year-end) × 100%
Note 2: Supervisors refer to "general supervisors", meaning positions with managerial duties (section chief and above, excluding project/technical roles).

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Employee Turnover Statistics

Employee New Hire Rate and Turnover Rate by Category			2022		2023		2024	
			Number of Participants	Percentage	Number of Participants	Percentage	Number of Participants	Percentage
New Employees	Gender	M	10	13.33%	13	17.11%	16	19.05%
		F	7	9.33%	7	9.21%	11	13.10%
	Age	Under 30 years old	8	10.67%	5	6.58%	7	8.33%
		31-49 years old	9	12.00%	11	14.47%	15	17.86%
		Over 50 years old	0	0.00%	4	5.26%	5	5.95%
	Educational Background	Graduate School	0	0.00%	3	3.95%	7	8.33%
		Colleges and Universities	17	22.67%	14	18.42%	20	23.81%
		Below senior high school	0	0.00%	3	3.95%	0	0.00%
Employees Resigned (including Retirements)	Gender	M	7	9.33%	14	18.42%	12	14.29%
		F	6	8.00%	5	6.58%	7	8.33%
	Age	Under 30 years old	6	8.00%	4	5.26%	5	5.95%
		31-49 years old	7	9.33%	4	5.26%	10	11.90%
		Over 50 years old	0	0.00%	11	14.47%	4	4.76%
	Educational Background	Graduate School	1	1.33%	0	0.00%	1	1.19%
		Colleges and Universities	11	14.67%	16	21.05%	17	20.24%
		Below senior high school	1	1.33%	3	3.95%	1	1.19%

Note 1: The data in the table above represents the total from December 1, 2024 to December 31, 2024.
Note 2: New Hire Rate = (Number of new employees in a given category during the year ÷ Total number of employees at year-end) × 100%
Example: Female New Hire Rate = (Number of female new employees during the year ÷ Total number of employees at year-end) × 100%
Note 3: Turnover Rate = (Number of employees resigned in a given category during the year ÷ Total number of employees at year-end) × 100%
Example: Turnover Rate of Employees under 30 = (Number of employees under 30 who resigned during the year ÷ Total number of employees at year-end) × 100%

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Employee Parental Leave Statistics

Item	Gender	2022	2023	2024
Number of Employees Eligible for Parental Leave	M	1	2	1
	F	0	0	0
Number of Employees Applying for Parental Leave	M	0	0	0
	F	0	0	0
Number of Employees Scheduled to Return to Work After the End of Parental Leave (A)	M	0	0	0
	F	0	0	0
Actual Number of Employees Who Returned to Work After the End of Parental Leave (B)	M	0	0	0
	F	0	0	0
Number of Employees (C) Who Were Still Employed Twelve Months After Returning From Parental Leave	M	0	0	0
	F	0	0	0
Reinstatement Ratio (B/A)	M	0	0	0
	F	0	0	0
Retention Rate (C in the current year ÷ B in the previous year)	M	0	0	0
	F	0	0	0

Note:Return-to-Work Rate: (Actual number of returning employees ÷ Expected number of returning employees) * 100%
Retention Rate = (Total Number of Employees Remaining Employed 12 Months After Returning ÷ Total Number of Employees Actually Returning in the Previous Year) × 100%
Total Number of Employees Scheduled to Return = Total Number of Employees on Parental Leave Expected to Return During the Year
Definition of Eligibility for Parental Leave: Based on employee applications for maternity leave, paternity leave, or paternity check leave. In accordance with the Labor Standards Act, employees are entitled to parental leave until their child reaches the age of three.

Proportion of Senior Management Hired from the Local Community

Main Operating Sites – Compensation and Employment of Local Residents in Senior Management Positions:

Employment Status	Number / Percentage
Local Senior Management	10
Percentage of Local Residents Employed as Senior Management (%)	100%

Note: Senior management is defined as assistant manager level and above.

Employee Ethnicity Indicators

Type	Number of Participants	Percentage
Percentage of Employees Holding Republic of China Nationality (%)	84	100%

Female Diversity Indicators

Category	Percentage
Percentage of Female Employees in Total Workforce (%)	42.86%
Percentage of Female Supervisors in Total Supervisors (%)	36.84%

Other Diversity Indicators

Type	Percentage
Percentage of Employees with Disabilities	2%

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5.3 Talent Sustainability

Talent Development

Jetway adheres to the Group's core business philosophy of "People-Oriented, Integrity and Reliability, Excellence and Innovation, and Learning from Customers". The Company believes that the effective utilization and development of human resources are key to corporate growth. Its management policy aims to establish a high-quality work environment that embodies "Technology, Art, and a Beautiful Life", not only attracting outstanding talent but also retaining them effectively to ensure sustainable talent development.

Material Topic: Talent Development	
Significance and Impact on the Company	Jetway firmly believes that human capital is essential to sustainable operations and growth. To this end, Jetway provides diverse learning opportunities and implements training programs at different levels to help employees enhance their professional skills and knowledge, foster personal career development, and achieve the goal of mutual growth for both employees and the Company.
Policies or Commitments	Jetway has designed a diverse range of training programs tailored to employees and managers in different roles, aiming to enhance professional skills, support competency and career development, and ultimately achieve mutual growth for both individuals and the Company.
Short-Term Targets	1. Effectively plan personnel training to enhance the professional competence of employees and improve work efficiency. 2. Strengthen managerial functions to help supervisors meet future challenges and grow together with the Company. 3. Each department arranges annual training programs based on job requirements. 4. Achieve a 100% training completion rate for new employees.
Medium to Long-Term Targets	To address environmental changes and organizational development needs, Jetway is committed to training employees to develop innovative thinking and problem-solving skills, enabling them to respond flexibly to rapidly changing market environments and provide ongoing support for the Company's future growth.

Material Topic: Talent Development	
Medium to Long-Term Targets	1. Conduct a variety of internal training courses. 2. Maintain an average of over 4 training hours per employee annually. 3. Achieve a certificate acquisition rate of over 80% for external training programs with certification each year.
Resources and Specific Actions	1. Internal Training Courses: Develop training programs tailored to different job functions, such as professional skills, leadership development, and innovation. 2. Comprehensive Growth Seminars: Offer diverse seminars covering family care, mental health, interpersonal relationships, and parent-child learning to help employees maintain good working conditions and improve learning and work efficiency. 3. Employee Benefits: Provide comprehensive benefits, including group insurance, leave policies, employee trips, and cultural activities, to create a workplace with greater happiness and belonging, thereby motivating employees to learn and grow.
Performance Results for the Year	1. In 2024, the total employee training hours (internal and external) reached 305 hours, a 4.24-fold increase compared with 2023. 2. In 2024, a total of 7 internal training sessions were conducted, with 114 participants and a cumulative 157.5 training hours. 3. In 2024, the external training certificate acquisition rate reached 100%.
Responsible Departments	Human Resources Section

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Competency Development Training

We plan employee training by integrating new employee orientation, professional training, and managerial training to support career planning and promote company development.

In addition to basic competency training, we emphasize internal knowledge transfer to help employees identify learning directions. New employees are provided with training on company regulations and administrative management, and departments arrange professional training as required. Training programs include both internal and external training. Employees participating in external training are required to submit learning reports to ensure knowledge application. Internally, a variety of courses are offered, such as leadership, innovation, and ESG-friendly workplace practices. Through these training programs, Jetway not only enhances employees' professional capabilities but also provides growth opportunities, promoting the joint development of the Company and its employees.

Average Annual Training Hours per Employee

Year	2022	2023	2024
Total Number of Employees in the Year	75	76	84
Total Training Hours for the Year	53	72	305
Average Annual Training Hours per Employee (hours/person)	0.71	0.95	3.63
Average Annual Training Hours for Male Employees (hours/person)	0.97	1.13	4.75
Average Annual Training Hours for Female Employees (hours/person)	0.53	0.82	2.79
Average Annual Training Hours for Supervisors (hours/person)	1.80	2.25	11.55
Average Annual Training Hours for Non-Supervisors (hours/person)	0.31	0.60	1.32

Note:The average annual training hours per employee = (total training hours of all employees in the year ÷ total number of employees at year-end).
The average annual training hours for each employee category = (total training hours of employees in that category in the year ÷ total number of employees in that category at year-end).

Performance Evaluation

The Company conducts performance evaluations every six months, incorporating work achievements into promotion and development considerations. Employees with professional expertise can advance as specialists in their fields, while those with managerial potential are given opportunities for promotion, thereby expanding their career development paths.

2024 Performance Evaluation Statistics

Type	Actual Number of Employees Evaluated	Number of Employees Required to Be Evaluated by Category	Evaluation Rate
Male	47	47	100.00%
Female	36	36	100.00%
Supervisors	19	19	100.00%
Non-Supervisors	64	64	100.00%

Note 1:Supervisors refer to "general supervisors", meaning positions with managerial duties (section chief and above, excluding project/technical roles).
Note 2:Temporary employees are not included in performance evaluations.

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5.4 Occupational Safety and Health

Occupational Safety and Health is a fundamental cornerstone for sustainable business development. Jetway is committed to establishing and maintaining a safe working environment and preventing potential risks. Although the Taiwan headquarters has not yet implemented the ISO 45001 Occupational Health and Safety Management System, it strictly complies with the Occupational Safety and Health Act and related regulations to ensure the safety and health of employees. In addition to participating in occupational safety and health training and drills organized by the Commercial Office Management Center, the Company regularly inspects and maintains safety equipment and conducts employee health check-ups. Jetway will continue to strengthen the occupational safety and health management system to ensure the safety of every employee, enabling them to realize their potential in a worry-free environment and creating a solid foundation for the joint growth of the Company and its employees.

5.4.1 Worker Participation, Consultation, and Communication

Jetway is currently a low-risk industry, and the number of employees has not reached the regulatory threshold for establishing an Occupational Safety and Health Committee. Occupational safety and health-related matters are currently communicated through labor-management meetings to ensure that employees' awareness and responses to workplace safety continuously improve in line with evolving challenges. The labor-management meeting consists of two representatives from both management and labor, serving a four-year term. Management representatives are appointed by the General Manager, while labor representatives are elected by all employees. Meetings are held quarterly, and agenda items are approved through voting by the four representatives.

Jetway actively participates in various safety seminars and drills organized regularly by the Commercial Office Management Center, enhancing the dissemination of safety knowledge to employees. To ensure a safe working environment, relevant personnel conduct regular inspections. Any identified safety risks are promptly reported to the unit supervisor. Employees may also submit safety or health suggestions to the Human Resources department. The Company continuously monitors factors that may affect employee health and safety and regularly evaluates and improves all occupational safety and health measures. Jetway consistently upholds its responsibility for employee health and safety, striving to provide a safer and more comfortable work environment.

5.4.2 Hazard Identification, Risk Assessment, and Acciden Investigation

As an office-based company, potential hazards during routine operations include slips, cuts, and burns, which are low in both severity and probability. To reduce risks, the Company conducts periodic inspections and improvements of the workplace environment. In 2025, hazard identification and risk assessment will be carried out for both routine and non-routine operations, and corresponding mitigation measures will be proposed. If an occupational safety and health incident occurs, the Company will immediately report it to higher management. If necessary, emergency contact numbers will be dialed, the cause of the incident will be investigated, corrective measures will be implemented, and follow-up will be conducted. When contractors operate on-site, a designated escort will accompany them to ensure operational safety and quality and will inform them of Jetway's emergency evacuation routes.

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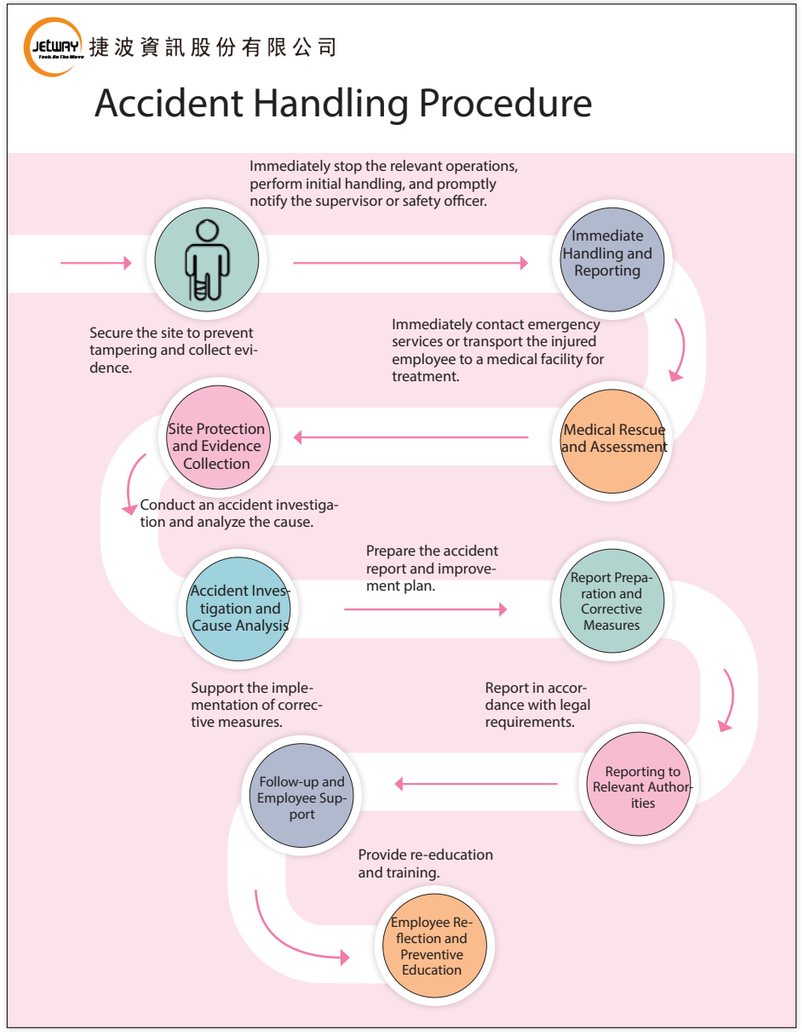
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5.4.3 Occupational Safety and Health Training

To ensure employee safety and health at work, Jetway actively participates in fire safety lectures and dynamic joint fire evacuation drills organized by the Commercial Office Management Center. Through these activities, employees gain a thorough understanding of basic fire prevention knowledge, practice evacuation procedures, enhance emergency response capabilities, and strengthen their ability to handle unexpected incidents.



Jetway actively promotes occupational safety and health training. In 2024, a total of 14 participants attended the Health Promotion Series and Fire Safety Lectures, with a combined total training duration of 14 hours. These trainings not only enhanced employees' awareness of workplace safety but also familiarized them with various safety operating procedures, enabling them to effectively address potential risks and hazards in their daily work. Through these professional safety trainings, we ensure that employees can work in a safer and healthier environment.

Course	Course Hours	People	Total Training Hours
Health Promotion Series	1	11	11
Fire Safety Lectures	1	3	3
Total Training	2	14	14

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5.4.4 Health Checkups and Health Promotion

Health Examinations

The Company exceeds regulatory requirements by arranging free annual occupational health checkups for employees to monitor their health status. In 2024, we commissioned Far Eastern Memorial Hospital to conduct on-site health examinations for employees, with a total of 71 employees participating in occupational health checkups. Following the examinations, no employees were found to have missed the legally required checkup frequency, and no cases of occupational disease or suspected occupational disease were identified.









Health Examinations

The Company exceeds regulatory requirements by arranging free annual occupational health checkups for employees to monitor their health status. In 2024, we commissioned Far Eastern Memorial Hospital to conduct on-site health examinations for employees, with a total of 71 employees participating in occupational health checkups. Following the examinations, no employees were found to have missed the legally required checkup frequency, and no cases of occupational disease or suspected occupational disease were identified.









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5.4.5 Occupational Incident Statistics and Analysis

Based on the statistics and analysis of employee occupational injuries and occupational diseases from 2022 to 2024, no employees experienced any fatalities or recordable occupational injury cases during this period, successfully achieving the goal of zero occupational incidents.

Statistics Year		2022	2023	2024
Total Work Hours		144,312	142,009	153,302
Fatal Accidents due to Occupational Injuries	Number of Participants	0	0	0
	Rate	0	0	0
Severe Occupational Injuries	Number of Participants	0	0	0
	Rate	0	0	0
Recordable Occupational Injuries	Number of Participants	0	0	0
	Rate	0	0	0
Work-Related Ill Health	Number of Participants	0	0	0
	Rate	0	0	0
Recordable Work-Related Ill Health	Number of Participants	0	0	0
	Rate	0	0	0

Note 1: The rate is calculated per 200,000 work hours.
Note 2: Severe Occupational Injuries: Injuries resulting in death or preventing the worker from recovering to their pre-injury health condition within six months. However, statistical data shall exclude fatalities.
Note 3: Recordable Occupational Injuries or Occupational Diseases: Occupational injuries or diseases resulting from any of the following circumstances: death, absence from work, restricted work or job transfer, medical treatment beyond first aid, loss of consciousness, or significant injury or illness diagnosed by a physician or other licensed healthcare professional (even if it does not result in death, absence from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness). Statistical data shall include fatalities. It should be specified whether minor injuries (workplace injuries resolved by first aid) are excluded or included.
Note 4: Occupational injury statistics do not include traffic accidents.

5.5 Social Participation

Jetway places great importance on community development and actively participates in various public welfare activities. In addition to the annual beach cleanup events, which focus on collecting plastic and other waste to protect the environment and care for the planet, the Company actively fulfills its corporate social responsibility. We collaborate with relevant organizations to ensure that resources effectively reach those in need, while continuously striving to promote social progress and well-being.

Highlights of Social Participation Activities

Environmental Protection

Plastic and Waste Collection Enterprises Joint Beach Cleanup Activities

On June 29, 2024, the Company, in collaboration with the group, organized a "Plastic Waste Pickup and Beach Cleanup Activity". The event had 171 participants, including employees and their families. They gathered at Datianliao Beach and collected a total of 210.4 kg of marine waste, contributing to the protection of marine ecology.









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Care and Support for Vulnerable Groups

1919 Walk of Love – Emergency Relief Program for Families in Crisis

The Chairperson took the lead by participating in the Chinese Christian Relief Association's "2024 Bike Around Taiwan for Love – 1919 Love Walk" charity event for the third time. The 15-day cycling tour around Taiwan, held in the cold year-end from December 21, 2024, to January 4, 2025, was dedicated to the "Emergency Relief Program for Families in Crisis". Employees were encouraged to join in charitable initiatives.











Sponsorship of Arts and Cultural Activities

Group Cultural and Educational Foundation Long-term Support for Arts and Cultural Organizations

The Group has long sponsored arts and cultural organizations, providing complimentary tickets for employees to attend such events and encouraging them to participate.

Concert by Taiwan Connection (TC Chamber Ensemble) "Reignite Greatness"



"Goddess: Eternal Light" and "Caesar the Great" Musical Productions by Contemporary Legend Theatre







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Appendix 2 SASB Sustainability Accounting Standards

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Appendix 1 GRI Index

Declaration of Use	Jetway Information Co., Ltd. has prepared this report in reference to the GRI Standards, covering the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	The Company operates in the computer and peripheral equipment industry and currently has no applicable GRI industry-specific standards.
Note	Items marked with * are considered material topics.

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	2-10	Nomination and Selection of the Highest Governance Body	3.1 Governance Practices	25	
	2-11	Chair of the Highest Governance Body	3.1 Governance Practices	25	
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	3.1 Governance Practices 3.2 Risk Management	25 36	
	2-13	Delegation of Responsibility for Managing Impacts	3.1 Governance Practices 3.2 Risk Management	25 36	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	1.1 Sustainable Development Strategy	06	
	2-15	Conflicts of Interest	3.1 Governance Practices	25	
	2-16	Communication of Critical Concerns	3.1 Governance Practices	25	
	2-17	Collective Knowledge of the Highest Governance Body	3.1 Governance Practices	25	
	2-18	Evaluation of the Performance of the Highest Governance Body	3.1 Governance Practices	25	
	2-19	Remuneration Policies	3.1 Governance Practices	25	
	2-20	Process to Determine Remuneration	3.1 Governance Practices	25	

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Governance	2-21	Annual Total Compensation Ratio	--	--	Confidentiality Restrictions Classified company information
Strategy, Policies and Practices	2-22	Statement on Sustainable Development Strategy	Message from the Chairperson	01	
	2-23	Policy Commitments	1.1 Sustainable Development Strategy	06	
	2-24	Embedding Policy Commitments	1.1 Sustainable Development Strategy	06	
	2-25	Processes to Remediate Negative Impacts	3.1 Governance Practices 3.2 Risk Management	25 36	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	3.1 Governance Practices	25	
	2-27	Regulatory Compliance	3.4 Regulatory Compliance	43	
	2-28	Membership Associations	2.3 Corporate Glory and Engagement of External Organizations	22	
Stakeholder Engagement	2-29	Approach to Stakeholder Engagement	1.3 Stakeholders' Communication Channels and Topics of Concern	09	
	2-30	Collective Bargaining Agreements	5.1.3 Labor-Management Communication	73	Not applicable: The Company has not yet signed any collective agreements.
GRI 3: Material Topics 2021					
*Material Topics	3-1	Process to Determine Material Topics	1.4 Material Topics Identification	12	
	3-2	List of Material Topics	1.4 Material Topics Identification	12	
*Operating Performance					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed	3.5 Operating Performance	45	
	201-2	Financial Implications and Other Risks Due to Climate Change	3.3 Climate-Related Financial Disclosure	40	
	201-3	Definition of benefit plan obligations and other retirement plans	5.1.5 Retirement Security	80	
	201-4	Financial subsidies from the government	3.5 Operating Performance	45	
GRI 207: Tax 2019	207-1	Tax Policy	3.5 Operating Performance	45	
	207-2	Tax Governance, Control, and Risk Management	3.5 Operating Performance	45	
	207-3	Stakeholder engagement and management on tax-related topics	3.5 Operating Performance	45	
	207-4	Country-by-Country Reporting	3.5 Operating Performance	45	
*Information security and confidential data protection					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 418: Customer Privacy 2016	418-1	Verified Complaints of Customer Privacy Infringement or Data Loss	3.4 Regulatory Compliance 3.8 Customer Service	43 56	

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*Customer Service					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 416: Customer Health and Safety 2016	416-1	Assess the Impact of Product or Service Categories on Health And Safety	3.6 Products and Services	48	
	416-2	Incidents of Non-Compliance with Regulations Concerning the Health and Safety of Products and Services	3.4 Regulatory Compliance 3.6 Products and Services 3.8 Customer Service	43 48 56	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for Product and Service Information and Labeling	3.6 Products and Services	48	
	417-2	Incidents of non-compliance with information and labeling regulations for products and services.	3.4 Regulatory Compliance 3.6 Products and Services 3.8 Customer Service	43 48 56	
	417-3	Incidents with Non-Compliance Concerning Marketing Communications	3.4 Regulatory Compliance 3.6 Products and Services 3.8 Customer Service	43 48 56	
*GHG management					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.1 GHG Management	62	
	305-2	Energy Indirect (Scope 2) GHG Emissions	4.1 GHG Management	62	
	305-3	Other Indirect (Scope 3) GHG Emissions	4.1 GHG Management	62	
	305-4	GHG Emission Intensity	4.1 GHG Management	62	
	305-5	Reduction of GHG Emissions	4.1 GHG Management	62	
	305-6	Emissions of ozone-depleting substances (ODS)	4.1 GHG Management	62	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	4.1 GHG Management	62	
*Sustainable Supply Chain					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 204: Procurement Practices 2016	204-1	Proportion of Spending on Local Suppliers	3.9 Sustainable Supply Chain	58	
GRI 308: Supplier Environmental Assessment 2016	308-1	New Suppliers that were Screened Using Environmental Criteria	3.9 Sustainable Supply Chain	58	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.9 Sustainable Supply Chain	58	
GRI 414: Supplier Social Assessment 2016	414-1	Social standards are applied when new suppliers are selected	3.9 Sustainable Supply Chain	58	
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	3.9 Sustainable Supply Chain	58	

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*Remuneration and Benefits					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 401: Employment 2016	401-1	New Employees and Employee Turnover	5.2 Employee Statistics	80	
	401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	5.1 Benefit Guarantee	73	
	401-3	Parental Leave	5.1 Benefit Guarantee	73	
GRI 402: Labor-Management Communication 2016	402-1	Minimum Notice Periods Regarding Operational Changes	5.1.3 Labor-Management Communication	80	
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary plus remuneration of women to men	5.1 Benefit Guarantee	73	
—	As required by the competent authority	Salary information for full-time employees not holding managerial positions	5.1.2 Remuneration and Benefits	74	
*Talent Development					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.4 Material Topics Identification	12	
GRI 404: Training and Education 2016	404-1	Average Hours of Training per Year per Employee	5.3 Talent Sustainability	80	
	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	5.3 Talent Sustainability	80	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	5.3 Talent Sustainability	80	
Economic Dimension (Voluntary Disclosure)					
Market Presence					
GRI 202: Market Presence 2016	202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	5.1 Benefit Guarantee	73	
	202-2	Proportion of Senior Management Hired from the Local Community	5.2 Employee Structure	80	
Social Participation					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure Investments and Services Supported	5.5 Social Participation	89	
Anti-Corruption					
GRI 205: Anti-Corruption 2016	205-1	Operations Assessed for Risks Related to Corruption	3.4 Regulatory Compliance	43	
	205-2	Communication and Training on Anti-Corruption Policies and Procedures	3.4 Regulatory Compliance	43	
	205-3	Confirmed Incidents of Corruption and Action Taken	3.4 Regulatory Compliance	43	

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Anti-competitive Behavior					
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions involving anti-competitive behavior, anti-trust, and monopoly practices	3.4 Regulatory Compliance	43	
Environmental Aspect (Voluntary Disclosure)					
Raw Material Management					
GRI 301: Materials 2016	301-1	Materials Used by Weight or Volume	4.4 Raw Material Management	70	
Energy Management					
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	4.2 Energy Management	66	
	302-2	Energy Consumption Outside of the Organization	4.2 Energy Management	66	
	302-3	Energy Intensity	4.2 Energy Management	66	
	302-4	Reduction of Energy Consumption	4.2 Energy Management	66	
	302-5	Reductions in Energy Requirements of Products and Services	3.6 Products and Services	48	
Water Stewardship					
GRI 303: Water and Effluents 2018 Management Policy	303-1	Interactions with Water as a Shared Resource	4.3 Water Stewardship	68	
	303-2	Management of Water Discharge-Related Impacts	4.3 Water Stewardship	68	
	303-3	Water Withdrawal	4.3 Water Stewardship	68	
	303-4	Water Discharge	4.3 Water Stewardship	68	
	303-5	Water Consumption	4.3 Water Stewardship	68	
Waste Management					
GRI 306: Waste 2020	306-1	Waste generation and significant related impacts	4.5 Waste Management	70	
	306-2	Management of Significant Waste-Related Impacts	4.5 Waste Management	70	
	306-3	Waste Generated	4.5 Waste Management	70	
	306-4	Waste Diverted from Disposal	4.5 Waste Management	70	
	306-5	Waste Directed to Disposal	4.5 Waste Management	70	

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Social aspect (Voluntary Disclosure)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	5.4 Occupational Safety and Health	86	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	5.4 Occupational Safety and Health	86	
	403-3	Occupational Health Service	5.4 Occupational Safety and Health	86	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.4 Occupational Safety and Health	86	
	403-5	Worker Training on Occupational Health and Safety	5.4 Occupational Safety and Health	86	
	403-6	Promotion of Worker Health	5.4 Occupational Safety and Health	86	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	5.4 Occupational Safety and Health	86	
	403-8	Workers Covered by an Occupational Health and Safety Management System	5.4 Occupational Safety and Health	86	
	403-9	Occupational Injuries	5.4 Occupational Safety and Health	86	
	403-10	Work-Related Ill Health	5.4 Occupational Safety and Health	86	
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance and employees	3.1.1 Board of Directors 5.2 Employee Structure	25 80	
Non-Discrimination					
GRI 406: Non-Discrimination 2016	406-1	Incidents of Discrimination and Corrective Actions Taken	5.1 Benefit Guarantee	73	
Freedom of Association and Collective Bargaining					
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	5.1 Benefit Guarantee 3.9 Sustainable Supply Chain	73 58	
Child labor					
GRI 408: Child Labor 2016	408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	5.1 Benefit Guarantee 3.9 Sustainable Supply Chain	73 58	
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	5.1 Benefit Guarantee 3.9 Sustainable Supply Chain	73 58	

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Appendix 2 SASB Sustainability Accounting Standards-Hardware Industry

Disclosure Topic	Metric No.	Disclosure Metric	Nature	Explanation / Chapter of the Report	Remark
Product Safety	TC-HW-230a.1	Description of methods for identifying and addressing product safety risks	Qualitative description	3.2 Risk Management 3.6 Products and Services	
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of employees by gender across: (1) management, (2) non-management, (3) technical staff, (4) other employees (or other diversity categories such as nationality)	Quantified	5.2 Employee Structure	
Product Life-cycle	TC-HW-410a.1	Percentage of product revenue from products containing substances subject to declaration under IEC 62474	Quantified	-	Not applicable, as the Company is not an end-product manufacturer
	TC-HW-410a.2	Percentage of product revenue from EPEAT-registered products or products meeting equivalent criteria	Quantified	-	Not applicable, as the Company is not an end-product manufacturer
	TC-HW-410a.3	Percentage of product revenue from products certified for energy efficiency	Quantified	-	Not applicable, as the Company is not an end-product manufacturer
	TC-HW-410a.4	1. Total weight (tons) of end-of-life products and electronic waste recycled 2. Recycling percentage (%)	Quantified	End-of-life products and electronic waste: 0 t; recycling rate: 0%	
Supply Chain Management	TC-HW-430a.1	Percentage of tier-one supplier facilities audited under the RBA Validated Audit Process (VAP) or equivalent: (a) all facilities (b) high-risk facilities	Quantified	3.9 Sustainable Supply Chain	
	TC-HW-430a.2	1. Non-conformance rate of Tier-1 suppliers audited under RBA VAP or equivalent procedures 2. A) Improvement rates for: (a) major non-conformances, and (b) other non-conformances	Quantified	3.9 Sustainable Supply Chain	
Raw Material Procurement	TC-HW-440a.1	Description of key raw material usage risk management	Qualitative description	3.2 Risk Management 3.9 Sustainable Supply Chain	Based on production volume, track the status of material production, report to the development unit, and proactively change materials or develop new suppliers as needed.

Disclosure Topic	Metric No.	Disclosure Metric	Nature	Report Section Cross-Reference	Remark
Operational Activity Indicators	TC-HW-000.A	Production volume by product type	Qualitative description	Major Products: 2024 Production IPC Products: 230,110 Others: 222,777	
	TC-HW-000.B	Manufacturing facility area (m^2) (area of own factories and outsourced factories)	Quantified	33,777 m^2	
	TC-HW-000.C	Percentage of production from own facilities	Quantified	91.68% of products are manufactured in owned facilities	

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Appendix 3 Comparison of TCFD Disclosure Item

Aspect	TCFD Disclosure Items	Corresponding Section
Governance	Board oversight of climate-related risks and opportunities	3.3 Climate-Related Financial Disclosure
	Role of management in assessing and managing climate-related risks and opportunities	3.3 Climate-Related Financial Disclosure
Strategy	Short-, medium-, and long-term climate-related risks and opportunities identified by the organization	3.3 Climate-Related Financial Disclosure
	Impacts of climate-related risks and opportunities on business, strategy, and financial planning	3.3 Climate-Related Financial Disclosure
	Strategic resilience considering different climate scenarios	3.3 Climate-Related Financial Disclosure
Risk Management	Process for identifying and assessing climate-related risks	3.3 Climate-Related Financial Disclosure
	Process for managing climate-related risks	3.3 Climate-Related Financial Disclosure
	Integration of climate risk identification, assessment, and management into overall risk management	3.3 Climate-Related Financial Disclosure
Metrics and Targets	Metrics used to assess climate-related risks and opportunities in line with the strategy and risk management process	3.3 Climate-Related Financial Disclosure
	Scope 1, Scope 2, and (if applicable) Scope 3 greenhouse gas emissions and related risks	3.3 Climate-Related Financial Disclosure
	Targets used to manage climate-related risks and opportunities and performance against those targets	3.3 Climate-Related Financial Disclosure

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Appendix 4 Sustainability Disclosure Metrics-Computers and Peripheral Equipment Manufacturing

Serial No.	Indicators	Indicators Category	Annual Disclosure	Unit
I	Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy	Quantified	Total Energy Consumption: 7,139.3863 GJ Percentage of Purchased Electricity: 91.6% Renewable Energy Usage: 32.65%	Gigajoules (GJ) Percentage (%)
II	Total water withdrawal and total water consumption	Quantified	Total Water Withdrawal: 8.8737 thousand m^3 Total Water Consumption: 0 m^3 (Industrial PC assembly company, no process water required; all water is for domestic use)	Thousand Cubic Meters (m^3)
III	Weight of hazardous waste generated and percentage recovered	Quantified	Hazardous Industrial Waste Generated: 0.8173 t Recycling Percentage: 0%	Metric Tons (t), Percentage (%)
IV	Describe the type, number and rate of occupational hazards	Quantified	Headquarters office operations; potential occupational hazard: overwork Number of Occupational Accidents: 0 Occupational Accident Rate: 0%	Ratio (%); Quantity
V	Disclosure of product life-cycle management: weight of end-of-life products and e-waste and percentage of recycling	Quantified	End-of-life products and electronic waste: 0 t; recycling rate: 0%	Metric Tons (t), Percentage (%)
VI	Description of risk management related to the use of critical materials	Qualitative description	Refer to Ch. 3.9 Supply Chain Management and 3.2 Risk Management	N/A
VII	Total pecuniary losses arising from legal proceedings relating to the anti-competitive behavior ordinance	Quantified	No legal actions under anti-competitive behaviors; total monetary loss: NT$0	Reporting Currency

Note 1:Include sales of scrap or other recycling treatment; relevant explanations should be provided.

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Appendix 5 Climate-related Information for TPEx Listed Companies

Risks and Opportunities Posed by Climate Change and the Company's Response Measures

<table>
<tr><th>Item</th><th>Company Response</th></tr>
<tr><td>1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.</td><td>• Governance of climate-related risks and opportunities (integrated with annual sustainability issues) is reported to the Board of Directors each year, with implementation effectiveness supervised by the Board.
• The General Manager serves as the Chairperson of the Sustainability Promotion Task Force. Committee members are responsible for implementing risk identification, assessment, and treatment.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).

3. Describe the financial impact of extreme weather events and transformative actions.</td><td>
<table>
<tr><th>Aspect</th><th>Item</th><th>Time</th><th>Significance and Financial Impact to the Company</th></tr>
<tr><td>Transition Risk – Policy and Regulation</td><td>Increase in GHG Emission Pricing</td><td>Long-term</td><td>In response to policies and regulations formulated in response to climate change, companies may face the risk of carbon tax imposition, which could increase operational carbon costs. However, since the Company does not belong to the high carbon emission industry, the financial impact is minimal.</td></tr>
<tr><td>Transition Risk – Technology</td><td>Cost of low-carbon technology transition</td><td>Long-term</td><td>Cost of introducing low-carbon technologies (capital expenditures) and overall cost increases due to the introduction of low-carbon technologies (increase in unit cost)</td></tr>
<tr><td>Opportunities – Products and Services</td><td>Developing to increase the offering of low-carbon products and services.</td><td>Long-term</td><td>The development of low-carbon products and services enhances market competitiveness, attracts environmentally conscious consumers, complies with ESG regulations, reduces carbon tax and penalty risks, optimizes the supply chain and costs, boosts brand image, and creates new revenue streams, enabling the Company to gain a competitive edge in the trend toward sustainable development.</td></tr>
</table>
</td></tr>
<tr><td>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td><td>• The Sustainability Promotion Task Force completed the collection of climate and environmental background data and assessed climate-related risks within the operational scope.
• A list of climate-related risks and opportunities was established, along with an internal operational impact survey questionnaire.
• Based on the survey, the impact severity and potential timeframe of climate-related risks and opportunities were analyzed, and strategic execution targets were set.
• In the future, the Company will report annually to the Board of Directors on ESG risks and the implementation of climate risk response measures.</td></tr>
<tr><td>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used should be described.</td><td>The Company has not yet adopted scenario analysis.</td></tr>
</table>

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<table>
<tr><th>Item</th><th>Company Response</th></tr>
<tr><td>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</td><td>
<table>
<tr><th>Aspect</th><th>Item</th><th>Time</th><th>Management Objectives, Response Measures, and Investment Costs</th></tr>
<tr><td>Transition Risk – Policy and Regulation</td><td>Increase in GHG Emission Pricing</td><td>Long-term</td><td>In 2024, costs for ISO 14064-1 greenhouse gas inventory guidance and verification amounted to approximately NT$204,750. Scope 1 and 2: Collaboration on photovoltaic power generation at factories, establishment, and certification of green factories. Scope 3: Supplier emission reduction requirements, sustainable logistics solutions, product design optimization, and carbon credit acquisition.</td></tr>
<tr><td>Transition Risk – Technology</td><td>Cost of low-carbon technology transition</td><td>Long-term</td><td>R&D: Evaluating suitable low-carbon technologies, transition to alternative raw materials, actively developing environmentally friendly and low-carbon new materials, and expanding their application across product lines.</td></tr>
<tr><td>Opportunities – Products and Services</td><td>Developing to increase the offering of low-carbon products and services.</td><td>Long-term</td><td>1. R&D: Continue promoting technology development for green products to meet customer requirements, lead market demand, expand market share, and increase sales revenue. 2. Business/Marketing: Evaluate standard and customized product development needs based on market demand and formulate corresponding R&D strategies.</td></tr>
</table>
</td></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</td><td>Internal carbon pricing has not yet been implemented.</td></tr>
<tr><td>8. If climate-related targets have been set, the activities covered, the scope of GHG, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</td><td>1. Maintain GHG inventory and assurance in accordance with the GHG Protocol.
2. Keep annual emission intensity at the Taiwan headquarters at around 20 metric tons CO_2e per NT$ million.
3. Require suppliers to establish absolute company-wide GHG reduction targets and submit reports. Suppliers shall identify methods to improve energy efficiency and minimize energy consumption and GHG emissions.
4. Compared to the base year 2021, by 2030 Scope 1 and Scope 2 emissions are expected to be reduced by 50%, and Category 1 and Category 11 emissions under Scope 3 will also be reduced by 50%.
5. The Company currently does not use carbon offsets or renewable energy certificates (RECs) to offset carbon allowances.</td></tr>
<tr><td>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (Also detailed in Sections 1-1 and 1-2).</td><td>See the table below.</td></tr>
</table>

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1-1 Information on GHG Inventory

Describe the emission volume (metric tons CO_2e), intensity (metric tons CO_2ee/NT$ million), data coverage, and assurance status of greenhouse gases in the most recent two years.

Type	2023		2024		Assurance Organization & Status
Scope 1	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	
Group	324.2361	0.2436	194.4254	0.1553	Assurance not yet implemented
Scope 2	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	
Group	1,342.1475	1.0084	1,047.3838	0.8366	
Scope 3	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	Total Emissions (metric tons CO_2e)	Intensity (metric tons CO_2e/NT$ million)	
Group	46,770.4795	35.1394	21,277.4456	17.5123	

Note: Revenue for 2023: NT$1,331 million; Revenue for 2024: NT$1,252 million.

1-2 Greenhouse gas reduction targets, strategy, and concrete action plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy, and concrete action plan, and the status of achievement of the reduction targets.

For details, see Section 3.3 Climate-Related Financial Disclosure.

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格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2024 Sustainability Report of JETWAY INFORMATION CO., LTD.

Statement No.: 2505014

JETWAY INFORMATION CO., LTD. (hereinafter referred to as JETWAY) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with JETWAY.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant JETWAY's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by JETWAY to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by JETWAY.

The Scope of Assurance

The verification scope of JETWAY and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of JETWAY from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of JETWAY's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of JETWAY's sustainability report, and provide a fair standpoint of JETWAY 's related operations and performance. We believe that the specific performance indicators of JETWAY in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate JETWAY's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by JETWAY is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to JETWAY 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of JETWAY about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of JETWAY on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- **Inclusivity**
  JETWAY has established a process of cooperation with major stakeholders, including employees, customers, suppliers, banks, government authorities and shareholders, etc., and will launch a series of stakeholder activities in 2024, involving

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economy, environment, people and a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of JETWAY.

- **Materiality**
  The report has stated that JETWAY focuses on economy, environment and society topics, and identified 7 major topics including operational performance, information security and confidential information protection, customer services, sustainable supply chain, greenhouse gas management, salary and benefits and talent cultivation, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of JETWAY.
- **Responsiveness**
  JETWAY responds to requests and opinions from stakeholders. Implementation methods include annual management conference, labor-management meetings, welfare committee meetings, employee suggestion channels, shareholders' meeting, financial report/annual report, company official website investor area, public information observatory, corporate briefings, spokespersons/deputy spokespersons, corporate governance evaluation, competent authority visits/policy advocacy meetings/official document exchanges, customer visits/official website business contact mailbox/annual satisfaction survey, supplier evaluation and establishment and communication information channels with financial institutions, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of JETWAY.
- **Impact**
  JETWAY has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. JETWAY has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of JETWAY.
- **GRI Guidelines**
  JETWAY provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers JETWAY 's social responsibility and sustainability themes.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of JETWAY. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team MAY 26, 2025
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

Signed by General Manager W. J. Chen

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捷波資訊股份有限公司
2024 年永續報告書之獨立保證意見聲明書

聲明書編號:2505014

捷波資訊股份有限公司(以下簡稱捷波)與格瑞國際驗證有限公司(以下簡稱格瑞驗證)為相互獨立的公司及組織，格瑞驗證除了針對該公司 2024 年永續報告書進行評估和查證外，與捷波並無任何財務上的關係。

本獨立保證意見聲明書(以下簡稱聲明書)的目的，僅作為對下列有關捷波之永續報告書所界定範圍內的相關事項進行保證之結論，而不作為其他之用途。除對查證事實提出聲明書外，對於其他目的之使用，或閱讀此聲明書的任何人，格瑞驗證並不負有或承擔任何相關法律或其他之責任。

本聲明書係基於捷波提供予格瑞驗證之相關資訊所作查證之結論，因此審查範圍乃基於並局限在這些提供的資訊內容之內，格瑞驗證認為這些信息內容都是完整且準確的。對於這份聲明書所載內容或相關事項之任何疑問，將全部由捷波回覆。

保證範圍

捷波與格瑞驗證協議的查證範圍包括：

1. 整份永續報告書內容及捷波在 2024 年 1 月 1 日至 2024 年 12 月 31 日的所有營運績效。
2. 依照 AA1000 保證標準 v3 的第 1 應用類型評估捷波遵循 AA1000 當責性原則標準(2018)的本質和程度，不包括對於報告書揭露的資訊／數據之可信賴度的查證。
3. 本聲明書以中文作成，並翻譯成英文以供參考。

意見聲明

我們總結捷波之永續報告書內容，對於捷波的相關運作與績效則提供一個公平的觀點。我們相信有關捷波 2024 年的環境、社會及公司治理等特定績效指標是被正確無誤地展現。報告書所揭露的績效指標展現了捷波對鑑別及滿足利害關係人的期望與努力。

我們的查證工作是由一組具有依據 AA1000 保證標準 v3 查證能力之團隊執行，以及規劃和執行這部分的工作，以獲得必要的資訊數據及說明。我們認為捷波所提供的證據足夠以表明其依循 AA1000 保證標準 v3 及其 2018 年附錄的報告方法與自我聲明符合 GRI 永續性報導準則。

查證方法

為了收集與作成結論有關的證據，我們執行了以下工作：

- 對來自外部團體相關於捷波之公司政策的議題，進行高階管理的審查，以確認本報告中聲明書的合適性；
- 與捷波之主管討論有關利害關係人參與的方式，且並未直接接觸外部利害關係人；
- 訪談與永續報告書編制及資訊提供有關的職員；
- 在抽樣基礎上稽核捷波之績效數據；
- 審查報告中所作宣告的支持性證據；
- 針對捷波之報告及其相關 AA1000 當責性原則(2018)中描述有關包容性、重大性、回應性及衝擊性原則的流程管理進行審查。

結論

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性、衝擊性與 GRI 永續性報導準則的詳細審查結果如下：

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包容性

捷波已建立與主要利害關係人合作的過程，包含員工、客戶、供應商、銀行、政府主管機關、及股東等，於 2024 年展開一系列利害關係人活動，涉及經濟、環境和人群等一系列重大主題。以我們的專業意見而言，這份報告書涵蓋了捷波的包容性議題。

重大性

報告書已載明捷波所關注公司治理、環境和社會面向等主題，並鑑別出 7 項重大主題包括營運績效、資安與機密資訊保護、客戶服務、永續供應鏈、溫室氣體管理、薪酬福利及人才培育等。以我們的專業意見而言，這份報告書適切地涵蓋了捷波的重大性議題。

回應性

捷波執行來自利害關係人的要求與看法之回應。實行方法包括年度經營大會、券資會議、職福會會議、員工建議管道、股東會、財報/年報、公司官網投資人專區、公開資訊觀測站、法人說明會、發言人/代理發言人、公司治理評鑑、主管機關訪查/政策宣導會議/公文往返、客戶拜訪/官網業務聯繫信箱/年度滿意度調查、供應商評鑑、設置與金融機構之聯絡資訊管道等眾多的內部和外部利害關係人的溝通機制，作為提供進一步回應利害關係人的機會，並能對利害關係人所關切議題及時回應。以我們的專業意見而言，這份報告書涵蓋了捷波的回應性議題。

衝擊性

捷波已鑑別，並以平衡且有效之量測及揭露方式公正地展現其衝擊。捷波已建立監督、量測、評估及管理衝擊之流程，有助於組織內實現更有效之決策與成果管理。就我們的專業意見而言，本報告涵蓋了捷波的衝擊性議題。

GRI 永續性報導準則

捷波提供有關依循 GRI 永續性報導準則之自我宣告與相關資料，基於審查的結果，我們確認報告書參照 GRI 永續性報導準則的社會責任與永續發展的相關揭露項目已被揭露、部分揭露或省略。以我們的專業意見而言，此自我宣告涵蓋了捷波的社會責任與永續性主題。

保證等級

依據 AA1000 保證標準 v3 及其 2018 年附錄，我們的查證與本聲明書為中度保證等級，如同本聲明書中所描述的範圍與方法。

責任

本聲明書的意見聲明供捷波使用。我們的責任僅基於所描述的範圍與方法，提供專業意見並提供利害關係人一個獨立的聲明書。

能力與獨立性

格瑞驗證為由各管理系統領域的專家組成。本查證團隊係由具專業背景，且接受過如 AA1000AS v3、ISO 9001、ISO 14001 與 ISO 45001 之一系列永續發展、環境及社會等管理標準的訓練，具有主導稽核員資格之成員組成。

基於保證團隊之查證行為，並由
格瑞國際驗證有限公司(中華民國，台灣)於 2025 年 05 月 26 日簽署發行

簽證　陳文俊 總經理

AA1000
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