



甲山林集團  
愛山林建設



## 2024 Sustainability Report of JSL Construction & Development Co., Ltd.

Date of issue: August 29, 2025

The Company discloses its ESG report on its official website: <https://www.isanlin.com/file>

Website for ESG information disclosure: <https://esggenplus.twse.com.tw/inquiry/info/individual>

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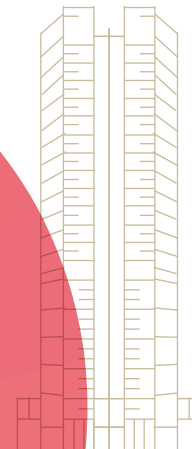
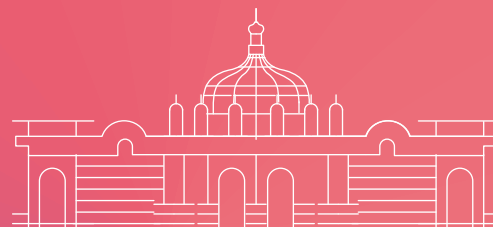
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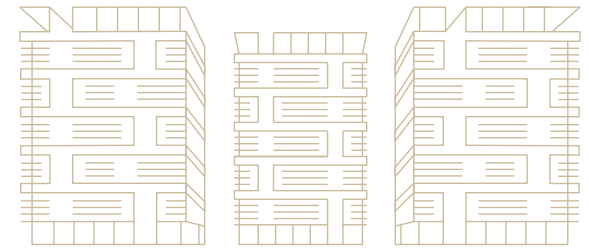
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## About this Report

JSL Construction & Development Co., Ltd. ("JSL Construction," "JSL," "the Company," or "we"; collectively with its subsidiaries referred to as "the Group") ensures that the report's information adheres to the principles of openness, transparency, and integrity. This report is prepared in accordance with the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and follows the Global Reporting Initiative (GRI) Standards 2021 issued by the Global Sustainability Standards Board. An index table of GRI disclosures and the corresponding page numbers is provided at the end of the report to facilitate navigation. Going forward, the Company will publish this report annually, hoping to enhance stakeholder recognition and trust in JSL.

### Organizational Boundary of the Report

This report covers the promotion and performance of the Company's sustainable development policies in the areas of corporate governance, business integrity, business performance, compliance with laws and regulations, product and service quality and safety, labor relations, and social participation from January 1, 2024, to December 31, 2024.

The disclosure of indicators in this report is primarily based on JSL Construction and its subsidiary, Chuwang Development Co., Ltd. ("Chuwang Development" or "Chuwang"). Economic performance indicators are presented using data from the consolidated financial statements, while environmental performance indicators cover JSL Construction and Chuwang Development. To ensure the continuity and completeness of disclosure, where the content of this report involves periods beyond the reporting year, such instances are specifically noted in the text.

The statistical data disclosed in this report is derived from the Company's internal statistics and surveys, and is presented using internationally recognized indicators. Where estimates are involved, they are specifically noted in the relevant sections of the report.

The source of the financial data disclosed in this report is the financial statements publicly released by the Company, which are prepared in accordance with the International Financial Reporting Standards (IFRSs), as endorsed and implemented by the Financial Supervisory Commission, and the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and audited and certified by KPMG Taiwan. All financial information is presented in New Taiwan dollars (NT\$).

### Reporting Period and Cycle

The date of issue for this report is August 2025. The scope of the disclosed data and information is consistent with the reporting period of the Company's financial statements, from January 1, 2024, to December 31, 2024. The next report is scheduled for publication in August 2026.

### Restatements of Information

There are no restatements of information in this report compared to the Company's 2023 Sustainability Report.

### External Assurance

This report has been approved by the Board of Directors and has not undergone external assurance.

### Responsible Unit

Responsible Unit: Finance Department

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## Message from the Chairman

In the face of shared crises such as climate change and global warming, with net-zero emissions becoming a worldwide priority, taking action to cherish the planet has become more urgent than ever. JSL is committed to integrating carbon reduction mechanisms across architectural research and development, construction, marketing, resource utilization, building equipment, and intelligent management, focusing on energy conservation, energy generation, and energy storage. By accelerating the enhancement of our green competitiveness, we aim to contribute to sustainable development for both society and the environment. At the same time, all employees fully embrace sustainability as a core value, embedding it into our corporate culture, decision-making mechanisms, and management models, and extending this commitment to our partners. Together, we seek to advance ESG principles that embody sustainability, environmental protection, modernity, and innovation.

The real estate information platforms "591 New Construction" and "My Housing Magazine" recently reviewed the total sales of major developers in 2024 across Taiwan or northern Taiwan, releasing the "Top 10 Developers Ranking for 2024." Based on these rankings, DailyView utilized the KEYPO Big Data Analytics Engine to conduct a public opinion analysis and compiled the "Top 10 Developers by Public Favorability," with JSL Construction & Development named among the top companies. JSL remains committed to building high-quality homes and, in recent years, has earned strong recognition from the public. We believe that only by continuously striving for progress and innovation, while fulfilling our corporate social responsibilities, can we keep pace with the times and continue to earn the trust and confidence of society.

To fulfill the corporate philosophy of brand value and precision craftsmanship, the Company incorporates the Green Building Label, Intelligent Building Label, and U.S. UL Verified Healthy Building Mark into its architectural development and design. In addition, The Company has established energy-saving, carbon-reduction, and environmental management policies. These include replacing wooden formwork with aluminum formwork in construction, introducing integrated bathrooms, applying self-leveling gypsum mortar, and adopting eco-friendly building materials such as non-toxic paint and waterproof coatings, in order to achieve environmentally-friendly goals. The Company also actively incorporates digital technology into its products, services, and management practices to enhance energy efficien-

cy, improve operational performance, and strengthen service effectiveness. Through these efforts, JSL is laying the foundation for achieving net-zero carbon emissions, promoting healthy living, and advancing environmental sustainability.

In 2024, JSL's reported consolidated revenue of NT\$11.158 billion, representing a year-on-year increase of 38%. Net income after taxes was NT\$1.903 billion, up 26% from the prior year, while earnings per share after tax reached NT\$3.07, better than the NT\$2.61 recorded in 2023. The Company also shares the fruits of its success with employees, striving to create a happy workplace. In 2024, the average salary of full-time employees in non-managerial positions reached NT\$3.541 million. The Company continues to deliver remarkable results in areas such as revenue, profitability, and employee compensation and benefits.

Looking to the AI era, JSL Construction will continue to challenge itself through ongoing self-improvement. Through the introduction and application of AI technology in management, marketing, and community operations, JSL aims to strengthen collaboration with partners, jointly fulfill corporate social responsibilities, and create a positive cycle of good. The Company aspires to generate even greater contributions across all aspects of its operations.

**Chairman, JSL Construction**  
**Chu, Wen-Yu**

祝文宇



01/

**Impact Management  
and Communication  
Engagement**

# 01 / Impact Management and Communication Engagement

## 1-1 Materiality Analysis

JSL Construction conducts the identification and review of material topics and their impacts on a biennial cycle. In the first year of the cycle, questionnaires are distributed to internal and external stakeholders to assess the likelihood and scale of both positive and negative impacts that various sustainability topics may have on the economy, environment, and society (including human rights). In the second year of the cycle, meetings are held to review the material topics established in the previous year. Changes in the internal and external environment, as well as stakeholder perspectives, are considered in assessing any variations in the impact of the material topics and determining if adjustments to the current year's material topics are required. As 2024 was the second year of the cycle, JSL held internal meetings to review its sustainability topics, during which topics were consolidated and adjusted as necessary. The outcome was that the seven material topics identified in 2023 were maintained for 2024 with the approval of the President. The process of identifying and reviewing material topics is explained in detail below.

### Process of Identifying and Analyzing Material Topics

#### Stakeholder Identification

Following the five principles of the AA1000 Stakeholder Engagement Standard (AA1000SES)—Influence, Attention, Responsibility, Dependency, and Diverse Perspectives—JSL distributed a stakeholder identification questionnaire to all employees, including management. After verifying the statistical results, stakeholders were categorized by importance into five groups: employees, customers, banks, shareholders and investors, suppliers, and contractors.

#### Collection Sustainability Topics

By referencing international sustainability frameworks such as the GRI, SASB, TCFD, and the United Nations Sustainable Development Goals (SDGs), as well as reviewing sustainability reports and topics of concern from both domestic and international industry peers, the responsible departments conducted discussions and identification of relevant topics. External advisors were also consulted. These efforts resulted in JSL's 2023 Sustainability Topics List, comprising 22 topics.

#### Impact Assessment

JSL conducted a "Sustainability Issues Impact Assessment Survey" with its stakeholders (employees, customers, banks, shareholders and investors, suppliers, and contractors), as well as with internal department heads and senior management. The survey evaluated the likelihood and scale of both positive and negative impacts that various sustainability issues may have on the economy, environment, and society.

- Negative Impacts: Evaluated based on severity and likelihood of occurrence, with consideration given to potential negative impacts on human rights.
- Positive Impacts: Evaluated based on the scale and scope of impact, and likelihood of occurrence.
- The assessment process also distinguished between "actual impacts" (those that have already occurred) and "potential impacts" (those that may occur but have not yet materialized).



## Impact Significance Ranking

Based on the compiled survey results, the scores of both positive and negative impacts were aggregated, and the sustainability topics were ranked according to their level of impact significance. The management team reviewed the ranking results, taking into account industry material topics, international trends, and the opinions of external expert consultants, and set a threshold for identifying material topics. As a result, seven sustainability topics were designated as the material topics for 2023: "Information Security and Privacy Protection," "Customer Relationship Management," "Product Quality and Safety," "Compliance with Laws and Regulations," "Corporate Governance and Business Integrity," "Operational Strategy and Business Performance," and "Labor Relations."

In 2024, JSL again reviewed the 2023 Sustainability Topics List and the 2023 material topics. The review considered changes in the internal and external environments, stakeholder perspectives, and the evolving impact of the sustainability topics, including material topics. After the review, JSL maintained the 22 sustainability topics from 2023 and continued to designate seven material topics: Information Security and Privacy Protection, Customer Relationship Management, Product Quality and Safety, Compliance with Laws and Regulations, Corporate Governance and Business Integrity, Operational Strategy and Business Performance, and Labor Relations.

Taking into account the industry characteristics of its subsidiary, Chuwang Development, the topic of "Occupational Health and Safety" did not meet the materiality threshold. However, the Company recognizes its potential importance on operational stability and personnel safety, and has decided to enhance the disclosure and management measures for this topic in the 2024 Sustainability Report, demonstrating its strong commitment and substantive actions toward occupational safety. The determination and disclosures of material topics were submitted to the Board of Directors for approval.

## Confirmation and Disclose of Material Topics

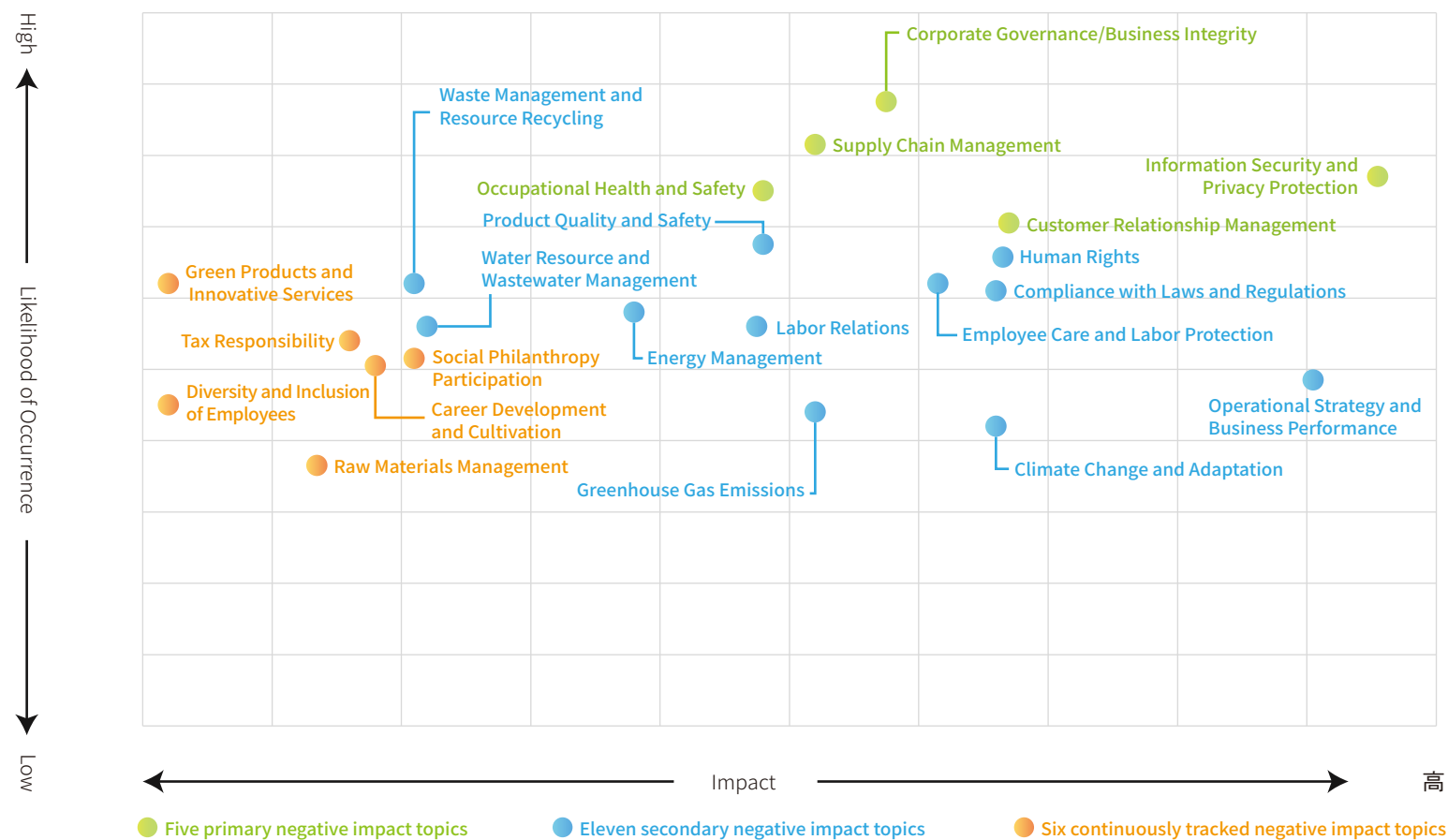
The Board of Directors approved the results of the review and adjustment of the sustainability topics, confirming that the 2024 material topics contained no omissions or deficiencies. This ensured their completeness, inclusiveness, and broad perspective, as well as their alignment with JSL's sustainable development strategy. The aforementioned seven material topics were thereby approved. The management team further discussed and confirmed the internal and external boundaries of these material topics to ensure that all significant sustainability information is comprehensively disclosed in the report.

The internal management team, based on the reporting requirements for material topics, has provided explanations of the corresponding response strategies, goals, and management policies, ensuring that the report appropriately and faithfully reflects the Company's ESG implementation status.



## Matrix and Bar Chart of Sustainability Topics

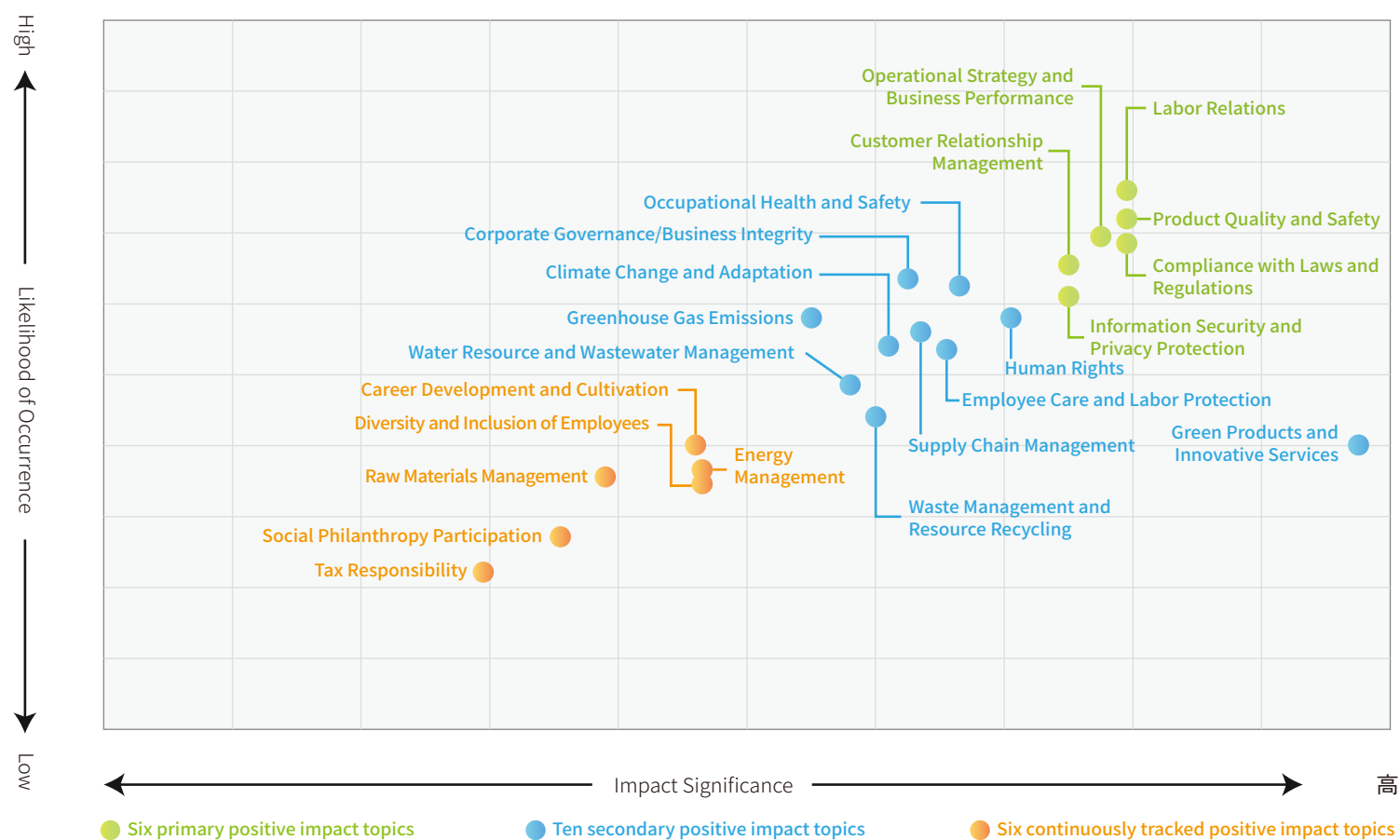
### Matrix of Material Topics with Negative Impact





Five primary negative impact topics	Eleven secondary negative impact topics	Six continuously tracked negative impact topics
<div>Corporate Governance/Business Integrity</div> <div>Information Security and Privacy Protection</div> <div>Customer Relationship Management</div> <div>Occupational Health and Safety</div> <div>Supply Chain Management</div>	<div>Compliance with Laws and Regulations</div> <div>Employee Care and Labor Protection</div> <div>Labor Relations</div> <div>Waste Management and Resource Recycling</div> <div>Product Quality and Safety</div> <div>Operational Strategy and Business Performance</div> <div>Water Resource and Wastewater Management</div> <div>Energy Management</div> <div>Human Rights</div> <div>Climate Change and Adaptation</div> <div>Greenhouse Gas Emissions</div>	<div>Career Development and Cultivation</div> <div>Diversity and Inclusion of Employees</div> <div>Green Products and Innovative Services</div> <div>Social Philanthropy Participation</div> <div>Tax Responsibility</div> <div>Raw Materials Management</div>

## Matrix of Material Topics with Positive Impact

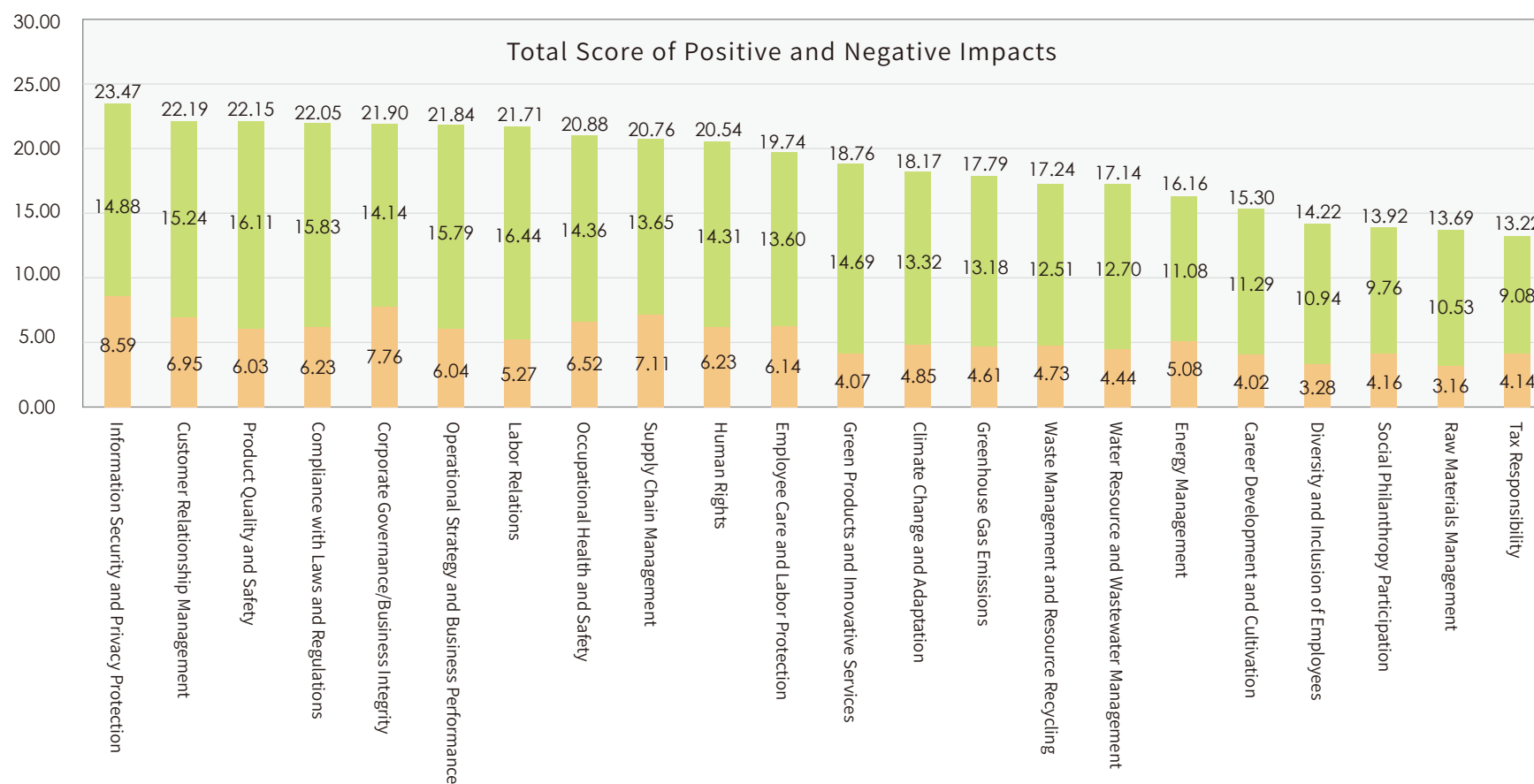




Six primary positive impact topics	Ten secondary positive impact topics	Six continuously tracked positive impact topics
<div>Labor Relations</div> <div>Information Security and Privacy Protection</div> <div>Compliance with Laws and Regulations</div> <div>Customer Relationship Management</div> <div>Product Quality and Safety</div> <div>Operational Strategy and Business Performance</div>	<div>Occupational Health and Safety</div> <div>Employee Care and Labor Protection</div> <div>Corporate Governance/Business Integrity</div> <div>Waste Management and Resource Recycling</div> <div>Green Products and Innovative Services</div> <div>Water Resource and Wastewater Management</div> <div>Supply Chain Management</div> <div>Human Rights</div> <div>Climate Change and Adaptation</div> <div>Greenhouse Gas Emissions</div>	<div>Career Development and Cultivation</div> <div>Diversity and Inclusion of Employees</div> <div>Social Philanthropy Participation</div> <div>Tax Responsibility</div> <div>Energy Management</div> <div>Raw Materials Management</div>



Bar Chart of Impact on Sustainability Topics



Note: The materiality threshold is defined as the top seven topics based on the total scores of positive and negative impacts.

● Negative Impact Significance

● Positive Impact Significance



## List of Material Topics and Value Chain Impact Explanations

● Actual and Potential Direct Impacts ● Actual and Potential Indirect Impacts

Aspect	Material Topic	Value Chain Boundary and Impacts			Corresponding GRI Topic Standards	Corresponding Section
		Upstream	JSL Operations	Downstream		
Governance/Economic	Operational Strategy and Business Performance	●	●	●	GRI 201 Economic Performance	1.2 Operational Strategy and Business Performance
	Corporate Governance / Business Integrity	●	●	●	GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior GRI 405: Diversity and Equal Opportunity GRI 415: Public Policy	3.1 Corporate Governance and Business Integrity
	Compliance with Laws and Regulations	●	●	●	No Corresponding GRI Topic Standards	3.2 Compliance with Laws and Regulations
	Product Quality and Safety	●	●	●	GRI 416: Customer Health and Safety GRI 417: Marketing and Labeling	4.1 Product Quality and Safety
	Customer Relationship Management		●	●	No Corresponding GRI Topic Standards	4.2 Customer Relationship Management
	Information Security and Privacy Protection		●	●	GRI 418: Customer Privacy	4.3 Information Security and Privacy Protection

List of Material Topics and Value Chain Impact Explanations

● Actual and Potential Direct Impacts    ● Actual and Potential Indirect Impacts

Aspect	Material Topic	Value Chain Boundary and Impacts			Corresponding GRI Topic Standards	Corresponding Section
			JSL Operations			
Social	Labor Relations	●	●		GRI 202: Market Presence GRI 401: Employment GRI 402: Labor/Management Relations GRI 405: Diversity and Equal Opportunity	6.1 Labor Relations

Note: Although environmental aspects were not identified as material topics for the Company in 2024, the report includes a dedicated chapter on "Practicing Environmental Sustainability," which elaborates on how the Company mitigates the environmental impact of its operations and responds to climate-related risks and opportunities.



# 01 / Impact Management and Communication Engagement

## 1-2 Stakeholders and Stakeholder Engagement

### Stakeholder Identification

JSL engages with stakeholders through various communication channels and platforms, incorporating their suggestions and concerns into the Company's strategies and operational planning. This process also forms the basis for the disclosures presented in this report. For this year's report, stakeholder identification was conducted in accordance with the five principles of the AA1000 Stakeholder Engagement Standards. The process was carried out jointly by the Sustainable Development Committee and external consultants, with reference to stakeholder groups identified by industry peers. Based on the characteristics of dependency, responsibility, influence, diverse perspectives, and level of concern, five primary stakeholder groups were identified: "employees," "customers," "banks," "shareholders and investors," and "suppliers and contractors."

### Stakeholder Engagement Channels

The methods and channels of communication between JSL and its stakeholders are summarized in the table below. The response measures and plans for the related material topics are detailed in the respective sections of this report.

Stakeholders	Significance to JSL	Issues of Concern	Engagement Channels and Frequency	Communication Outcomes and Responses
Employees	Employees are the most important partners for the Company's Sustainable Development. In addition to protecting employees' work rights and providing a competitive remuneration and benefit system, the Company is committed to respecting, supporting, and caring for employees to attract and retain top talent. By empowering employees to realize their potential and move forward together with the Company, greater operational performance can be achieved.	Operational Strategy and Business Performance Employee Care and Labor Protection, Occupational Safety and Health Labor Relations	Irregular: Internal website, communication software, and email Internal announcements Annually: Employee training and development programs Quarterly: Labor-management meetings	<ul style="list-style-type: none"><li>· Work-related obstacles and solutions are communicated through regular departmental meetings, helping to improve work efficiency and business performance.</li><li>· A Remuneration Committee and an Employee Welfare Committee are established, serving as communication platforms between employees and management.</li><li>· Training programs are provided training to new employees to introduce the work environment and the Company's operational management processes.</li><li>· Occupational health is handled in accordance with the Regulations Governing the Labor Health Protection.</li><li>· The annual performance review includes both employee self-assessments and a secondary review by supervisors, with responses provided on evaluation comments and discussions.</li></ul>



Stakeholders	Significance to JSL	Issues of Concern	Engagement Channels and Frequency	Communication Outcomes and Responses
Customers	Customers are regarded as our partners, and we consistently uphold the philosophy that "customers are partners." We view our customers' competitiveness as our own, and their success as our success. This positioning is a key driver of the Company's future growth.	Operational Strategy and Business Performance Customer Relationship Management Compliance with Laws and Regulations Information Security and Privacy Protection	Irregular: Customer satisfaction surveys Website updates Interviews and phone communications Video conferencing, communication software Formal correspondence Ongoing: Real-time after-sales service tracking	<ul style="list-style-type: none"> <li>· Assist customers with property inspection and handover procedures.</li> <li>· Assist customers in handling mortgage-related matters. Conduct interviews to establish long-term partnership with customers.</li> <li>· Assist customers with feedback and mediation related to community after-sales services.</li> </ul>
Banks	Banks provide funding that enables the Company to operate smoothly, offer a secure payment platform for the Company's suppliers, and serve as important partners in various investment activities.	Operational Strategy and Business Performance Corporate Governance/Business Integrity	Irregular: Website updates Formal correspondence Video conferencing, communication software Interviews and phone communications	Quarterly financial statements, annual reports, monthly revenue announcements or significant information disclosures are all accessible to banks through the Market Observation Post System. Financial and relevant information is disclosed with transparency, allowing banks to obtain timely updates on the Company as needed. In addition, banks may communicate directly with the Company's designated contact person whenever necessary.



Stakeholders	Significance to JSL	Issues of Concern	Engagement Channels and Frequency	Communication Outcomes and Responses
Shareholders and Investors	While actively developing, the Company also safeguards shareholder interests By providing transparent information on corporate management strategies and financial policies, the Company seeks to enhance long-term investment value for investors.	Business Strategy and Operating Performance Corporate Governance/Business Integrity Compliance with Laws and Regulations	Annually: Shareholders' meetings Investor conferences Publication of the Annual Report and Sustainability Report As needed: Updates to the Company's website "Investors" section and the Market Observation Post System Company website, telephone, fax, and email communication (ongoing)	<ul style="list-style-type: none"><li>· An annual shareholders' meeting is held before the end of June to report on the Company's operating results and future business outlook. This provides shareholders with a direct channel for face-to-face communication with management, and an open platform for dialogue.</li><li>· The Company's website features a whistleblowing hotline and has established the Codes of Ethical Conduct, Ethical Corporate Management Best-Practice Principles, and the Management Measures for Whistleblowing Process. An investor hotline is also in place to provide a comprehensive communication channel.</li><li>· One investor conference is held to report the latest operations and financial position to shareholders and investors, with information disclosed on the Company's website.</li><li>· Small-scale corporate meetings are held irregularly every year, along with several investor communication meetings.</li></ul>
Suppliers and Contractors	Suppliers are important strategic partners of the Company and play a critical role in supporting our sustainable operations. Through fair and transparent collaboration, both parties build mutual trust and pursue shared growth and prosperity.	Product Quality and Safety Supply Chain Management Operational Strategy and Business Performance	Irregular: Supplier evaluations Email communications Ongoing: Telephone communications	<ul style="list-style-type: none"><li>· At the launch of a project, suppliers are Screened and required to fill out a Supplier Performance Form, which serves as one of the criteria for selecting suitable vendors.</li><li>· At the commencement of construction projects, administrative coordination and labor safety meetings are held with various vendors.</li><li>· At the completion of construction projects, suppliers are evaluated based on settlement results and completion meetings.</li></ul>

02/

**About  
JSL Construction**

# 02 / About JSL Construction

## 2-1 Overview of Operations

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JSL Construction & Development Co., Ltd. was established on September 6, 1986. The Company primarily engages in real estate consignment and brokerage, housing and building development and leasing, real estate transactions, and property rental services. JSL's headquarters of Jaysanlyn Construction is located in Taipei City, Taiwan, with operational bases extending to Taipei, New Taipei, Taoyuan, Keelung, Hsinchu, Kaohsiung, and Pingtung. As of 2024, JSL Construction and its subsidiary, Chuwang Development Co., Ltd., employed a total of 495 people. In 2024, revenue from JSL's real estate agency services totaled NT\$5,113,410 thousand, accounting for 45.83% of the Company's operating revenue.

### Business Philosophy

JSL Construction is dedicated to the "residential" sector and has been deeply engaged in the real estate industry for many years. Guided by its five core competencies of vision, innovation, professionalism, teamwork, and service, JSL has earned broad recognition in the market and established a strong industry presence.

In the realm of consignment, JSL adopts a rigorous approach to project selection and participates in planning from the perspectives and needs of buyers. This not only generates substantial revenue for developers, but also creates a win-win-win outcome. Over the years, JSL's projects have been recognized by the industry as benchmarks within their respective regions.

In addition to excelling in marketing, the Company also demonstrates differentiated strengths in product planning. In the field of construction, guided by a professional perspective, we carefully select locations with strong potential, place emphasis on design, and enhance residential functions by infusing refined spatial aesthetics. This approach responds to the residents' evolving expectations for beauty and quality of life. Upholding the principle of building homes we'd choose for ourselves, we fulfill customers' aspirations for a true "home," thereby earning lasting consumer recognition. By adhering to the spirit of "seriously doing what we do best," the Company has built a solid foundation as a leading brand. The trust and support of our broad customer base further drive us to continuously improve across different stages of development, staying dedicated to creating better living experiences. For more information on financial performance, please refer to the Company's 2024 Financial Report and Annual Report of the Shareholders' Meeting.





Company Profile

Company Name	JSL Construction & Development Co., Ltd. (JSL CONSTRUCTION & DEVELOPMENT CO., LTD.)
Stock Code	2540
Industry Category	TWSE-listed – Building materials and construction
Chairman	Chu, Wen-Yu
President	Chu, Yi
Spokesperson	Chang, Chin-Tsai
Date of Establishment	September 6, 1986
Date of Listing	December 26, 1989
Paid-in Capital (as of December 31, 2024)	NT\$6,249,101 thousand (Note)
Consolidated Revenue in 2024	NT\$11,158,269 thousand
Standalone Revenue in 2024	NT\$6,746,462 thousand
Headquarters	2nd Floor, No.128 Longjiang Road, Zhongshan District, Taipei City
Main Business Areas	Taipei, New Taipei, Taoyuan, Keelung, Hsinchu, Kaohsiung, Pingtung

Note: On March 24, 2025, the base date for capital increase, the Company's paid-in capital was raised to NT\$6,749,100 thousand.

# 02 / About JSL Construction

## 2-2 Operational Strategy and Business Performance

### Management of Material Topics - Operational Strategy and Business Performance

Material Topic	Operational Strategy and Business Performance	
Impact Description	<ul style="list-style-type: none"> <li>Business and financial performance are among the critical factors for the sustainable operation of an enterprise. If the company's performance continues to decline, it may face the risk of being unable to sustain its operations.</li> <li>Effective management of the operational performance and risk strengthens the Company's competitiveness and create maximum benefits for the Company, employees, and shareholders.</li> </ul>	
Policy / Commitment	<ul style="list-style-type: none"> <li>Strengthen sales process improvements to enhance product and service quality.</li> <li>Continuously develop new products and applications to reinforce competitiveness, create value for shareholders, and fulfill corporate social responsibilities.</li> </ul>	
Actions Taken	<ul style="list-style-type: none"> <li>Senior executives regularly held management meetings.</li> <li>The Board of Directors held regular meetings, with senior executives reporting on operational performance.</li> <li>Annual business performance review meetings were conducted.</li> <li>Employee training and development programs were strengthened.</li> <li>Strengthen sales process improvements to enhance product and service quality.</li> <li>Customer services were strengthened.</li> </ul>	
Tracking and Evaluation Mechanisms	<ul style="list-style-type: none"> <li>Conduct the latest financial risk assessments monthly to ensure that the Company's business performance goals are achieved.</li> <li>Report financial risk assessment results at the monthly senior management meetings.</li> </ul>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	(1) Focus the consignment business on cases with convenient transportation access, competitive pricing, and distinctive product features. (2) In construction, prioritize development in rezoning areas with convenient transportation or strong growth potential. Continue consignment and development in both brokerage and construction businesses to achieve an annual completion value of NT\$20 billion.	Continue to introduce building products that meet diverse market demands, such as green buildings and smart buildings, while expanding related lifestyle operation services based on surrounding environmental conditions. This approach aims to strengthen corporate profitability and ensure steady growth to achieve an annual completion value of NT\$20 billion.



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## About Our Business

In 2024, the main business content of JSL Construction & Development Group included (1) real estate consignment and brokerage business, (2) commissioning builders to construct public housing and engaging in leasing or sales of commercial buildings, and (3) construction business. All sales were 100% domestic.

### (1) Real Estate Consignment and Brokerage Business

The Company has a professional team specializing in real estate consignment. In addition to strong expertise in sales, advertising and marketing, the Company adopts a rigorous approach to project selection and participates in planning from the buyer's perspective and needs, thereby creating positive outcomes for customers, project owners, and the Company. According to My Housing Magazine, the total project volume of the top ten consignment companies in Taiwan's six major municipalities and Hsinchu reached approximately NT\$922.53 billion in 2024. The Company ranked third in project volume, ahead of most of its industry peers. In the future, the Company will continue to focus on projects that are closely aligned with consumer needs, offer competitive pricing, and feature unique product attributes, with the aim of providing consumers with more diverse and high-quality housing choices.

### (2) Construction, Leasing, and Sales of Public Housing and Commercial Buildings Business

The Company's construction business closely monitors trends in economic development and the real estate market, conducting regular discussions and analyses to serve as a basis

for product positioning and marketing strategies. Taking into account the unique characteristics of each project location, the Company plans high-quality buildings that enhance regional competitiveness, create new lifestyle, and generate market value, thereby supporting successful sales performance. Currently, the Company focuses on town-building projects near Hsinchu Science Park, new rezoned areas in New Taipei City, and urban renewal projects in Taipei and New Taipei City. Development projects are primarily carried out through self-owned land development or joint construction, with the aim of expanding land development areas and aligning with urban development trends. In terms of product planning, the Company's construction business prioritizes the fundamental housing demand of end-users and first-time homebuyers. Its projects emphasize safety, health, and environmental protection, with a strong commitment to constructing sustainable and smart buildings. According to My Housing Magazine, the Company ranked fourth among the top ten residential project developers in 2024.

### (3) Construction Contracting Business

The majority of the Company's construction contracting business is undertaken by Chuwang Development Co., Ltd. Chuwang Development is committed to providing high-quality construction services, upholding strict standards of project quality, and effectively controlling costs. It also manages construction progress and integrates related resources to generate synergies across the value chain, thereby enhancing the Group's overall competitiveness.

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## Financial Information

The Group's major cost expenditures for its three principal business segments are as follows:

The Company	Real Estate Development Business	The main costs of development projects consist of land acquisition and construction expenses. (1) Land acquisition methods: development on owned land, joint development with allocation of completed units, joint development with partial sale, and urban renewal projects. (2) Construction procurement methods: projects are either undertaken by subsidiaries or contracted to reputable and financially sound construction firms, with the Company retaining oversight of progress and ensuring quality of construction.
	Real Estate Consignment Business	The main costs consist of personnel expenses related consignment services, supplemented by advertising and marketing expenses and the costs of constructing model houses for each consignment project.
Chuwang Development	Construction Business	The main construction materials include rebar, concrete, stone and other building materials. Although recent price fluctuations have been observed, supply remains stable due to the Company's long-term cooperative relationships with suppliers.

## Proportion of Operating Revenue by Business Segment and Product Items for 2023 and 2024

Unit: NT\$ thousand

Items \ Year	2023		2024	
	Amount	%	Amount	%
Development Department	613,899	7.58%	2,140,856	19.19%
Real Estate Selling Department	5,047,865	62.29%	5,113,410	45.83%
Construction Department	2,361,207	29.14%	3,787,050	33.94%
Others	79,911	0.99%	116,953	1.04%
Total	8,102,882	100.00%	11,158,269	100.00%



### Business Performance and Value from 2022 to 2024

Unit: NT\$ thousand

Type	Items	2022	2023	2024
Direct Economic Value Generated (A)	Operating Revenue	4,734,010	8,102,882	11,158,269
Economic Value Distributed (B)	Operating Costs	3,323,852	4,779,984	7,429,784
	Employee Salaries and Benefits	727,311	1,262,505	1,521,107
	Payments to Investors	1,776,889	1,482,827	2,707,944
	Payments to Government (by Country)	204,803	512,117	681,585
	Community Investments	26,960	13,656	10,700
Retained Economic Value	(A)-(B)	(1,325,805)	51,793	(1,192,851)
Profit for the Year		1,132,065	1,507,668	1,902,834

Note:

- 1.The above figures are based on the consolidated financial statement information of JSL Construction Co., Ltd., audited by KPMG Taiwan.
2. JSL Construction and Chuwang Development did not receive any personnel or financial subsidies from the government.

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## Future supply and Demand in the Real Estate Market

In 2024, a total of 23,257 building permits were granted nationwide, covering an aggregate floor area of 45.83 million square meters. These figures represent increases of 25.43% and 22.41%, respectively, compared with 2023. The growth was primarily driven by government initiative introduced in the first half of the year, such as easing loan conditions, promoting urban renewal projects, and providing construction subsidies, collectively encouraged developers to actively launch new projects.

In 2024, total land transaction value reached NT\$277.6 billion, representing a year-on-year increase of approximately 110%. This growth was primarily driven by government policies that encouraged construction and by an improving economic outlook, which led developers to expand their land reserves. However, following the central bank's implementation of housing market control measures in September 2024 (the seventh wave of selective credit controls), land acquisition activities turned more conservative. As of March 22, 2025, total land transactions across Taiwan amounted to approximately NT\$46.9 billion for the first quarter, representing a slight decline of 3% compared with the same period of the previous year.

On the demand side, in recent years, the government has sought to curb domestic inflation expectations through the central bank's continued implementation of tight monetary policies. However, the introduction of the "Preferential Housing Loans for the Youth" generated positive effects on the housing market, with the monthly volume of new mortgage lending trending upward starting in 2024. However, by September 2024, the central bank implemented additional credit control measures to regulate the housing market and safeguard financial stability. As a result, the monthly volume of new mortgage declined once again, and overall market transaction momentum correspondingly weakened.

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## Favorable and Unfavorable Factors in the Company's Development

### Competitive Niche and Favorable Factors

- With global inflationary pressures persisting, home ownership remains widely regarded by the public as a hedge against rising prices, sustaining real estate as a preferred investment and value-preservation tool.
- The government's vigorous promotion of regional infrastructure projects and the planning of science parks are expected to stimulate local development, foster regional balance, and support housing market growth.
- Active government initiatives in urban renewal and the reconstruction of aging buildings facilitate the integration and implementation of related projects.
- The release of land in newly rezoned areas, compared with old urban areas, provides greater flexibility for project planning and helps boost housing demand.
- After the earthquake on April 3, 2024, heightened public concern over residential structural safety has once again brought urban renewal and redevelopment to the forefront as key topics.

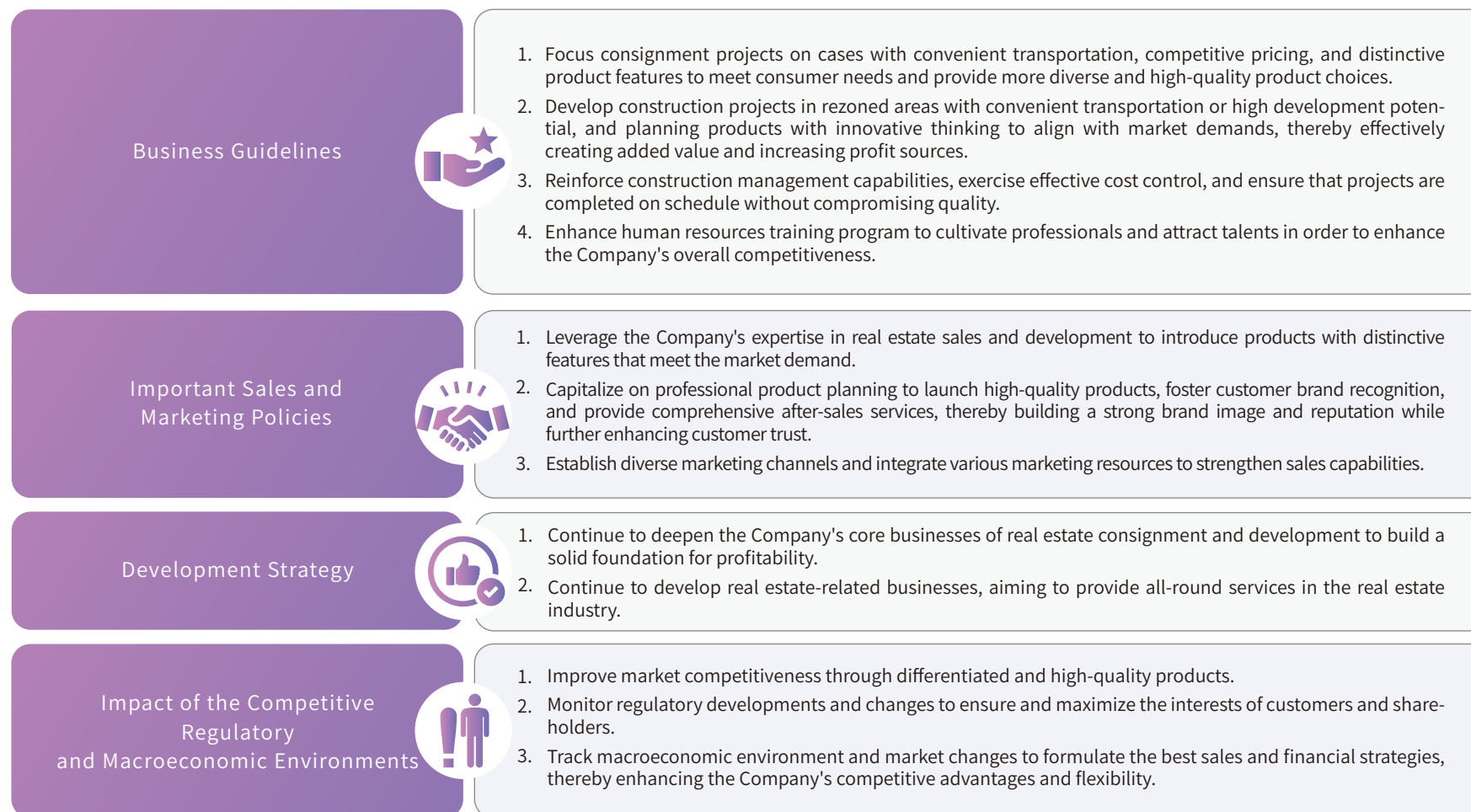
### Unfavorable Factors

- The inventory of unsold presale units and newly built housing remains high potentially intensifying market competition.
- Intense competition in key sales regions may result in downward price pressure.
- The rising number of inherited properties year by year could dampen housing demand.
- The government's continued implementation of housing market control measures and interest rate hikes in recent years may constrain owners' ability to secure financing and weaken overall transaction willingness.
- Significant increases in the cost of acquiring construction land and construction expenses have compressed profit margins for industry participants.



## Operational Strategy and Outlook

In response to the aforementioned real estate market environment, the Company will continue to plan products at price points acceptable to consumers while effectively managing construction costs and timelines. The operational strategy and outlook are outlined as follows:







# 02 / About JSL Construction

## 2-3 Overview of the Value Chain

The Group is involved in a wide range of businesses, including real estate brokerage and consignment, commissioning builders to construct public housing, leasing or sales of commercial buildings, trading of building materials, interior decoration, information software services, third-party payment services, general construction contracting, property management, and the manufacturing of baked and steamed food products. As the Company's main operating revenue derives from consignment services, the overview of operations described below mainly covers the real estate consignment business and the real estate industry as a whole:

### Industry Linkages: Upstream, Midstream and Downstream

#### (1) Real Estate Development Business

The real estate development industry is composed of a variety of related industries with different areas of expertise, including construction development, real estate financing, brokerage services, construction contracting, operations and management consulting, professional sales services, and building materials. The products and services provided span both tangible assets such as buildings, as well as professional services that support the investment, development, production and management of those buildings. The main demand for the former comes from general consumers, while the latter is mainly demanded by property developers. The development and management of real estate is a long-term endeavor. In practice, however, the industry is divided into a series of relatively short-term supply-demand relationships across different stages of market participation and professional specialization. Together, these relationships form the overall market activity system of the construction and real estate industry.

When the services of the construction industry are divided into four stages, namely investment, production, transaction and use, the investment stage is the most critical part. Centered on construction and real estate development, related industries provide developers with various professional information throughout the product lifecycle, such as land brokers, financial institutions, and consulting firms.

The production stage involves economic activities such as product positioning, architectural planning, construction financing, construction, and engineering management. Product positioning and architectural design fall between the investment and production stages and are generally supported by architects, consultants and consignment companies. Additional services are also provided by financial institutions, construction management companies, and contractors. The transaction stage focuses on planning, advertising, sales, etc. These services are traditionally handled by consignment companies, although developers may also undertake them directly. The use stage involves product warranties and operations management. Developers typically assume responsibility for warranties, while property management companies or consulting firms provide operations management services.

#### (2) Real Estate Consignment Business

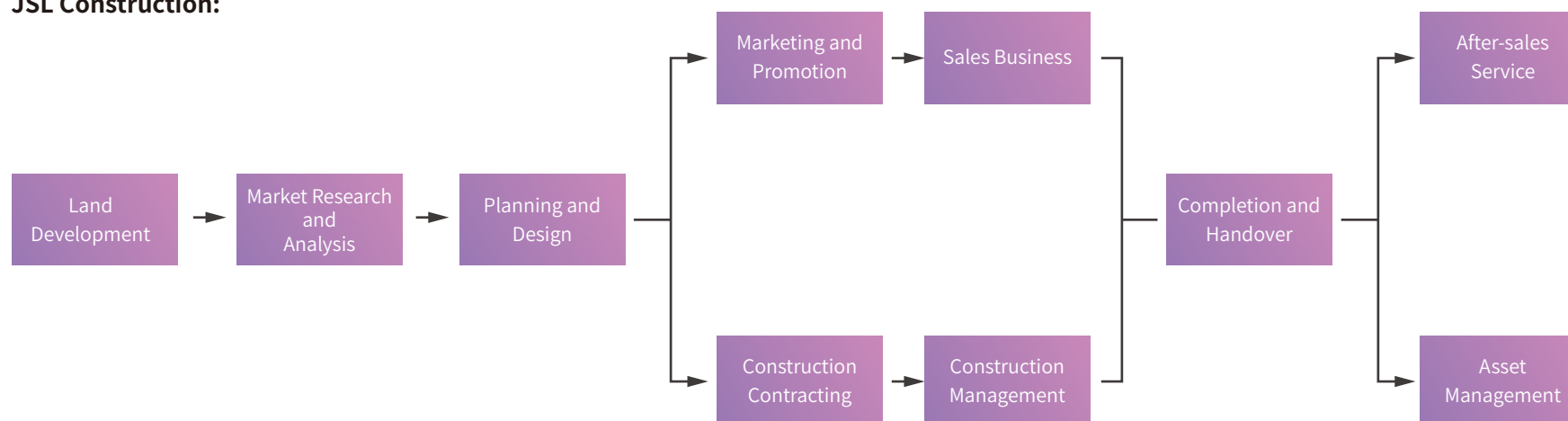
The real estate consignment industry is positioned downstream of the real estate development industry. Its relationship with the real estate value chain is described in the previous paragraph.

### (3) Construction Business

The construction industry is positioned midstream of the real estate development industry. Its relationship with the real estate value chain is described in the previous paragraph.

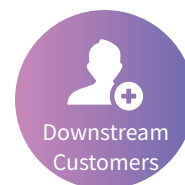
In summary, the Company's products and services cover different segments of the real estate industry's value chain:

#### JSL Construction:



Suppliers

The Company's suppliers include landowners, architects, designers, external consultants, and builders. In 2024, the Company purchased land from Dexu Construction Co., Ltd., for NT\$3,300,000 thousand, which exceeded 10% of the total purchase amount for that year. In 2023, there were no suppliers whose purchase amount reached 10% of the total purchases for that year.

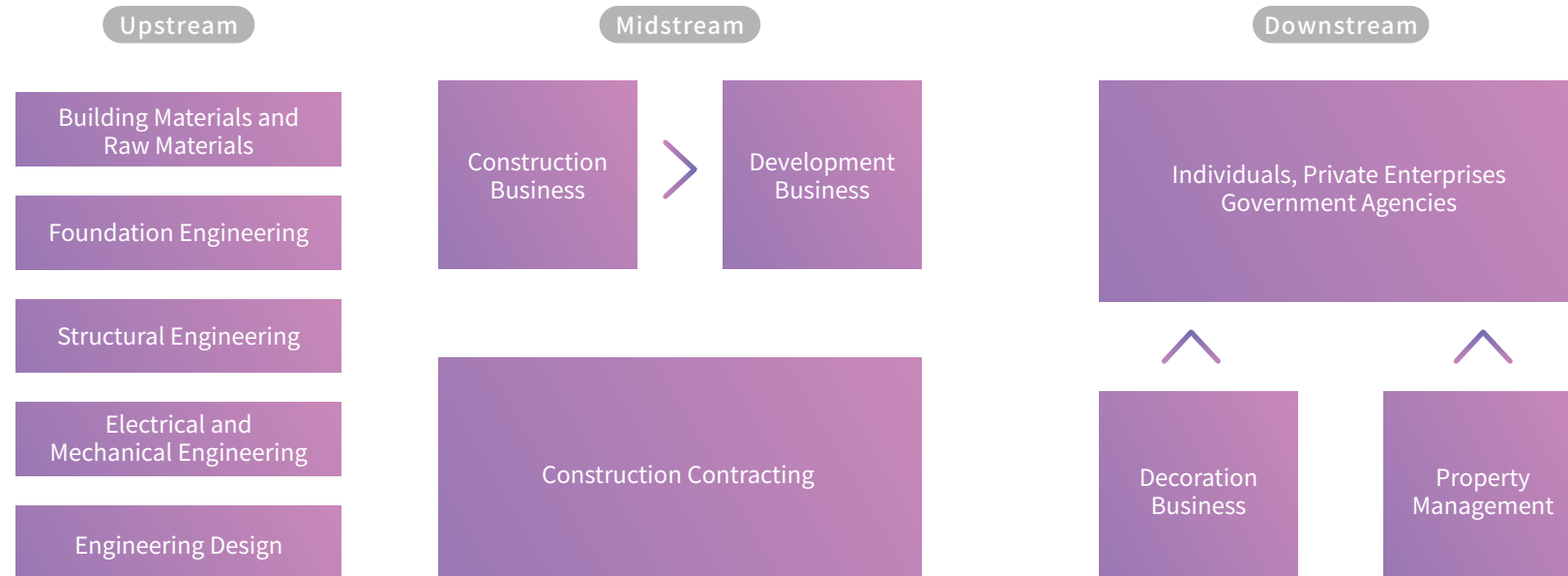


Downstream Customers

In 2024, most of JSL Construction's downstream customers were individuals (for the construction business) and construction companies (for the consignment business).



## Chuwang Development:



## Association Memberships

JSL Construction actively participates in domestic and international industry-related associations and non-profit organizations. In addition to promoting industry exchange and development and sharing practical experience, the Company also focuses on important issues such as corporate governance, environmental sustainability, human rights, and supply chain management. In 2024, JSL Construction and Chuwang Development Co., Ltd. participated in a total of 9 domestic associations and non-profit organizations.

Association Memberships		
Company	Organization	Role / Membership
JSL Construction	Keelung Real Estate Development Association	Member
	The Real Estate Development Association of Taipei	Member
	The Real Estate Development Union of New Taipei City	Member
	The Real Estate Development Association of Hsinchu	Member
	The Real Estate Development Association of Hsinchu County	Member
	The Real Estate Development Association of Pingtung	Member
	The Real Estate Development Association of Taipei	Member
Chuwang Development	Keelung Real Estate Development Association	Member
	Taiwan Regional Engineering Contractors Association	Member

# 03 /

## **Integrity as the Foundation, Diligent Governance**

# 03 / Integrity as the Foundation, Diligent Governance

## 3-1 Corporate Governance and Business Integrity

Material Topic	Corporate Governance/Business Integrity	
Impact Description	<ul style="list-style-type: none"> <li>The integrity of corporate governance and business integrity practices have a positive impact on the long-term sustainable development of JSL Construction.</li> <li>Failure to uphold business integrity, address ethical risks, and implement anti-corruption management may lead to corruption incidents, causing substantial economic losses to JSL Construction and harming the legitimate rights of shareholders and the interests of other stakeholders.</li> <li>Corruption incidents may also damage the Company's corporate image, affecting investor confidence, stakeholder perceptions, and willingness to invest.</li> </ul>	
Policy / Commitment	<ul style="list-style-type: none"> <li>Formulate business policies based on integrity, establish sound corporate governance and risk management mechanisms, and create a business environment that supports sustainable development.</li> </ul>	
Actions Taken	<ul style="list-style-type: none"> <li>The Company values integrity and transparency, establishing good Corporate governance and risk management mechanisms to prevent corruption incidents: Provide education, training, and announcement promotion for the Board of Directors and employees.</li> <li>-Provide a hotline and email address for consultation, grievances, and whistleblowing.</li> <li>-Handle external donations or sponsorships in accordance with relevant laws and the Company's internal regulations to prevent bribery, acceptance of bribes, and illegal political contributions.</li> <li>-Control deficiencies and risks related to corporate governance through internal audit and internal control systems.</li> <li>-Establish an audit department to ensure that each unit conducts business in compliance with relevant laws and regulations, such as the Company Act, Securities and Exchange Act, regulations relevant to TWSE/TPEX-listed companies, and other laws related to business activities, as a fundamental prerequisite to practicing ethical operations.</li> <li>-Disclose relevant codes of conduct in the "Corporate Governance" section on the Company website.</li> </ul>	
Tracking and Evaluation Mechanisms	<ul style="list-style-type: none"> <li>Internal audits regularly review the status of business execution. When the Board of Directors convenes, the head of the audit attends the meeting to report on the review findings.</li> <li>Reporting contact mailbox : amma@mail.jsl.com.tw</li> </ul>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"> <li>Utilize the proactive functions of the Board of Directors.</li> <li>Continuously enhance the promotion of corporate governance and business integrity.</li> <li>Optimize internal regulations, with relevant units regularly updating compliance knowledge to assist directors in complying with laws and to strengthen employees' compliance awareness.</li> <li>Achieve zero corruption and zero sanctions.</li> <li>Strengthen information disclosure in English.</li> <li>Establish an ESG and sustainability section on the official website.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen the operation of the Board of Directors.</li> <li>Formulate relevant policies and regulations for group subsidiaries</li> <li>Announce legal dispute cases irregularly to serve as educational materials.</li> <li>Improve the Company's Corporate Governance Evaluation grade.</li> <li>Continue to promote ESG sustainability and establish relevant policies and plans.</li> <li>Extend the corporate governance culture and business integrity practices across the supply chain and to all subsidiaries.</li> <li>Assist and supervise the compliance operations of subsidiaries to ensure that all business activities comply with legal regulations.</li> <li>Continuously strengthen corporate governance, enhance information transparency, and protect and respect the rights of shareholders and stakeholders.</li> </ul>



JSL Construction has achieved outstanding results in the real estate consignment and development businesses. While creating profits, the Company adheres to the philosophy of "giving back to the society" and fulfills its responsibilities as a corporate citizen. In addition to formulating the "Corporate Governance Best-Practice Principles," "Ethical Corporate Management Best-Practice Principles," and the "Sustainable Development Best-Practice Principles," JSL focuses its efforts on corporate governance, employee care, environmental sustainability, and social welfare. Through these initiatives, the Company steadily fulfills its responsibilities to shareholders, society, and the environment, while further enhancing corporate value and strengthening the foundation for long-term competitiveness.

The reporting period of this report is from January 1, 2024, to December 31, 2024; the information disclosure in the Company's 2024 Annual Report extends to its publication date of May 2, 2025. Therefore, the corporate governance-related content presented in this section may differ slightly from the information disclosed in the Annual Report. However, this difference is solely due to the timing of updates and does not affect the completeness and accuracy of the information.

## Governance Structure and Composition

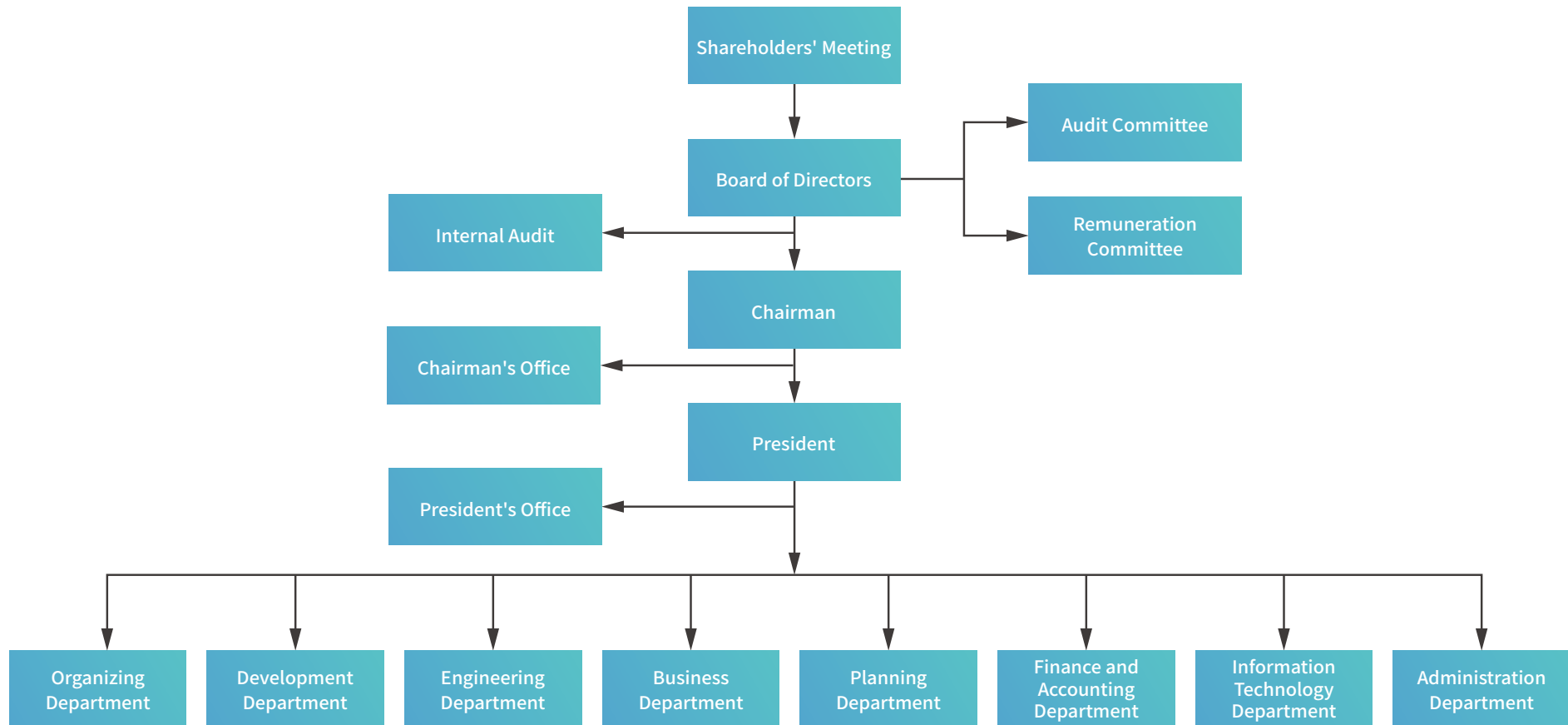
The Board of Directors of JSL Construction serves as the Company's highest governance body. It has established an Audit Committee and a Remuneration Committee to assist the Board in performing its supervisory responsibilities. These committees report to the Board on a regular basis in accordance with their respective mandates. The Board has formulated the "Rules of Procedure for Board Meetings" with reference to the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" to ensure compliance. In order to protect the directors and managers from risk exposure in the performance of business, the Company purchases "Directors and Officers (D&O) liability insurance" annually, enabling them to carry out their responsibilities wholeheartedly and create maximum value for shareholders.

In order to improve operational transparency and safeguard shareholder rights, the Company provides timely information through the "Investors" section (including a "Corporate Governance" subsection) and the "Corporate Social Responsibility" sections on its official website.

Since 2023, the Company has appointed a Corporate Governance Officer to assist the Board of Directors in managing and making decisions on corporate governance and sustainability issues. These matters are then assigned to the respective departments for execution. Each department is responsible for managing economic, environmental, and social impacts according to its functions, while the Corporate Governance Officer regularly reports the execution results to the Board of Directors.

Looking ahead, the Company plans to establish an interdepartmental Sustainable Development Task Force, chaired by the President and convened by the Corporate Governance Officer. The task force will be composed of heads from different departments to execute tasks in the environmental, social, and governance dimensions. They will regularly report their decisions, execution results, and matters related to the preparation of the Sustainability Report to the Board of Directors, ensuring that sustainable development strategies are fully integrated into the Company's daily operations.

## Corporate Governance Structure Chart







## Composition and Operation of the Board of Directors and Committees

The main responsibilities of the Board of Directors at JSL include overseeing business performance, preventing conflicts of interest, ensuring compliance with laws and regulations, and maintaining financial transparency. The Board exercises its authority in accordance with the law, maintains open communication with the Company's management, and emphasizes efficiency, transparency, diversity, professionalism, and independence to strengthen corporate governance. In carrying out its duties, the Board of Directors considers directors' professional expertise in areas such as business judgment, accounting and financial analysis, management, crises response, and industry knowledge to avoid blind spots in decision-making.

At the Shareholders' Meeting in June 2023, directors were re-elected, and the 15th Board of Directors was formed, comprising seven directors, including three independent directors, representing approximately 42.9% of the Board. All directors serve a three-year term. The Board of Directors holds meetings at least once every quarter, during which the Company's management reports on business performance, and the Board deliberates on future business strategies and major policies. The Board of Directors of JSL Construction convened a total of 14 meetings in 2024. For the list of directors and their primary academic and professional backgrounds, please refer to pages 3 to 6 of the 2024 Annual Report.

The Board of Directors of JSL Construction has established an "Audit Committee" and a "Remuneration Committee." The Company's Audit Committee is composed of 3 independent directors and is primarily responsible for overseeing the fair presentation of the Company's financial statements, the appointment and dismissal of CPAs and their independence and performance, the effective implementation of the Company's internal control system, compliance with relevant laws and regulations, and the management of existing or potential risks. The Audit Committee holds meetings at least once every quarter, and in 2024, it convened 14 times.

To enhance the Board's function in remuneration governance, the Company has established a Remuneration Committee, composed of 3 independent directors. All members possess more than five years of professional experience in fields such as commerce, law, finance, or construction. The Remuneration Committee convenes at least twice a year and held three meetings in 2024. For details on the composition and operations of the Audit Committee and the Remuneration Committee, please refer to the sections on committee operations in the 2024 Annual Report.

**Board Members and Positions** (The Board of Directors was re-elected on June 30, 2023, and the members after the re-election are as follows: )

Title	Name	Primary Experience	Meeting Attendance Rate Year 2024 (%)	Remarks
Chairman	Chu Yuan Industrial Co., Ltd. Representative: Chu, Wen-Yu	Bachelor's degree JSL Construction & Development Co., Ltd. - Chairman	100%	Re-elected at the Shareholders' Meeting on June 30, 2023 (reappointment)
Director	Fengyun Advertising Co., Ltd. Representative: Chang, Chin-Tsai	Associate's degree JSL Construction & Development Co., Ltd. - President Jaysanlyn Advertising Co., Ltd. - President	90.91%	Newly elected after re-election at the Shareholders' Meeting on June 30, 2023, and the representative was changed to Ms. Wang, A-Cheng on November 15, 2024.
Director	Fengyun Advertising Co., Ltd. Representative: Wang, A-Cheng	Bachelor's degree JSL Construction Co., Ltd. - Finance Department Vice President	100%	The representative was changed to Ms. Wang, A-Cheng on November 15, 2024.
Director	Jaysanlyn Advertising Co., Ltd. Representative: Chang, Yin-Chu	Bachelor's degree Jaysanlyn Advertising Co., Ltd. - Chairman	78.57%	Newly elected after re-election at the Shareholders' Meeting on June 30, 2023



Title	Name	Primary Experience	Meeting Attendance Rate Year 2024 (%)	Remarks
Director	Yangshanlin Advertising Co., Ltd. Representative: Chu, Yi	Bachelor's degree JSL Entertainment Co., Ltd. - Chairman	78.57%	Newly elected after re-election at the Shareholders' Meeting on June 30, 2023
Independent Director	Chang, Chih-Hung	Master's degree Avisotech Co., Ltd. - Chairman	85.71%	Re-elected at the Shareholders' Meeting on June 30, 2023 (reappointment)
Independent Director	Tsai, Ru-Chun	Bachelor's degree Power News Advertising Department - President Mint Media Company - President Unichain International (HK) Limited - Director Great Victory & Sunway Technology Ltd. - Chairman	71.43%	Re-elected at the Shareholders' Meeting on June 30, 2023 (reappointment)
Independent Director	Hu, Hsiang-Chi	Master's degree National Chung-Shan Institute of Science and Technology - Engineer; IBM Business Representative/Professional Management Consultant Kaiju Co., Ltd. - President EKEEN Precision Co., Ltd. - Chairman; Chipcera Technology Co., Ltd. - Chairman/President YAGEO Corporation - President of Global Business Group	100%	Re-elected at the Shareholders' Meeting on June 30, 2023 (reappointment)

Note 1:Chairman Chu, Wen-Yu was re-elected as the corporate representative of Chu Yuan Industrial Co., Ltd. at the Shareholders' Meeting on June 30, 2023.

Note 2:Representative of Chu Yuan Industrial Co., Ltd., Mr. Chang, Chin-Tsai, was re-elected as the corporate representative of Fengyun Advertising Co., Ltd. at the Shareholders' Meeting on June 30, 2023.

Note 3:Representative of Chu Yuan Industrial Co., Ltd., Ms. Chang, Yin-Chu, was re-elected as the corporate representative of Jaysanlyn Advertising Co., Ltd. at the Shareholders' Meeting on June 30, 2023.

Note 4:Representative of Yi-Feng International Development Co., Ltd., Mr. Hsu, Mao-Yen, resigned at the Shareholders' Meeting on June 30, 2023.

Note 5:Yangshanlin Advertising Co., Ltd.: Appointed as Director at the Shareholders' Meeting on June 30, 2023, and designated Mr. Chu, Yi as the corporate representative.

Note 6:Fengyun Advertising Co., Ltd.: Appointed as Director at the Shareholders' Meeting on June 30, 2023, and designated Mr. Chang, Chin-Tsai as the corporate representative, with the representative changed to Ms. Wang, A-Cheng on November 15, 2024.

**Board Member Structure - Distribution by Gender and Age**

		Board of Directors	Audit Committee	Remuneration Committee
Gender	Male	4	2	2
	Female	3	1	1
Age	<30 years old	-	-	-
	30-50 years old	1	-	-
	>50 years old	6	3	3

Note: The distribution by gender and age of the Board of Directors members is calculated as of December 31, 2024.

**Board Diversity**

To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company, in 2023, adopted the "Corporate Governance Best-Practice Principles." Article 20, Paragraph 2, concerning the "Board Diversity Policy," states that the composition of the Board of Directors should take diversity into consideration. An appropriate diversity policy should be formulated based on the Company's operations, business model, and development needs. Diversity factors may include fundamental attributes (such as gender, age, nationality) and professional backgrounds (such as law, accounting, industry, finance, marketing, or technology).



The Company also emphasizes gender equality in the composition of the Board. Among the current 7 directors, 3 are female, representing 42.9%. The Company's current Board Diversity Policy and its implementation are as follows:

Core Items of Diversity Director Name	Expertise							
	Operational judgment	Accounting and financial analysis	Business management	Risk management	Crisis management	Industry knowledge	Leadership	Decision making
Chu, Wen-Yu	✓	✓	✓	✓	✓	✓	✓	✓
Chang, Chin-Tsai (Note 2)	✓	✓	✓	✓	✓	✓	✓	✓
Wang, A-Cheng(Note 2)	✓	✓	✓	✓	✓	✓	✓	✓
Chu, Yi	✓	✓	✓	✓	✓	✓	✓	✓
Chang, Yin-Chu	✓	✓	✓	✓	✓	✓	✓	✓
Chang, Chih-Hung	✓	✓	✓	✓	✓	✓	✓	✓
Tsai, Ru-Chun	✓	✓	✓	✓	✓	✓	✓	✓
Hu, Hsiang-Chi	✓	✓	✓	✓	✓	✓	✓	✓

Note 1: Gender ratio of the Board of Directors is calculated based on its composition as of December 31, 2024.

Note 2: Fengyun Advertising Co., Ltd. changed its representative to Ms. Wang, A-Cheng on November 15, 2024.

## Diversity Goals and Implementation

Management Objectives	Implementation Status
To ensure the independence of the Board of Directors, the Company must have no fewer than two Independent Directors.	Achieved. The Board of Directors currently has three Independent Directors.
Based on the principle of gender equality, the Company's Board of Directors must include at least one female Director.	Achieved. There are three female Directors.

Note: Gender composition of the Board of Directors is calculated as of December 31, 2024.

## Director Nomination and Selection

The election of directors at JSL Construction adopts the candidate nomination system in accordance with Article 192-1 of the Company Act. According to legal provisions, shareholders holding more than 1% of the total issued shares of the Company may submit a list of candidates, and directors are elected shareholders through voting at the Annual General Meeting. In nominating and selecting director candidates, the Company incorporates board diversity into consideration. This includes fundamental criteria such as gender, age, nationality, and culture background, as well as professional knowledge, expertise, and industry experience. The objective is to ensure that appointed directors possess the essential knowledge, skills, and quality required to perform their duties, while also having extensive management experience in addressing economic, environmental, and social issues and their related impacts. To maintain the independence of the Board of Directors, the Company also establishes and selects Independent Directors in accordance with the "Company Act" and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies".

## Chairman of the Board

The 15th Board of Directors of JSL Construction is chaired by Chu, Wen-Yu, who is also a member of the management team and concurrently serves as the Chief Executive Officer. This dual role provides the Group with strong and consistent leadership, enabling more effective planning and execution of long-term business strategies.

To ensure the independence of the business operations, the Chairman declares any conflicts of interest in accordance with the law, when applicable, and is subject to the supervision of the Independent Directors.

## Supervision and Management of Economic, Environmental, and Social Topics





The Board of Directors serves as the Company's highest governance body, directly overseeing the Company's performance and risk management in relation to economic, environmental, and social topics and making final decisions. In resolving major matters, the Board of Directors takes into account economic, environmental, and social topics, together with their impacts, risks, and opportunities, as well as the opinions of stakeholders. For details on stakeholder engagement, please refer to the "Impact Management and Communication Engagement" section of this report. For managing economic, environmental, and social impacts, each department of the Company is responsible according to the nature of the impacts. Department heads are required to communicate with the Corporate Governance Officer regarding their department's management status and the effectiveness of related measures. The Corporate Governance Officer reports to the Board of Directors annually. The 2024 Sustainability Report was reviewed and approved by the Board of Directors on August 11, 2025, ensuring that the report covers all material topics.



## Risk Assessment of Environmental, Social, and Corporate Governance Issues

The President is responsible for coordinating risk management efforts, regularly receiving reports from department heads on the risks faced by their units. Based on assessments of the significance of individual risks, the President proposes and coordinates risk management measures or contingency plans across units, and regularly monitors their implementation and improvement progress. Depending on the circumstances, recommendations are presented to the Board of Directors for approval, review, and supervision.

### The major environmental, social, and corporate governance risks faced by the Company in 2024 are as follows:

Construction and Operational Risks	 <p>Unexpected incidents or emergencies during operations, such as work safety accidents causing casualties, equipment and property losses, or environmental pollution, can lead to operational disruptions, reputational damage, work stoppages due to major safety incidents, or significant compensation liabilities.</p> <p>Losses may arise from improper or erroneous internal operations, personnel, and systems.</p>
Legal Risks	 <p>Failure to comply with applicable laws and regulations may result in violations. Contracts may also become invalid due to omissions or inadequate provisions, leading to the risk of breach of contract and potential losses.</p>
Information Security Risks	 <p>Inadequate protection of the confidentiality and integrity of enterprise information, or improper handling of customer privacy, may result in legal liabilities.</p>
Emerging Risks	 <p>Issues such as climate change, geopolitical shifts, large-scale pandemics, and technological developments pose significant operational, strategic, or financial risks to the Company.</p>

## Communication of Critical Concerns

In addition to regular committee meetings and reports to the Board of Directors, the management team also provides the Board with important reports and information regarding JSL Construction and Chuwang Development Co., Ltd., and communicates any critical concern as needed. Details are as follows:

JSL Construction:

- Accounting Department: Quarterly financial report
- Internal Audit Department: Quarterly internal audit report

Chuwang Development:

Engineering Department and Chairman's Office: Weekly (every Thursday) report to the Chairman on project progress and important matters, with immediate communication of critical concerns as needed.

In 2024, JSL Construction and Chuwang Development reported a total of 71 critical concerns. Please refer to the significant information published by the Company on the Market Observation Post System for details on their nature.

## Conflicts of Interest and Recusal

In accordance with Article 206 of the Company Act, the Company explicitly stipulates in the "Rules of Procedure for Board Meetings" that when a director has an interest in any agenda item, whether for themselves or for the juristic person they represent, the director must disclose the important aspects of such interest at the relevant Board meeting. The director is required to recuse themselves from the discussion and voting on that matter. They are also prohibited from exercising voting rights on behalf of other directors. Details of the Board members' recusals (including the date of the Board meeting, the director(s) recused, the subject matter of the motion, reasons for recusal, and participation in voting) are detailed in the Company's 2024 Annual Report.

There are clear protocols for director's recusal due to conflicts of interest. In addition to matters requiring recusal under relevant laws and regulations, the "Ethical Corporate Management Best-Practice Principles" explicitly stipulate that directors must not leverage their position or influence in the Company to obtain improper benefits for themselves, their spouse, parents, children, or any other related party.

## Board of Directors' Continued Education

To enhance their professional knowledge and skills, Directors participate annually in professional courses on topics such as corporate governance, economics, environmental, and social issues. In 2024, the Directors participated in courses organized by the Taiwan Corporate Governance Association and the Securities and Futures Institute, which focused on taxation, short-swing trading by insiders, breach of fiduciary duty by directors and supervisors, and special cases of breach of trust. In the future, the Company will arrange for Directors to attend professional courses on sustainability-related topics such as economics, environmental, and social issues.





Directors' Continued Education

Title	Name	Date of Continued Education	Organizer	Course Title	Training Hours
Chairman and Representative of a Juridical Person Director	Chu, Wen-Yu	2024/09/20	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3
Chairman and Representative of a Juridical Person Director	Chu, Wen-Yu	2024/11/22	Securities and Futures Institute	2024 Seminar on Legal Compliance for Insider Shareholding Transactions	3
Representative of a Juridical Person Director	Chang, Chin-Tsai	2024/03/22	BCSD Taiwan	CDP Taiwan Launch Event - Promoting a New Carbon Era with Sustainable Knowledge	3
Representative of a Juridical Person Director	Chang, Chin-Tsai	2024/09/06	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3
Representative of a Juridical Person Director	Wang, A-Cheng	2024/11/22	Securities and Futures Institute	2024 Seminar on Legal Compliance for Insider Shareholding Transactions	3
Representative of a Juridical Person Director	Wang, A-Cheng	2024/12/27	National Federation of CPA Associations of the R.O.C	Decoding Corporate Financial Statements in 3 Hours and Fraud Diagnostics Practices	3
Representative of a Juridical Person Director	Chang, Yin-Chu	2024/09/20	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3
Representative of a Juridical Person Director	Chang, Yin-Chu	2024/10/08	Taiwan Stock Exchange	Special Lecture on "The Concerto of Digital Finance and Sustainable Finance Amid the AI Boom" at the 2024 World Investor Week	3
Representative of a Juridical Person Director	Chu, Yi	2024/03/22	BCSD Taiwan	CDP Taiwan Launch Event - Promoting a New Carbon Era with Sustainable Knowledge	3
Representative of a Juridical Person Director	Chu, Yi	2024/09/06	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3

**Directors' Continued Education**

Title	Name	Date of Continued Education	Organizer	Course Title	Training Hours
Independent Director	Hu, Hsiang-Chi	2024/07/10	Taiwan Investor Relations Institute	Directors, Supervisors (including Independent) and Corporate Governance Officer Training Courses	3
Independent Director	Hu, Hsiang-Chi	2024/07/22	Taiwan Investor Relations Institute	Directors, Supervisors (including Independent) and Corporate Governance Officer Training Courses	3
Independent Director	Hu, Hsiang-Chi	2024/08/06	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3
Independent Director	Chang, Chih-Hung	2024/10/04	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3
Independent Director	Chang, Chih-Hung	2024/10/08	Taiwan Stock Exchange	Special Lecture on "The Concerto of Digital Finance and Sustainable Finance Amid the AI Boom" at the 2024 World Investor Week	3
Independent Director	Tsai, Ru-Chun	2024/10/04	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3
Independent Director	Tsai, Ru-Chun	2024/10/08	Taiwan Stock Exchange	Special Lecture on "The Concerto of Digital Finance and Sustainable Finance Amid the AI Boom" at the 2024 World Investor Week	3



Performance Evaluation of the Board of Directors

To enhance the operational effectiveness of the Board of Directors, the Company has formulated the "Board of Directors Self-Evaluation or Peer Evaluation Measures" in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies." Sustainability indicators in corporate governance, economic, environmental, and social aspects are incorporated to ensure the Board is diligent and responsible in corporate governance, operations, and sustainability matters.

The Company shall disclose self-evaluation (or peer evaluation) information of the Board including the evaluation cycle and period, scope, method, and content. On March 3, 2025, the Company completed its Board performance evaluation. Please refer to the table below for the evaluation cycle and period, scope, method, and evaluation contents.

Evaluation Period	2024
Scope of Evaluation	1.Board of Directors    2.Individual director    Performance appraisal of the functional committee
Evaluation Methods	1. Self-evaluation of the Board of Directors    2.Self-evaluation of Board members    Self-evaluation of functional committee members
Evaluation Contents	<div>1.Self-evaluation of the Board of Directors (1)Participation in the operation of the Company    (2)Improvement of the quality of the Board of Directors' decision making (3)Composition and structure of the Board of Directors    (4)Election and continuing education of the directors    (5)Internal controls</div> <div>2.Self-evaluation of Board members (1)Understanding of the objectives and missions of the Company    (2)Understanding of directors' responsibilities (3)Participation in the operation of the Company    (4)Management and communication of internal relationship (5)Major and continuing education of the directors    (6)Internal controls</div> <div>3.Performance appraisal of the functional committee (1)Participation in the operation of the Company    (2)Understanding of functional committee's responsibilities (3)Improvement of the quality of the functional committee' decision making    (4)Composition of the functional committees and election of members    (5)Internal controls</div>
Evaluation Results	The evaluation results of the 2024 Board of Directors and functional committees have been reported at the Board meeting held on March 3, 2025.

The goal of improving the performance of Board of Directors in the most recent year (including the establishment of an Audit Committee, and improvement of information transparency) and the analysis of implementation.

1.The Company has established an Audit Committee and a Remuneration Committee, both composed entirely of independent directors. These committees help the Board perform its supervisory duties and report their operations to the Board on a regular basis.

2.The Board has formulated the "Rules of Procedure for Board Meetings" with reference to the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" to ensure compliance.

3.In order to protect the directors and managers from risk exposure in the performance of business, the Company purchases "Directors and Officers (D&O) liability insurance" annually, enabling them to carry out their responsibilities wholeheartedly and create maximum value for shareholders. In order to improve transparency and protect shareholders' rights, the Company has set up dedicated sections on its website, including "Investors," "Corporate Social Responsibility," and "Corporate Governance," to provide timely access to relevant information.

## Remuneration Policies for the Board of Directors and Senior Management

The remuneration for the Company's directors is paid in accordance with the "Articles of Incorporation", and the performance evaluation results are also taken into consideration when deciding their salary and remuneration. The remuneration for senior management (including the President and Vice Presidents) is reviewed by the Remuneration Committee and approved by the Board of Directors. For information on the salaries, bonuses and allowances, retirement pensions, and employees' remuneration of the Board of Directors and senior management, please refer to the Company's 2024 Annual Report, section Three: Remuneration of Directors, Supervisors, the President and Vice Presidents in the Most Recent Fiscal Year. In the 2024, the Company did not engage an independent remuneration consultant.

The Company has not yet linked its ESG goals and performance with the personal remuneration of its directors and senior management. However, the Company will continue to monitor developments in this area and will consider integration once ESG implementation becomes more mature. The retirement benefit system for directors and senior management is the same as that for general employees, and is implemented in accordance with legal regulations.



## Process to Determine Remuneration

The remuneration for the Company's executive managers and employees mainly consists of salaries, bonuses, and compensations. Fixed salaries are determined with reference to market standards, the Company's financial condition, and organizational structure, thereby establishing employee salary standards. Employee remuneration primarily includes base salary (comprising basic pay, meal allowances, and other various stipends) and year-end bonuses. Year-end bonuses are distributed based on individual employee performance evaluations, with outstanding employees offered strong promotion opportunities. All types of bonuses and allowance are closely tied to their work performance. Except for bonuses, variable compensation is distributed in accordance with the Articles of Incorporation, which stipulate that no less than 1% of annual profit shall be allocated to employee remuneration. Bonuses and employee remuneration are distributed based on the assessment of individual performance of executive managers and employees, aligned with the Company's business performance goals.

The salary and remuneration policy for the Company's directors, executive managers, and employees is evaluated not only to ensure a positive correlation with business performance but also to consider industry risks and long-term development trends. The policy emphasizes both short-term and long-term reward systems to balance sustainable operations with effective risk management.

A Remuneration Committee has been established under the Board of Directors, which is at the same level as the Audit Committee. It is composed of 3 Independent Directors who review and determine the remuneration of the highest governance body and senior management in a fair and reasonable manner. Currently, remuneration policies and decisions are developed internally by related parties. Please refer to the Company's 2024 Annual Report for detailed resolutions on remuneration.

The Company's remuneration is distributed in accordance with the "Articles of Incorporation." Each year, the distribution of employee and director remuneration for the previous year must be reported at the Annual General Meeting. The distribution of employee and director remuneration for 2024 has been reported at the Shareholders' Meeting held on June 30, 2025.

## Annual Total Compensation Ratio

The annual total compensation of the individual with the highest remuneration may vary due to factors such as job responsibilities, individual performance during the year, and the Company's profitability. To prevent any potential misinformation, the Company only discloses salary-related information in accordance with the requirements of the Market Observation Post System.

The average and median salary of full-time employees not in managerial positions, along with year-over-year changes in these figures, are also disclosed on the Market Observation Post System.

<https://mopsov.twse.com.tw/mops/web/t100sb15>



## Policies and Regulations Related to Responsible Business Conduct

JSL Construction adheres to responsible business conduct. To foster a corporate culture of integrity and honesty, and to meet the expectations of investors and other stakeholders, the Board of Directors has adopted and promulgated relevant regulations such as the "Sustainable Development Best-Practice Principles" and "Codes of Ethical Conduct." These documents set forth detailed policies, standards, operational procedures, conduct guidelines, and complaint systems, requiring employees and business partners to adhere to the established rules in the course of business operations. The objective is to prevent dishonest behavior, cultivate a culture of integrity and accountability, and ensure that the Company's commitment to the highest ethical standards is reflected in all business activities.

The Company's responsible business conduct policies are mainly formulated by referring to the relevant guidelines set by the Taiwan Stock Exchange. Awareness of these codes is promoted among directors and employees through the internal network, distribution of legal information, and educational training programs. In addition, JSL Construction complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, regulations relevant to TWSE- or TPEx-listed companies, and other laws related to business activities. Compliance with these laws serves as a fundamental prerequisite of the Company's ethical management practices. The Company also closely monitors changes in both domestic and international regulations to assess potential risks and impacts, and reviews internal policies accordingly to ensure their adequacy and appropriateness.

At least once a year, the Company reports to the Board of Directors on relevant decisions, execution results, and matters related to the preparation of the Sustainability Report, ensuring that policies related to responsible business conduct are fully integrated into the Company's daily operations.





## List of Main Regulatory Documents

Document Title	Target Audience	Purpose
Sustainable Development Best-Practice Principles	JSL Construction and its group enterprises	Manage the risks and impacts of JSL Construction and its subsidiaries on the economy, environment, and society to achieve the goal of sustainable development.
Corporate Governance Best-Practice Principles	JSL Construction	Establish a sound corporate governance system and an effective corporate governance structure to protect shareholders' rights and interests.
Codes of Ethical Conduct	Directors, executive managers, and employees of JSL Construction	Establish a sound corporate governance system and an effective corporate governance structure to protect shareholders' rights and interests.
Ethical Corporate Management Best-Practice Principles	Directors, executive managers, employees, appointees, and persons with substantial control of JSL Construction and its group enterprises and organizations	Practice the ethical business policy and actively prevent unethical behavior by specifying matters that the Company's personnel should observe in the course of business operations.
Management Procedures for Preventing Insider Trading	JSL Construction or insiders (as defined in the procedure)	Prevent and prohibit insider trading to ensure that neither the Company nor its insiders, whether due to unfamiliarity or intent, violate relevant regulations, thereby avoiding litigation or reputational damage.
Procedures for Handling Material Non-Public Information	Directors, executive managers, and employees of JSL Construction, as well as any other persons who become aware of the Company's material non-public information due to their identity, profession, or control relationship.	Prevent improper disclosure of information and ensure the consistency and accuracy of the information released by the Company to the public.

For more details, please visit the JSL Construction official website.



## Main Responsibilities of Policy Implementation

The Corporate Governance Officer of JSL Construction is responsible for coordinating the formulation, supervision, execution of policies and regulations related to responsible business conduct, as well as the investigation and handling of reported cases. The officer reports to the Board of Directors and the Audit Committee on an ad hoc basis regarding professional ethics, regulatory compliance, and reported incidents.

In addition, the Board of Directors and various departments, according to their respective responsibilities, work together to promote the implementation of the aforementioned codes and policies on responsible business conduct.

## Anti-Corruption

### Communication and Promotion of Anti-Corruption Policies

The Company and Chuwang Development strictly comply with the laws and regulations issued by competent authorities regarding corporate governance, business integrity, environmental protection, and labor and human rights, and implement regulatory education within the organization. To effectively communicate business integrity and anti-corruption policies, the Company not only conducts regular employees training and incorporates the concept of business integrity into daily operations, but also publishes the "Sustainable Development Best-Practice Principles" and "Codes of Ethical Conduct" on its official website and internal platform. This ensures that members of the Board of Directors, all employees, and relevant stakeholders can access and understand the Company's conduct guidelines and related grievance mechanism. Regarding the aspect of supplier management, the Company requires all partners to sign an anti-corruption agreement before cooperation. If a supplier violates the integrity agreement clauses, it will be considered a breach of contract and the relationship will be terminated. Through this communication mechanism, the Company is committed to establishing a transparent, fair, and corruption-free business cooperation environment.

### Anti-Corruption Training and Education Implementation

To practice professional ethics and enhance the integrity awareness and risk identification capabilities of employees and directors, JSL regularly conducts anti-corruption and compliance training. In 2023 and 2024, the Company implemented employee education programs, providing a two-hour "Insider Trading Prevention Training Course" for employees from the Finance, Administration, and Human Resources departments. The training enhanced their understanding of insider trading and helped prevent inadvertent violations. In 2023 and 2024, a total of 20 and 48 participants attended, respectively, accounting for 23% and 25% of the total number of employees. The Company also provided a two-hour "Anti-Money Laundering Act Training Course" for business unit supervisors to strengthen their judgment, reinforce the awareness of Anti-Money Laundering Act, and ensure compliance with related regulations. In 2023 and 2024, a total of 15 and 45 participants attended, respectively, accounting for 17% and 23% of the total number of employees. At the corporate governance level, Board of Directors members actively participate in business integrity and anti-corruption related training courses. In 2023 and 2024, a total of 28 and 45 participants, respectively, attended, achieving a participation rate of 100%. No corruption or bribery-related incidents were reported or occurred during these years. Looking ahead, the Company will continue to expand its training programs to ensure that directors and employees fully understand and adhere to ethical standards, consistently demonstrating integrity in all business conduct.





Reporting System

JSL Construction has established an internal audit office responsible for coordinating the formulation, supervision, execution, and investigation of reported cases related to ethical management or responsible business conduct policies and regulations for both JSL Construction and Chuwang Development and for enforcing penalties. The office reports to the President on a regular basis.

If there is any illegal activity or behavior violating insider trading, money laundering, or other breaches of business integrity, the Company provides whistleblowing channels accessible to Employees and stakeholders. Whistleblowers can choose to report directly to a supervisor, via a dedicated mailbox, or anonymously. The Company keeps the whistleblowing information strictly confidential and will handle punishment according to the Company's regulations. Through annual education and training, internal emails, and the Company's official website, JSL communicates with employees and other stakeholders about consultation and reporting channels.

External Channel	An anonymous reporting email is provided on the official website (Email: amma@mail.jsl.com.tw)
Internal Channels	President's mailbox
	Dedicated mailbox for human resources, employee grievances, and sexual harassment prevention
	Business conduct and ethical compliance whistleblowing system

The implementation status of the Company's reporting system is as follows: Neither JSL Construction nor Chuwang Development received any reported cases in 2024. If any violations of business integrity or responsible business conduct occur, employees can promptly report and provide feedback to the management through email, the stakeholder section on the official website, and the internal proposal system. External stakeholders who become aware of any violations of business integrity or ethical conduct can file a report through the dedicated hotline set up by the Company's Audit Office or via the stakeholder section on the official website.

- (1) The Company has have set up reporting channels and systems on both internal and external websites to accept reporting of any illegal or unethical incidents. The internal audit unit is responsible for the investigation, and the identity of the whistleblowers and the content of the reports are kept confidential.
- (2) The stakeholder section on the Company's official website provides a dedicated contact email as a communication channel. Whistleblowers are required to provide sufficient information to facilitate verification. The identity of the whistleblower, the content of the report, the investigation process, and related data are subject to strict confidentiality measures. If any violation of laws or Company regulations are confirmed, they will be reported to the relevant government authorities for investigation or handled in accordance with the Company's internal regulations, depending on the severity. In the case of major violations that might severely harm the Company and involve senior management, a report shall be immediately prepared and submitted to the independent director.
- (3) When a stakeholder submits feedback through the dedicated email in the stakeholder section, the message is transmitted to the corresponding designated unit. The responsible unit must report the handling progress within the specified time. The Company also compiles and tracks the number of submissions and their handling progress on a monthly basis.
- (4) The Company adopts absolute confidentiality measures to protect whistleblowers from any threats or retaliation. During the investigation, the name of the whistleblowers is kept anonymous.
- (5) The Company discloses its Codes of Ethical Conduct the content on its website and in the annual report. Reporting channels and disclosure mechanisms are considered adequate. Information disclosed to the general public can be found on the Market Observation Post System and the Company's website.

### **Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices**

The Company strictly complies with government and industry-related regulations, refraining from any improper or unfair anti-competitive behavior to maintain a sound market mechanism and structure. In 2024, neither JSL Construction nor Chuwang Development was found to have violated any laws and regulations in the social and economic domains, and there were no incidents of anti-competitive behavior, anti-trust, and monopoly practices.

### **Political Contributions**

In 2024, JSL and Chuwang Development made no political contributions.



03 /

Integrity as the Foundation, Diligent Governance

3-2 Compliance with Laws and Regulations

Management of Material Topics - Compliance with Laws and Regulations

Material Topic	Compliance with Laws and Regulations	
Impact Description	One of the major responsibilities of enterprises is to comply with the regulations of environmental, social, and economic laws where they operate. If the Company fails to comply with environmental laws and regulations, it may face penalties such as fines, mandated improvements within a specified time, or suspension of operations, affecting normal business operations and resulting in a negative corporate image.	
Policy / Commitment	Comply with government laws and regulations, actively review violation cases, promptly implement improvement measures, and avoid repeat offenses.	
Actions Taken	<ul style="list-style-type: none"><li>• To ensure compliance with relevant laws and regulations and to avoid unnecessary penalties, the Company always closely monitors any domestic and international policy and legal developments that could significantly impact our business and financial operations, aiming to create an excellent industrial operating environment.</li><li>• Conduct relevant education and training courses and meetings to promote the concept of legal compliance.</li><li>• Comply with government laws and regulations, such as the Company Act, Securities and Exchange Act, regulations relevant to public listings, or other laws related to business activities, environmental protection, and society.</li></ul>	
Tracking and Evaluation Mechanisms	<ul style="list-style-type: none"><li>• Supervised by competent authorities and other law enforcement agencies in accordance with the law.</li><li>• Conduct regular promotions and education training related to laws and regulations.</li><li>• The audit unit formulates audit plans based on risk assessment results and regularly evaluates the effectiveness of both the design and implementation of the Company's internal controls.</li></ul>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"><li>• Continuously monitor legal risks and conduct related compliance awareness activities.</li><li>• Ensure that the total number of fines over NT\$100,000 for major occupational safety and health violations across all construction sites is below 5.</li></ul>	<ul style="list-style-type: none"><li>• Optimize and strengthen the Group's management methods and formulate standard contract templates.</li><li>• Ensure that the total number of fines over NT\$100,000 for major occupational safety and health violations across all construction sites is below 3.</li><li>• Plan different types of regulatory training for management and administrative staff, and conduct tests after the training to evaluate learning effectiveness.</li></ul>

JSL Construction strives to ensure that all business activities are conducted in compliance with relevant laws and regulations. To ensure the implementation of legal compliance, the Company's Corporate Governance Officer and legal personnel assist directors in fulfilling legal obligations and supervise the compliance practices of subsidiaries, ensuring that relevant business activities adhere to relevant regulations.

JSL Construction continuously monitors domestic policies and regulations. To stay informed about significant regulatory changes, legal personnel regularly communicate with business, gathering and tracking the progress and direction of draft regulations related to the Group's business. They identify the potential impact of new or amended regulations on the Group's business, and promptly inform the responsible departments to review and assess these changes. This process enables the Company to identify at an early stage draft regulations that could significantly impact its business or financial performance, allowing timely adjustments to internal guidelines accordingly to ensure that business operations remain aligned with the latest regulatory requirements.

The Company periodically assigns appropriate personnel to participate in regulatory briefings and legal education training. The training content includes "Overview of Urban Renewal Floor Area Incentives and Analysis of Urban Renewal Project Plans," "Differences and Similarities between Urban Renewal and Reconstruction of Old Buildings," "Analysis and Practical Planning of Smart Building Label Evaluation Indicators," "Practical Regulations on Land and Building Registration," "Sharing of Public Facility Ratios and Practical Calculation Ratios," etc. In addition, internal legal training sessions are organized based on actual circumstances and operational needs.

In 2024, neither JSL Construction nor Chuwang Development were penalized for violating marketing communication, customer safety, or customer privacy regulations. Additionally, the Company has strictly complied with the Company Act, Fair Trade Act, and Securities and Exchange Act, which are important laws related to corporate governance and listed companies, with no violations of the aforementioned laws.

In 2024, JSL Construction and Chuwang Development incurred a total of 17 penalties related to occupational safety and waste management, with total fines amounting to NT\$1,165,800. The primary causes of these violations included deficiencies in workplace maintenance, noise levels exceeding regulatory standards, and late reporting of air pollution fees. Major violations are defined as cases with fines exceeding NT\$100,000. A total of 7 cases met the criteria, including one involving Chuwang Development, which failed to properly inspect or actively coordinate with subcontractors to implement protective measures at basement edge openings, such as installing guardrails, covers, or safety nets. This resulted in a fine of NT\$100,000. As corrective actions, Chuwang Development conducted comprehensive inspections to restore protective equipment at openings and installed plywood coverings in stairway ducts. Both JSL Construction and Chuwang Development are committed to urging responsible personnel to conduct thorough reviews in order to reduce the likelihood of violations in the future.

In addition, JSL Construction requires its subsidiaries to promptly report any penalties for non-compliance and to propose immediate rectification plans, with strict oversight to ensure timely completion of corrective measures. These efforts are aimed at strengthening the Group's corporate governance framework.



## Litigation or Non-Litigation Events

Regarding the case involving violations of the Securities and Exchange Act by former senior executives, the Company filed a criminal action with an ancillary civil claim against the relevant individuals on August 22, 2013. On February 23, 2022, the Supreme Court made a criminal judgment, entitling the Company to the restitution of criminal proceeds. In respect of the civil action, the Civil Division of the Taiwan High Court rendered a judgment on January 30, 2024, dismissing the Company's claim for damages. After receiving the judgment, the Company appealed to the Supreme Court on March 6, 2024. However, on November 5, 2024, the Supreme Court issued a ruling dismissing the appeal. Accordingly, no further appeal may be filed regarding the civil aspect, and the case is therefore concluded.

The lawsuit regarding the request for payment of sales bonuses by two former employees engaged in house sales, with a total claim amount of NT\$2,442,087. The Company has handled the matter in accordance with the mediation record of the Labor Court of the Taiwan High Court dated February 22, 2024.

The aforementioned cases do not involve any criminal charges against the Company. They have no material impact on the Company's financial condition, business operations, or reputation.



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## Internal Control and Audit System

The Company follows the "Regulations Governing Establishment of Internal Control Systems by Public Companies" to formulate its internal control system and internal audit implementation rules. The internal control system is designed by executive managers, approved by the Board of Directors, and executed by the Board of Directors, executive managers, and other employees as part of the Company's management process, thereby promoting the sound operations.

1. Internal audit purpose: The objectives of internal audit are to safeguard the interests of the enterprise, identify and evaluate deficiencies in the internal control system, evaluate operational efficiency, and provide timely recommendations for improvement. This ensures the continuous and effective implementation of the internal control system and assists management in fulfilling their responsibilities.

2. The Company has established an Audit Office that reports directly to the Board of Directors. In 2024, the Audit Office is staffed with a total of 3 people, including the audit supervisor and audit personnel. Any changes to the audit supervisor must be approved by the Board of Directors.

Job responsibilities of the Audit Office personnel:

1. Continuously monitor operational activities and report to management at all levels, allowing potential issues to be controlled or improved in a timely manner. This ensures that departmental operations can function normally and effectively.

2. Regularly or periodically review the completeness and effectiveness of the internal control system and the internal audit framework, and revise the internal audit implementation rules for submission to the Board of Directors when necessary.

3. Plan, execute, and follow-up on the internal audit.

4. Plan, promote, and execute the annual audit plan to review and evaluate the Company's budget, financial and business operations, operating performance, and internal control system, with work papers and sampling data compiled into audit reports for reference.

5. Follow up on and audit irregularities identified in daily operations.

6. Follow up on and audit designated projects.

7. Communicate the Internal audit activities implementation with the Audit Committee quarterly and report to the Board of Directors.

8. The audit supervisor should attend the Board of Directors meetings to report on audit activities.

The audit operations for 2024 revealed no significant irregularities. The statement on the design and effectiveness of the internal control system has been disclosed in the 2024 Annual Report. Please refer to the Company's website "Investors" section for details on the communication between the audit supervisor, independent directors, and accountants.

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# 04/

## **Innovative Building Features**

# 04 / Innovative Building Features

## 4-1 Product Quality and Safety

### Management of Material Topics - Product Quality and Safety

Material Topic	Product Quality and Safety	
Impact Description	<ul style="list-style-type: none"> <li>· Positive impact: Emphasizing building structure safety and selecting environmentally friendly materials, reducing any risks to health.</li> <li>· Negative Impact: A decline in construction quality, damaging corporate reputation</li> </ul>	
Policy / Commitment	<ul style="list-style-type: none"> <li>· When planning construction, devise better actions based on different regions, geology, and terrain to provide better services.</li> <li>· Strictly control construction quality.</li> </ul>	
Actions Taken	<ul style="list-style-type: none"> <li>· Update and compile land laws and related building regulations, timely adjust the return on investment and execution strategies of projects under development to maintain customer safety and health.</li> <li>· Incorporate environmental, pedestrian-friendly, and disaster relief routes as key considerations in the main spatial design to enhance residents' living quality.</li> <li>· Select environmentally friendly materials and enhance the building's thermal insulation efficiency.</li> </ul>	
Tracking and Evaluation Mechanisms	<p>Planning and Design: Through government agency reviews, each project respectively passes reviews for Green Building, Intelligent Building, Earthquake-Resistant Label, and Barrier-Free Label, etc.</p> <p>During Construction: Through the use of a construction self-inspection checklist, along with a subcontractor evaluation form, we ensure construction quality and select excellent contractors.</p>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"> <li>· 20% of the project sites obtain the highest government-certified label.</li> <li>· 15% of the project sites adopt recyclable and recycled green building materials.</li> <li>· 70% of the project sites provide a production record of the construction process.</li> <li>· Enhance the introduction of products and corporate spirit, and receive awards (such as the Want Want China Times Golden Estate Award).</li> </ul>	<ul style="list-style-type: none"> <li>· 30% of the project sites obtain the highest government-certified label.</li> <li>· 30% of the project sites adopt recyclable and recycled green building materials.</li> <li>· 100% of the project sites provide a production record of the construction process.</li> <li>· Enhance the introduction of products and corporate spirit, and receive awards (such as the Want Want China Times Golden Estate Award).</li> </ul>





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## Land Development

To promote the planned redevelopment and utilization of urban land, revitalize urban functions, improve living environments and landscapes, and enhance public interest, land development serves as a vehicle for economic growth, enhancing competitiveness, and advancing social progress.

### Principles and Strategies of Land Development

To address the challenges posed by climate change and other global issues, JSL Construction upholds the mission of sustainable development, insisting that land development must integrate low-carbon practices, intelligence design, resilience, cultural values, and ecological harmony.

JSL's Land Development Department conducts comprehensive and multi-dimensional assessments of land, including urban development status, landowner intentions, existing community conditions, economic relationships, and overall landscape. With origins in consignment sales, we have developed strong insights into local market conditions, enabling us to seize early opportunities to acquire premium land resources with development potential. Guided by an urban planning perspective, we design products tailored to the needs of the target homebuyer groups. For example, beginning in 2014, we successively acquired 180,000 ping (approximately 595,042.2 square meters) of land in the Baoshan Special Zone in Hsinchu. The site is only an 8-minute drive from the Hsinchu Science Park and is surrounded by major high-tech companies. The sales performance of related projects has been favorable, with very high appreciation potential.

In recent years, we have been committed to planning regional landmarks that deliver win-win outcomes. By incorporating local culture, analyzing unique environmental needs, and collaborating with local businesses, we jointly address complex existing challenges. For example, in partnership with Chien-Fu Construction Co., Ltd., a local company in Sanchong District, we co-developed part of the left bank of the Er Chong Re-planning District. This emerging area, one of the few in Sanchong District with metro access, is adjacent to the New Taipei City's Second Administrative Center (now under construction) and the 424-hectare Metropolitan Park. The area boasts convenient metro access, educational institutions, government facilities, and riverside green belt, forming a vibrant new municipal hub. Through our NT\$10 billion flagship residential plan, dominating nearly 10,000 ping (approximately 33,057.9 square meters) of core land, we are creating a new future of modern living.

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### Land Development Evaluation Process

JSL Construction rigorously executes its land development evaluations with safety as the primary criterion, carefully selecting high-quality land. In balancing the profits and risks of land development, we conduct detailed land investment analyses, plan the distribution of rights with landowners, and determine product positioning to ensure that the land holds economic value, safeguarding the interests of both landowners and the Company. On the other hand, we hold internal meetings to confirm land suitability, clarify geological conditions, verify land use legality, and review property rights, in order to mitigate risks and uncertainties related to product health and safety.

Evaluation reports prepared by the Land Development Department are submitted to the President and Chairman, and subsequently reported to the Board of Directors for approval. In 2022, 2023, and 2024, the Board of Directors reviewed and approved a total of 5, 4, and 9 major land development cases, respectively, with adjustments made based on the actual development scope and conditions.

All evaluations and related operations in land development comply with relevant legal regulations. There were no procedural violations or land acquisition disputes in 2024.

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## Safety Construction

The subsidiary Chuwang Development has undertaken many in-house projects for JSL. During the construction period, Chuwang Development is susceptible to factors such as economic cycles, price fluctuations, and inflation. Thus, controlling progress and ensuring safety in design, while at the same time maintaining construction quality, represents both the commitment and the mission of the JSL Group. Construction quality has always been a focus of customers. JSL Construction ensures strict quality management from the very beginning, overseeing building materials and implementing standardized construction methods. A solid three-tier quality control system is applied to enforce rigorous standards. Before the start of any project, JSL Construction convenes a pre-construction briefing with a detailed "Construction Plan," strictly adhering to procedural workflows and leaving no detail overlooked. Upholding the philosophy of "Dedicated Living for You," the Company is committed to creating safe and high-quality homes for its customers. After handing over the building work to Chuwang Development, JSL Construction continues to engage in cross-departmental integration and communication during the construction process. The Company holds discussion on various challenges, potential issues, cost fluctuations, as well as solutions for unexpected situations, and makes timely project adjustments to ensure smooth execution. In 2024, JSL Construction and its subsidiary Chuwang Development had no incidents of non-compliance with regulations concerning the health and safety of products and services, no violations of product and service information and labeling regulations, and no violations of marketing communication regulations (including advertising, promotion, and sponsorship) that resulted in fines or warnings. Construction quality and safety are the most valued aspects for the JSL Group. In addition to fulfilling customers' aspiration for a "home" and providing the full range of services needed for a "home," the JSL Group upholds the brand proposition of "Dedicated Living for You."

The Company values information transparency and the protection of consumer rights throughout the stages of project planning, sales, and handover, fully disclosing product information in accordance with the Consumer Protection Act, Building Act, and related real estate transaction regulations. Sales documents (such as project brochures, model homes, and website information) include the following information:

- Building structure, floor layout, square footage calculation method, and common area ratio explanation.
- Material specifications and equipment brands (such as bathroom, kitchen, doors, and windows).
- Engineering warranty period and scope of after-sales service.
- Standard contracts, performance guarantees, and related property transfer documents as required by law.

In addition, all advertising, contracts, and on-site tour content for the Company's projects are reviewed by the internal Legal and Marketing departments to avoid misleading or false claims. Prior to handover, buyers are provided with a handover manual detailing construction and equipment specifications (see 4.2 Customer Relationship Management). A dedicated representative explains the operation and subsequent warranty mechanism, enhancing users' understanding of and trust in the Company's building products.

### Management Policies

Zero compromise and a steadfast attitude, controlling building materials from the source and implementing standard construction methods are key to creating a wonderful home. JSL Construction emphasizes building structure safety, environmental comfort, construction quality of contractors, and occupational safety and health. By upholding rigorous control over every safety aspect, JSL Construction builds high-quality and high-safety products homes that embody reliability and craftsmanship, fulfilling customers' aspiration for a true "home."

### Management Commitment

JSL selects business partners through a sound evaluation system to ensure suppliers focus on the quality of construction projects and workplace safety and hygiene. This protects fundamental labor rights and reduces the consumption of natural resources. In addition, JSL Construction insists on controlling building materials from the source, implementing standard construction methods, and strictly adhering to proper procedures. JSL also strives to grow together with its business partners, creating safe and comfortable good houses.

### Responsible Units

· Quality Control Section · Budget and Contracting Section · Electrical and Mechanical Engineering Section · Engineering Section



## Key Items of Internal Construction Quality Audit

1. Fire Safety Inspection

2. Slab Pouring Inspection

3. Site Environmental, Safety  
and Quality Management

4. Structural Reinforcement  
Inspection

5. Equipment Inspection

6. Tool Usage Regulations

To ensure no errors in the construction process and to guarantee building quality, JSL Group conducts inspections at each stage to verify that all engineering works are performed according to the specifications of the contract drawings. Inspection notices are completed, and tests are performed on structural concrete non-radioactive contamination, and ready-mixed concrete quality to confirm compliance with the ROC national standards. These tests ensure construction quality and project progress.



## JSL Construction Product Quality Goals

2024



- Hold meetings weekly to discuss the construction quality of each site.
- Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.
- 10% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)
- Conduct supplier evaluation every six months.

Performance in 2024



- Complete the weekly meetings to discuss the construction quality of each project site.
- Enhance the introduction of products and corporate spirit, and receive two gold awards: the "Excellence in Customer Trust Award" and "Outstanding Brand Excellence Award."
- 10% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)
- Conduct supplier evaluation every six months.

2027



- Hold meetings weekly to discuss the construction quality of each site.
- 20% of the project sites obtain the highest government-certified label.
- Enhance the introduction of products and corporate spirit.
- Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.
- 15% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)
- 70% of the project sites provide a production record of the construction process.
- Collect feedback and make adjustments through post-sale service satisfaction surveys.

2029



- Hold meetings weekly to discuss the construction quality of each site.
- 30% of the project sites obtain the highest government-certified label.
- Enhance the introduction of products and corporate spirit.
- Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.
- 30% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)
- 100% of the project sites provide a production record of the construction process.
- Collect feedback and make adjustments through post-sale service satisfaction surveys.



## Construction Standards

JSL Group's zero compromise approach to construction standards is reflected across the sourcing of building materials, pre-construction planning, and construction phases. We have established strict quality management and standardized procedures for each construction detail, strengthened construction management functions, effectively controlled costs, and ensure that projects are completed on schedule without compromising quality. We also continue to gather the latest market information and technology to enhance employees' professional capabilities, carefully selecting suitable innovative technologies to integrate into architectural design and continuously delivering high-quality construction projects.

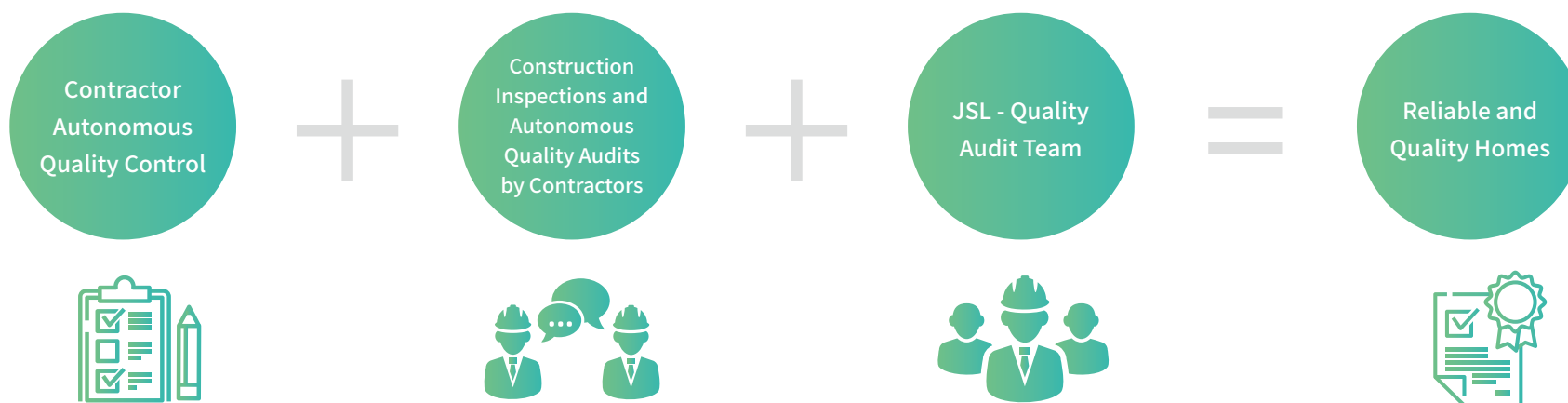


## Construction Systems

To deliver buildings that are more energy-efficient, safer, more cost-effective, and more convenient, JSL Group has strengthened the construction management function. Under strict quality control procedures, the Group integrates resources across departments and continuously improves and perfects its construction systems with the core concept of sustainable housing, providing all customers with safe, reliable, and high-quality homes.

### Three-Level Engineering Quality System

JSL Group implements strict quality management through its "Three-Level Quality Control System," requiring all contractors to fully commit to the First-Level Autonomous Quality Control. The Second-Level Inspection is conducted by contractors during the construction phase through on-site inspections and autonomous quality audits. The Third-Level Spot Inspection is conducted by the JSL Construction Quality Audit Team, which supervises contractors in carrying out inspection tasks. Through the rigorous three-stage control mechanism, the Group ensures the solid quality and reliability of every construction project.







## Construction Plan



### Construction and Surrounding Environment Maintenance

- Environment Protection Plan · Emergency Response and Disaster Prevention Plan
- Traffic Maintenance and Safety Control Plan · Post-Completion Environmental Cleaning



### Safe Construction Environment

- Construction Operations Management · Occupational Health and Safety Management Plan



### Construction Progress Planning and Management

- Schedule Management Plan · Pre-Construction Activities
- Project Overview · Temporary Works plan · Survey Plan
- Sub-Construction Plan · Acceptance and Handover Management Plan



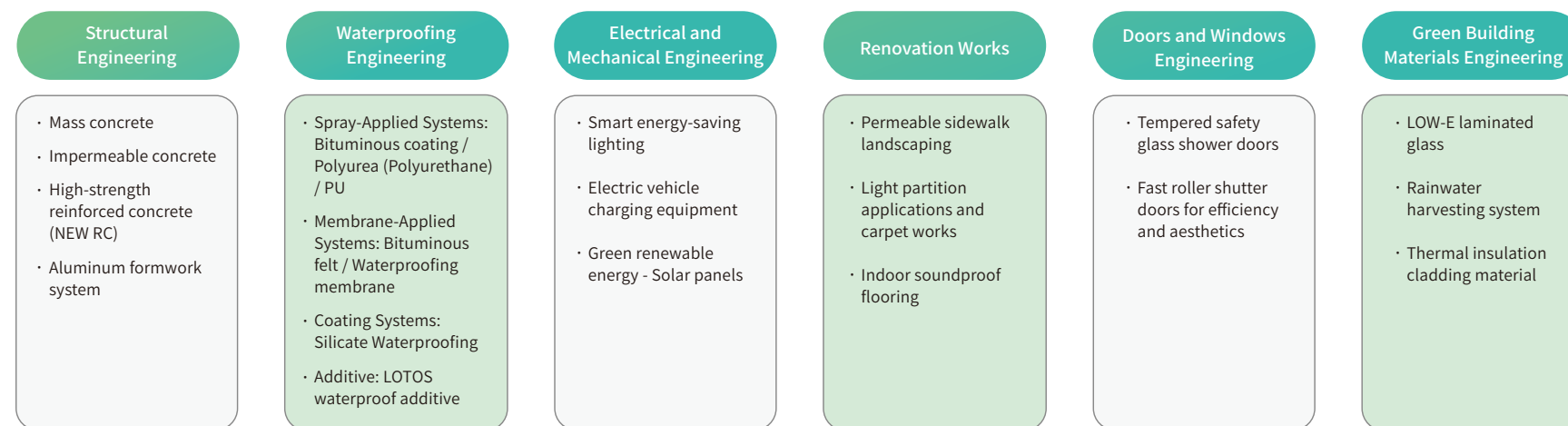
## Construction Technology

The construction team of JSL Construction holds "New Materials, New Equipment, and New Construction Methods Seminars" periodically to analyze the latest trends from six aspects: structure, waterproofing, electromechanical systems, decoration, doors and windows, and green building materials. The team further explores high-quality technologies while integrating considerations of market demand, construction schedules, cost, and performance outcomes. Building materials and construction methods are thoroughly reviewed to formulate future improvement suggestions. Items that pass internal approval are prioritized as standard materials and methods for upcoming developments. In recent years, the Company has adopted top-down and bottom-up approaches to enhance construction efficiency. Under the premise of ensuring structural safety, the simultaneous construction of upper and lower levels has been implemented to improve both construction schedules and cost efficiency.

In addition to acquiring professional knowledge from external sources to enhance competencies, JSL Construction further focuses on its organizational structure by establishing project-oriented dedicated units to cultivate professional talents, strengthen engineering quality control, and improve construction quality. This approach ensures the inheritance of experience and knowledge, enhancing its management capabilities at all stages of the real estate lifecycle.

## Application of Construction Technology

JSL evaluates all new building materials, construction methods, and technologies in the market from six aspects, continuously expanding both the breadth and depth of its technical capabilities. Regularly meetings are held to discuss the details of each item and identify new methods and technologies suitable for adoption by the Company. The Company aims to utilize tools such as the Internet of Things (IoT), artificial intelligence (AI), and cloud computing to create efficient interaction and operation among community transportation systems, water supply networks, power equipment, and buildings. These integration are design to achieve sustainable governance in large-scale urban development projects while simultaneously improving residents quality of life. To realize Taiwan's first city vision by private enterprise, JSL signed a smart city consulting service cooperation with the Industrial Technology Research Institute. In 2023, the exterior of the JSL's corporate headquarters was designed with a glass curtain wall. while the interior incorporates fiber optic systems and technological building features. Additionally, the Company has pursued certification for both existing and new projects through the "Verified Healthy Building Mark," reflecting JSL's unique approach to architectural design.





Safe Building Design

Earthquake

Taiwan is located on a seismic belt and experiences frequent earthquakes, making the earthquake resistance of construction projects a primary consideration for ensuring customer safety, health, and comfort. In recent years, completed projects have adopted structural designs such as steel structures, reinforced concrete structures, and raft foundations based on geological characteristics and project planning. The structural seismic coefficients of all projects comply with national standards, achieving earthquake resistance levels equivalent to magnitude 5 to 6.

Project Owner	Ongoing Projects	Steel Structure	Reinforced Concrete Structure	Raft Foundation	Seismic Resistance Level e.g.: Intensity 5+, Intensity 6	Geotechnical drilling	Adjacent Building Appraisal	Independent Structural Review
JSL	The Grand Palace	●	●	●	Intensity 6–	●	●	●
	Garden Palace		●	●	Intensity 5+	●	●	
	The Paradise In Hsinchu		●	●	Intensity 6–	●		
	Linkou A7		●	●	Intensity 5+	●	●	●
	The Castle		●	●	Intensity 6–	●	●	●
	Park Mansion No.2		●	●	Intensity 6–	●	●	●
	Park Mansion No.3		●	●	Intensity 6–	●	●	●
	Royal Palace		●	●	Intensity 6–	●	●	●
	Park Mansion No.1		●	●	Intensity 6–	●	●	●
	City Of Love		●	●	Intensity 6–	●	●	●
	The Garden Manor No.2	●	●	●	Intensity 5+	●	●	●
	The Garden Manor No.3		●	●	Intensity 5+	●	●	●
	The Garden Manor No.5		●	●	Intensity 5+	●	●	●
	The Garden Manor No.6		●	●	Intensity 5+	●	●	●
	The Garden Manor No.7		●	●	Intensity 6–	●	●	●

# 04 / Innovative Building Features

## 4-2 Customer Relationship Management

### Management of Material Topics - Customer Relationship Management

Material Topic	Customer Relationship Management	
Impact Description	<ul style="list-style-type: none"> <li>Through comprehensive customer relationship management, the Company can optimize and improve the customer experience, and also increase customer retention and loyalty.</li> <li>With the rise in consumer awareness and the extensive use of social media, the likelihood of consumer disputes or even litigation increases, potentially heightening the risk of indemnity losses or reputational damage to the Company.</li> </ul>	
Policy / Commitment	<ul style="list-style-type: none"> <li>Regularly hold homeowner meetings and conduct customer satisfaction surveys to continuously deepening customer relationships through review, analysis, and improvement plans.</li> <li>In the consignment business, continue to uphold a professional and diligent approach by carefully selecting and planning projects based on buyers' perspectives and needs.</li> </ul>	
Actions Taken	<ul style="list-style-type: none"> <li>Establish multiple communication channels with stakeholders through the property exhibition center. Provide real estate professional analysts to conduct financial check-ups and offer a comprehensive, tailor-made family and financial planning.</li> <li>Provide comprehensive after-sales service and subsequent repairs.</li> <li>Organize various community activities to foster a sense of cohesion among residents.</li> <li>Conduct customer satisfaction surveys periodically..</li> </ul>	
Tracking and Evaluation Mechanisms	<ul style="list-style-type: none"> <li>Establish a comprehensive and well-structured inspection and handover process, with staff accompanying customers throughout the inspection and handover stages.</li> <li>Provide after-sales and sustainability services, including free repair services within the warranty period. After the warranty period, assist in arranging on-site inspections and, depending on the situation, offer professional consultation or vendor information.</li> <li>Utilize a social media app to maintain real-time communication with customers, track feedback, and response promptly to customer needs.</li> </ul>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"> <li>Review and modify the post-sale customization, inspection, and handover processes.</li> <li>Continue conducting customer satisfaction surveys to achieve a customer satisfaction rate of over 90%.</li> <li>Implement and promote community care activities</li> </ul>	<ul style="list-style-type: none"> <li>Establish multiple communication channels (such as fan pages) to maintain continuous engagement with customers.</li> <li>Continue conducting customer satisfaction surveys to achieve a customer satisfaction rate of over 95%.</li> <li>Implement and promote community care activities</li> <li>Promote digitalization, implement online systems to integrate customer needs, and promptly resolve customer issues.</li> </ul>



JSL Construction has firmly established its presence in the consignment business, earning the trust and support of project owners, making it a leader in the industry in terms of the number of consignment projects. In recent years, the Company has actively expanded into self-developed projects to expand revenue sources and drive sustainable growth. Whether through consignment or self-developed projects, delivering excellent customer service remains a top priority. Therefore, JSL places great importance on customers' experiences throughout the home-buying process and continues to care for their post-purchase needs, striving to make customers feel our comprehensive and attentive service. For two consecutive years, the Company has received the Want Want China Times Real Estate Awards: the "Excellence in Customer Trust Award" and the "Outstanding Brand Excellence Award."

### Strategy and Principles of Customer Service

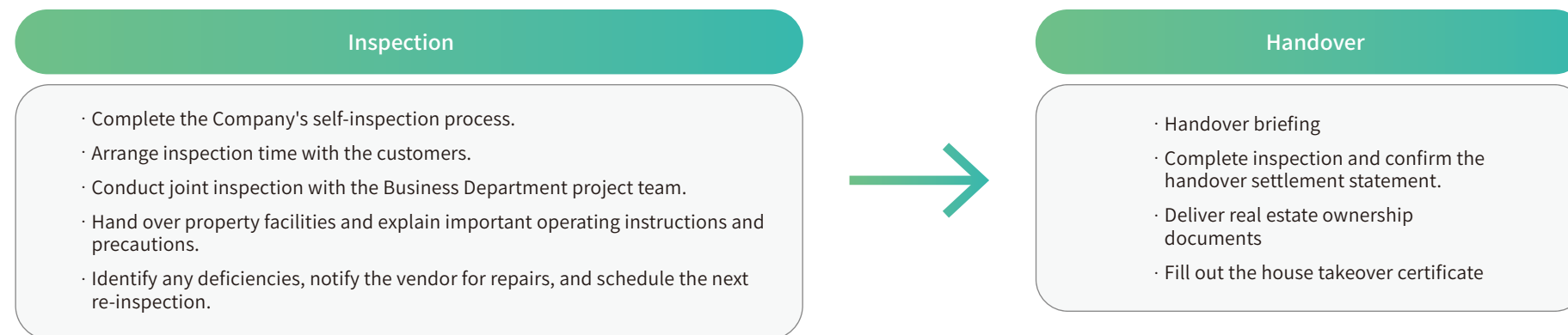
From a professional perspective, JSL carefully selects locations with potential, emphasizes design, and further enhances residential functionality by integrating new spatial aesthetics that respond to residents' evolving sense of beauty. Upholding the principle of building homes we'd want to live in ourselves and the spirit of "seriously doing what we do best," the Company continues to strengthen its position as a leading brand. We realize customers' vision of an ideal "home" and deliver the overall services they need for a fulfilling living experience, in line with our brand philosophy of "Dedicated Living for You." In the realm of consignment, JSL stays attuned to digital-era trends, conducting meticulous project selection and planning participation based on buyers' perspectives and needs. This approach not only generates substantial revenue for developers but also achieves mutual benefits for all stakeholders. Over the years, JSL's projects have been recognized by the industry as benchmarks within their respective regions.

We established a digital marketing department and built an in-house visual production center, which includes a professional photography studio equipped with high-end filming and lighting equipment. The center handles various productions such as interviews, news reports, docudramas, and live broadcasts, supported by a post-production and editing team. With this capability, the Company can swiftly align content with marketing themes and objectives, maximizing advertising effectiveness. Combined with weekly sales meetings, this enhances sales personnel's understanding of the real estate market and drives excellent sales performance.

JSL Group is a pioneer in the construction industry, firmly believing that brand value comes from construction quality. The Group has implemented the innovative "Construction Production Record" system, providing each household with a transparent record of key construction information. This includes strict material control using certified materials with verified production histories, and detailed documentation of every stage of construction and quality inspection. With confidence and openness, the Group actively invites customers to participate in five major briefing sessions and four site visit activities, allowing them to supervise the process firsthand. Through this initiative, JSL Group aims to give customers greater assurance and trust in the quality of their homes.

## Standardized Inspection and Handover Process

To enhance acceptance efficiency and customer satisfaction, the Company adopts standardized operating procedures for house inspection and handover:





## Explanation of Customer Service Communication Channels

In addition to establishing a customer service hotline, JSL pioneered a new model in real estate marketing by creating multiple communication channels with stakeholders through the JSL property exhibition centers. These centers provide real estate professional analysts who offer personalized wealth assessments, tailored family planning, and stable financial management plan, delivering comprehensive services.

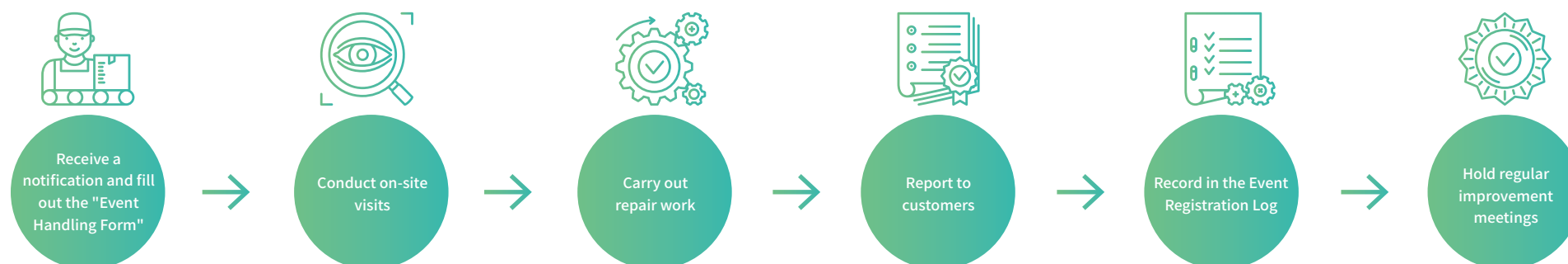
In 2023, JSL established housing exhibition centers at Xing'an Street in Taipei City and the Kaohsiung Station Special Zone. In 2024, the new "JSL Corporate Headquarters" was completed. The housing exhibition centers serve as professional advisory platforms for property sales, allowing the public to access information on multiple real estate projects at once. In addition to providing basic information on about home purchases, the centers also offer data of interest such as the optimal time to sell a property, market price trends, professional real estate analyses, and financial management trends. The centers also host various free public seminars conducted by professional real estate experts, covering different topics and sharing valuable real estate knowledge. Moreover, the JSL corporate headquarters provides the latest housing market updates, regional value comparisons, and project recommendations, helping the public gain a broader understanding of diverse housing information.

For existing homeowners, in addition to the housing exhibition centers, JSL operates a dedicated Line interactive platform, enabling real-time communication to address questions and enhance customer satisfaction while promoting corporate image. In 2024, the total number of interacting homeowners is approximately 3,053, an increase of 1,991 compared to 2023.

## Process for Handling Residents' Opinions

JSL has consistently aimed to fulfill customers' overall service needs for a "home," providing comprehensive after-sales service. JSL takes responsibility for the Company's products, offering a 15-year warranty for the main structure of the house (such as columns, beams, and floor structures), a 1-year warranty for other fixed equipment (such as doors, windows, floor tiles, and painting), and a 10-year waterproof warranty. To enhance the value of its buildings, JSL has introduced the professional team from JSL Hotel to provide a one-year free community management service for the Group's self-built projects. In terms of community landscaping and environmental maintenance, as well as property security management, JSL has further committed to providing a 10-year free management fee service for the projects "Ocean Palace," "The Paradise In Hsinchu," and "Garden Palace," maintaining the overall value of the community. For Garden Palace, due to varying environmental conditions for landscaping across the entire area, aside from one-year warranty and plant survival guarantee, daily maintenance of the entire area's landscaping (including watering, fertilizing, and pruning) is also covered within the 10-year management period.

In 2024, JSL Construction gradually completed the projects "The Garden Manor No.3" and "The Garden Manor No.5." Therefore, the number of repair cases filed increased compared to last year, with 134 repair cases filed in 2024 and 132 cases closed, including those opened in previous years. The flowchart is as follows:







### Activities Organized for Homeowners



#### JSL Homeowner Membership:

- A. Birthday gift for members celebrating birthdays in the current month
- B. 20% discount on all purchases at JSL Hotel for members
- C. Occasional promotional events

### Periodic "Homecoming" activities organized at the reception center for existing homeowners



#### Five Major Project Briefings

- A. Groundbreaking briefing
- B. Custom alteration briefing
- C. Structural briefing
- D. Interior finishing briefing
- E. Handover briefing



#### Four Major Project Site Visits

- A. Concrete pouring observation
- B. Pressure testing of each household's water supply system
- C. Waterproofing testing of each household's bathroom
- D. Roof slab waterproofing testing

Groundbreaking briefing



Structural briefing



Handover briefing

Concrete pouring observation  
(inviting visits floor by floor)

Roof slab waterproofing testing



Pressure testing of each household's water supply system



Waterproofing testing of each household's bathroom



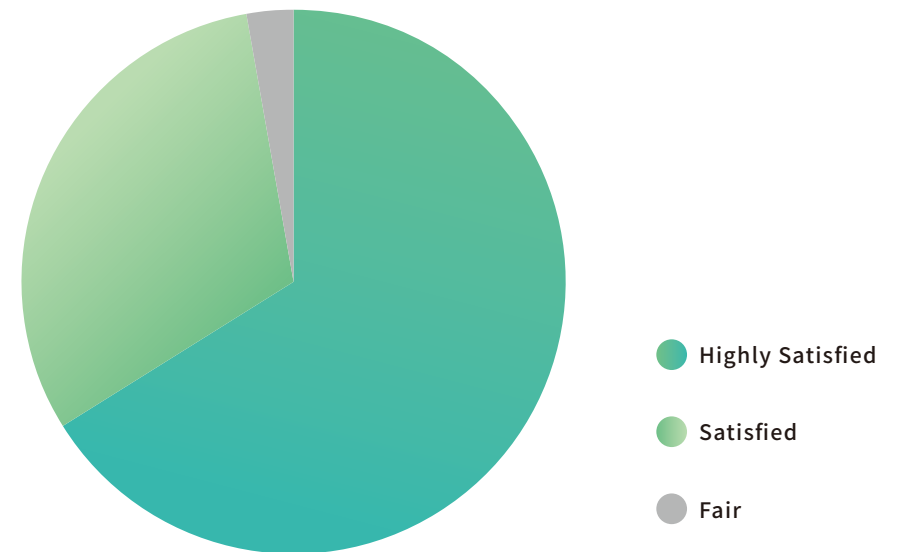


## Customer Satisfaction Survey

In terms of consignment, weekly sales meetings are held with project owners to present performance reports and media execution plans, provide the latest market analysis, and gather feedback on the owners' satisfaction with proposals. Solutions are proposed for areas identified for improvement.

In terms of construction, the brand philosophy of "Dedicated Living for You" fulfills customers' desire for a "home" and the overall services it entails. The Company holds five major briefing sessions to provide customers with a better understanding of the house. After the sessions, JSL invites customers to complete a satisfaction questionnaire. In 2024, the results of the customer satisfaction survey showed an average satisfaction rate of approximately 80%.

## Customer Satisfaction Rate



# 04 / Innovative Building Features

## 4-3 Information Security and Privacy Protection

### Management of Material Topics - Information Security and Privacy Protection

Material Topic	Information Security and Privacy Protection	
Impact Description	Upholding the strengthening of corporate governance, strive for information transparency regarding stakeholder information reporting and timeliness. The Company discloses the following risk management-related information on its website or the Market Observation Post System for reference by external stakeholders and continuously updates it.	
Policy / Commitment	We emphasize the importance of various stakeholders, including customers, shareholders, suppliers, and employees, as well as the security and privacy of operational information assets. The Company is committed to continuously strengthening its information security management framework to ensure the ongoing and effective operation of information security management and privacy protection mechanisms.	
Actions Taken	The Company conducts an assessment of its information security management system at least once a year or whenever significant organizational changes occur. The evaluation results are reported in management review meetings and appropriately revised to ensure comprehensive protection of the Company's information security.	
Tracking and Evaluation Mechanisms	Information security objectives are established in accordance with international standards to prevent incidents such as improper use, leakage, tampering, or destruction of information caused by human error and natural disasters. These measures aim to mitigate potential risks and adverse impacts to the Company.	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"> <li>· Maintain the validity of the Information Security Management System certification.</li> <li>· Achieve zero incident of data leakage.</li> </ul>	<ul style="list-style-type: none"> <li>· Maintain the validity of the Information Security Management System certification.</li> <li>· Continue to maintain zero incidents of data leakage.</li> <li>· Implement ISO 27001 and other standards to enhance information risk management.</li> </ul>

JSL Construction bears significant responsibility for maintaining customer information security during the process of project sales and consignment services. Proper management of information security helps prevent unauthorized access, modification, use, disclosure, and losses caused by natural disasters. It also strengthens the trust of customers and suppliers, ensures the continuity of critical business operations, and maintains compliance with relevant legal requirements for information security.



## Information Security Policies

In order to implement and strengthen information security management, the Company ensures the confidentiality, integrity, availability, and legality of its data, systems, equipment, network security, and related information assets. The Company also complies with relevant laws, regulations, and contractual requirements, protecting these assets from intentional or accidental internal and external threats. All colleagues work together toward achieving the following policy goals:

- Ensure the confidentiality and integrity of information assets.
- Ensure data access is based on departmental functions.
- Ensure the continuous operation of information systems.
- Prevent unauthorized modification or use of data and systems.
- Conduct regular information security audits to ensure proper implementation.
- Establish off-site backup and redundancy mechanisms based on risk levels to ensure data security.
- Continuously strengthen cybersecurity defenses to prevent information security threats amid the diversification of internet applications.
- Major information security incidents: 0
- In 2024, no major information security incidents occurred. There were no penalties imposed by the competent authorities for the leakage, infringement, or compromise of confidential information affecting customers' or employees' personal data and privacy. There were also no complaints concerning the loss of customer data.



## Information Security Guidelines

JSL Construction has established the "Information Security Management Regulations," with the Information Technology Department responsible for the Company's overall information security operations. This includes formulating the Company's information security policies, planning and executing information protection measures, and promoting and implementing related policies. To prevent various internal and external information security threats, the Company has adopted comprehensive protection measures to enhance the overall security of its information environment.

Items	Guideline Explanation
<b>Cybersecurity Management and Control</b>	<ul style="list-style-type: none"> <li>· Set up firewall controls. Check incoming and outgoing packets using IPS and firewall mechanisms to block malicious programs and harmful URL connections.</li> <li>· Perform real-time virus scanning on computer systems and data storage media.</li> <li>· Continuously filter malicious and spam email.</li> <li>· Conduct real-time monitoring of network service logs to track anomalies. Implement security log collection and analysis, and regularly adjust information security policies.</li> <li>· Establish a threat detection and response system to complete detection, advanced threat analysis, monitoring, and incident reporting, thereby strengthening the Company's overall cybersecurity defenses.</li> </ul>
<b>Information Access Control</b>	<ul style="list-style-type: none"> <li>· Computer equipment is managed by dedicated personnel, with individual user accounts and passwords set up.</li> <li>· Before equipment decommissioning, all confidential and sensitive data, as well as licensed software are removed or overwritten.</li> <li>· Access permissions for information system accounts are granted only after appropriate application and approval.</li> <li>· All user accounts for information systems are protected by strong passwords, with login attempt controls enforced.</li> <li>· Access privileges within information system conducts access are managed based on operational responsibilities.</li> <li>· External auditors review and verify account access rights annually.</li> </ul>
<b>Disaster Recovery Mechanism</b>	<ul style="list-style-type: none"> <li>· Establish monthly, weekly, and daily backup schedules based on the risk levels of each information system.</li> <li>· Regularly review emergency response plans.</li> <li>· Conduct regular system recovery drills every year.</li> <li>· Establish a system backup mechanism and implement off-site cloud backups.</li> </ul>
<b>Information Security Promotion and Audits</b>	<ul style="list-style-type: none"> <li>· Regularly promote information security information to enhance employees' information security awareness.</li> <li>· Conduct periodic information security education training courses and seminars.</li> <li>· Coordinate annually with auditors to conduct information security audits.</li> </ul>



JSL Construction has established the "Management Procedures for Personal Data Protection," the "Information Operation Management Regulations," and the "Control Procedures for Cybersecurity Inspection" to protect customer data. These procedures include clearly defined process and standardized forms for responsibility assignment, data access, security control, system recovery, and computer decommissioning, ensuring compliance with the Enforcement Rules of the Personal Data Protection Act.

The Audit Office formulates relevant internal control systems and information operation management measures, and conducts regular internal audits related to information and communication security. If any deficiencies are found, corrective actions are required, and the results of improvements are tracked. The report is submitted to the most recent Board of Directors meeting. The Information Technology Department regularly conducts self-inspection based on the information environment control and application system audit guidelines provided by professional institutions to ensure the security of information processing operations. The CPAs conduct audits of information operations every year. Any identified deficiencies are subject to corrective actions and follow-up reviews. Given the importance of information security, responsible units regularly report the Company's information security governance and implementation status to the Board every year.

The Company publishes a Privacy Protection Statement on its official website, stating that it will not collect company or personal data without the customer's consent or the authorization of the competent authority. Customer data obtained through consent, authorization, or as required by other legal regulations is strictly and properly managed to prevent unauthorized access, deletion, theft, or disclosure. Such data will not be publicly disclosed. All collected information is securely stored within the Company's data processing system, controlled with strict protective measures that comply with the stringent requirements of relevant competent authority, to ensure that customers' information will not be improperly accessed or damaged.

All employees of JSL Construction receive comprehensive information confidentiality education upon joining the Company and are required to sign confidentiality agreements. The Company conducts irregular information security awareness campaigns to help employees fully understand their responsibility for safeguarding customer data. Employees who

violate the Company's confidentiality commitment regarding customer data are subject to relevant legal liabilities and internal disciplinary actions.

JSL Construction strictly adheres to the Personal Data Protection Act and Enforcement Rules of the Personal Data Protection Act promulgated by the Ministry of Justice at every stage of customer data collection and retention. Upon signing the sales contract, customers are provided with a written notice outlining their rights and the Company's obligations under the Personal Data Protection Act. The notice clearly states the duration, region, subject, and method of personal data usage, which customers must acknowledge and consent to before signing. The Company enforces strict control over the storage of signed sales contracts and copies of customer identification documents. The contracts completed by the Business Department must be promptly handed over to the Accounting Department for centralized safekeeping. Any retrieval of these documents for business purposes must be approved by the Business Department supervisor. Additionally, access to the Company's internal computer system is controlled by user authorization levels. Each login is recorded with the user identity, login time, and access purpose to ensure that customers' personal data does not leak.

If the Company, due to business needs, finds it necessary to entrust a third party to provide services, JSL Construction requires in the contract that the third party may collect, process, or use personal data only within the scope authorized by JSL and solely for the purpose of fulfilling contractual obligations. The entrusted party is strictly prohibited from using personal data for unrelated commercial activities or disclosing it to others.

### Information Incident Reporting Procedure

JSL has established an information security incident reporting procedure. Employees may report incidents through various internal channels. Upon receiving a report, the Information Technology Department will form a task force based on the classification and severity to handle the situation accordingly. In 2024, no information security incidents were reported by employees.



# 04 / Innovative Building Features

## 4-4 Green Products and Innovative Services

JSL Construction incorporates green and sustainable building design into its projects, developing structures with four core principles: ecology, energy-saving, waste reduction, and health. This reflects a shared commitment to environmental friendliness and sustainable development, embodying the concept of "caring for the environment." Beyond integrating greenery into the surroundings, the Company also adopts intelligent buildings concepts, aiming to establish smart, user-friendly, comprehensive, systematic, and effective management and service systems. To implement the Company's green building policy, from 2024 onwards, 50% of new projects have adopted green building designs. The Company will continue to increase this ratio each year. By 2029, the goal is to achieve 100% integration of new projects with green building concepts and apply for green building certification. Performance achieved in 2024 is as follows:

- 1. Local procurement ratio > 80%,
- 2. 10% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)

JSL Construction's Short, Medium, and Long-term Sustainability Goals		
Short-term (2025~2026)	Medium-term (2027~2028)	Long-term (after 2029)
<ul style="list-style-type: none"><li>· Achieve 60% integration of green building in self-developed projects.</li><li>· Applying for green building label for 20% of new projects; maintain local procurement above 100%.</li><li>· Implement waste classification at 25% of construction sites.</li><li>· 15% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)</li><li>· Keep total environmental fines over NT\$100,000 below 5 cases across all sites.</li><li>· Establish written protocols, adjusting non-violation goals according to construction site conditions.</li><li>· Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.</li></ul>	<ul style="list-style-type: none"><li>· Achieve 70% integration of green building in self-developed projects.</li><li>· Apply for green building label for 30% of new projects.</li><li>· Maintain local procurement above 100%.</li><li>· Implement waste classification at 40% of construction sites.</li><li>· Use recyclable and recycled green building materials at 20% of project sites. (recycled plastic and rubber products, building thermal insulation materials, water-based paints, recycled wood products, resource-based brick building materials, resource recycling materials, etc.)</li><li>· Keep total environmental fines over NT\$100,000 below 3 cases across all sites.</li><li>· Establish written protocols, adjusting non-violation goals according to construction site conditions.</li><li>· Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.</li></ul>	<ul style="list-style-type: none"><li>· Achieve 100% integration of green building in self-developed projects.</li><li>· Apply for green building label for 40% of new projects.</li><li>· Maintain local procurement above 100%.</li><li>· Implement waste classification at 75% of construction sites.</li><li>· 30% of the project site uses recyclable and recycled green building materials (recycled plastic and rubber products, thermal insulation materials for buildings, water-based paints, recycled wood products, resource-based brick materials, resource-recycled construction materials, etc.)</li><li>· Establish written protocols, adjusting non-violation goals according to construction site conditions.</li><li>· Conduct research on new building materials and construction methods on a quarterly basis to enhance product competitiveness.</li></ul>

### Project Highlights and Performance

In 2024, all new construction projects implemented a dedicated construction drawing team system and adopted digital building information models to reduce construction errors and improve resource utilization efficiency.

Actively promoted water resource conservation, with all new construction projects in 2024 adopting toilet equipment that meets CNS national standards and has obtained the water-saving label, after passing tests on water consumption, cleaning efficiency, and durability.

JSL promoted paperless operations by widely using mobile app communication software for document approval, significantly improving operational efficiency and resource utilization.

JSL ensured that 100% of waste is handled by qualified waste disposal contractors.

The JSL headquarters has received the UL Verified Healthy Building Certification Mark.





## Case Study

JSL Group, in response to its corporate ESG and sustainability philosophy, completed the new "JSL Corporate Headquarters," featuring a glass curtain wall exterior and advanced fiber-optic and smart building systems. To provide employees with a high-quality office space and indoor environment, JSL partnered with UL Solutions to assess air quality, water quality, cleanliness, lighting, and noise levels, successfully obtaining UL verification. The certification marks a new milestone in JSL's pursuit of excellence and commitment to building quality, signaling its continued advancing towards internationalization.


























JSL Group is dedicated to crafting high-quality and valuable homes. In addition to pursuing innovation in building materials, hardware facilities, and construction methods, the Group actively supports efforts to provide consumers with more transparent building quality and a healthy living environment. This is achieved by supporting UL Solutions in providing certification through the "Healthy Building Certification Mark" for both existing and new projects, with plans to undertake more cooperative projects in the future.

While most smart cities around the world are government-led, JSL Group, as a private developer, has boldly taken the initiative to launch a large-scale 180,000-ping (approximately 595,044 m<sup>2</sup>) smart city project — The Paradise In Hsinchu. To realize this ever-evolving and upgradable smart city vision, JSL engaged the Industrial Technology Research Institute (ITRI) to introduce emerging technologies such as IoT, big data, and AI, providing proof of concept (POC) planning to integrate technology into the community. In the future, "The Paradise In Hsinchu" will represent Taiwan in the World Smart City Awards, leading



Taiwan to the global stage. This milestone further demonstrates JSL's commitment to creating sustainable built environments that promote residents' health, well-being, and comfort.

Green Building Indicators for Projects

Project	Grade	Indicator								
		Ecology			Energy Conservation	Waste Reduction		Health		
		Biodiversity	Greening Volume	Base Water Retention	Daily Energy Conservation	Carbon Dioxide Reduction	Waste Reduction	Indoor Environment	Water Resources	Effluent and Waste Improvement
The Grand Palace	Gold Grade									
Linkou A7	Bronze Grade									
Park Mansion No.1	Qualified Grade									
City Of Love	Qualified Grade									
The Garden Manor No.5	Qualified Grade									



## Green Building Design Features

A

### The Grand Palace - Green Building (Gold Grade)

#### Innovative construction methods

1. Building envelope energy conservation: Uses 6mm\*6mm LOW-E laminated glass, with a visible light reflectance of  $G_{ri}=0.08$ . The building envelope energy efficiency value (EEV) is 0.66, lower than the benchmark required for the Green Building Qualified Grade label.
2. Pipeline insulation covering: Applied insulation covering material to hot water pipes to reduce heat loss.
3. Water resources: Installed showers without bathtubs throughout the building and utilized dual-flush, water-saving toilets (Gold Level) to conserve water..
4. Rainwater harvesting system: Installed a rainwater harvesting system for cleaning and irrigation purposes, reducing the use of tap water.
5. Garbage management equipment: Installed a waste sorting and recycling system along with refrigerated and sealed food waste storage equipment.



The Grand Palace - Completion Perspective Rendering

## B

## Linkou A7 - Green Building (Bronze Grade)

**Innovative construction methods**

1. Lighting system: Installed high-efficiency LED lighting fixtures for both indoor and outdoor areas to reduce energy consumption.
2. Water resources: Used urinal and toilet equipment with water-saving labels.
3. Rainwater harvesting system: Installed a rainwater harvesting system for cleaning and irrigation purposes to reduce the use of tap water.
4. Garbage management equipment: Installed a waste sorting and recycling system along with refrigerated waste storage facilities.



Linkou A7 - Completion Perspective Rendering



C

### Park Mansion No.1 - Green Building (Qualified Grade)

#### Innovative construction methods

1. Building envelope energy conservation: Adopted 5+5mm laminated clear glass, with a visible light reflectance of  $G_{ri}=0.11$ ; equivalent window-to-wall ratio (Req)=10.28%. The building envelope energy efficiency value (EEV) is 0.79, lower than the benchmark value required for the Green Building Qualified Grade label.
2. Pipeline insulation covering: Applied insulation covering material to hot water pipes to reduce heat loss.
3. Water resources: Installed dual-flush, water-saving toilets (Gold Grade) to conserve water.
4. Rainwater harvesting system: Installed a rainwater harvesting system for cleaning and irrigation purposes to reduce the use of tap water.
5. Garbage management equipment: Installed a waste sorting and recycling system along with refrigerated and sealed food waste storage equipment.



Park Mansion No.1 - Completion Perspective Rendering

## D

## City Of Love - Green Building (Qualified Grade)

**Innovative construction methods**

1. Building envelope energy conservation: Adopted 10mm clear glass, with a visible light reflectance of  $G_{ri}=0.08$ ; equivalent window-to-wall ratio (Req)=9.82%. The building envelope energy efficiency value (EEV) is 0.76, which is lower than the benchmark required for the Green Building Qualified Grade label.
2. Pipeline insulation covering: Applied insulation covering material to hot water pipes to reduce heat loss.
3. Water resources: Installed dual-flush, water-saving toilets (Gold Grade) to promote water conservation.
4. Rainwater harvesting system: Installed a rainwater harvesting system for cleaning and irrigation purposes to reduce the use of tap water.
5. Garbage management equipment: Installed a waste sorting and recycling system along with refrigerated and sealed food waste storage equipment.



City Of Love - Completion Perspective Rendering





E

The Garden Manor No.5 - Green Building (Qualified Grade)

**Innovative construction methods**

1. Greening volume indicator: Planted a large number of large and small trees through out the site.
2. Water resources: Installed a water-saving irrigation system and rainwater storage tank to reduce the use of tap water.



The Garden Manor No.5 - Completion Perspective Rendering

# 04 / Innovative Building Features

## 4-5 Supply Chain Management

### Supporting Local Procurement

JSL Construction operates in Taiwan and has been actively developing local suppliers in recent years. With a priority on local suppliers, the Company implements local procurement to reduce management operating costs, minimize greenhouse gas emissions from indirect transportation, and lessen the impact on the natural environment. This approach also creates local job opportunities, stimulates regional economic prosperity, and enhances the Company's positive corporate image. In 2024, the total procurement amount for 2024 reached NT\$14,154,984 thousand, with approximately 97.68% sourced locally in Taiwan. Major procurements included contracted foundation works, aluminum frame materials, wooden door materials, concrete, and exterior wall renovation materials.







## Supplier Management

Suppliers are important strategic partners of JSL Construction and are also crucial partners in supporting the Company's sustainable operations. Through fair and transparent cooperation, JSL Construction builds strong, trusting partnerships that promote coexistence and mutual prosperity. The Company has established a sustainable supplier management system that emphasizes not only stable cooperative relationships but also suppliers' performance in business integrity, product quality, collaboration capabilities, environmental protection, occupational safety, and labor rights practices.

JSL Group conducts proper assessments before any transactions with suppliers and requests suppliers to fill out the Supplier Performance Evaluation Form. The evaluation considers factors such as quality, environmental impact, cooperation, and financial status, while also taking into account any historical records of environmental or social violations for future supplier selection. Suppliers are required to provide relevant supporting documents and sign an anti-corruption agreement, as well as obtain the necessary certifications related to emissions and waste management in compliance with government regulations. These include factory registration certificates and qualification certificates such as Occupational Safety and Health Management Personnel Certificates, Construction Operation Supervisor Licenses, Hazardous Machinery and Equipment Inspection Certificates, and records of on-site safety management or penalties. Suppliers found in violation of the agreement are considered in breach of contract, and their cooperation with the Company will be terminated. In 2024, 100% of all suppliers of JSL Construction Group signed both the anti-corruption agreement and the Supplier-Contractor Site Safety and Health Management Implementation Guidelines. Suppliers must complete education and training before entering the site to prevent industrial safety accidents.

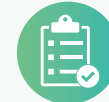
When JSL Construction launches a project, administrative coordination and labor safety meetings are held with various suppliers. During the completion of construction projects, supplier evaluations are conducted based on five major indicators discussed in the completion meetings.



### Supplier Registration

#### Supplier Performance Form:

1. Overview of Operations
2. Key Achievements



### Supplier Qualification Assessment

#### Contracting Records:

1. Environmental Protection Regulations
2. Occupational Health and Safety Regulations



### Supplier Qualification Assessment

Conducted by engineers and managers  
based on five key assessment items:

1. Progress Management
2. Quality
3. Collaboration Capability
4. Environmental and Sanitary Management
5. Financial Capability

**A total score of 20 points qualifies the supplier.**

## Supplier Commitment

JSL integrates the spirit of corporate social responsibility practice into its contracts with suppliers, requiring them to use qualified materials, regularly clear construction waste and debris, periodically maintain equipment and electrical appliances, comply with labor safety and health regulations, manage the storage sites for materials and tools, maintain traffic safety at and around construction locations, and set up warnings to prevent accidental injuries or losses in construction areas. Should any regulations not be followed, JSL Construction may terminate the contract and even hold the supplier accountable for liabilities.

In response to the construction industry's emphasis on corporate social responsibility, the Company aims to sign commitment letters with major suppliers, urging them to implement relevant corporate social responsibility initiatives. Because having quality suppliers is essential to providing good products to consumers, we adhere to the principles of mutual trust and mutual benefit with our suppliers, collectively upholding a firm commitment to quality.



# 05 /

## Practicing Environmental Sustainability

# 05 / Practicing Environmental Sustainability

## 5-1 Climate Change and Adaptation

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According to the 2022 World Economic Forum report, the importance of environmental risk issues is expected to gradually increase over the next 5-10 years. Considering that environmental impact may affect various aspects of the Company's operations, JSL and its subsidiary, Chuwang Development, have referenced the Task Force on Climate-related Financial Disclosures (TCFD) framework published by the Financial Stability Board to identify potential risks arising from climate change. Based on the interaction between their operations, services, and the environment, they evaluate and determine whether these risks are acceptable before deciding on appropriate countermeasures and management methods. The following information is disclosed in accordance with Appendix 2 "Climate-related Information of TWSE/TPEX Listed Companies" of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies."

The Board of Directors of JSL Construction serves as the highest supervisory body for sustainable operations and is fully aware of the significant impact that climate change may have on the Company's operations and finances. To address this challenge, the management team is responsible for evaluating and managing climate-related issues and has incorporated climate risks and opportunities into the Company's overall risk management framework. The President oversees and tracks the implementation and outcomes of related countermeasures and regularly reports to the Board of Directors to enhance decision-making transparency and governance efficiency, ensuring a high level of integration between climate risk management and corporate strategy.

### List of Impacts of Climate-related Risks and Opportunities and Response Plans

The heads of each department in JSL and Chuwang Development identify climate-related issues and associated risks and opportunities based on the nature of their respective departments. They assess the impacts of climate change on operations and finance, engage in cross-departmental communication, and formulate response strategies and risk management action plans. The effectiveness of these measures is subsequently tracked, with the President providing regular reports to the Board of Directors.

For short-term risks, which largely pertain to actual business conditions, the President leads the Business Department in assessing the likelihood and potential impact of climate-related issues. The Finance Department evaluates the related financial impacts, and in collaboration with Chuwang Development's Cost Control and Administration Department, they assess the impact on construction costs.

For medium- to long-term risks, as they may affect investment decisions, business allocation, and even transformation plans, the Board of Directors considers these factors and carries out overall planning.

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Category	Dimension	Content	Timeline of Impact (Note 1)	Impact on the Company's Strategy, Operations, and Finance	Response Plans / Opportunity Identification
Physical Risk	Acute	Typhoon	Short-term	Typhoons can lead to interruptions in operations and construction, damage to construction sites, buildings, or related facilities, and issues with raw material quality, supply, and occupational safety and health. The resulting recovery costs and delays in construction progress can increase both construction and financial expenses, and may also reduce customer interest in property viewings, leading to a decline in sales. Each additional day of operational or construction interruption is estimated to incur a combined loss of approximately NT\$19,532 thousand in construction, operation, maintenance, and financial costs. (Note 2)	Before a typhoon approaches, all construction sites and project locations strengthen typhoon prevention measures and implement on-site duty and inspection mechanisms to ensure the safety of facilities. These measures enable the swift restoration of normal construction and operational activities afterward.
	Acute	Flooding	Short-term	Flooding can lead to interruptions in operations and construction, damage to construction sites, buildings, or related facilities, and issues with raw material quality, supply, and occupational safety and health. The resulting recovery costs and delays in construction progress can increase both construction and financial expenses, and may also reduce customer interest in property viewings, leading to a decline in sales. Each additional day of operational or construction interruption is estimated to incur a combined loss of approximately NT\$19,532 thousand in construction, operation, maintenance, and financial costs. (Note 2)	Strengthen flood prevention and safety management measures at construction sites and project locations, and coordinate with relevant pumping equipment and systems to minimize flood impacts and enable an early resumption of normal construction and operations.
	Long-term	Changes in rainfall patterns and extreme climate variability	Long-term	Extreme climate conditions may lead to delays in construction and project sales, leading to increased air pollution and carbon emissions. Failure to complete property sales or project delivery on schedule will increase marketing, service, and labor costs, while financial costs will continue to accumulate daily; each additional day of delay is estimated to incur approximately NT\$18,199 thousand in construction, sales, and financial expenses.	Develop response plans for potential extreme weather events. Additionally, by enhancing customer service and promoting various activities, adjusting construction methods, or improving technology, sales and construction can be accelerated to reduce the impact on project and construction sites.
	Long-term	Rising mean temperatures	Long-term	1.Global warming may lead to increased electricity expenses and higher operating costs due to additional medical expenses and compensation related to occupational injuries among workers. A increase by more than 10% in utility rates would lead to an additional annual expenditure of NT\$4.99 million.	1.Use energy-saving equipment and improve construction environments (e.g., establish rest areas for workers, install cooling equipment, and provide various heat-relief supplies)

Category	Dimension	Content	Timeline of Impact <small>(Note 1)</small>	Impact on the Company's Strategy, Operations, and Finance	Response Plans / Opportunity Identification
Physical Risk	Long-term	Global warming leads to increased air conditioning load and higher risk of heat-related injuries among employees.	Long-term	2.Excessively heat may also affect construction activities and cause labor shortages, leading to delays or failures in project completion, as well as reduced customer interest in property viewing and purchasing. Each additional day of delay is estimated to incur approximately NT\$18,199 thousand in construction, sales, and financial expenses.	2.Enhance customer services, organize various marketing activities, and offer promotional gifts to increase customer interest in property viewings.
Transition Risk	Regulatory policies	The "Climate Change Response Act" includes a carbon fee mechanism, while the "Building Energy Efficiency Labeling" system, and revisions to certain articles of the "Renewable Energy Development Act" all affect the requirements and regulation of existing products and services.	Long-term	1.Increased costs due to fines and legal judgments and/or a decline in demand for certain products and services.  2.Product redesign required under new policy standards increases planning and investment costs, delays project completion, and increases financial and administrative expenditures, amounting to approximately NT\$3,019 thousand per day.	1.Continuously monitor potential changes in relevant laws to proactively address related requirements, thereby reducing impacts on costs or construction progress.  2.Set up related raw material specifications, procurement and construction standards/processes and update them constantly, strengthen internal audits and staff training.
	Technology	The cost expenditure for low-carbon technology transformation	Long-term	3.Due to new policy requirements, raw materials could become harder to obtain, raw material costs may increase significantly, or technological updates may be necessary, leading to increased related costs and concerns about construction or inspections.	1.Comply with regulatory requirements and stay informed of market trends, and make environmental protection (low-carbon, non-toxic, renewable energy) the core of new product (project) design and planning.  2.Cultivate low-carbon talent and facilitate personnel transformation.  3.Use low-carbon construction methods  4.Build strong partnerships with low-carbon material suppliers to enable favorable pricing and ensure a stable supply source.



Category	Dimension	Content	Timeline of Impact (Note 1)	Impact on the Company's Strategy, Operations, and Finance	Response Plans / Opportunity Identification
Transition Risk	Technology	The cost expenditure of renewable energy	Long-term	1.Capital investment in technology development. 2.As the domestic green electricity market is still developing, and the cost of purchasing green electricity externally remains high. In some cases, green power vendors or green electricity certificates are not yet available, resulting in increased operational costs.	1.Increase or update capital expenditures on technological equipment and related investment, such as installing solar panels in each project, introducing renewable energy systems for water recycling and reuse, or adopting green electricity. 2.Promote energy conservation and carbon reduction activities comprehensively from the office to the construction site to enhance energy efficiency.
	Market	1. Increase in raw material prices 2.Consumers value green buildings	Long-term	1.The changes in input costs (such as green building materials, energy, and water) and output demands (such as waste treatment) may lead to an increase in production costs. 2.In response to the increased costs in the previous item, the prices of upstream raw materials and transportation also increase, further driving up the prices of essential goods. Additionally, labor costs, land, and other asset prices likewise rise significantly, adding to overall operating pressures.	1.Continuously develop renewable energy sources and allocate alternative raw materials. 2.Optimize the use of water resources and recycled of water. 3.Adjust construction methods or improve technology.

Note:

1.The timeline of impact is defined as: Short-term (1-3 years), Medium-term (3-5 years), Long-term (5-10 years).

2.Based on an annual average of 366 days, the daily operational and construction-related expenses are calculated at NT\$17,846 thousand, and financial costs at NT\$1,686 thousand. Therefore, it is estimated that for each additional day of operational or construction interruption, the loss in construction, operation, maintenance, and financial costs amounts to approximately NT\$19,532 thousand.

3.The results of the climate-related financial impact analysis are influenced by factors such as the assessment scope, data scope, and data availability. The analysis results do not represent the actual situation of the Company, and users should exercise caution when evaluating the applicability of the information.

4.The identified scope of entities for the aforementioned climate-related financial impacts analysis includes JSL Construction and its subsidiary, Chuwang Development Co., Ltd.

# 05 / Practicing Environmental Sustainability

## 5-2 Environmental Management Responsibility

Environmental protection is a key issue that JSL Construction continues to prioritize. Based on the nature of our business operations, the Company has established an appropriate environmental management system, starting with our operations. Energy conservation measures have been implemented in office buildings, such as optimizing air conditioning and lighting systems, while actively promoting the concept of energy conservation and carbon reduction among employees.

### Energy Management

The main workplace of JSL Construction is the office, and in 2024, the reception centers were included in the scope of statistics based on business characteristics. In order to manage energy consumption more efficiently, JSL Construction has implemented power-saving measures and continuously tracks and monitors energy usage. The energy consumption of offices and sales centers is mainly from electricity (indirect energy consumption), with no use of heating, cooling, or steam energy. Other energy usage involves gasoline and diesel for company vehicles. In 2024, due to reduced company vehicles usage at project sites compared to 2023, the energy usage related to gasoline and diesel also decreased accordingly. In 2023, the data boundary covered approximately a 2-story office totaling about 120 ping (approximately 397 square meters). Later in 2024, the Company relocated to the new JSL corporate headquarters, which spans eight floors with a total area of about 3,607 ping (approximately 11,927 square meters). The electricity consumption in 2024 also included 23 reception centers, resulting in a significant increase in electricity usage compared to 2023.

Type of Energy		Unit	2023	2024年
Non-Renewable Fuel	Gasoline	Liter (L)	9,051.4	9,103
		GJ	295.6	297.29
	Diesel	Liter (L)	236.6	-
		GJ	8.32	-
Purchased Energy (Purchased Externally)	Purchased Electricity	kWh	26,885	2,575,520
		GJ	96.81	9,273.99
Total Energy Consumption		GJ	400.73	9,571.28
Organization-Specific Metrics		Individual Revenue (NT\$ million)	5,487.24	6,746.46
Energy Intensity		GJ/NT\$ million	0.07	1.42





Note1: Energy consumption has been converted to gigajoules (GJ). The calorific value conversion factors for various types of energy are based on the 2023 Energy Product Unit Calorific Value Table published by the Energy Administration, Ministry of Economic Affairs. 1 liter of gasoline = 7,800 kilocalories, 1 liter of diesel = 8,400 kilocalories, 1 kWh (kilowatt-hour) of electricity = 860 kilocalories, 1 kilocalorie = 4.187 KJ; 1 KJ=10<sup>-6</sup> GJ

Note2: The data is compiled from Taiwan Power Company's electricity consumption records and fuel purchase records. No estimation values are included.

Note3: Energy intensity=Energy consumption within the organization (GJ) / Organization-specific metrics (NT\$ million), where the organization-specific metrics refers to the audited standalone operating revenue of JSL Construction for 2023 and 2024.

Note4: The Company does not use renewable energy and does not sell energy.

Note5: The data boundary covers JSL Construction & Development Co., Ltd.'s Taipei office, with the inclusion of all JSL's reception centers starting in 2024. JSL Construction has been compiling the aforementioned data since 2022. Data for its subsidiaries from 2010 to 2024 have not been compiled or disclosed.

Note6: All data are presented to the second decimal place.

Energy-Saving Measures in 2024	
Lighting	<ul style="list-style-type: none"><li>• Implement energy-saving lighting systems with zoned control; install independent light switches for each area to achieve electricity savings.</li><li>• During office hours, turn off lighting fixtures that are unused or unnecessary, or maintained partial lighting.</li><li>• The last employee leaving each office area should turn off the lights.</li><li>• Review and regularly update lighting equipment requirements to enhance lighting performance.</li></ul>
Air Conditioning	<ul style="list-style-type: none"><li>• Maintain office air conditioning at 26°C and install curtains to optimize efficiency.</li><li>• Turn off all air conditioning systems at 6 PM daily; if overtime work is needed, reopen the system for the specific area.</li><li>• Promote closing windows and doors in air-conditioned areas, ensuring isolation from outside air to reduce wastage of air conditioning.</li></ul>
Electricity Usage	<ul style="list-style-type: none"><li>• Purchase eco-friendly appliances with energy conservation labels.</li><li>• After work, thoroughly check that all computers are shut down, power is turned off, and plugs are removed.</li><li>• Use energy-saving standby mode for equipment such as copiers, water dispensers, and fax machines.</li><li>• Turn off lights for one hour during the lunch break.</li></ul>

Greenhouse Gas Emissions

JSL Construction primarily engages in real estate sales and consignment services, and is not a major carbon emitter. However, with the growing global emphasis on climate action, climate-related risk management, greenhouse gas management, and emissions disclosure have become key issues for business operations. Since 2022, JSL Construction has been compiling data on direct (Scope 1) and indirect (Scope 2) emissions, and is actively planning its future inventory and verification schedule.

In 2024, the Company's direct emissions were 53.4618 metric tons of CO<sub>2</sub>e, and energy indirect emissions were 1,220.7965 metric tons of CO<sub>2</sub>e.

Greenhouse Gas Emissions	2023	2024
Scope 1 Emissions	21.9591	53.4618
Scope 1 Emissions Intensity	0.0040	0.0441
Scope 2 Emissions	13.2664	1,220.7965
Scope 2 Emissions Intensity	0.0024	1.3746
Total Scope 1 + Scope 2 Emissions	35.2255	1,274.2583
GHG Emissions Intensity	0.0064	1.4187

Note 1: Scope 1 coverage; Includes gasoline, diesel, and refrigerants. The types of gases included are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs).

Note 2: Scope 2 coverage: Mainly includes electricity usage purchased from Taiwan Power Company, covering carbon dioxide emissions.

Note 3: Overall GHG emissions intensity: The total greenhouse gas emissions serve as the numerator, and the denominator is the audited standalone operating revenue of JSL Construction & Development Co., Ltd. for the years 2023 and 2024. Formula = Total GHG emissions / Revenue (NT\$ million).

Note 4: For 2023, the boundary covers JSL Construction & Development Co., Ltd.'s Taipei office. Starting from 2024, the scope has been expanded to include all JSL's reception centers.

Note 5: Using the Global Warming Potential (GWP) values from the IPCC Sixth Assessment Report published in 2021. Greenhouse gas emissions are calculated as: GHG emissions = Activity data × Global Warming Potential (GWP) × Emission factor.

Note 6: The GHG emission factors are primarily based on those announced by the Energy Administration, Ministry of Economic Affairs. The electricity emission factor used for 2023 was 0.494 kgCO<sub>2</sub>e/kWh. For 2024, the factor used was 0.474 kgCO<sub>2</sub>e/kWh.

Note 7: All figures are presented to the fourth decimal place.



## Waste Management

To reduce the environmental impact of office waste, the Company has implemented thorough waste segregation and recycling practices, along with a range of environmental management measures, to encourage and reinforce employees' environmental awareness through everyday actions. We believe that by effectively implementing office waste reduction practices, we can move toward the goal of creating a green office environment. The Company's measures to reduce office waste are as follows:

### Waste Reduction and Recycling Measures in 2024

- Digitizing documents, workflows, and training materials by introducing electronic forms and online approval systems to reduce paper usage and waste generation.
- Promoting the use of eco-friendly recycled paper and reusing envelopes among all employees.
- Encouraging double-sided printing and using detachable binding methods instead of glued binding to reduce material consumption.
- Promoting the use of personal reusable cups and utensils, and reducing the use of disposable items such as paper cups, straws, and chopsticks.
- Providing bins for waste sorting and food waste recycling to enforce proper waste classification and resource recycling.

# 06 /

## Creating a Happy Workplace

## 06

# Creating a Happy Workplace

## 6-1 Labor Relations

### Management of Material Topics - Labor Relations

Material Topic	Labor Relations	
Impact Description	Labor disputes within a company can trigger negative public sentiment online, which may affect not only short-term sales or stock performance but also cause lasting harm to brand's image and reputation accumulated over time.	
Policy / Commitment	Upholding the belief of "sharing business profits with employees," the Company aligns personal rewards with overall business performance, fostering consensus and achieving a win-win outcome for both employees and the Company.	
Actions Taken	Monitoring the external communication environment and understanding stakeholder relationships and communication models related to the Company and its brands enable the Company to better listen to external feedback, strengthen internal communication management, and review compliance. In 2024, employee benefits included Dragon Boat Festival and Mid-Autumn Festival bonuses, as well as travel subsidies and summer uniforms.	
Tracking and Evaluation Mechanisms	<ul style="list-style-type: none"> <li>Regularly convene labor-management meetings to review the progress of various measures.</li> <li>Hold internal communication sessions within departments to strengthen communication frequency and information exchange between both parties.</li> <li>Establish an independent whistleblowing mailbox and a sexual harassment grievance hotline, and form a dedicated investigation team to protect employees' rights.</li> </ul>	
Management Objectives	Short-term Goals (2027)	Medium- to Long-term Goals (from 2029 onward)
	<ul style="list-style-type: none"> <li>Continue to promote various employee benefits programs.</li> <li>Hold at least one labor-management meeting and joint Employee Welfare Committee meeting each quarter.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve an average satisfaction score of 90 for employee benefits activities.</li> <li>Hold at least one labor-management meeting and joint Employee Welfare Committee meeting each month.</li> </ul>



Overview of Workforce

At the end of the reporting period, the total number of employees at JSL Construction and Chuwang Development was 495, all of whom were regular and full-time employees, with no non-employee workers. Both JSL Construction and Chuwang Development operate in Taiwan and prioritize the employment of local talent. In 2024, 392 employees were Taiwanese and 103 were foreign nationals, representing a local employment ratio of 79%.

According to the Labor Standards Act, workers aged between fifteen and sixteen are considered child labor. Child labor is prohibited from engaging in heavy and hazardous work. Employers are also prohibited from hiring individuals under the age of fifteen. JSL Construction and Chuwang Development. place great emphasis on labor rights, do not employ child labor, and have not experienced any incidents of forced or compulsory Labor. In addition to strictly adhering to laws and regulations, employees are not subjected to unequal treatment based on factors such as race, religion, nationality, and gender. The proportion of male employees is 66%, while female employees account for 34%. As of December 31, 2024, JSL Construction and Chuwang Development. had no workers who were not employees (as defined by the GRI standards). During the reporting period, and compared with the previous period, there were no significant fluctuations in the number of employees or non-employee workers.

Category	Group	Male		Female		Group Subtotal		Work Region/Taiwan	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Employment Contract	Permanent Employees (also known as non-fixed-term contract workers)	327	66%	168	34%	495	100%	495	100%
	Temporary Employees (also known as fixed-term contract workers)	-	-	-	-	-	-	-	-
	Employees Without Guaranteed Working Hours (also known as gig economy workers)	-	-	-	-	-	-	-	-
Employment Type	Full-Time (also known as full-time workers)	327	66%	168	34%	495	100%	495	100%
	Part-Time (also known as part-time workers)	-	-	-	-	-	-	-	-

Note:  
1.The statistics cover JSL Construction & Development Co., Ltd. and Chuwang Development Co., Ltd. 2.The number of employees is based on the actual headcount of employees.

## Diversity of Employees

Category	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Local Employees	227	46%	165	33%	392	79%
Foreign Employees	100	20%	3	1%	103	21%
Total	327	66%	168	34%	495	100%

Note:

1.The statistics cover JSL Construction & Development Co., Ltd. and Chuwang Development Co., Ltd.

2.The majority of employees are Taiwanese nationality, while most foreign employees are from Indonesia, followed by Mainland China.

3.The number of employees is based on the actual headcount of employees.

Distribution of Employees by Category	Non-managerial Roles				Managerial Roles				Total	
	Female	Percentage of Total Employees	Male	Percentage of Total Employees	Female	Percentage of Total Employees	Male	Percentage of Total Employees	Number	Percentage of Total Employees
Under 30 years old	39	7.9%	62	12.5%	0	0.0%	0	0.0%	101	20.4%
30~50 years old	105	21.2%	191	38.6%	3	0.6%	40	8.1%	339	68.5%
50years old and above	14	2.8%	24	4.9%	7	1.4%	10	2.0%	55	11.1%
Total	158	31.9%	277	56.0%	10	2.0%	50	10.1%	495	100%

Note:

1.The statistics cover JSL Construction & Development Co., Ltd. and Chuwang Development Co., Ltd.

2.In this table, managerial roles are defined as employees at the manager level and above. Others are non-managerial employees.

3.The number of employees, as of December 31, 2024, is 495.



## Recruitment and Retention

JSL Construction and Chuwang Development fulfill their workforce needs through diverse recruitment channels such as online platforms, job fairs, and internal employee referrals to obtain the required human resources. From January 1, 2024, to December 31, 2024, a total of 126 new employees joined and 58 employees left the Company, all of whom worked in Taiwan. In the future, the Company will continue to review its remuneration, benefits, and training systems, improve the work environment, and ensure employee health and safety to attract and retain top talent.

### New Employees and Employee Turnover (2024 statistics of new hires and employee turnover for JSL Construction and Chuwang Development)

New Hires and Employee Turnover	New Hires				Turnover			
	Male	%	Female	%	Male	%	Female	%
≤ 30 years old	29	5.86%	8	1.62%	4	0.81%	2	0.40%
31-50 years old	69	13.94%	12	2.42%	39	7.88%	6	1.21%
>50 years old	7	1.41%	1	0.20%	6	1.21%	1	0.20%
Total Number of Employees	495							
Total Number of New Employees	126							
Total New Hire Rate (%)	25.45%							
Total Number of Employee Turnover	58							
Total Turnover Rate (%)	11.72%							

## Minimum Notice Periods Regarding Operational Changes

If the termination of a labor contract involves labor-management issues, the notification period shall be in accordance with Article 16, Paragraph 1 of the Labor Standards Act, as follows:

1. For those who have worked continuously for more than three months but less than one year, a ten-day advance notice is required.
2. For those who have worked continuously for more than one year but less than three years, a twenty-day advance notice is required.
3. For those who have worked continuously for more than three years, a thirty-day advance notice is required.

After receiving the aforementioned notice, employees may take leave during working hours to seek other employment. The number of leave hours per week shall not exceed the working hours of two days, and wages during such leave period shall be paid. If the employer terminates the contract without notifying within the period specified in the first item, wages for the notification period should be paid.



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Creating a Happy Workplace

6-2 Employee Care and Labor Protection

Remuneration and Benefits

The JSL Group considers fairness and reasonableness as the principles for remuneration, implementing equal pay for equal work. The salaries and remuneration of employees comply with all applicable salary laws and related regulatory requirements, including the statutory minimum wage and legally mandated benefit items. New employees are immediately enrolled in labor insurance, national health insurance, and the new labor pension system upon their first day of employment.

The ratio of standard entry-level wage (regardless of gender) to the applicable minimum wage in Taiwan in 2024 is 2.71:1.

Ratio of Basic Salary and Remuneration of Women to Men

The remuneration policies of JSL Group are based on the foundation of employees' job responsibilities and the required experience and educational qualifications, complying with the ROC labor regulations, including the Labor Standards Act, the Gender Equality in Employment Act, and the Employment Service Act. Under comparable conditions, the Group implements equal pay for equal work, ensuring that salary standards do not differ by gender. Due to the nature of the industry, there is a higher proportion of male management personnel, resulting in the overall average salaries and remuneration of males being relatively higher than that of females.

The ratio of salary and remuneration of male to female is as follows:

Category	Salary	Remuneration
Managerial Roles	5.58	3.45
Non-managerial Roles	1.88	1.37

Note:

1.In this table, managerial roles are defined as employees at the manager level and above. Others are non-managerial employees.

2.The base number of female employees is 1.

In addition, JSL Construction has established a "Remuneration Committee" to formulate and regularly review the policies of management-level salary remuneration and the reasonableness of individual remuneration.



## Benefit Plan Obligations and Other Retirement Plans

To ensure financial stability for employees after retirement, according to the Labor Pension Act, the Company contributes a 6% of the employees' monthly wages to individual labor pension accounts set up by the Bureau of Labor Insurance. Employee retirement benefits are implemented based on the retirement conditions and pension payment standards outlined in the "Labor Standards Act," with 100% employee participation in the retirement plan.

Pension schemes are divided into the new system and the old system. According to the Labor Standards Act and the Labor Pension Act, employees who joined before on or before June 30, 2005, are entitled to the old pension system tenure. However, employees begin accumulating tenure under the new pension system only after voluntarily opting for it. Both JSL Construction and Chuwang Development have fully settled all obligations under the old pension system, and all employees are currently covered under the new pension system.

Under the new pension scheme, the Company makes monthly contributions of 6% to employees' individual pension accounts according to the pension scale applicable to each employee qualified under the new pension system. In 2024, the total pension expense amounted to NT\$28,998 thousand.





In addition to the employer's fixed 6% contribution, employees may voluntarily contribute between 0% and 6% of their monthly wages to their personal pension accounts based on individual preference. By the end of 2024, a total of 46 employees had applied for voluntary labor pension contributions.

## Timing for Estimating the Pension under the New System

According to Article 56, Paragraph 2 of the Labor Standards Act, "Employers shall estimate the balance of the labor pension reserve account by the end of each fiscal year. If this balance is insufficient to cover the pension amount calculated for employees who are estimated to meet the retirement criteria under Article 53 or Article 54, Paragraph 1, Subparagraph 1 within the following year, the employer shall make up the shortfall with a one-time contribution by the end of March in the following year." Both JSL Construction and Chuwang Development conduct the estimation of the labor pension reserve balance at the end of each year in accordance with the relevant regulations.

## Stable Benefit

JSL Construction and Chuwang Development provide employee benefits in accordance with the "Labor Standards Act," including holiday bonuses, birthday bonuses, and departmental gatherings. Additionally, performance bonuses are granted based on the achievement of business targets to foster mutual growth and shared success between the Company and its employees. Furthermore, year-end bonuses are also distributed based on the Company's overall operating conditions and individual employee achievements. In 2024, the employee benefits expenditure totaled NT\$39,781 thousand. The average employee benefits cost was approximately NT\$80.36 thousand per person.

Items		Content Explanation
Retirement System		Pension plans established in accordance with the "Labor Pension Act" are defined contribution plans. Each month, 6% of the employees' monthly salary is contributed to their individual labor pension accounts.
Insurance System		The Company provides Labor Insurance, National Health Insurance, and Employer Liability Insurance
Bonuses		At the end of each fiscal year, if there is a surplus, after paying taxes, making up for losses, and allocating dividends and reserves, performance and year-end bonuses are distributed based on the Company's overall operating performance and individual achievements.
Other Employee Benefits		Holiday bonuses, birthday bonuses, employee travel subsidies, departmental gatherings, marriage and childbirth subsidies, and other employee benefits.

## Unpaid Parental Leave

According to Article 16 of the "Gender Equality in Employment Act," employees who have been employed for more than six months may apply for parental leave without pay before their child reaches the age of three, allowing them to provide the best care for their young children. JSL Construction and Chuwang Development allow employees, regardless of gender, to apply for unpaid parental leave in accordance with the "Gender Equality in Employment Act."

In 2024, a total of 6 female employees and 3 male employees met the eligibility requirements. All eligible employees applied for parental leave and are expected to return to work in 2025.



Parental Leave Statistics	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave for that year (A)	0	1	2	1	3	6
Actual number of employees who applied for parental leave for that year (B)	0	1	2	1	3	6
Application rate (B/A)	-	100%	100%	100%	100%	100%
Number of employees due to return to work during the year (C)	0	1	2	1	3	5
Actual number of employees who returned to work during the year (D)	0	1	1	1	0	3
Return-to-work rate (D/C)	-	100%	50%	100%	0%	60%
Number of employees who returned to work in the previous year (E)	0	0	0	1	1	1
Number of employees who completed one year after returning to work in the previous year (F)	0	0	0	0	0	0
Retention rate (F/E)	-	-	-	0%	0%	0%

Note: The statistical scope includes JSL Construction and Chuwang Development.

## Collective Bargaining Agreements

JSL Construction and Chuwang Development have not established labor unions, thus no collective bargaining agreements are currently in place. However, both companies are committed to promoting labor-management meetings, complying with relevant labor regulations, and ensuring that all employees enjoy and are protected by the freedom of association. If employees independently express the intention to establish a labor union, the Company will provide appropriate support and assistance.

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## 6-3 Career Development and Cultivation

### Employee Training

To enhance workforce quality and strengthen employees' professional knowledge and skills, JSL Construction has established a comprehensive framework for employee development, encompassing on-the-job education and training, domestic and international project learning visits, professional training programs, and a mentorship system. Through a standardized education and training mechanism, the Company effectively enhances employee competencies and work efficiency, thereby strengthening its overall competitiveness.

JSL Construction is dedicated to nurturing newcomers by providing a comprehensive 36-hour training program. The curriculum includes company regulations, JSL's business philosophy, the distinction between pre-sale and completed housing projects, the technical application of construction regulations, market overview, and an introduction to sales incentive programs. Upon completing the program, new employees not only understand the Company's culture and operational model but also become familiar with the location and advantages of all projects and acquire essential sales skills, thereby contributing to the Company's future performance.

In 2024, the total training hours for employees at JSL and Chuwang Development were 63,980 hours, with an average hours of training per year per employee of 164.4 hours. The average training hours by job grade and category are as follows:

Average Training Hours (hours) by Job Category

		2022			2023			2024		
		Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Job Grade	Managerial Roles	18	10	14	18	16	17	2.2	2.4	2.2
	Non-managerial Roles	35	22	28.5	42	32	37	105.8	218.6	162.2
Category	Sales Personnel	43	21	32.7	46	42	44	92.7	248.3	170.5
	Administrative Personnel	10	11	10.5	14	12	13	24	18	21

Note 1: The average training hours for employees = Total employee training hours for the year / Total number of regular employees in that category at the end of the year.

Note 2: In this table, managerial roles are defined as employees at the manager level and above. Others are non-managerial employees.

Note 3: The data presented in this table for 2022 to 2023 include only JSL Construction, while the 2024 data cover both JSL Construction and Chuwang Development.



## Programs for Upgrading Employee Competencies

JSL Construction and Chuwang Development assign suitable positions to each employee based on their educational background, work experience, and professional expertise. To help new employees quickly adapt to the Company, induction training is arranged on their first day of employment. The Company also evaluates each employee's adaptability and development potential to determine suitable follow-up training programs that support their integration and familiarization with job responsibilities.

JSL Construction provides training programs designed to enhance employees' competencies through both internal training courses and funding for external training. Training mechanisms are planned according to job type and job grade, providing educational and training resources to strengthen employees' professional skills and learning abilities. Additionally, periodic training sessions are organized for the Business Department to further enhance professional competencies.

## Performance and Career Development Reviews

JSL Construction and Chuwang Development implement salary management, promotions, rewards, and disciplinary measures through a performance management system, which establishes evaluation standards based on the division of positions and responsibilities within the organization. Performance evaluations are conducted semi-annually. The annual review process consists of self-assessment by employees and a secondary review by supervisors. Supervisors communicate their feedback and recommendations with employees, who in turn provide their responses. This two-way communication mechanism not only enables employees to effectively achieve their work objectives but also emphasizes their personal development and serves as a foundation for future promotion evaluations.

Excluding new employees who have been employed for less than three months and those who have resigned, 100% of the employees underwent performance evaluations in 2024.



### JSL Construction and Chuwang Development have established performance review systems.

Assessment Period	Employees evaluations are based on their work performance during the assessment period. Supervisors are required to continuously record employees' day-to-day work and conduct thorough evaluations.
Evaluation Rating Standards	<p>The evaluation of employees' performance review levels is conducted in accordance with the following criteria:</p> <ul style="list-style-type: none"> <li>I.Outstanding: 90–100 points.</li> <li>II.Grade A: 80–89 points.</li> <li>III.Grade B: 70–79 points.</li> <li>IV.Grade C: 60–69 points.</li> <li>V.Grade D: Below 60 points.</li> </ul>
Restrictions on Outstanding Performance Ratings	<p>Employees who meet any of the following conditions cannot be rated as Outstanding in the performance evaluation for that year. If the total performance score is ninety or above, the rating shall automatically be downgraded to Grade A:</p> <ul style="list-style-type: none"> <li>I.Employees with records of absenteeism.</li> <li>II.Employees who have received a reprimand or higher disciplinary action that has not yet been revoked.</li> <li>III.Employees who have taken unpaid leave during the year.</li> <li>IV.Employees who are late or leave work early more than three times in a single month.</li> </ul>
Circumstances Subject to a Grade C Evaluation	<p>Employees who meet any of the following conditions shall be rated as Grade C (inclusive) or below in the performance evaluation:</p> <ul style="list-style-type: none"> <li>I.Employees whose cumulative absenteeism reaches three days (inclusive) or more.</li> <li>II.Employees who have received a major demerit or higher disciplinary action that has not yet been revoked.</li> </ul>
Performance Review Registration	Administration personnel should accurately register each employee's annual performance review in the personnel records.



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## 6-4 Human Rights

JSL implements workplace diversity, ensuring that employees are not subjected to differential treatment or any form of discrimination based on gender, race, nationality, age, or religion. In 2024, JSL Construction and Chuwang Development did not experience any incidents of discrimination or unfair treatment. JSL Construction strictly adheres to the regulations of the "Labor Standards Act," "Gender Equality in Employment Act," and "Occupational Health and Safety Act." All employee working conditions meet legal requirements, and employees are entitled to legally mandated benefits and protections.

To prevent sexual harassment and maintain gender equality in the workplace, and to create a dignified, equal, and discrimination- and harassment-free work environment, the Company has established sexual harassment prevention measures, grievance and disciplinary methods, and has set up specific grievance channels for employees. In 2024, JSL Construction and Chuwang Development received no grievance cases related to discrimination or sexual harassment.

### Human Rights Policies

JSL Construction is committed to providing employees with a safe and fair work environment. We support and respect internationally recognized human rights standards and principles, including the United Nations "Universal Declaration of Human Rights," the "Ten Principles of the United Nations Global Compact," and the International Labor Organization "Declaration on Fundamental Principles and Rights at Work." All employees, including contractual and temporary staff, interns, and others are treated with dignity and respect. The Company also pays special attention to the protection and respect of vulnerable groups among its stakeholders. The Company referenced the various items specified in the aforesaid human rights norms and principles, as well as relevant domestic laws (such as the Labor Standards Act and the Gender Equality in Employment Act), and established Human Rights Policies in August 2023, embedding the principles of human rights into the management policies and internal systems in all aspects of the Company.

The Human Rights Policies have been approved by the Company's President. The Company's Human Rights Policies apply to all operational activities and business scopes. The Company will conduct human rights audits or human rights impact assessments as necessary in the future. For more details, please visit the JSL Construction official website.

For more details, please visit the JSL official website.





# 06 / Creating a Happy Workplace

## 6-5 Occupational Health and Safety

### Establishment of a Systematic Occupational Health and Safety Management Framework

JSL Group is committed to creating a high-quality and safe working environment to ensure the safety of all employees. The Company regards occupational safety and health as an important aspect of corporate social responsibility and safeguards employees' health and safety through institutionalized and regularized management measures. An occupational safety and health management plan has been established, covering all employees of the Company, and extending to contractors and on-site workers. The senior management leads by example by periodically participating in on-site safety inspections of construction projects. Through direct communication at worksites, a relationship of trust and an open communication channel are maintained. To strengthen the management of the occupational health and safety management, the Company is actively preparing to establish an Occupational Health and Safety Department (Occupational Safety Department) in 2025 and has submitted an application to the Occupational Safety and Health Administration (OSHA) of the Ministry of Labor. In the future, the Occupational Safety Department will be responsible for formulating occupational safety policies and guidelines, conducting occupational safety inspections for various engineering projects, and enhancing overall workplace performance.

JSL has adopted risk prevention measures related to occupational health and safety. In 2024, regular review meetings were held to assess and improve these measures. Relevant occupational health and safety-related information are communicated to all employees through the Company's internal bulletin board to ensure transparency and protect employees' rights. In the future, the Company also plans to establish an Occupational Safety Committee, comprising representatives from both labor and management, to continuously improve and promote the operation and communication of the occupational safety mechanism.

### Systemic Drills and Emergency Preparedness

The Company places great importance on the safety of the working environment for employees. We participate in fire drills organized by the building management committee on an irregular basis and cooperate with the committee in conducting monthly tests of the automatic fire alarm system. These exercises enable employees to respond calmly and effectively to emergencies, thereby ensuring their safety and well-being. Additionally, every six months, the Company plans and executes a self-defense firefighting training program, dividing employees into five groups: Reporting Group, Firefighting Group, Evacuation Guidance Group, First Aid Group, and Safety Protection Group. Through this systematic approach, the Company aims to strengthen its emergency response capabilities and achieve its zero-accident management objective.





### Reporting Group



### Firefighting Group



### Evacuation Guidance Group



### First Aid Group



### Safety Protection Group



Firefighting Group members undergo regular training with fire extinguishing equipment to ensure they remain calm during a disaster.

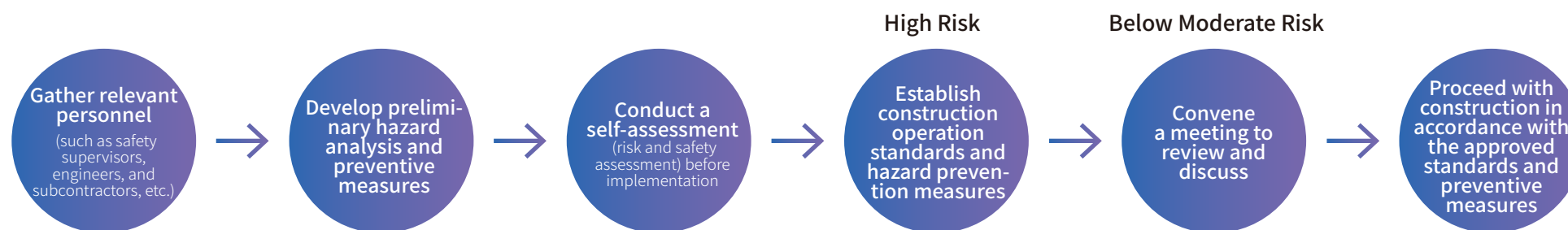
In the event of a fire, do not use elevators for evacuation to prevent the risk of entrapment.

Establish an emergency care area in a safe location and provide first aid to injured personnel.

Shut down the air conditioning system and electrical equipment.

## Implementation of Occupational Health and Safety Risk Management at Construction Sites

JSL Group has established an occupational safety risk assessment team responsible for coordinating the identification and control of safety risks across all construction projects. The flowchart is as follows:



## Enhancing Worker Consultation and Consensus

JSL Group values the consultation and participation of both employees and non-employee workers. For each new construction projects, a coordinating organization meeting is held monthly. Additionally, agreements such as the "Worker Discipline and Work Environment Hazard Notification" and the "Supplier-Contractor Site Safety and Health Management Implementation Guidelines" are signed with suppliers and contractors. Taking The Grand Palace No. 2 project as an example, a total of 28 coordinating meetings were held from the commencement of construction until June 2025. In addition to discussing matters in accordance with Article 38 of the Implementation Rules of the Occupational Safety and Health Act, the meetings also direct necessary safety and health measures and impose penalties on contractors who violate safety and health regulations, demonstrating the Company's a zero-tolerance stance on occupational safety violations.

According to the "Occupational Health and Safety Management Measures," business entities with more than 100 employees are required to appoint at least one Class A Occupational Health and Safety Supervisor. Jaysanlyn Construction and its subsidiary Chuwang Development have both appointed Class A Supervisors. Chuwang Development has further assigned a Class B Labor Safety Technician, and both have completed the statutory training and refresher courses required by law. The Company continues to strengthen on-site professional capabilities. The Occupational Health and Safety supervisors regularly visit construction sites to promote company policies, identify illegal foreign migrant workers, and discuss relevant regulations, inspection methods for hazardous workplaces, and submission requirements. These efforts enhance the implementation of occupational health and safety management at the corporate level, ensuring the fulfillment of occupational safety responsibilities.



## Implementing Workplace Health and Safety

JSL Group conducts annual health examinations for all employees and provides examination subsidies to ensure employees' health maintenance and early risk detection. The Company also promotes occupational safety and health awareness through daily labor safety and health promotions to ensure employees' well-being and workplace safety. In the future, the Company plans to implement four major workplace health promotion plans including:

1. Maternal Health Protection Plan in the Workplace
2. Ergonomic Hazard Prevention Plan
3. Disease Prevention Plan for Abnormal Workload
4. Regulations for the Prevention of Unlawful Infringement (Workplace Violence) and Measures for the Prevention, Complaint, and Disciplinary Handling of Sexual Harassment

Additionally, the Company, in accordance with the "Standards for Determining Immediate Danger to Workers under Article 28 of the Labor Inspection Act," enforces self-management of high-risk occupational health and safety items. Personnel conducting inspections must possess the qualification of a Class A Occupational Health and Safety Supervisor for the Construction Industry. Each engineering staff member is required to perform inspections of high-risk construction safety item to enhance the overall level of occupational health and safety management.

Chuwang Development conducted Worker Training on Occupational Health and Safety for a total of 376 participants, including both employees and non-employee workers, with 2,545 training hours and a 100% completion rate. Additionally, in 2024, Chuwang Development participated in the New Taipei City Friendly Construction Site Selection and was shortlisted for the second round of selection, demonstrating the Company's proactive implementation of workplace safety management.

## Work-Related Injuries and Ill Health

In 2024, JSL Construction reported no occupational injury incidents involving employees or non-employee workers. Chuwang Development recorded a total of 2 work-related injury incidents involving employees, which are described as follows. Additionally, in 2024, both JSL Construction and Chuwang Development reported no cases of high-consequence work-related injuries or work-related ill health, and no fatalities resulting from work-related injuries or ill health.



2024 Chuwang Development Work-Related Injuries Analysis and Statistics Table

Items	Male	Female	Total
Number of work-related injury cases	1	1	2
Number of commuting incidents under the GRI Standards	-	-	-
Total working hours	479,748	138,172	617,920
Frequency Rate (FR) of disabling injuries	2.08	7.24	3.24
Lost Workdays	1	1	2
Severity Rate (SR) for disability injury	2	7	3
Number of recordable work-related injuries	1	1	2
Rate of recordable work-related injuries	2.08	7.24	3.24

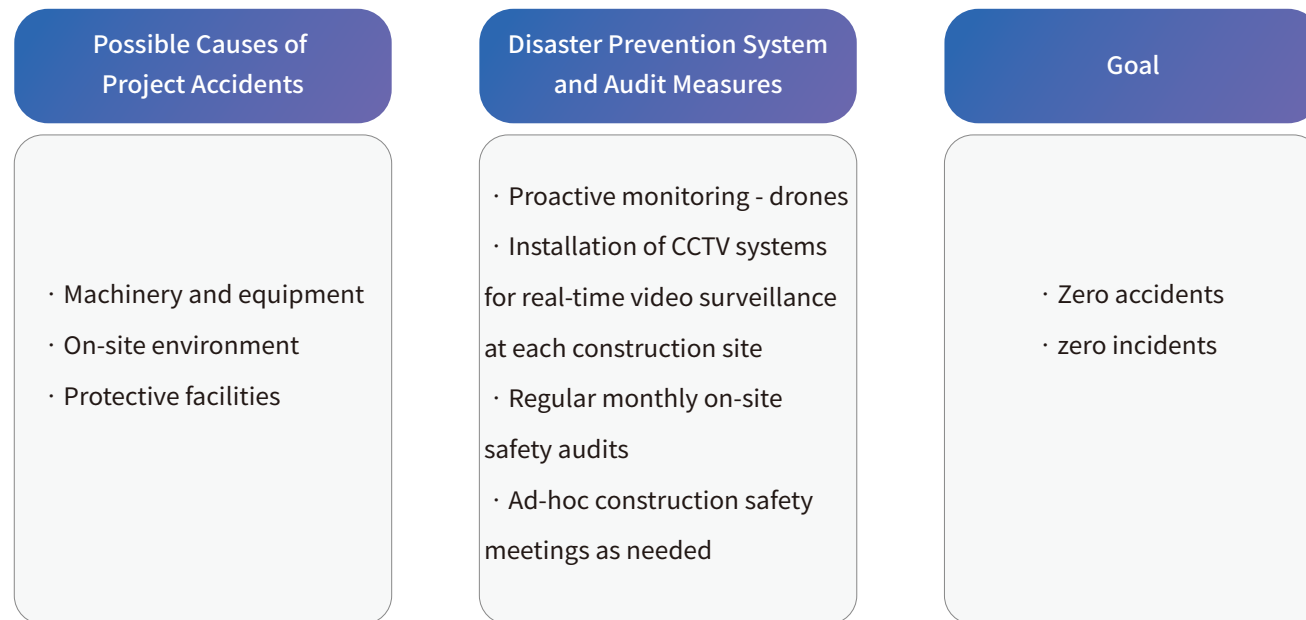
## Note:

- 1.The scope of statistics for work-related injuries includes all employees and all non-employee workers whose work and/or workplace are controlled by JSL Construction and Chuwang Development Co., Ltd.
- 2.The number of work-related injury cases excludes traffic accidents that occur during commuting to and from work.
- 3.The main type of occupational injury in 2024 was falls.
- 4.The number and rate of fatalities caused by work-related ill health in 2024 were both zero; there were zero recordable work-related ill health cases.
- 5.Frequency Rate (FR) of disabling injuries (FR) = (Number of work-related injury cases / Total working hours) × 1,000,000, calculated up to two decimal places, with the third place and beyond discarded.
- 6.Severity Rate (SR) for disability injury = (Lost workdays / Total working hours) × 1,000,000, calculated as an integer, discarding decimal places.
- 7.Number of recordable work-related injury cases: Refers to the number of recordable work-related injuries (including commuting incidents defined under the GRI Standards), including the number of fatalities and the number of serious occupational injuries.
- 8.Rate of recordable work-related injuries = The number of recordable work-related injuries (including commuting incidents defined under the GRI Standards) that occur per one million working hours. The formula is: (Number of recordable work-related injury cases / Total working hours) × 1,000,000, calculated up to two decimal places, with the third place and beyond discarded.



## Flowchart for Achieving the zero-Accident Goal

To achieve the safety management objective of "zero accidents and zero incidents," the Company has constructed a systematic disaster prevention management mechanism to address the potential causes of construction site incidents. The following diagram summarizes the sources of potential risks, disaster prevention system design, and audit measures, along with the overall goal, to strengthen the Company's construction site safety management. Through proactive monitoring measures (such as drones and real-time video surveillance), regular site audits, and continuous safety meetings, the Company is committed to proactively managing risks and preventing incidents before they occur, and steadily moving towards the goal of zero workplace injuries.



# 07 /

## Participation in Social Care

# 07 / Participation in Social Care

## 7-1 Social Philanthropy Participation

### Social Care

With "protection" as its central theme, JSL actively fulfills its commitment to social care by making occasional and flexible donations to educational, cultural, public welfare, and charitable organizations or groups. Through these efforts, the Company supports education and talent cultivation initiatives, and demonstrates care for various social groups. Facing the future, JSL Construction will leverage its core brand advantages to take concrete action on social issues, adhering to the principle of "taken from the public, used for the public." Together with Wanse Construction Co., Ltd., the Company donated a total of two disaster inspection vehicles to the New Taipei City Fire Department, actively expanding its positive social influence.

### JSL Construction's Donations in 2024



Education  
and Culture

NT\$8.6 million



Public Welfare  
Organizations

NT\$1.55 million



(Image source: (provided by the Sixth Battalion of the New Taipei City Fire Department))

### Industry-Academia Collaboration

Talent is the cornerstone of competitiveness for both enterprises and countries. JSL Construction firmly believes that cultivating outstanding talents for society is an important indicator of fulfilling corporate social responsibility. Therefore, the Company has established a long-term industry-academia collaboration with HungKuo Delin University of Technology, arranging internship opportunities to bridge the gap between theory and practice. Through this partnership, students are able to apply their academic knowledge to real-world work settings, fostering practical skills and professional growth. The initiative creates a mutually beneficial outcome for students, schools, and enterprises, enhancing the youth employability and alleviating employment issues.

### Support for Sports Development

JSL has long been dedicated to supporting, sponsoring, and promoting archery in Taiwan. From 2019 to 2023, the Company made continuous donations to the Chinese Taipei Archery Association, aiming to cultivate outstanding athletes who can bring honor to Taiwan in both domestic and international sports events. In 2019, JSL, together with other enterprises, jointly launched the Chinese Corporate Archery League, the first domestic league focusing on individual, mixed doubles, and team competitions. This initiative provides Taiwanese archers with stable income and opportunities to train through competitions, while also increasing greater public awareness and appreciation of the sport. In 2019, JSL established the JSL Women's Volleyball Team and participated in the Corporate Volleyball League, sponsoring the Chinese Taipei Volleyball Association to promote volleyball, enhance national health, and promote sportsmanship. At the same time, JSL is dedicated to cultivating domestic sports talents and contributing to the development of Taiwan's sports community. In 2023, the JSL Women's Volleyball Team changed its title sponsor to Caesar Park Hotels. In 2024, JSL continued its commitment to nurturing Taiwan's outstanding sports talents by sponsoring activities organized by the Chinese Taipei Archery Association, the Pingtung County Sports Association, and the Keelung Society Basketball Association. From 2019 to 2024, JSL's total donation in support of sports development amounted to NT\$54.3 million.



# 08 / Appendix

# 08 / Appendix

## GRI Standards Index

Statement of Use	JSL Construction has reported the information for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.		
Version of GRI Used	GRI 1: Foundation 2021		
Application of GRI Sector Standards	Not applicable – GRI Sector Standard(s) were not used.		
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
GRI Disclosure	Corresponding Chapter	Page	Remarks
2-1 Organizational details	2.1Overview of Operations	15	
2-2 Entities included in the organization's sustainability reporting	About this Report		
2-3 Reporting period, frequency and contact point	About this Report		
2-4 Restatements of information	About this Report		
2-5 External assurance	About this Report		
Activities and workers			
GRI Disclosure	Corresponding Chapter	Page	Remarks
2-6 Activities, value chain and other business relationships	2.1Overview of Operations	15	
	2.3Overview of the Value Chain	24	
2-7 Employees	6.1Labor Relations	100	
2-8 Workers who are not employees	6.1Labor Relations	100	



Governance			
GRI Disclosure	Corresponding Chapter	Page	Remarks
2-9 Governance structure and composition	3.1 Corporate Governance and Business Integrity	29	
2-10 Nomination and selection of the highest governance body	3.1 Corporate Governance and Business Integrity	29	
2-11 Chair of the highest governance body	3.1 Corporate Governance and Business Integrity	29	
2-12 Role of the highest governance body in overseeing the management of impacts	3.1 Corporate Governance and Business Integrity	29	
2-13 Delegation of responsibility for managing impacts	3.1 Corporate Governance and Business Integrity	29	
2-14 Role of the highest governance body in sustainability reporting	3.1 Corporate Governance and Business Integrity	29	
2-15 Conflicts of interest	3.1 Corporate Governance and Business Integrity	29	
2-16 Communication of critical concerns	3.1 Corporate Governance and Business Integrity	29	
2-17 Collective knowledge of the highest governance body	3.1 Corporate Governance and Business Integrity	29	
2-18 Evaluation of the performance of the highest governance body	3.1 Corporate Governance and Business Integrity	29	
2-19 Remuneration policies	3.1 Corporate Governance and Business Integrity	29	
2-20 Process to determine remuneration	3.1 Corporate Governance and Business Integrity	29	
2-21 Annual total compensation ratio	3.1 Corporate Governance and Business Integrity	29	Confidentiality restrictions: Disclosure is not possible due to internal remuneration confidentiality constraints.
2-22 Statement on sustainable development strategy	Message from the Chairman		

GRI 2: General Disclosures 2021			
Strategy, Policies and Practices			
GRI Disclosure	Corresponding Chapter	Page	Remarks
2-23 Policy commitments	3.1Corporate Governance and Business Integrity 6.4Human Rights	29 111	
2-24 Embedding policy commitments	3.1Corporate Governance and Business Integrity	29	
2-25 Processes to remediate negative impacts	3.1Corporate Governance and Business Integrity 3.2Compliance with Laws and Regulations	29 50	
2-26 Mechanisms for seeking advice and raising concerns	3.1Corporate Governance and Business Integrity	29	
2-27 Compliance with laws and regulations	3.2Compliance with Laws and Regulations	50	
2-28 Membership associations	2.3Overview of the Value Chain	24	
Stakeholder engagement			
GRI Disclosure	Corresponding Chapter	Page	Remarks
2-29 Approach to stakeholder engagement	1.2Stakeholders and Stakeholder Engagement	11	
2-30 Collective bargaining agreements	6.2Employee Care and Labor Protection	104	



GRI 3: Material Topics 2021			
Material topics disclosures			
GRI Disclosure	Corresponding Chapter	Page	Remarks
3-1 Process to determine material topics	1.1Materiality Analysis	02	
3-2 List of material topics	1.1Materiality Analysis	02	
3-3 Management of material topics	2.2Operational Strategy and Business Performance	17	
	3.1Corporate Governance and Business Integrity	29	
	3.2Compliance with Laws and Regulations	50	
	4.1Product Quality and Safety	55	
	4.2Customer Relationship Management	67	
	4.3Information Security Management	75	
	6.1Labor Relations	100	

Material Topic				
GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.2Operational Strategy and Business Performance	17	For complete financial information, please refer to the 2024 annual report and financial statements.
	201-4 Financial assistance received from government	2.2Operational Strategy and Business Performance	17	

## Corporate Governance and Business Integrity

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	3.1 Corporate Governance and Business Integrity	29	
	205-3 Confirmed incidents of corruption and action taken	3.1 Corporate Governance and Business Integrity	29	None of these incidents occurred in 2024
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.1 Corporate Governance and Business Integrity	29	None of these incidents occurred in 2024
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1 Corporate Governance and Business Integrity 6.1 Labor Relations	29 100	
GRI 415: Public Policy 2016	415-1 Political contributions	3.1 Corporate Governance and Business Integrity	29	No political contributions in 2024

## Compliance with Laws and Regulations

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
Custom Material Topics	No Corresponding GRI Topic Standards	3.2 Compliance with Laws and Regulations	50	

## Product Quality and Safety

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 416: Customer Health and Safety 2016	416-2 Incidents of Non-Compliance concerning the health and safety impacts of products and services	4.1 Product Quality and Safety	55	
	417-1 Requirements for product and service information and labeling	4.1 Product Quality and Safety	55	
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	4.1 Product Quality and Safety	55	None of these incidents occurred in 2024
	417-3 Incidents of non-compliance concerning marketing communications	4.1 Product Quality and Safety	55	None of these incidents occurred in 2024

## Customer Relationship Management

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	4.2 Customer Relationship Management	67	

## Information Security and Privacy Protection

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.3 Information Security Management	75	None of these incidents occurred in 2024



### Labor Relations

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.1 Labor Relations	100	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	6.1 Labor Relations	100	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1 Corporate Governance and Business Integrity 6.1 Labor Relations	29 100	

### General Disclosures

GRI Standard	GRI Disclosure	Corresponding Chapter	Page	Remarks
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	5.1 Climate Change and Adaptation	91	
	201-3 Define benefit plan obligations and other retirement plans	6.2 Employee Care and Labor Protection	104	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.2 Employee Care and Labor Protection	104	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.2 Environmental Management Responsibility	95	
	302-3 Energy intensity	5.2 Environmental Management Responsibility	95	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.2 Environmental Management Responsibility	95	
	305-2 Energy indirect (Scope 2) GHG emissions	5.2 Environmental Management Responsibility	95	
	305-4 GHG emissions intensity	5.2 Environmental Management Responsibility	95	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.2 Employee Care and Labor Protection	104	
	401-3 Parental leave	6.2 Employee Care and Labor Protection	104	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.3 Career Development and Cultivation	108	
	404-2 Programs for upgrading employee skills and transition assistance programs	6.3 Career Development and Cultivation	108	
	404-3 Percentage of employees receiving regular performance and career development reviews	6.3 Career Development and Cultivation	108	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	6.2 Employee Care and Labor Protection	104	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	6.5 Occupational Health and Safety	112	
	403-5 Worker training on occupational health and safety	6.5 Occupational Health and Safety	112	
	403-6 Promotion of worker health	6.5 Occupational Health and Safety	112	
	403-9 Work-related injuries	6.5 Occupational Health and Safety	112	
	403-10 Work-related ill health	6.5 Occupational Health and Safety	112	

## Index of Table 2 of the Operating Methods

Items	Chapter	Page
1.Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	5.1 Climate Change and Adaptation	91
2.Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	5.1 Climate Change and Adaptation	91
3.Describe the financial impact of extreme weather events and transformative actions.	5.1 Climate Change and Adaptation	91
4.Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	5.1 Climate Change and Adaptation	91
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.	JSL Construction has not yet used scenario analysis for evaluation in 2024. This item is not applicable.	
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.	JSL Construction has not yet established a major transition plan to manage climate-related risks in 2024. This item is not applicable.	
7.If internal carbon pricing is used as a planning tool, the basis for setting the price should be disclosed.	JSL Construction has not yet implemented internal carbon pricing in 2024. This item is not applicable.	
8.If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, 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.	JSL Construction has not yet set climate-related targets, nor used carbon offsets, or Renewable Energy Certificates (RECs) to achieve such targets in 2024. This item is not applicable.	
9.Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	For greenhouse gas emissions in 2023 and 2024, please refer to the table below and 5.2 Environmental Management Responsibility.	





### Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.  
Describe the assurance status for the most recent two years, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.

#### 2024

Scope 1	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
Parent company	53.4618	0.0441	N/A	N/A
Subsidiary	N/A	N/A		
Total	53.4618	0.0441		
Scope 2	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
Parent company	1,220.7965	1.3746	N/A	N/A
Subsidiary	N/A	N/A		
Total	1,220.7965	1.3746		
Scope 3	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
(Optional Disclosure)	N/A	N/A	N/A	N/A

#### 2023

Scope 1	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
Parent company	21.9591	0.0040	N/A	N/A
Subsidiary	N/A	N/A		
Total	21.9591	0.0040		
Scope 2	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
Parent company	13.2664	0.0024	N/A	N/A
Subsidiary	N/A	N/A		
Total	13.2664	0.0024		
Scope 3	Total Emissions (metric tons CO <sub>2</sub> e)	Emission Intensity (metric tons CO <sub>2</sub> e per NT\$ million)	Assurance Provider	Explanation of the Assurance Status
(Optional Disclosure)	N/A	N/A	N/A	N/A

### Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

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

The Company will, in accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, plan to disclose the consolidated GHG inventory information for the year 2025 in 2026. No later than 2025 as the base year, the Company will also disclose the GHG reduction targets, Strategies, and specific action plans for the year 2026.



JSL  
GROUP

甲山林集團  
愛山林建設