



- D8
- D9
- SCS
- SCK
- JSCK

The scope of environmental management system, occupational health and safety management system, and energy management system:

Packaging, testing and production of integrated circuit and semiconductor devices of JCET Group Co., Ltd. including:

- JCET Group Co., Ltd (JCET D3);
- JCET Advanced Packaging Co., Ltd (JCAP);
- STATS ChipPAC Semiconductor (JiangYin) Co., Ltd (JSCC);
- JCET Semiconductor (Suqian) Co., Ltd (D8);
- JCET Semiconductor (Chuzhou) Co., Ltd (D9);
- STATS ChipPAC Pte. Ltd (SCS);
- STATS ChipPAC Korea Ltd (SCK);
- JCET STATS ChipPAC Korea Ltd (JSCK).

1. GB/T 24001-2016/ ISO14001 2015	1. — 1.Environmental management
2. GB/T 45001-2020/ ISO45001 2018	



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|-------------------------------------|---|
| 3. GB/T23331-
2020/ISO50001:2018 | 2.Occupational health and safety management system -
requirements and guidelines |
| 4. ISO 14064-1:2018 | 3. — |
| 5. ISO 14067-2018 | 3. Energy management system- requirements and |



People-oriented, comprehensive management, overall protection of health and safety

Energy saving and consumption reduction, cleaner production, prevent and control environmental pollution

standards, and reduce the emission of pollutants;



Resource Utilization and Conservation: Strengthen investment in energy conservation and emission reduction funds, as well as energy-saving technology upgrades, implement resource conservation measures, and improve resource utilization;



Ecological protection and sustainable development: setting strategic targets for reducing carbon emissions, protecting natural resources, strengthening inputs of renewable energy and promoting circular economy;





50% production wastewater reuse by 2025

- 2024 <1%

Landfill rate <1% since 2024

- 2030 90%

90% renewable electricity usage by 2030

- 0

Rate of Work-related Injuries with Serious Consequences 0

- 0.

Occupational disease incidence rate 0.

- The industrial wastewater and domestic wastewater generated by each factory must be treated according to the relevant local regulations and standards before discharge.

- The wastewater treatment scheme must be designed at the same time as the main construction project, and the environmental management department shall participate in the discussion.

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The facility & power department of each factory is responsible for the daily management and supervision of the WWTP operation third parties to ensure the discharged water is stable and compliance to the standards.

- EHS



The exhaust waste air produced by each factory must be treated and meet relevant regulations and standards before discharge.



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The facility & power department of each factory is responsible for the daily management and maintenance of the waste air treatment facilities to ensure their normal operation and the waste air emission in compliance with standards



- EHS

The EHS department of each factory is responsible for contacting the government environmental protection agencies or qualified contractors to monitor the noise emission.

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The logistic department of each factory is responsible for the disposal of general solid waste.

- EHS

The EHS department of each factory is responsible for the disposal of hazardous waste.

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Inspection of wastewater treatment facility operation: whether the daily record value and monitoring value of indicators are up to standard, whether the equipment operates normally, whether the qualification of the operation contractors is within the validity period, and whether the operators and analysts are trained and have operation certificates.

- PH

Inspection of spray tower operation: whether the spray tower management system, dosing records, absorption solution PHT value detection records are complete, and whether the facility operation status is normal.

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Inspection of boundary noise: whether the main noise source equipment is abnormal and whether the existing noise control equipment is in good condition.

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Inspection of hazardous waste storage and disposal: whether the qualification certificate of hazardous waste disposal contractor is within the validity period, whether the disposal



agreement is within the validity period, whether the classification marks in hazardous waste storage place are complete, and whether hazardous wastes are stored separately by classification.



Each factory must prepare emergency response plans for environmental emergencies/accidents, train relevant department personnel on the contents of response plans, and organize drills.



EHS

Wastewater treatment contractor of each factory must establish an emergency management system and put it on file with EHS department.



ESG

ESG

Annual environmental, social and governance (ESG) report publicly released to the community and disclosure of practices and performance on ESG-related issues.



Develop energy management plans annually to promote actions to reduce energy use and actively pursue clean energy use (installation of solar photovoltaic panels, etc.).



Actively carry out the construction of energy management systems, provide employees with training in energy efficiency management, and improve the level of energy efficiency management.



Carbon inventory work (Scope I, II and III) is carried out annually on an ongoing basis to keep abreast of the Group's carbon emissions and to conduct carbon verification and certification.





“ Three simultaneous management measures” of safety facilities in construction projects. The safety facilities of new construction, renovation, and expansion projects in each factory must be designed, constructed, and put into production and use simultaneously with the main project. Safety pre evaluation, safety facility design, safety acceptance evaluation, and corresponding review must be conducted in accordance with regulations, and safety facility acceptance shall be organized.



Implement safety risk classification control and hidden danger investigation and management. Each factory conducts annual safety risk identification, determines safety risk levels, and formulates corresponding control measures. Control measures should include engineering and technical measures, management measures, training and education measures, individual protective measures, and emergency response measures. Regularly or irregularly carry out hidden danger investigation and management, timely discover and eliminate various safety hazards, and dynamically optimize risk grading and control measures. Hazard investigation should include daily hazard investigation, comprehensive hazard investigation, professional hazard investigation, seasonal hazard investigation, holiday hazard investigation, etc.



Equipment and facility safety management. Each factory conducts regular maintenance and upkeep of production equipment and safety protection facilities, and conducts regular inspections to ensure their safety performance and normal operation. It is not allowed to close or damage monitoring, alarm, protective, and life-saving equipment and facilities directly related to production safety, or to tamper with, conceal, or destroy their related data and information.





Safety management of hazardous operations. Each factory implements a permit approval system for hazardous operations such as hot work, work at heights, confined spaces, temporary electricity use, and lifting. During the operation process, safety measures such as on-site supervision, setting up safety protection facilities, and equipping personal protective equipment are implemented.



Safety management of hazardous chemicals. Each factory shall strengthen the safety management of the procurement, transportation, storage, use, and disposal of hazardous chemicals. Special warehouses for hazardous chemicals shall comply with national and industry standards and be clearly marked. The safety facilities and equipment of the warehouse shall be regularly inspected and tested. Conduct a safety assessment every three years to ensure compliance with safety production conditions.



Fire safety management. Each factory is equipped with fire-fighting facilities and equipment (such as automatic fire alarm systems, automatic sprinkler systems, fire hydrant systems, fire extinguishers, etc.) in accordance with regulations, and regularly maintains and inspects them to ensure that they are in good operating condition. Standardize the management of fire, electricity, and gas usage, and strictly implement relevant operating procedures. Carry out daily fire inspections and regular fire checks to promptly identify and eliminate fire hazards.



Emergency management of safety accidents. Establish emergency plans for various safety accidents in each factory, including fires, electric shocks, mechanical injuries, natural disasters, etc., clarify emergency organizational structure, division of responsibilities, emergency response procedures, and disposal measures; Regularly organize emergency drills to test and improve emergency rescue capabilities; Equip necessary emergency rescue supplies and equipment, and conduct regular inspections and maintenance.

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Occupational health monitoring and management. Each factory organizes employees to undergo occupational health examinations before, during, after, and in emergency situations, and establishes employee occupational health monitoring records; Timely arrange for re examination and diagnosis of occupational contraindications and suspected occupational disease patients detected, and handle them in accordance with relevant regulations.



Occupational disease hazard detection and evaluation. Each factory organizes daily monitoring and annual third-party testing of occupational hazards in the workplace, monitoring the concentration and intensity of hazardous factors and controlling them within acceptable limits. Enterprises listed as having serious occupational hazards shall conduct an occupational hazard assessment every three years to ensure compliance with industrial hygiene conditions.



Protection and management of female employees. Each factory should strengthen the labor protection of female employees, comply with the regulations on the prohibited scope of labor for female employees, and establish facilities such as maternity rest rooms and nursing rooms.



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Strong physical work management. Each factory should identify, evaluate, and control the impact of employees engaging in physically demanding work, including manual handling/loading and unloading of materials and repetitive lifting of heavy objects, prolonged standing, and highly repetitive or intense assembly work.



Public health, food and accommodation management. Each factory should provide employees with clean restroom facilities, drinking water, and hygienic food preparation,



storage, and dining facilities. Drinking water should be tested by a third-party every year. Employee dormitories should be kept clean and safe, with appropriate emergency exits, hot water for bathing, sufficient lighting and good ventilation, independent safety cabinets for storing personal and valuable items, and reasonable private spaces for easy access.



Formulate EHS Policy	A	I	I	I
Formulate EHS Objectives, Targets and Management Program	A	R	R	R
Formulate the functional structure and job responsibilities of the system	A	R	R	R
Process planning, process management	A	R	R	R

JCET will review this policy on a regular basis and update it if necessary and approve for publication.

2025-03-31

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