

## BOARD STATEMENT

JEP Holdings Ltd. believes that sustainability is integral to our business and is critical to achieving long-lasting value creation for all our stakeholders. We embarked on our sustainability journey to address material Environmental, Social, and Governance (“ESG”) issues to create a sustainable future with all our stakeholders. To manage stakeholder engagement, we have cultivated relationships through regular and systematically planned forms of dialogue as well as open channels of communication.

We are proud of delivering top-notch manufacturing solutions, evidently from our customer satisfaction survey results, we have achieved an outstanding score of 91% customer satisfaction. These results stand as a testament to our skilled and professional workforce that exists within our organisation to produce manufacturing quality and high-precision components. To continue our stellar performance and deliver manufacturing solutions to our customers, we have also recognised the importance of attracting, developing and retaining a high-quality workforce.

To strengthen and achieve results that go beyond, we place heavy emphasis on good corporate governance as the core belief of our business. The belief in good corporate governance enables us to achieve our sustainability goals. We thus uphold this belief as it lays a solid foundation for the establishment of a sound organisation. Furthermore, operating in an ethical environment will safeguard the interests of all our stakeholders. Therefore, we strive to put in place a robust governance framework to maintain integrity, transparency, accountability, and discipline in all our business activities. At the corporate level, we fully support the Management’s abiding commitment to enhance the way we operate our businesses, and to bring transformations to our businesses and our daily lives towards a low-carbon and sustainable world for our stakeholders and future generations.

In FY2024, the management together with key stakeholders reviewed and assessed the materiality of ESG. The management was satisfied with the achievement attained in FY2024 and there are no major changes in the Group business model and portfolio in the current fiscal year, the management are of the opinion to continue to focus on the identified targets to strengthen sustainability performance. We will make efforts to improve the overall sustainability performance across our business portfolio, as well as improve upon our communications to all stakeholders. We aim to create a virtuous cycle that benefits both our business operations and future sustainability pursuits.



## ABOUT JEP HOLDINGS LTD.

JEP Holdings Ltd. (the “Group” or “JEP”) is a public limited company listed on the Catalist Board of the Singapore Stock Exchange since 2004. JEP is Singapore’s leading solution provider of precision machining and engineering services, with a primary focus on the aerospace industry.

The Group’s subsidiaries are accredited with AS9100D, ISO 9001, ISO 13485, ISO 14001, ISO 45001 and NADCAP and has built a record of accomplishment as a reliable sub-contractor for aerospace and semiconductor components since beginning operations in 1990. Including it is now part of the global supply chain for the world’s leading aircraft manufacturers.

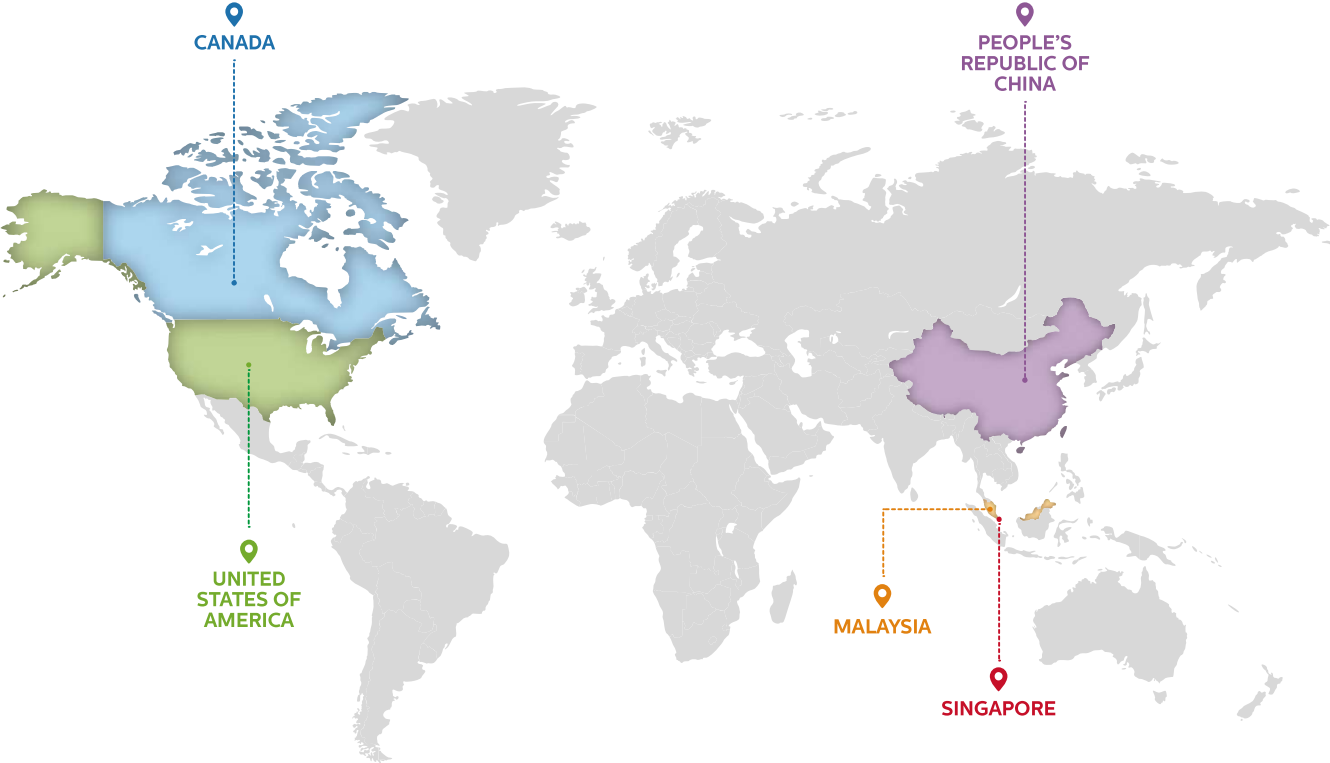
The Group’s customer base spans across Singapore, Malaysia, China, United States of America, and Canada. This has allowed JEP to build and establish a strong value chain that provides seamless manufacturing solutions.

The Group’s business operations not only span across different regions globally but also provides complete turnkey services for aerospace, electronics, equipment manufacturing and machine tooling industries. The Group’s headquarters and significant location of operations are situated in Singapore.

The Group also believes in providing precision manufacturing services that excel in quality and delivers unprecedented customer satisfaction whilst carrying out our operations in a manner that is both environmentally sustainable and socially responsible.

Therefore, the Group follows strict procedures of identifying, selecting, qualifying and monitoring to assess the performance and capabilities of the vendors for raw materials supply, standard items, special process services and fixture as well as gauge fabrication.

LOCATION OF CUSTOMER BASE



Our customer base includes:

- Canada
- United States of America
- Malaysia
- Singapore
- People's Republic of China
- Others\*

\*India, Switzerland, France, Middle East, Southeast Asia

## EXTERNAL CHARTERS AND PRINCIPLES

As an entity regulated by the Securities and Futures Act (Cap 289) (“SFA”), the Listing Manual of Singapore Exchange Securities Trading Limited (the “SGX-ST”) (the “Listing Manual”) and other regulations, the Board is committed to upholding high standards of corporate governance at JEP.

The Board of Directors of JEP (the “Board”) is committed to upholding high standards of corporate governance practices throughout JEP that are in line with the Code of Corporate Governance 2018 (the “2018 Code”). The Board will also ensure that JEP complies with the other regulations, notices, circulars, and guidelines that may be released by Monetary Authority of Singapore (“MAS”) from time to time and should there be deviations, explanations will be provided.

JEP’s leadership has more than 30 years of experience combined in the manufacturing of aviation and semiconductor components. With such experience, JEP’s leadership competently drives all operational matters of the Group. JEP’s leadership has directed the Group to hold membership in the Singapore Business Federation to develop strategic relationships within the industry to drive value creation for all stakeholders.

## AWARDS

The Group has been in business since the 1980s. Over the years, JEP has accumulated a wealth of experience, expertise and an established record of accomplishment. Below is a list of some of the awards:



**Awarded by  
Eaton Corporation**

The Best Supplier  
in Aerospace Asia  
Pacific 2011



**Awarded by  
Kulicke & Soffa**

Outstanding Supplier  
Award 2021



**Awarded by  
Aker Solutions**

Certificate of  
Accreditation 2018



**Awarded by  
HP Inc.**

Commitment and  
Partnership to HP  
Award 2022



**Awarded by  
Safran**

Performance  
Excellence  
Award 2019



**Awarded by  
Safran**

High Historic  
Performance  
Award 2024



## ABOUT THIS REPORT

This report is prepared in reference with the Global Reporting Initiative (“GRI”) Standards, as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. This report aims to disclose our Environmental, Social, and Governance (“ESG”) performance against the issues that are considered most material to our company’s stakeholders. This includes shareholders, suppliers, customers, regulators, management and employees. The objective of preparing this report annually is to inform our stakeholders of the initiatives and strategies related to sustainability that we are currently embarking on.

The Group has chosen the GRI framework as it is the most established international sustainability reporting standard that covers a comprehensive range of sustainability disclosures and with respect to the extent of which such framework is applied, this report has been prepared with reference to the GRI Standards reporting guidelines. Moreover, this structured framework promotes reporting a full and balanced picture of the Group’s material matters and the management of its impact. The report incorporates SGX’s requirements of primary components of the content on sustainability reporting under Listing Rules 711A and 711B.

This report outlines our contribution to the United Nations Sustainable Development Goals (“UN SDGs”) as part of our sustainability performance. We have also prepared disclosures related to climate risks and opportunities, consistent with the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations. Moreover, we have referenced SGX’s Practice Note 7F Sustainability Reporting Guide in adopting a phased approach for the climate-related disclosures. There is a TCFD Disclosures table at the end of this report that indicates our progressive alignment with the TCFD recommendations.



## REPORTING SCOPE AND BOUNDARIES

The reporting period for the sustainability performance of our operations in Singapore is for the financial year 2024. All data and activities reported are with respect to the timeframe from 1 January 2024 to 31 December 2024, unless stated otherwise.

As JEP's operations primarily involve precision manufacturing, we refer to the performance of our precision manufacturing facilities when discussing employee-related material issues. Environmental data disclosed within the Sustainability Report covers only Singapore-based operations.

To enhance comparability, the Group has reviewed its measurement methodology to refine the presentation of its sustainability performance. Accordingly, the relevant environmental data has been updated.

We have relied on internal data monitoring and verification to ensure accuracy of this report. The data and information in the report have been reviewed and verified by the internal auditors (Virtus Assure Pte. Ltd.) engaged by the Group. This internal review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors. The scope included a risk based review of the processes

including but not limited to the sustainability governance and management; the identification, prioritisation and assessment of ESG related risks and opportunities; relevant sustainability reporting information; climate-related disclosures; and compliance against local regulatory reporting requirements.

No external assurance has been sought for this report. However, we may seek external assurance for future Sustainability Reports as our reporting framework matures over time. The data in this report is reported to the best of our knowledge and have gone through internal review and approval.

We value all feedback on the report as we continuously strive to improve our reporting. Please submit all feedback, questions and views to [ir@jep-holdings.com](mailto:ir@jep-holdings.com).

## SUSTAINABLE DEVELOPMENT POLICY

To align our manufacturing operations with sustainable development and long-term innovation, we emphasize practical implementation, measurable impact, and continuous improvement in Environmental, Social, and Governance ("ESG") areas. To achieve this, we implement the following enhancements to our sustainability policy:

- Resource Efficiency & Environmental Management
  - Energy Optimization: Implement energy-efficient machinery and optimize manufacturing workflows to reduce overall energy consumption.
  - Emissions Reduction: Monitor and minimize Greenhouse Gas ("GHG") emissions through process improvements, technology upgrades, and strict adherence to environmental standards.
  - Water Management: Diligently monitor water usage across all facilities to ensure optimal consumption and guarantee that wastewater discharges fully comply with industry and environmental regulations.
  - Waste Management: Incorporate the principles of Reduce, Reuse, Recycle ("3Rs") into all aspects of the manufacturing lifecycle to manage material waste effectively and support environmental sustainability while meeting regulatory standards and aerospace industry best practices.

- Sustainable Manufacturing Practices
  - Operational Efficiency: Apply lean manufacturing principles to minimize resource wastage and enhance productivity.
  - Environmental Compliance: Ensure full adherence to local and international environmental regulations across all manufacturing sectors.
- Workforce & Community Engagement
  - Employee Training & Awareness: Provide sustainability training and encourage active participation in green initiatives.
  - Health & Safety: Maintain a safe and healthy workplace, ensuring compliance with industry best practices.
- Compliance & Governance
  - Regulatory Compliance: Ensure strict adherence to all relevant international environmental regulations and standards, with a continuous focus on improving environmental performance.
  - Transparent Reporting: Publish periodic sustainability reports detailing progress, challenges, and goals in alignment with international standards to demonstrate accountability and transparency in achieving sustainable growth.
- Innovation for Sustainable Growth
  - Research and Development for Sustainability: Invest in Research and Development to advance sustainable manufacturing technologies that reduce environmental impact and improve efficiency.
  - Digitalization & Automation: Leverage smart manufacturing and data-driven decision-making to optimize sustainability performance.

By embedding these principles into our core operations, JEP strengthens its commitment to long-term sustainability, enhances operational efficiency, and contributes to global environmental responsibility.

## SUSTAINABILITY GOVERNANCE AND APPROACH

The Board monitors, reviews, and considers the relevance and adequacy of the Group's practices in addressing sustainability concerns and managing risks, as well as approves general policies and strategies.



## STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT

JEP Holdings Ltd. recognises that stakeholders play an important strategic role in maintaining the company's long-term growth, we engaged our key stakeholders through a stakeholder engagement and materiality assessment workshop to gather their concerns about the sustainability of the business. These key stakeholders were identified based on their ability to influence our performance and provide effective solutions to incorporate sustainability into our operations. Their concerns raised were gathered to identify the material

ESG. The ESG factors were then prioritised based on their impact on the business and how important stakeholders considered each aspect.

## STAKEHOLDER ENGAGEMENT

At JEP Group, we value all stakeholders and believe that maintaining strong bilateral relationships with stakeholders is a critical success factor for the Group sustainability. With routine engagements with stakeholders, we are able to identify each stakeholder key concerns and respond to their needs timely.

Key Stakeholder Groups	Key Interests	Our Response	Engagement Methods
Investors and Shareholders	<ul style="list-style-type: none"> <li>Financial and operational performance</li> <li>Good corporate governance</li> <li>Transparency</li> <li>Sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>Provide reliable and relevant information timely</li> <li>Cultivate a culture of transparent and timely communication with our investors</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Half-yearly announcement</li> <li>Announcements and circulars</li> <li>Annual General Meeting</li> <li>Investor relations emails and Q&amp;A</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Mentoring, training and skill development</li> <li>Career prospect and equal opportunities</li> <li>Working environment</li> </ul>	<ul style="list-style-type: none"> <li>To establish a safe workplace</li> <li>Promote equality for career prospects and benefits</li> <li>Talent management and succession planning</li> <li>Training and career</li> </ul>	<ul style="list-style-type: none"> <li>Annual appraisal</li> <li>Training and development program</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Supply chain sustainability</li> <li>Product quality and conformity</li> <li>Reliability of delivery schedules</li> </ul>	<ul style="list-style-type: none"> <li>Sustain our reputation as a reliable business partner to our customers</li> <li>Meet and exceed customer expectations and demands</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Regular meeting and direct communication</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Annual supplier performance review</li> </ul>	<ul style="list-style-type: none"> <li>Quality and reliability of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Conduct supplier assessment to ensure suppliers are in line with JEP's requirement</li> <li>Regular meeting and direct communication</li> </ul>
Community	<ul style="list-style-type: none"> <li>Contribution to local communities</li> <li>Environment impact</li> </ul>	<ul style="list-style-type: none"> <li>Internship program for undergraduates students</li> <li>Environmental pollutions from business activities</li> </ul>	<ul style="list-style-type: none"> <li>Memorandum of Understanding with local institutions for internship arrangement</li> <li>Restrict any business activities that have potential harmful impacts to environment and lives</li> </ul>

## MATERIALITY ASSESSMENT

JEP's materiality assessment process follows a three-step approach based on GRI Materiality Standards and Principles, supported by background research on peers and industry trends. The Board and Management have validated the material topics for this year's reporting and determined that the material topics identified last year remain relevant to its business and stakeholders.



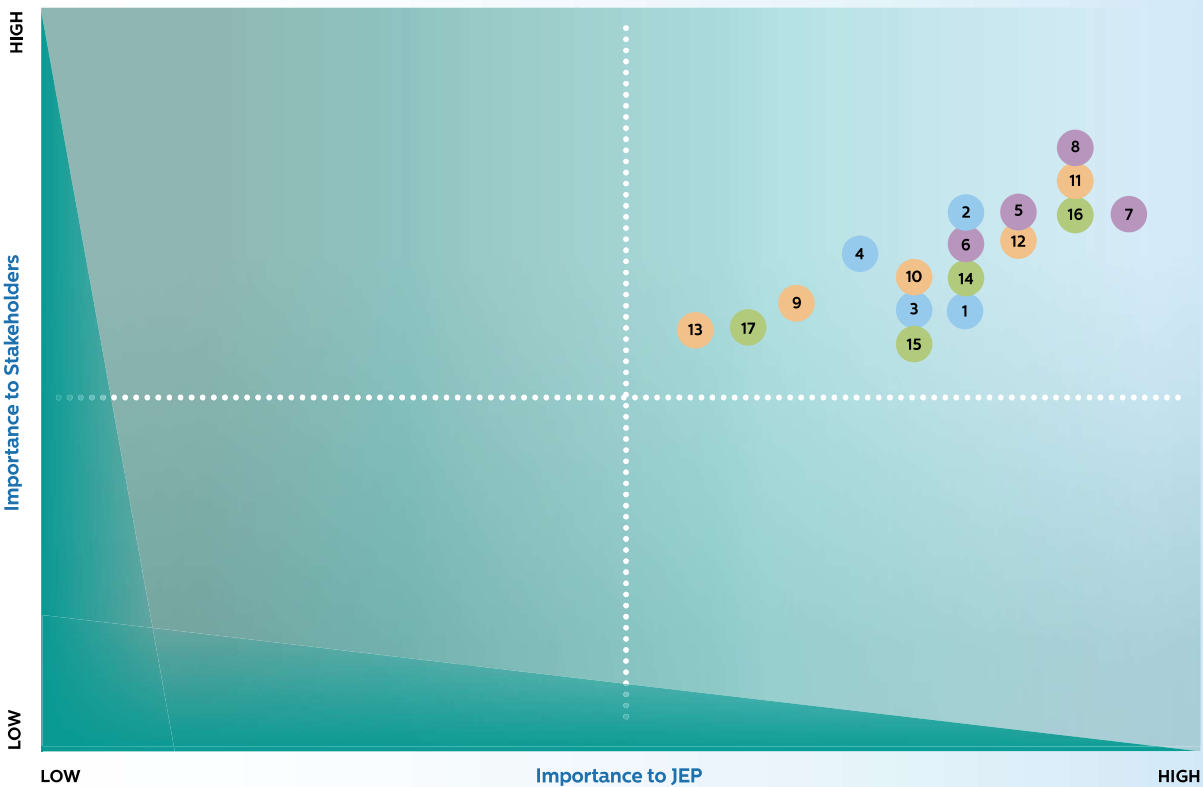
The materiality assessment process concluded with JEP's management identifying three ESG factors to be considered as top priorities in this Sustainability Report.

## MATERIAL ASPECTS IDENTIFIED

The scope of its assessment into the impacts to the business, we have established performance targets for material areas and track the progress we have made in those areas as reported below:



ESG Materiality Matrix



- 1. Energy Efficiency
- 2. Emissions
- 3. Water Conservation
- 4. Effluent & Waste Management
- 5. Corporate Governance
- 6. Risk Management
- 7. Anti-corruption and Whistleblowing
- 8. Economic Performance
- 9. Socioeconomic Compliance
- 10. Environmental Compliance
- 11. Customer Data Privacy
- 12. Customer Satisfaction
- 13. Caring for Our Community
- 14. Employee Relations
- 15. Training and Development
- 16. Occupational Health & Safety
- 17. Diversity and Equality in Employment

ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

JEP is committed to the United Nations Sustainable Development Goals (“UN SDGs”) and works actively to support the UN SDGs. We believe that businesses have a key role to play in implementing the goals. We contribute to social and economic development in the societies and communities we operate in, as well as do our part on climate action and conducting responsible business activities. JEP supports all the 17 UN SDGs and contributes particularly in the following goals: gender equality, clean water and sanitation, decent work and economic growth, responsible consumption and production, climate action, and peace, justice and strong institutions. Our specific targets will be elaborated in more detail under the respective material topics of this Sustainability Report.

# SUSTAINABILITY REPORT

Materiality Topic	Sustainability Focus Areas and Relevant UN SDGs	Relevant Sections of the Annual Report	Impact Boundary
Economic Performance	 <ul style="list-style-type: none"> <li>SDG 8 – Sustainable economic growth, productive employment</li> </ul>	<ul style="list-style-type: none"> <li>Statutory Reports and Accounts of the Annual Report</li> <li>Corporate Governance of the Annual Report</li> <li>Economic Performance within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>All business segments</li> </ul>
Emissions	  <ul style="list-style-type: none"> <li>SDG 7 – Access to affordable, sustainable and modern energy</li> <li>SDG 13 – Combat climate change</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Consciousness within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>All business segments</li> </ul>
Water	 <ul style="list-style-type: none"> <li>SDG 6 – Sustainable management of water and sanitation</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Consciousness within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>All business segments</li> </ul>
Waste	  <ul style="list-style-type: none"> <li>SDG 11 – Safe and resilient human settlements</li> <li>SDG 13 – Combat climate change</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Consciousness within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>All business segments</li> </ul>
Employment	 <ul style="list-style-type: none"> <li>SDG 8 – Sustainable economic growth, productive employment</li> </ul>	<ul style="list-style-type: none"> <li>Caring for Our People within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> </ul>
Training and Education	 <ul style="list-style-type: none"> <li>SDG 4 – Equitable quality education and lifelong learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Caring for Our People within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> </ul>
Occupational Health and Safety	 <ul style="list-style-type: none"> <li>SDG 3 – Healthy lives and well-being</li> </ul>	<ul style="list-style-type: none"> <li>Caring for Our People within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Customers</li> <li>Business partners</li> <li>Community</li> </ul>
Diversity and Equal Opportunity	  <ul style="list-style-type: none"> <li>SDG 5 – Gender equality</li> <li>SDG 10 – Reduce inequalities</li> </ul>	<ul style="list-style-type: none"> <li>Caring for Our People within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Business partners</li> </ul>
Customer Satisfaction	 <ul style="list-style-type: none"> <li>SDG 12 – Responsible consumption and production</li> </ul>	<ul style="list-style-type: none"> <li>Building Trust with Our Stakeholders within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Customers</li> <li>Business partners</li> </ul>
Local Communities	  <ul style="list-style-type: none"> <li>SDG 1 – End poverty</li> <li>SDG 11 – Safe and resilient human settlements</li> </ul>	<ul style="list-style-type: none"> <li>Building Trust with Our Stakeholders within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Community</li> </ul>
Anti-corruption	 <ul style="list-style-type: none"> <li>SDG 16 – Inclusive societies, access to justice</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Governance of the Annual Report</li> <li>Sustainable Growth within the Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>All business segments</li> </ul>



## ENVIRONMENTAL CONSCIENTIOUSNESS

### DECARBONISATION EFFORT (GRI 201-2)

#### TCFD Risk Management And Implementation Roadmap

JEP is committed to mitigating climate change by minimizing carbon emissions and maximizing climate-related benefits across our value chain. Despite improvements in production stability over time, we remain committed to enhancing uptime and efficiency. This involves analysing the root causes of unplanned stoppages and identifying opportunities for more efficient and higher-quality processes. Our production operations are most efficient and profitable when our machines operate at optimal speeds, generating high-quality products for extended periods. This strategy maximises capacity utilisation and minimises unit costs. Given that our production consumes energy and contributes significantly to the company's environmental and climate impact, representatives from all production facilities are responsible for sharing experiences and implementing the best solutions to mitigate these effects.

Climate change is one of the most pressing challenges today and there is a growing global emphasis on addressing its impacts. There are also significant challenges for businesses in adapting to the changing climate and moving towards a low-carbon economy.

In response, JEP has taken a phased approach in the adoption of recommendations of the TCFD. We plan to provide further disclosures on this in the future. We are also enhancing our policy to guide our management approach and strategy on issues such as climate change mitigation, adaptation and resilience, and ensure that it is implemented across all our various operational locations.

In FY2024, we aligned our disclosures with TCFD recommendations, specifically addressing the four core elements – governance, strategy, risk management, and metrics and targets. These details were set out in the TCFD Content Index of this Sustainability Report. We also disclosed our Scope 1 and Scope 2 Greenhouse Gas ("GHG") emission data and set targets for reduction over the short term (within 3 years), medium term (4 to 6 years), and long term (beyond 6 years) that are relevant to the Group.

As FY2024 is our second year of reporting on climate-related disclosures, we have continued to focus on identifying the impacts, risks, and opportunities associated with global climate change. This has been achieved through a series of workshops involving management and members from various departments. We have also conducted a high-level assessment of the mitigating actions needed to address the identified climate-related risks relevant to the Group. In the subsequent years, we will dive deeper into the formulation of business strategy and financial planning related to climate risks by including relevant metrics for assessment and qualitative scenario analysis, as well as the integration of climate-related risks into the overall organisation's risk management.

The physical and transition climate-related risks identified for the Group are summarized in the table below:

## Climate-Related Risks and Potential Financial Impacts

Risk Type	Climate-Related Risks	Time Frame	Potential Financial Impacts	Mitigation Measure
Physical	<b>Acute</b> <ul style="list-style-type: none"> <li>Disruptions to the supply chains and delays in product deliveries, due to frequent and severe torrential rain, inland flooding and bushfires</li> </ul>	<ul style="list-style-type: none"> <li>Short to Medium Term</li> </ul>	<ul style="list-style-type: none"> <li>Increase in logistic costs and insurance premiums</li> <li>Cost to relocate facilities to areas that are not affected</li> <li>Loss of businesses due to relocation to areas that are not affected</li> <li>Damage to company equipment and property</li> <li>Disruption of infrastructure</li> <li>Disruption of utilities</li> <li>Disruption to normal company operations</li> </ul>	<ul style="list-style-type: none"> <li>To set up warehouses in regions that are less vulnerable to flooding and bushfires.</li> <li>To develop business continuity plans to reduce disruptions to business operations and to ensure disruptions to customers' operation is minimised.</li> <li>To contribute to the global efforts to curb and reduce GHG emissions.</li> </ul>
	<b>Chronic</b> <ul style="list-style-type: none"> <li>Rising temperature</li> <li>Rising sea levels</li> </ul>	<ul style="list-style-type: none"> <li>Medium to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Increase in capital expenditure and staff costs</li> <li>Cost to relocate facilities to areas that are not affected</li> <li>Loss of business due to relocation to areas that are not affected</li> <li>Increase insurance premiums</li> <li>Increase energy use for air-conditioning systems</li> </ul>	
Transition	<b>Policy and Legal</b> <ul style="list-style-type: none"> <li>Increase pricing of GHG emissions</li> <li>Enhance emission reporting obligations</li> <li>Exposure to litigation</li> </ul>	<ul style="list-style-type: none"> <li>Short to Medium Term</li> <li>Medium to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Increase in compliance costs to meet the mandatory climate-related disclosure requirements</li> <li>Increase in carbon tax imposed by the Singapore government to achieve its net zero carbon emission goal may increase future business costs (such as the transfer of carbon pricing from suppliers)</li> <li>Regulators in different jurisdictions where we operate could impose additional or more stringent environmental policies on our products. Failure to comply may result in litigation risks</li> </ul>	<ul style="list-style-type: none"> <li>To formulate an asset replacement plan to comply with new regulatory requirements within the stipulated timeline, especially for countries or jurisdictions that have imposed restrictions on the use of high-emitting operational assets.</li> </ul>

Risk Type	Climate-Related Risks	Time Frame	Potential Financial Impacts	Mitigation Measure
	<b>Technology</b> <ul style="list-style-type: none"> <li>• Substitution of existing technology and know-how</li> <li>• Costs to transition to lower emissions technology</li> </ul>	<ul style="list-style-type: none"> <li>• Medium Term</li> <li>• Medium to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>• Cost to replace old fluorescent lightings with LED light tubes</li> <li>• Cost to set up and operate a waste-recovery program</li> <li>• Additional costs to replace air-conditioning systems with low Global Warming Potential (“GWP”) refrigerants</li> </ul>	<ul style="list-style-type: none"> <li>• To set aside sufficient funds to replace lighting and aging air-conditioning systems.</li> <li>• To formulate an asset replacement plan to comply with new regulatory requirements within the stipulated timeline, especially for countries or jurisdictions that have imposed restrictions on the use of high-emitting operational assets.</li> </ul>
	<b>Market</b> <ul style="list-style-type: none"> <li>• Changing customers’ demand and preferences for eco-friendly and sustainable products</li> </ul>	<ul style="list-style-type: none"> <li>• Medium to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in demand for goods/services due to shift in consumers’ preferences, thus impacting revenue</li> <li>• Increase in business costs in developing low-emission sustainable products to meet customers’ requirements (e.g. sourcing of sustainable materials may result in higher cost)</li> </ul>	<ul style="list-style-type: none"> <li>• To align our business practices with industry best practices and regulatory requirements by implementing climate and sustainability-related measures.</li> <li>• To present our key climate and sustainability-related achievements with our stakeholders in a timely and transparent manner.</li> </ul>
	<b>Reputation</b> <ul style="list-style-type: none"> <li>• Increase in stakeholders’ concerns and awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Medium Term</li> </ul>	<ul style="list-style-type: none"> <li>• Consumers are more environmentally conscious and expect companies to consider environmental issues</li> <li>• Access to capital availability may be affected by stakeholders’ demand for climate-related disclosures and actions</li> </ul>	<ul style="list-style-type: none"> <li>• To possess a comprehensive sustainability plan and to develop business strategies which take into consideration market trends and peer performance.</li> </ul>

Climate change not only brings about challenges to the Group's business operations but could also give rise to opportunities as the Group incorporates environmental and social sustainability into our business.

The climate-related opportunities for the Group are presented in the table below:

Type	Climate-Related Opportunities	Time Frame	Potential Financial Impacts	Management Approach
<b>Resource Efficiency</b>	<ul style="list-style-type: none"> <li>Minimisation of operating costs through efficient utilisation of resources</li> </ul>	<ul style="list-style-type: none"> <li>Short to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Minimise operating costs and increase profitability</li> </ul>	<ul style="list-style-type: none"> <li>To assess resource efficiency opportunities arising from water, electricity, and fuel consumption in factories, warehouses and across our production location.</li> <li>To monitor the use of raw materials and encourage wider adoption of recycling practices.</li> </ul>
<b>Energy Source</b>	<ul style="list-style-type: none"> <li>Use of more energy efficient equipment/ machinery (e.g. energy saving lights, energy efficient air-conditioning system, etc)</li> </ul>	<ul style="list-style-type: none"> <li>Short to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in operating costs</li> </ul>	<ul style="list-style-type: none"> <li>To install energy-efficient LED lighting in buildings and warehouses.</li> <li>To assess alternatives to diesel-powered vehicles, equipment and machinery.</li> <li>To lower GHG emissions and reduce the impact of increasing carbon taxes.</li> <li>Replacing aging, inefficient equipment with energy-efficient solutions.</li> </ul>
<b>Products and Services</b>	<ul style="list-style-type: none"> <li>Develop products that fit into a circular economy</li> <li>Shift in customer requirements/ preferences to low-emissions products</li> </ul>	<ul style="list-style-type: none"> <li>Short to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Improve in revenue through increase in demand for sustainable products</li> <li>Improve in employee satisfaction and boost productivity as employees observe the positive effects their products have on the environment and society, resulting in lower costs</li> </ul>	<ul style="list-style-type: none"> <li>To regularly review our product portfolio and keep up with the latest market trends and consumer preferences.</li> </ul>
<b>Resilience</b>	<ul style="list-style-type: none"> <li>Resource substitution</li> </ul>	<ul style="list-style-type: none"> <li>Medium to Long Term</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in operating and financing costs</li> </ul>	<ul style="list-style-type: none"> <li>Increase reliability of supply chain and ability to operate under various conditions.</li> <li>Increase in revenue through consistency in supplies and value propositions.</li> </ul>

## Energy Consumption (GRI 302-1, GRI 302-3)

Here at JEP, we utilise a wide variety of precision engineering instruments and machineries to deliver the best quality that a precision engineering manufacturer can offer. These instruments and machineries contribute to the majority of our energy consumption. We recognise the importance of properly managing and regulating our energy consumption so as to keep our operational costs low and help reduce the impact on the environment. To keep track of the energy consumption, we have a monitoring system in place and a maintenance team of trained individuals.

In addition, we have an automated electrical supply regulation system that switches off unnecessary appliances and air-conditioning during lunch hours and after office hours. This system enables further reduction in energy consumption within our organisation. Furthermore, the Group has been exploring ways to reduce our carbon footprint, including deploying solar energy at our facilities since the year 2023 to supplement our current energy consumption and lower costs.

The monitoring of our energy consumption is reviewed daily by our maintenance team. At the end of each month, the team will analyse the monthly energy consumption. Energy surges that were identified within different operational areas will be investigated for possible faults in the instruments and machinery. If necessary, repairs will be carried out should any faults be discovered. With these practices in place, we aim to lower energy consumption and improve efficiency in our energy usage.

In FY2024, the total energy consumption accounted to 7,177,428 kWh (FY2023: 6,947,705 kWh), a 3.3% increase compared to FY2023, while kWh/Revenue was S\$0.126. The increase in energy consumption is primarily due to the production of more energy-intensive New Product Introduction (“NPI”) and First Article Inspection (“FAI”) parts in FY2024, along with a lower volume of mass production, which resulted in a higher kWh/Revenue compared to FY2023.

Energy Consumed From Non-Renewable Sources	FY2024	FY2023	FY2022
Usage kWh	7,177,428	6,947,705	8,556,169
kWh/Revenue S\$	0.126	0.119	0.104

## GHG Emissions (GRI 305-1, GRI 305-2, GRI 305-4)

We recognise that climate change could have a deep impact on the global environment, society, and economic systems, and we aim to reduce GHG emissions and to improve eco-efficiency along our value chain. We strive to reduce our emission footprint, JEP takes into consideration our GHG emission levels in every stage of our manufacturing process. We understand that the manufacturing operations of JEP entail significant energy requirements, therefore, the efficient use of energy is essential to reducing potential GHG emissions for JEP. The following table shows the energy emission intensity ratio for JEP.

Our GHG emissions arise from Scope 1 emissions, which are attributed to the burning of fuel in our fleet of vehicles and the use of gas and diesel in production, as well as Scope 2 emissions that are related to the indirect emissions from the energy we purchase and utilise.

The combined Scope 1 and Scope 2 emissions were 2,980,826 of kgCO<sub>2</sub>e in FY2024, representing an increase of 3.0% as compared to FY2023. This rise in emissions is largely attributed to the production of more energy-intensive NPI and FAI parts in FY2024, along with a lower volume of mass production, leading to a higher kgCO<sub>2</sub>e/Revenue compared to FY2023.

	FY2024	FY2023	FY2022
Scope 1: Direct (kgCO <sub>2</sub> e)	68,943	75,383	83,760
Scope 2: Indirect (kgCO <sub>2</sub> e)	2,911,883	2,818,684	3,471,238
Total Scope 1 and Scope 2 Emissions (kgCO <sub>2</sub> e)	2,980,826	2,894,067	3,554,998
Revenue (S\$'000)	56,910	58,146	82,556
GHG Emissions Intensity ratio (kgCO <sub>2</sub> e/S\$'000)	52.3782	49.7720	43.0614

As we track and monitor our total GHG emissions, we aim to identify opportunities for improvement to make our processes more energy efficient and will continue to improve on our emissions reduction.

## Water Management (GRI 303-5)

Water is a crucial component of our special manufacturing process, and JEP is dedicated to closely monitoring and managing our water consumption levels. We are committed to supporting national initiatives and strategies aimed at promoting responsible and efficient water usage, and we have implemented various measures to achieve this goal. These include promoting water conservation awareness among our employees through briefings at all of our operating and manufacturing sites, as well as replacing conventional taps with motion-sensor and spring taps to improve water efficiency and set usage thresholds.

Our water consumption data includes only water utility and NEWater supply. The increase in consumption in FY2024, from 9,277 m<sup>3</sup> in FY2023 to 16,442 m<sup>3</sup>, was primarily driven by higher operational demands and the

need to meet new production requirements for parts. As a result, water consumption per monetary unit of revenue (m<sup>3</sup>/S\$'000) increased from 0.1595 in FY2023 to 0.2889 in FY2024.

Looking ahead, JEP is committed to improving water usage efficiency by upgrading to water-efficient fixtures and identifying additional reduction opportunities. These measures will help manage future increases in water consumption and further support our sustainability goals.

	FY2024	FY2023	FY2022
Total water consumption from all areas (m <sup>3</sup> )	16,442	9,277	13,383
Water consumed per monetary unit of Revenue (m <sup>3</sup> /S\$'000)	0.2889	0.1595	0.1621





## Waste Management (GRI 306-1)

At JEP, we take responsible waste and discharge management seriously. Our Group-wide system ensures proper handling of hazardous and non-hazardous waste, as well as materials earmarked for recycling. We comply with the Environmental Protection and Management Act (“EPMA”), Environmental Public Health Act (“EPHA”), and national toxic industrial waste regulations, and Singapore’s commitment to the Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their disposal. Our hazardous waste mainly consists of chemicals and oily water removed from production processes. To

ensure compliance, we work exclusively with government licensed waste collection vendors. Recycling is a key component of our waste management strategy. We recycle all retrievable metal chips, scraps, and packaging materials, whenever possible.

We have also adopted a paperless approach by not mailing Annual Reports and Appendices/Mandates to shareholders. Instead, shareholders can conveniently access and download the Annual Report from our corporate website, unless a hard copy is specifically requested. We continue to encourage employees to minimize printing and transition to electronic documents, enhancing operational efficiency and contributing to a more sustainable future.

Material Factor	Target	Short Term Target	Medium Term Target	Long Term Target	FY2024 Target and Progress
<b>Energy Consumption kWh/Revenue</b>	< 0.13 (kWh/Revenue S\$)	Reduction of 2%-3%	Reduction of 5%	Reduction of 8%	<p>Target was achieved.</p> <p>However, the kWh per revenue increased from S\$0.119 (FY2023) to S\$0.126 (FY2024), this is mainly due to lower revenue with higher consumption for production process. In FY2024, the company is continuing the NPI and FAI processes to meet the needs of new and existing customers.</p> <p>The company will identify and evaluate energy consumption reduction methods that can be implemented in FY2025.</p>
<b>Emissions</b>	< 51.0 (kgCO <sub>2</sub> e/Revenue S\$'000)	Reduction of 2%-3%	Reduction of 5%	Reduction of 8%	<p>Target was not achieved.</p> <p>Total emissions was increased by 3.0% as compared to last year. However, the intensive ratio (i.e. kgCO<sub>2</sub>e/Revenue S\$'000) increased from 49.7720 (FY2023) to 52.3782 (FY2024), mainly due to lower revenue and higher energy consumption for the production process.</p> <p>The company will identify and assess emission-saving measures to be implemented in FY2025. This is expected to improve once the company begins mass production following the approval of NPI and FAI parts from customers.</p>
<b>Water Management</b>	< 0.20 (m <sup>3</sup> /Revenue S\$'000)	Reduction of 2%-3%	Reduction of 5%	Reduction of 8%	<p>Target was not achieved.</p> <p>Water consumption per monetary unit of revenue increased by 81.1% compared to the last year, primarily due to a decrease in revenue and higher consumption associated with the mass production of certain new parts processes.</p> <p>The company will continue to closely monitor consumption within these new parts processes and implement measures to reduce it. If this trend persists, a review of the target setting will be undertaken.</p>
<b>Waste Management</b>	Zero non-compliance applicable laws and compliance and regulations of the environmental protection. JEP will report the volume in the near future.				Target was achieved.

## CARING FOR OUR PEOPLE

(GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 404-1, GRI 405-1)

### Employee Relations

We believe that building people within the organisation is crucial to build our business. At JEP, we consider people as the backbone holding up our business and strive to ensure that our employees are always taken care of.

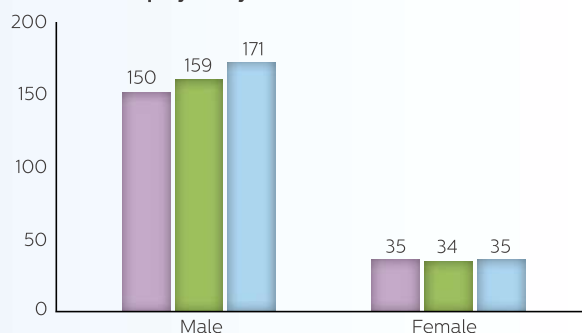
The overall responsibility of planning and conduct of Occupational Health and Safety (“OHS”) in JEP lies with the top management and Worksite Safety Management (“WSM”) committee, which comprises of representatives from all departments.

We have established an OHS policy that has been developed to safeguard our employees. The policy has provided JEP a systematic way of reporting any incidents of injury or accident in our properties. At the same time, we advocate our corporate safety culture through multiple communications channels to all our employees. This includes compulsory training and courses, which include:

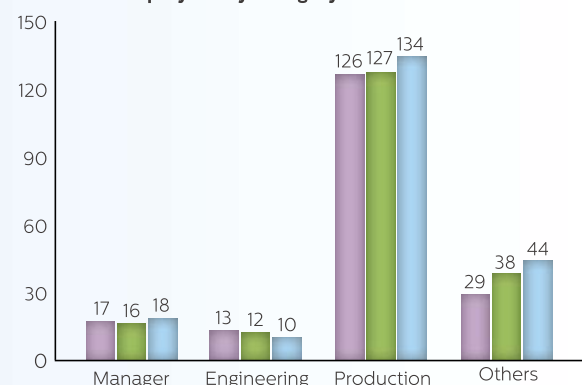
- Apply Workspace Safety and Health in Metal Work
- Basic Industrial Safety
- 5S Housekeeping
- Annual Occupational Health and Safety Plan

### Our People

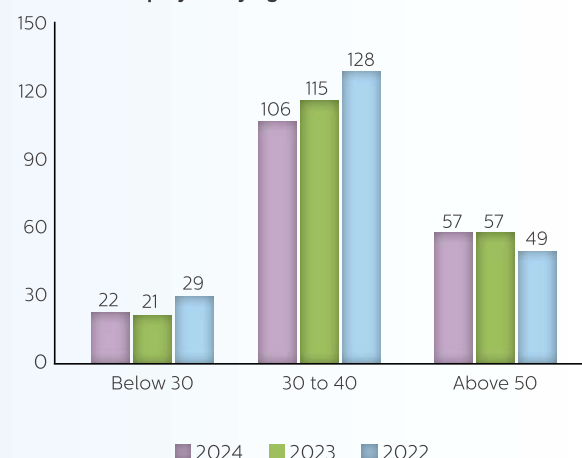
#### Number of Employees by Gender



#### Number of Employees by Category



#### Number of Employees by Age



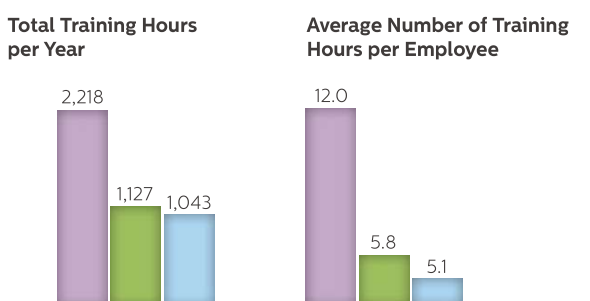
\* As at 31 Dec 2024, total number of employees in JEP is 185 (2023: 193 and 2022: 206)

## Training and Development

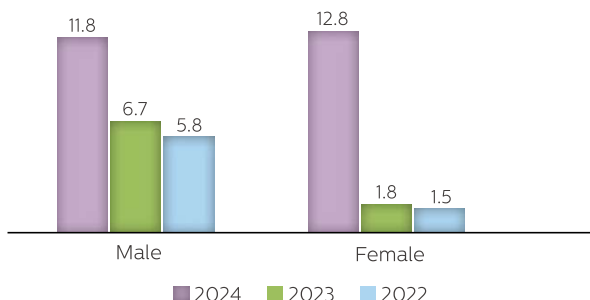
We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce. The training is targeted based on the employees' job scopes and skills set requirements. Training topics range from soft skills development in areas such as communications and leadership, to technical programmes covering project management and office productivity tools. At our manufacturing facilities, new employees are required to undergo a safety orientation before they start work. This safety orientation covers hazardous activities at the workplace, safe work procedures and emergency response procedures.

In FY2024, each employee participated in an average of approximately 12 hours of training. We are committed to offering training opportunities that enhance the skills and knowledge of our employees. The significant increase in average training hours for FY2024 resulted from the implementation of a mandatory training target, as required by the relevant authority. Throughout the year, in-house training sessions conducted by external trainers further enhanced employees' personal and professional development, as well as the growth of their skills.

The Board of Directors have attended the mandated sustainability training in FY2024.



**Average Training Hours per Employee by Gender**



## Occupational Health & Safety

In FY2024, one injury (FY2023: two injuries) was reported. The injury sustained by our employee in this incident was of minor severity, resulting in 3 days of medical leave. At JEP Group, all injuries suffered by our employees regardless of the extent of injury are taken seriously. In the event of incidents, we have an on-site response plan that gives the plant manager overall responsibility in the treatment and evacuation of any injured workers. The human resource department will be informed to follow up with documentation and handling of insurance claims.

Following which, we take the necessary corrective action and issue notices to all employees to prevent future occurrences of such incidents. No fatalities and occupationally acquired disease were reported. A further breakdown of lost-days and absenteeism in hours are shown below:

	FY2024	FY2023	FY2022
Occupational Diseases Rate (per 100,000 employed persons)	Zero	Zero	Zero
Injury Rate (per 100,000 employed persons)	541	1,036	1,456
Absentee Rate (per total man-hours in a year)	0.006	0.074	0.124
Lost Day Rate (per 200,000 working hours)	1.41	17.31	28.38

To continue the emphasis on managing workplace health and safety in our business, we educate our employees on the importance of OHS in their respective roles. We aim to achieve an excellent OHS culture within our Group to achieve zero reportable (lost-time) incidents.

## Promotion of Workers Health

The Group respects the privacy of our employees, and information provided from medical consultations to our Human Resource department for audit purposes shall be kept confidential and only made available to the appropriate authority.

Employees are reimbursed up to the prescribed limits for medical consultation fees for visits to General Practitioners, Government Polyclinics, or Traditional Chinese Medical Treatments for normal sickness. Employees are also entitled to dental care and medical claims for any treatment, including specialist treatments.

## Diversity And Equality In Employment

JEP is committed to promoting diversity and inclusion in the workplace. We do not discriminate against employees or job applicants based on their race, age, gender, religion, ethnicity, physical disabilities, sexual orientation, political beliefs, marital status, or nationality. We have developed an employee handbook and human resources manual that comply with all relevant legislation and guidelines for our operation. We recognize that promoting diversity and inclusion is an ongoing process, and we continuously strive to create a welcoming and respectful work environment for all of our employees. We also provide training and resources to help our employees understand and appreciate the value of diversity, and we actively seek out opportunities to celebrate and honour the diverse perspectives and experiences of our people.

## BUILDING TRUST WITH OUR STAKEHOLDERS

### Socioeconomic Compliance (GRI 2-27)

JEP adheres to labour standards that include freely chosen employment, avoidance of child labour, non-discrimination, open communication, and working hours in accordance with local laws. Employees are required to avoid conflict of interest situations, uphold true and fair accounting and reporting, and comply with the Company's policies and delegated authorities. JEP complies with all governmental laws and regulations in the social and economic areas. There are no instances of non-compliance.

### Environmental Compliance (GRI 2-27)

The nature of our manufacturing operations, consumption of electricity and water, directly impacts the environment and the local community where we operate in. The Group measures success beyond economic growth. Our focus extends towards environmental sustainability as we conduct our business as a responsible corporate citizen. We continually review our approach and remain committed to ensuring full compliance with local environmental laws and regulations to minimize the impact on our operations. Furthermore, the Group is exploring ways to reduce our carbon footprint, including deploying solar energy at our facilities since 2023 to supplement our current energy consumption. JEP has not identified any incidents of non-compliance with environmental laws and regulations. In FY2024, we did not incur any fines for non-compliance with environmental laws and regulations (FY2023: Nil). The Group will continue to maintain zero incidents of non-compliance with environmental laws and regulations in the forthcoming year.

Material Factor	Target	Target FY2024 Progress
<b>Training and Development</b>	Average 3 training hours per employee	Target was achieved. Employees participated in several trainings and courses in FY2024 and met the average hours per employee.
<b>Health and Safety</b>	Zero accident in the workplace	One accident reported in FY2024. The Company take the necessary corrective action and issue notices to all employees to prevent future occurrences of such incidents.
<b>Diversity and Equality in Employment</b>	Maintain a diverse and equal workforce	Target was achieved. Zero records of complaints on discrimination based on race, age, gender, religion, ethnicity, physical impairment, marital status or nationality in FY2024.

## Customer Data Privacy (GRI 418-1)

Ensuring safety and privacy of our customers' data is of great priority to JEP. In addition to processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders, we also have in place information security policies to ensure our customers' data are managed in accordance with the level of confidentiality required and that information is only provided on a need-to-know basis.

In FY2024, we have not had any incidents of breaches of customer data privacy. We continue to implement and improve our existing controls to ensure that there are no breaches of customer data.

## Customer Satisfaction

As a manufacturing solutions provider, we are dedicated to designing and creating high-quality components for our customers. We are deeply committed to meeting customer, statutory and regulatory requirements at all times and our quality management system will be constantly improved to enhance customer satisfaction. Furthermore, we take a proactive approach to satisfy the needs of our customers, thereby providing top quality service and solutions that fit our customers' requirements.

To improve our service and experience to our customers, we utilise various approaches to gather valuable feedback. The approaches that we use include:



Customer Survey



Constructive Feedback Questionnaires



Prompt Response Channel



Cost-down Initiatives

## QUALITY POLICY

- We are deeply committed to meeting customer, statutory and regulatory requirements at all times.
- Our quality management system will be constantly improved to enhance customer satisfaction.

With these approaches, we were better prepared to serve the needs of our customers. We have achieved an average of 91% (2023: 90%) customers satisfaction level at all stages of services to our customers. In future, we aim to achieve 100% customer satisfaction.

## Caring for Our Community (GRI 413-1)

We recognise the need to give back to the community and play a vital role in ensuring that talents in the field of aerospace have the necessary support to further their pursuits and soar to greater heights. As such, we have sponsored events that benefit the underprivileged as well as young talents who are pursuing their studies in the field of aerospace. We encourage all our employees to give back to the community through community services, donations, and fundraising.

### Internship Programme with Local Institutions

JEP has entered Memorandum of Understandings with local institutions to provide the students with relevant and meaningful workplace experience and enhance their learning and acquisition of knowledge and skills.

## SUSTAINABLE GROWTH

### Economic Performance (GRI 201-1)

JEP has policies that protect its stakeholders' interest and enhances its shareholders' value. We continuously invest in new capabilities to capture market share and facilitate growth.

In FY2024, the Group's annual retained economic value increased by S\$1.4 million from S\$8.1 million in FY2023, mainly due to a foreign exchange gain of S\$1.0 million, as well as the improved performance of its aerospace business. Currently, the Group is focusing on the aviation sector while anticipating the recovery of the semiconductor equipment segment. For the year ended 31 December 2024, we attained a direct economic value generated of S\$59.0 million, remaining stable compared to S\$58.9 million in FY2023.

	FY2024	FY2023	FY2022
Direct Economic Value Generated	S\$59.0m	S\$58.9m	S\$83.4m
Economic Value Distributed	S\$49.5m	S\$50.8m	S\$68.3m
Economic Value Retained	S\$9.5m	S\$8.1m	S\$15.1m

For a detailed analysis of our economic performance, please refer to the Performance Review, Financial Statements and Notes to the Financial Statements.

## Corporate Governance

Sustainability is an integral aspect of the Group's operations. We are committed to delivering quality precision manufacturing solutions to our customers. This is only possible through proper management of internal and external risks to mitigate possible disruptions to the Group's operations. We have established an Enterprise Risk Management ("ERM") manual and management framework to provide the architecture for managing risks within the Group.

The Board manages potential risks in JEP through the review and approval of policies and procedures. The management then ensures that the identified risk is relevant to the business environment as well as ensuring controls or mitigating factors are in place. The Audit Committee provides independent oversight of the effectiveness of the risk management process.

## Risk Management

Currently, the risk management committee does not exist because the Board is responsible for managing risk within the Group. The Board ensures that a sound system of risk management and internal controls are present to safeguard shareholders' interests and the assets of JEP. The Board also holds the authority to determine the nature and extent of the significant risks undertaken by JEP to achieve strategic business and objectives.

The management has engaged Virtus Assure Pte. Ltd. ("VA"), the internal auditors, to conduct a major review of the Group's operations and business to assess risks within the Group. VA conducted the risk assessment exercise to highlight pertinent risks in all areas of the Group's operations. The identified risks will form the basis of the Group's risk management framework and the ERM manual.

## Anti-corruption and Whistleblowing (GRI 205-1, GRI 205-3)

JEP is required to observe relevant local laws and regulations. In ensuring that all laws and regulations are complied with, the management has implemented corporate policies and procedures to provide clear instructions for all employees to abide by. The management ensures that all employees are aware of the latest developments in the law through training, seminars, and briefings conducted by professionals.

The Board notes that the system of internal controls provides reasonable but not absolute assurance that the Group will not be affected by any event that could be reasonably foreseen.

For continuous improvement of its systems, the ERM manual and risk management framework will undergo review by the Board when necessary. The ERM framework will be reviewed and updated in the event of any changes in regulations, country of operations, nature of the business or any events that could affect the Group's operations.

JEP has in place a Whistleblowing Policy that encourages employees to raise concerns, in confidence, about misconduct, malpractice or irregularities in any matters related to the Group, to the Chairman of the Audit Committee ("AC") or the other members of the AC if the Chairman is not available. This is done to instil high standards of good business practices within JEP.

No whistleblowing report was received during the year and until the date of this report.

Material Factor	Target	Target FY2024 Progress
<b>Governance and Compliance</b>	Zero non-compliance applicable laws and compliance-related regulations (SGX and governments)	Target was achieved.
<b>Risk Management</b>	Conduct the Enterprise Risk Assessment ("ERA")/ Control Self-Assessment ("CSA") on an annual basis	Target was achieved. CSA report of FY2024 presented to the Board of Directors in Feb 2025.
<b>Anti-corruption</b>	Zero corruption	Target was achieved.

## GRI CONTEXT INDEX

GRI Standards		Disclosure	Report Reference
GRI 2: General Disclosures 2021	2-1	Organisational details	About JEP Holdings Ltd.
	2-2	Entities included in the organisation's sustainability reporting	About JEP Holdings Ltd., Group Structure
	2-3	Reporting period, frequency and contact point	Reporting Scope and Boundaries
	2-5	External assurance	Reporting Scope and Boundaries
	2-6	Activities, value chain and other business relationships	About JEP Holdings Ltd.
	2-7	Employees	Caring for Our People
	2-9	Governance structure and composition	Corporate Governance
	2-10	Nomination and selection of the highest governance body	Corporate Governance
	2-11	Chair of the highest governance body	Corporate Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance and Approach, Corporate Governance
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance and Approach
	2-15	Conflicts of interest	Corporate Governance
	2-17	Collective knowledge of the highest governance body	Corporate Governance
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance
	2-22	Statement on sustainable development strategy	Chairman's Statement, Board Statement
	2-27	Compliance with laws and regulations	External Charters and Principles, Socioeconomic Compliance, Environmental Compliance
	2-28	Membership associations	External Charters and Principles
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Reporting Scope and Boundaries, Materiality Assessment
	3-2	List of material topics	Materiality Assessment, Material Aspects Identified
	3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance
	201-2	Financial implications and other risks and opportunities due to climate change	Decarbonisation Effort

GRI Standards		Disclosure	Report Reference
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Corporate Governance, Anti-corruption and Whistleblowing
	205-3	Confirmed incidents of corruption and actions taken	Corporate Governance, Anti-corruption and Whistleblowing
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Consumption
	302-3	Energy intensity	Energy Consumption
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water Management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	GHG Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions
	305-4	GHG emissions intensity	GHG Emissions
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Caring for Our People
	403-2	Hazard identification, risk assessment, and incident investigation	Caring for Our People
	403-3	Occupational health services	Caring for Our People
	403-4	Worker participation, consultation, and communication on occupational health and safety	Caring for Our People
	403-5	Worker training on occupational health and safety	Caring for Our People
	403-6	Promotion of worker health	Caring for Our People
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caring for Our People
	403-9	Work related injuries	Caring for Our People
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Caring for Our People
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Caring for Our People
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Caring for Our Community
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Data Privacy

## TCFD CONTENT INDEX

TCFD Pillar	TCFD Recommendations	Comments	Report Reference
<b>1. Governance</b> Disclose the organisation's governance around climate-related risks and opportunities	a) Describe the Board's oversight of climate-related risks and opportunities	The Board oversees the corporate governance structure and sustainability strategy of the Group, including climate-related issues.	Board Statement, Environmental Conscientiousness
	b) Describe management's role in assessing and managing climate-related risks and opportunities	The Management implements, monitors and reports on ESG performance, including climate-related issues.	
<b>2. Strategy</b> Disclose the actual and potential impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	JEP is adopting a progressive strategy towards managing climate-related risks. We have started on assessing the risks and opportunities over different time periods, which includes a qualitative assessment of the impact.	Environmental Conscientiousness
	b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning		
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	JEP is adopting a progressive approach towards managing climate-related risks. Scenario analysis may be conducted in the future.	

TCFD Pillar	TCFD Recommendations	Comments	Report Reference
<b>3. Risk Management</b> Disclose how the organisation identifies, assesses, and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	The Board has established a Risk Management Committee that reports to the Audit Committee to oversee all aspects of risk governance.	Environmental Conscientiousness
	b) Describe the organisation's processes for managing climate-related risks	The Risk Management Committee tracks and manages all enterprise risks, including climate-related risks. More details of the Committee's responsibilities can be found in the Group's Annual Report.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management framework	The Risk Management Committee will progressively incorporate climate-related risks into its overall risk universe for ongoing monitoring and management. JEP will integrate climate-related risks into the Enterprise Risk Management in the near future.	
<b>4. Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	As part of JEP's annual sustainability reporting, we track metrics such as Scope 1 and 2 emissions and energy use.	Environmental Conscientiousness
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks	JEP will develop and report Scope 3 GHG emissions in the near future.	
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	JEP is adopting a progressive approach towards managing climate-related risks. Certain targets have been set while others will be progressively established.	