

Sustainability Statement

SUSTAINABILITY AND OUR BUSINESS

JF Technology Berhad (“**JF Tech**”, or the “**Group**”) recognises that sustainability is at the core of our business as we pursue long-term value creation for our stakeholders. We continuously embed sustainable practices into the Group’s strategies and across our operations. All departments within the Group collaborate and strive towards a common goal of leveraging sustainability and integrating Economic, Environmental and Social (“**EES**”) considerations into the Group’s daily conducts.

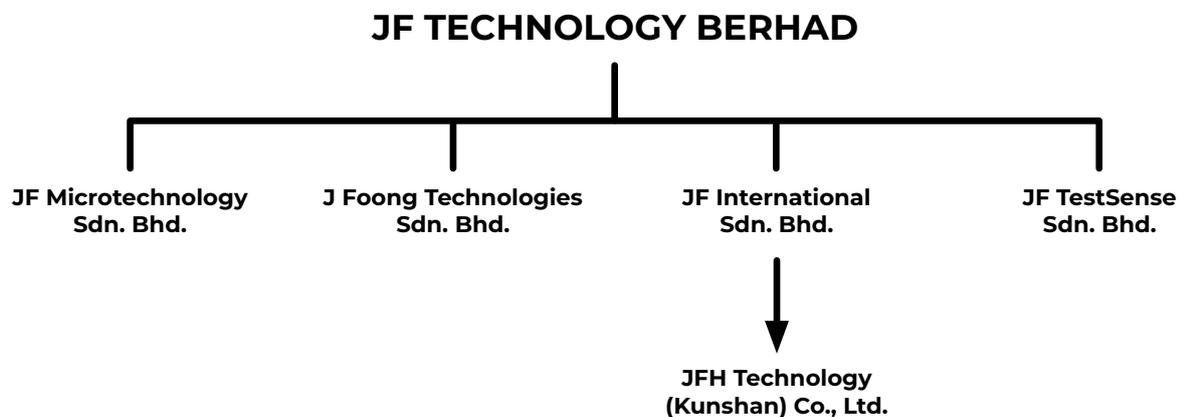
JF Tech provides high-performance test contacting solutions to validate integrated circuits (“**IC**”) that are produced in billions and utilised in a wide range of products such as, among others, smartphones, consumer wearable electronics, medical appliances, automotive solid-state storage, military and the internet of things. Our strategic position as an international test contacting solution provider and a public listed entity propels us to leverage our approach towards material sustainability matters. We believe that a strong corporate governance structure is crucial towards maintaining effective sustainability management and our Board of Directors (“**Board**”) level commitment this agenda fosters a culture of corporate social responsibility across the Group.

Reporting Period

This Sustainability Statement (“**Statement**”) outlines the Group’s approach towards achieving the stated EES goals and management of sustainability matters for the period from 1 July 2020 to 30 June 2021 (“**FYE2021**”), unless otherwise specified.

Reporting Scope

The following shows the reporting scope of the Annual Report, encompassing JF Tech and its subsidiaries which are located in Malaysia and China:



Reporting Framework

This Statement was prepared based on the Group’s internal information with reference to Bursa Malaysia Securities Berhad (“**Bursa Malaysia Securities**”) ACE Market Listing Requirements and guided by the Sustainability Reporting Guide (2nd Edition).

Sustainability Statement (cont'd)

SUSTAINABILITY AND OUR BUSINESS (CONT'D)

Core Values

JF Tech's core values represent the fundamental principles that we abide in the pursuit of individual and the Group greatness. These guiding principles dictate the Group's attitude towards our daily operations and creates an unwavering guide for our employees to consistently uphold.

"**JF TECH**" is acronym for:

- J** is Just be fair
- F** is Fiscal responsibility
- T** is Treat each other with respect
- E** is Energising innovation
- C** is Committed to a sense of ownership
- H** is Honest hard work

Mission

Anticipating customer's satisfaction and delivering superior products profitably and professionally by continuous improvement to our human resources productivity.

- Employees
- Fiscal Responsibility
- Innovation
- Quality Excellence
- Customer Experience

Vision

To be the World No.1 provider of high-performance test interface solutions by maximising values for employees, customers and stakeholders.

Sustainability Governance

Successful integration and effective management of sustainability topics within the Group require having committed leadership, clear direction, and strategic influence, all of which are achieved through a robust governance structure. A strong governance structure helps the Group implements sustainability strategies across the business, while ensuring accountability, oversight and review in the identification and management of sustainability matters.

The importance of governance sustainability in achieving our initiatives is well-recognised by the employees of the Group. To uphold this, the Group incorporates proper controls and approvals, reserved matters, accountability and long-term objectives such as:

- to establish proper governance structure, control, monitor, evaluation and reporting features into the management process;
- to include sustainability as an integral part of the strategic planning of the Group;
- to enhance sustainability efforts through regular updates of strategies, policies, procedures and provide relevant trainings; and
- to assess regularly the impacts and outcomes of sustainability principles adopted by the Group.

Sustainability Statement (cont'd)

SUSTAINABILITY AND OUR BUSINESS (CONT'D)

Sustainability Governance (cont'd)

The roles of each division within the governance structure are as follows:

Board:

The Board oversees the formation and implementation of the strategies.

Management Committee:

The Management Committee determines the strategies and action plans relating to sustainability matters that are presented to the Board for approval.

Stakeholder Engagement

The Group believes that maintaining a good degree of communication with internal and external stakeholders is essential to establish strong corporate governance. We actively engage with our stakeholders through multiple channels of communication, enabling us to understand their expectations and obtain meaningful feedbacks on their interests and needs. This also helps us to identify and emphasise key sustainability matters in a timely manner. A summary of the stakeholder groups, areas of interest, types of engagement, frequency and outcomes are listed below: -

Stakeholder Groups	Areas of Interest	Types of Engagement	Frequency	Outcomes
Investors/ Shareholders	<ul style="list-style-type: none"> - Business performance review - Operation in compliance with applicable laws and regulations - Strategic plans - Investor engagements - Corporate announcements - Information and communication 	<ul style="list-style-type: none"> - Quarterly financial reports - Annual report - Corporate website - Investor relationship channel - Regular meetings and correspondence - Feedback to media enquiries 	<ul style="list-style-type: none"> - Quarterly - Annually - On-going - On-going - As required - As required 	Provides constructive feedbacks, improve relationships with shareholders and positive reputation amongst investors
Customers	<ul style="list-style-type: none"> - Product quality and performance - Sustaining long-term relationships - Operation in compliance with applicable laws and standards 	<ul style="list-style-type: none"> - Customer feedbacks - On-site visits - Customer audit 	<ul style="list-style-type: none"> - On-going - As required - On-going 	Better awareness of the Group's commitment to sustainability and an improved understanding of our policies, culture and values
Employees	<ul style="list-style-type: none"> - Health and safety protocols - Coronavirus ("Covid-19") standard operating procedures ("SOP") compliance - Communication and engagement - Working environment - Career development and trainings 	<ul style="list-style-type: none"> - Trainings and development - Restraining and provision of personal protective equipment ("PPE") - Formal meetings and discussions - Employee feedbacks and briefings - Appraisal and performance review 	<ul style="list-style-type: none"> - On-going - On-going - On-going - Annually - On-going 	Inclusiveness in management decision making to foster a safer and more harmonious work environment

Sustainability Statement (cont'd)

SUSTAINABILITY AND OUR BUSINESS (CONT'D)

Stakeholder Engagement (cont'd)

Stakeholder Groups	Areas of Interest	Types of Engagement	Frequency	Outcomes
Suppliers	<ul style="list-style-type: none"> - Strategic partnership - Supplier performance review - Product and service quality 	<ul style="list-style-type: none"> - Supplier evaluation - Regular meetings and correspondence - Site visit to suppliers' premises 	<ul style="list-style-type: none"> - On-going - On-going - On-going 	Establish good long-term relationship with suppliers and maintain reliability throughout the value chain
Government and Regulators	<ul style="list-style-type: none"> - Regulatory compliance - Supporting country's economy growth 	<ul style="list-style-type: none"> - Site visits and meetings - Participation in programmes organised by Government bodies 	<ul style="list-style-type: none"> - As required - As required 	Compliance with regulations and ensure regular operations permits
Community	<ul style="list-style-type: none"> - Environment protection - Local community activities involvement 	<ul style="list-style-type: none"> - Participation in local community activities - Sponsorship and donations 	<ul style="list-style-type: none"> - On-going - On-going 	Maintain our promise towards corporate social responsibility and improve wellbeing of individuals from the charitable organisation

Materiality Assessment

The materiality matrix is used to identify the Group's important sustainability matters during the assessment. Applying materiality helps the Group identifies what topics are most important to act on and reports to stakeholders. In this respect, the materiality assessment provides valuable information that may positively or negatively influence the Group's ability to deliver our vision and strategy. Most importantly, it reflects our impact on the EES dimensions.

During FYE2021, we maintained the same seventeen (17) material topics identified in financial year ended 30 June 2020 ("FYE2020") as they remain relevant to our businesses and stakeholders. The materiality matrix is included to illustrate the relative importance of these sustainability matters to internal and external stakeholders. They are chosen and reviewed by the relevant divisional management based on the risks and opportunities arising from the EES impacts of the Group's operations and activities.

These seventeen (17) materials sustainability matters are ranked highest in terms of their significance to the Group and we have decided to place greater emphasis on these matters in the Statement. JF Tech will continue to review the highlighted matters and expand the depth and scope of our current reporting as we move forward.

Materiality Matrix

Importance to External Stakeholders	High	<ul style="list-style-type: none"> - Local Supply Chain - Whistleblowing Policy - Anti-Bribery and Corruption Policy - Pollution Control 	<ul style="list-style-type: none"> - Employee Development and Talent Management - COVID-19 Health and Safety Measures - Innovation, Automation and Intellectual Property 	
	Medium	<ul style="list-style-type: none"> - Diversified Customer Base - Contribution to Community - Healthy Work-Life Practices - Energy Usage - Waste Management 	<ul style="list-style-type: none"> - Occupational Safety and Health ("OSH") - Commitment to quality - Code of Conduct and Ethics ("Code") 	
	Low	<ul style="list-style-type: none"> - Workforce Diversity 	<ul style="list-style-type: none"> - Emergency Response Team ("ERT") 	
		Low	Medium	High
		Importance to Internal Stakeholders		

Sustainability Statement (cont'd)

ECONOMIC THRUST

1. Profitability

JF Tech aspires to combine strong and sustainable growth with good high profit margin to generate extended value for our shareholders and continued positive long-term development. We believe that a sustainable business performance enables us to deliver and enhance value for our stakeholders, create opportunities for employees and contribute to the surrounding communities.

Our products are highly customised to the exact needs of our customers, adhering to electrical, mechanical and dimensional precision. Our design know-how, technology and automation put us in the forefront of the industry and are key comparative advantages to the Group's success. The Group evaluates its impact on economics condition of its stakeholders and on economic systems at local, national and global levels.

For details of our financial results and economic distribution, please refer to the Management Discussion and Analysis and the Audited Financial Statements in this Annual Report.

2. Innovation, Automation and Intellectual Property

JF Tech is principally involved in the design, development, manufacture, marketing and sales of test contacting solutions, which are highly customised to its customers' needs and are patent-protected. The Group envisions a sustainable future and fulfills it by continuously innovating, designing, manufacturing and marketing a portfolio of test contacting solutions.

In FYE2021, we have filed for five (5) patents and have been granted six (6) patents in total. The patents granted were related to the invention of high frequency IC test contacting solutions used mainly for 5G/RF/mmWave applications and also the invention of IC test contacting solutions for automotive/high power applications.

To-date, the Group is a proud owner of thirty-three (33) patents with another thirty-five (35) patents pending approval. This makes us one (1) of the most aggressive intellectual property owners in the region for the semiconductor test socket industry. The patents owned by the Group are essential to protect our intellectual property rights that we have heavily invested towards, which is the outcome of ongoing research and development efforts by our in-house Design and Development team. This gives us an edge within the industry, and we intend to maintain this advantage for the foreseeable future. Looking ahead, the Group will continue to innovate and invest to maintain our lead in the creation of intellectual properties for the growth of the industry as well as to sustain a strong economic performance in the long-term.

3. Code of Ethics and Conduct

Ethics, integrity, accountability, transparency and professionalism are rising to the forefront as mainstream touchstones in the business environment. In keeping with the Group's Code as outlined in the Employee Handbook, relevant policies and mechanisms have been established to ensure employees carry out business activities fairly, honestly and openly as well as in compliance with all applicable laws of the countries. As part of our continued efforts to create awareness, talks and trainings on this topic are organised on a regular basis for all levels of employees across departments.

The Code comprises the following main principles:

- to avoid conflict of interest;
- to avoid misuse and/or abuse of position;
- to ensure protection of assets and interests, confidentiality of information and to prevent misuse of information gained through the Group's operations, either for personal gain or for any purpose other than that intended by the Group;
- to encourage reporting of unlawful or unethical behaviour; and
- to ensure compliance with policies, laws, rules and regulations.

JF Tech's Code is available on our corporate website at <https://www.jf-technology.com/>.

Sustainability Statement (cont'd)

ECONOMIC THRUST (CONT'D)

4. Whistleblowing Policy

At JF Tech, we expect our employees to convey high standards of professionalism and ethics in the conduct of our operations across all divisions. As a measure of good corporate governance, we have established the relevant policies, including the Whistleblowing Policy, that encourage legitimate concerns to be thoroughly investigated and addressed. Employees will be able to raise concerns about illegal, unethical or questionable practices in confidence and without the risk of reprisal.

The following actions are generally accepted as improper and reportable conduct of whistleblowing, including but not limited to:

- any unlawful or illegal activities, whether criminal or breach in civil law;
- fraud, theft, embezzlement or dishonesty;
- corruption/bribery;
- bullying and harassment;
- breach of policies and/or procedures; and
- poor or unethical sales practices, including mis-selling.

JF Tech's Whistleblowing Policy is available on our corporate website at <https://www.jf-technology.com/>.

5. Anti-Bribery and Anti-Corruption Policy

Our Anti-Bribery and Anti-Corruption Policy provides a clear statement of the conduct that is expected of the Group's personnel. The Group has a zero-tolerance approach to all forms of bribery and corruption and shall continuously conduct its business activities ethically, honestly and with high standards of integrity. Bribery and corruption compromise business ethics and damage an organisation's reputation. At JF Tech, the Group strongly opposes any practice that improperly or illegally disrupts proper and ethical business activities.

We have implemented procedures to promote awareness on the Code, Anti-Bribery and Anti-Corruption Policy and Whistleblowing Policy through formal briefings across all departments to maintain fair dealing, integrity and honesty in the way we conduct our businesses. By doing so, we endeavour to achieve transparency in our business practices and raise the standards where ethical conduct is concerned. The Group's awareness briefings are conducted throughout the year with the policies made available on public domain.

JF Tech's Anti-Bribery and Anti-Corruption Policy is available on our corporate website at <https://www.jf-technology.com/>.

ENVIRONMENTAL THRUST

6. Compliance with environmental laws and regulations

JF Tech is committed to the prevention of pollution and continuous improvement of the Group's overall environmental performance. Our operations are in compliance with the relevant environmental laws and regulations that are governed and subject to heavy scrutiny. Our pledge in this respect is reflected in the Group Environmental Policy and we are determined to carry out the actions progressively and constantly to accomplish the intended goals as follows:

- to comply with applicable environmental legislation, regulations and other requirements;
- to foster employees' and contractors' awareness of environmental issues through trainings and active information dissemination;
- to create an awareness of the Group Environment Policy within the Group and to our stakeholders;
- to reduce consumption of non-renewable and non-recycled materials; and
- to provide a safe and hygienic workplace as well as to ensure all personnel are properly trained with the appropriate safety procedures and control actions.

We are pleased to highlight that there was no penalty or fine imposed by any regulatory authorities for any environmental issues in FYE2021 (FYE2020: NIL). We continuously and regularly engage with the Department of Environment ("DoE") to address any issues raised by the DoE and steps are taken to ensure that the environmental issues are mitigated to an acceptable level.

Sustainability Statement (cont'd)

ENVIRONMENTAL THRUST (CONT'D)

7. Pollution Control

We have a holistic approach towards incorporating sustainability practices into the Group's daily activities and identify opportunities to prevent pollution to the environment, as well as to conserve resources, where feasible. For example, metal scraps generated from the production of test socket pins are fully recyclable. Apart from that, the Group's operations do not release harmful emissions into the air or discharge hazardous effluent into the drainage system. By their nature, there are minimal industrial wastes generated from our activities that go to the landfill. We aim to operate sustainably by minimising wastes and utilising resources efficiently throughout our production processes.

8. Energy Usage

During FYE2021, our electricity consumption has increased marginally from approximately 0.986 million kWh to 1.005 million kWh. Our expenditure on energy consumption subsequently increased by 1.2% from RM432,300 to RM437,558. The increase was mainly due to growth in production output during FYE2021. Despite the slight increase in energy emission, we are convinced that our production processes are increasingly more efficient and consumes less energy. By replacing some older machineries with newer and more efficient machineries into our production lines, we seek to reduce our carbon footprint and to be more environmentally friendly in our operations.

9. Waste Management

JF Tech is constantly finding ways to sustainably manage wastes from our production. This includes supporting the prevention of waste generation and facilitating the reuse and safe recycling of waste materials. We are committed to ensuring that waste is managed in an environmentally sound management system. Reducing production wastage can bring down both the cost of raw materials and the cost of disposing wastes created on site. Disposals create additional unwanted steps and lead to inefficiencies including source separation. Under scheduled waste management, waste recovery for reuse and recycling can tremendously reduce the amounts of waste that are destined for disposal by landfills.

Our operations are in compliance with the Environmental Quality Act 1974 under the Environmental Quality (Scheduled Waste) Regulations 2005.

Scheduled Wastes:

In FYE2021, we generated 2.56 metric tonne of scheduled wastes, which was lower than the scheduled wastes produced in FYE2020 of 3.11 metric tonne. We are proud of our efforts in reducing the Group's scheduled wastes volume by improving our efficiency throughout our production processes. This is a testament of our efforts in controlling the scheduled wastes production by putting measures in place to reduce production faults and increase productivity. Wastes produced from our production lines, such as Computer Numerically Controlled ("CNC") milling, wire cut and laser cut machines, have decreased during the year and we aim to maintain this trend in the years to come.

Unscheduled Wastes:

We are continuously working towards a sustainable future by reducing our carbon footprint wherever possible. This includes efforts to reduce, reuse and recycle material to limit wastes going into landfills. Our employees are well aware of our initiative and have collectively helped to achieve our goal. Nonetheless, the health and safety of our employees is our utmost priority especially during the Covid-19 pandemic. As a result, we encourage the use of PPE throughout the workplace and no shortcuts are taken to reduce the usage of PPE, where necessary. While this increases the disposable wastes volume, we are certain that the extensive steps taken are necessary to maintain the wellbeing of our employees. Overall, we are still committed to maintaining environmentally friendly practices throughout the workplace.

Sustainability Statement (cont'd)

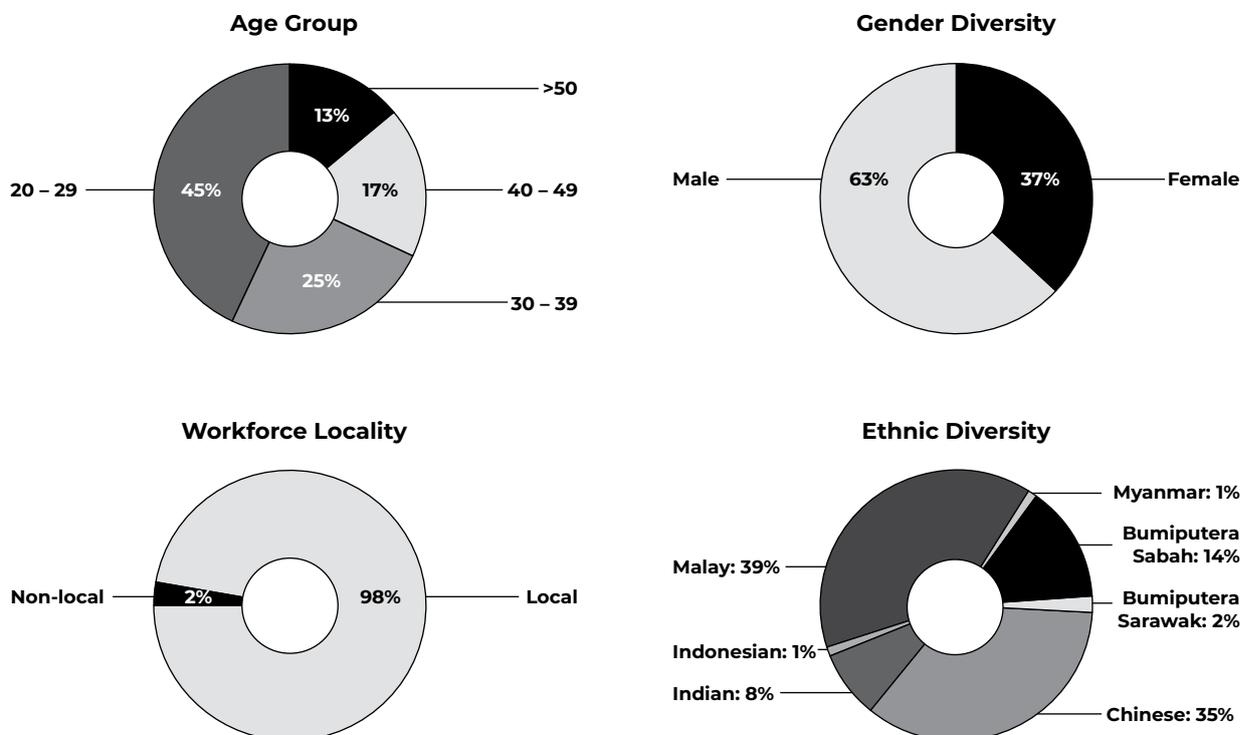
SOCIAL THRUST

JF Tech aims to provide a supportive, pleasant and healthy workplace for our employees, as well as to foster a caring community within our working environment. We care for our employees and recognise that having good staff relationship and a motivated workforce are crucial to our success. They are our partners in delivering and maintaining products and services of the highest quality standards to our customers. We also place importance on the safety and well-being of our employees, as we commit to providing and maintaining a safe and healthy environment.

10. Workforce Diversity and equal opportunities

JF Tech views our employees as highly valued individuals and important contributors to the Group's sustainability efforts. We strive to create a conducive working environment to ensure our talents are functioning at their full potential which allows them to shine. We believe that we must take action to care for our employees and ensure that they have a sense of belonging within the Group.

As at 30 June 2021, the total number of employees of the Group is 124. Our emphasis has and will always be to hire local talent and support the local communities we operate in. We have a young and performance-driven workforce with over 45% of our employees below the age of 30. Our diversity in terms of age, ethnicity and locality shows that we aim to ensure that diversity and inclusion in the workplace is an essential part of our business practice. We encourage gender equality where both women and men are treated with respect and to have the same opportunities, rights and obligations at the workplace. We endeavour to build a working environment that helps employees thrive. Employment opportunities in JF Tech are equal to all applicants with due regard to the diversity of skills, experience, age, ethnicity and gender in the workplace.



We consider talent retention to be vital in sustaining business growth and maintaining competitiveness in the marketplace. As such, we strive to create job opportunities for local people. As at 30 June 2021, 98% of our employees are Malaysians.

Sustainability Statement (cont'd)

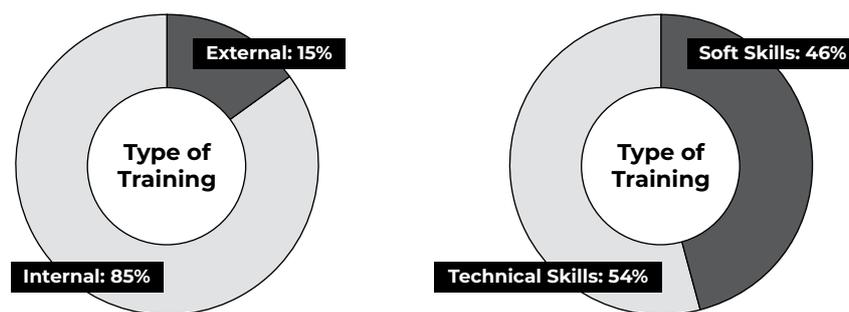
SOCIAL THRUST (CONT'D)

11. Employee Development and Talent Management

The Group's human capital is developed and strengthened through the investment in our people. Continuous trainings and professional development programmes have helped to boost the technical knowledge and soft skills of our employees, positioning them in good stead to elevate the performance standard quality, which is necessary for the Group to meet the ever-changing needs of our customers. JF Tech is firmly committed to developing our talent to achieve their best and maximise their potential.

Newly recruited employees will undergo an orientation programme to help familiarise them with the culture and background of the Group. New employees will also go through an on-the-job structured training programme that is tailored to their respective roles. The Group carefully manages employees' potential and talent while recognising the importance of delivering value to our business operations through our Performance Management Review system. Employees are nominated by the individual Heads of Department to attend internal and external training programmes to develop their skills and knowledge. In FYE2021, each employee has an average of six (6) hours of trainings, clocking in a total of seven hundred and forty-seven (747) hours of trainings for all employees comprising various programmes covering soft skills as well as functional or technical skills, among others.

Internal and External Training by Hour(s):



The Group understands that the future lies in the hand of the younger generation of our workforce. In order to create opportunities and to nurture younger talents, we continue to encourage students to intern with us and gain first-hand experience of the industry, whilst preparing them for employment upon completion of their studies. We are welcoming more interns to join the Group in the year ahead.

12. Occupational Safety and Health

The Group is committed to adopt the best industrial practices in providing a safe work environment meeting or exceeding applicable legal and other requirements. We are also committed to the continual improvement of our OSH performance. At JF Tech, we adhere strongly to the following safety and health principles:

- all injuries and ill-health can be prevented;
- all hazards can be controlled;
- working safely is a condition of employment;
- everyone is responsible for safety; and
- everyone will be communicated and trained to work safely.

Our OSH Committee consists of key staff from various departments, all of which have the common goal to safeguard, manage, discuss and report areas related to safety, health and environment issue and performance. We also conduct first aid training and annual fire drill in preparation for emergency events.

Our aim is to avoid all incidents that put our employees at risk and to achieve zero fatalities. We are proud to report that we have achieved this target during this financial year. As part of our safety control measures, every incident, if any, is followed by a thorough review of the cause and swift actions would be taken to eliminate the factors involved. All reviews have been reinforced with continued efforts in the trainings and retraining on the use of appropriate protective equipment in order to minimise risks in the future.

We are proud of the collective efforts of our OSH Committee to ensure that there were no major safety or health-related incidences at the workplace during the year.

Sustainability Statement (cont'd)

SOCIAL THRUST (CONT'D)

13. COVID-19 Health and Safety Measures

The uncertainties revolving the Covid-19 global pandemic prevailed in year 2021, as it continued to impact lives and livelihoods worldwide. During this period, we underwent several periods of various Movement Control Orders that imposed, among others, a general prohibition of mass movement and gathering, travel restrictions and closure of all government and private premises except for those involved in essential services.

Operations at JF Tech also evolved and adapted to the health and safety procedures issued in light of the Covid-19 pandemic. We have taken numerous Covid-19 precautionary measures to comply with the Ministry of International Trade and Industry's guidelines in order to prevent the spread of the contagious disease and to ensure the health and safety of our employees. Our Covid-19 Committee, consisting of seven (7) employees, remains focused on addressing any issues and concerns regarding the virus and we have established an Emergency Response Protocol on Covid-19 management. We consider the wellbeing of our employees with the utmost priority and have taken extensive measures to ensure this.

Our Covid-19 precautionary measures include:

- face mask supply at the main entrance and respective departments;
- provision of hand sanitizers, rubber gloves and disinfection solutions;
- health screening and temperature records before entering into the premise;
- social distancing throughout the workplace;
- daily disinfection of workplace and JF Tech's vehicles;
- disinfection checklist;
- Covid-19 safety procedures and awareness briefings; and
- Mass screening twice a week with saliva test kit.

14. Emergency Response Team ("ERT")

We maintain strong emergency preparedness systems through our ERT. The table below outlines the role of the ERT in managing accidents or emergencies at the workplace with regards to the Malaysian Mechanism of Disaster Management and the OSHA 1994.

Division	No. of staff
ERT Leader	1
Advisor	1
First Aid Team	7
Fire Fighting Team	8

Our ERT is an in-house group consisting of seventeen (17) people instituted by the Group to deal with emergency situations which may arise in our premise. Their primary role is to respond to emergencies to ensure proper personnel evacuation and safety, shut down building services and utilities, work with responding civil authorities, protect and salvage property, and evaluate areas for safety prior to re-entry.

Emergency preparedness is crucial and will help to minimise human, property, and economic losses due to any hazardous events.

15. Local Supply Chain

JF Tech's business begins with developing and supplying high-performance IC test contacting solution for customers in the IC design center and subsequently, our products are used in high volume IC manufacturing testing. In order to support our long-term strategy of providing a wide range of high-performance test contacting solution globally, it is crucial for our Group to establish a sustainable supply chain within the country. This allows us to continuously maintain and monitor our production to the highest degree in a timely manner. Therefore, through our vendor development programme, we actively engage with our approved local vendors to ensure that they are well-positioned to deliver the best quality and service to our Group over the years. We are confident that maintaining good relationships with our suppliers will propel the Group to move further up the value chain in the near future.

As at 30 June 2021, the number of local vendors accounted for 82.5% of the total vendors of the Group.

Sustainability Statement (cont'd)

SOCIAL THRUST (CONT'D)

16. Commitment to Quality

In fulfilling JF Tech's vision to be the world's No. 1 provider of high-performance test contacting solutions, we achieved the ISO 9001:2015 Quality Management System certification from SGS (Malaysia) Sdn. Bhd. for design, manufacturing and assembly of test contactors for semiconductor applications. This is an international standard that specifies the requirements for a quality management system where the Group:

- demonstrates its ability to consistently provide products and services that meet customer's needs and applicable statutory and regulatory requirements; and
- aims to enhance customer satisfaction through the effective application of the system, including processes for improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.

The ISO 9001:2015 certificate is a testament to our continued commitment to uphold a consistent quality standard for our products. A comprehensive quality management system has been established to assure customers that quality assurance policies and procedures are in place to address our product quality and reliability basis, as well as to improve our work efficiency.



We have stringent quality controls throughout our operations. Our quality control practices involve various stages of processes across departments. All our products are subject to in-depth monitoring and quality control checks during different stages of production using sophisticated measurement methods and laboratory equipment. We inspect our finished goods to ensure the products meet customers' requirement specifications and are free from defects at the time of delivery. We also ensure that the delivery of our products is consistently on-time. By adopting these stringent quality control practices, we are confident in sustaining a long-term relationship with our customers and building a strong reputation within the industry.

17. Healthy Work-life Practices

The Covid-19 pandemic has altered many areas of personal and professional life within a short time. Due to the restrictions imposed by the Covid-19 SOP to curb the virus spread, most of our work activities have been conducted online or temporarily postponed. We communicate actively to our employees about healthy work-life practices via email and WhatsApp as most of the employees are on a work-from-home schedule. Nonetheless, we look forward to having all our employees fully vaccinated, as we prepare to return to the office with face-to-face employee bonding activities that were prevalent in the pre-pandemic days.

Sustainability Statement (cont'd)

SOCIAL THRUST (CONT'D)

18. Contribution to Community

JF Tech is committed towards meeting sustainable development goals through concerted efforts to assist the marginalised and disadvantaged communities, support quality education and provide career opportunities to our youth, as well as engage in activities that promote the standard of sports in our country. Our engagements with communities are holistic, collaborative and sustainable, resulting ultimately in their empowerment and improvement in their social and economic conditions. The following are our community contributions throughout FYE2021:

- a) JF Tech supports the marginalised community by donating to The Society for the Severely Mentally Handicapped as part our efforts to assist the handicapped in our society.
- b) JF Tech has taken various initiatives to help improve the education quality of youths in our community through the Group's Internship programmes as we partner with local universities and colleges. Interns who are primarily final year students of universities are given an opportunity to experience working life and at the same time, provided with industrial training as part of their educational development to prepare them for their careers post-graduation. JF Tech takes great pride in our efforts to nurture and prepare our youths for careers that will spur the overall national economic growth by providing internship opportunities. Subsequently, some interns who have experienced working in JF Tech have returned to pursue their careers upon graduation as Design & Development Engineers and Manufacturing Engineers. At the same time, JF Tech is a loyal supporter of the Montfort Boys Town and Form Era Vocational Academy through its donations to help more youths in their education and development.
- c) JF Tech actively engages in activities that promote the standard of sports in our country, particularly in the sport of Badminton, where various donations and sponsorship programmes has been undertaken by the Group.

Looking ahead, JF Tech is committed in continuing and increasing the Group's efforts and activities for the betterment of the society as we strive to make the world a better place for society at large.

MOVING FORWARD

The Group recognises the importance of being a responsible and sustainable organisation and that our success goes beyond the Group's financial performance. The Group remains steadfast to this endeavour and we look forward to further improving and refining the disclosure of our sustainability efforts in the years to come.