



嘉威聯合會計師事務所

Jia Wei & Co., CPAs

Jia Wei:

A Continuously Growing Firm
Committed to Sustaining Positive Impact



Wei-Chen Chang

President



Wei-Chen Chang, president

Our company name "Jia Wei" originates from "Jia" (president's birth place Chiayi) and "Wei" (president's name).

From a small family firm, we've grown into a company with a head office, five branches, and over 400 employees. Throughout this journey, I've been guided by the principle: "Limited for oneself, infinite for others." This philosophy aligns closely with B Corp's values, focusing on employees, communities, the environment, and clients. B Corp has provided valuable direction for Jia Wei's growth, inspiring us to continually create positive impacts.

Looking ahead, we aim to become Taiwan's most influential accounting firm while fostering sustainable development.

About Jia Wei and its Journey to Becoming a B Corp

Kenny Chang
Partner



10 years ago

**long working hours, low salary, and
hopelessness**

Accounting Industry Status

1. Overtime during peak season: >120 hours/month
2. Low starting monthly salary: USD 900
3. Low birth rate: Taiwan has the world's lowest fertility rate.

10 years ago

Jia Wei Key Metrics

Employee count (including interns)

90

Business locations

1

Revenue (in millions)

USD\$ 4

B Corp certification

Not yet

Number of clients served

885

Revenue growth rate

3%

Employee turnover rate

15%

As the next-generation CEO

With the owner's goal of achieving 20% revenue growth for 10 consecutive years, what actions would you take?



Over the past 10 years

Work-life balance, fair pay, and meaningful work

Jia Wei Status

1. Overtime during peak season: <40 hours/month
2. Starting monthly salary: USD 1,333, with salary increments ranked in the top 25% among Taiwanese companies.
3. Currently unaffected by Taiwan's record-low fertility rate.

Over the past 10 years

Jia Wei Key Metrics

Employee count (including interns)

90 → 430

Business locations

1 → 6

Revenue (in millions)

USD\$ 4 → 25

B Corp certification

0 → 3 times

Number of clients served

885 → > 5,000

Revenue growth rate

3% → 15%

Employee turnover rate

15% → 5%

Mindset Shift: Personal to Collective Growth

Generating profits for
the owners



Generating profits for
all stakeholders

Achieve 20% revenue growth, and employees will receive
a 20% salary increase.

The Secret to a CEO's Success: Find Willing People and Solve
Problems Together!

Believe and Persist

Trust in the vision and commit to continuous improvement.

What actions have we been taking in practice?

Reduce Overtime Hours

Focus on improving efficiency and work-life balance.

Eliminate Unprofitable or Problematic Clients

Prioritize quality over quantity in client selection.

Meeting Topic:

"How to Increase Employee Salaries"

Discuss strategies to enhance compensation sustainably.

Recruitment Focus:

Emphasize alignment with company culture during hiring.

It dawned on us that our business values naturally align with the principles of B Corporations!

Theory Of Change

Imagine a world where all stakeholders — not just shareholders — are valued and prioritized.



What is a B Corporation?



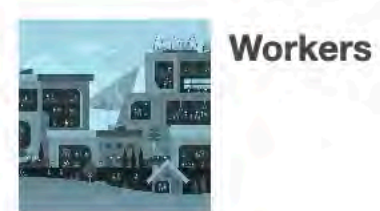
Redefining Business Success

The global B Corp movement was initiated by B Lab in 2006 in Philadelphia, USA. Its goal is to encourage businesses to create positive social and environmental impact.

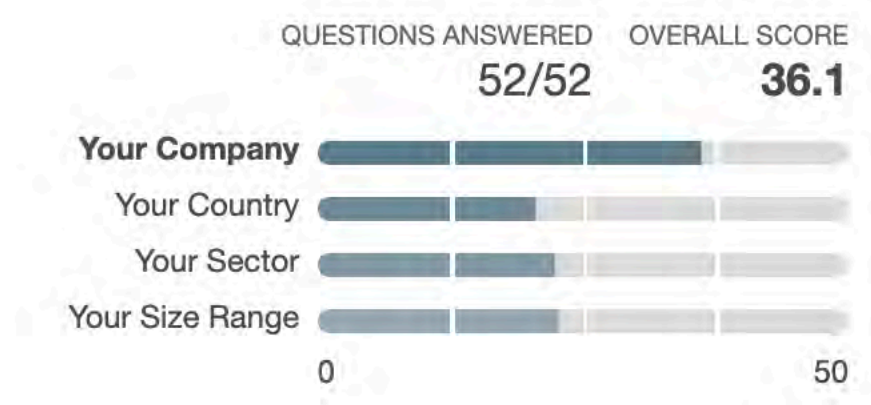
Using Business as a Force for Good

"Not only the best in the world but the best for the world."

What do you think Jia Wei scores highest in among the five areas of BIA?



Workers



environment 14.6



workers 36.1



community 25.1



customers 5.3



governance 9.8

**Next 10 years,
Jia Wei aspires to
become the most
influential accounting
firm in Taiwan.**

#Enhance connection with stakeholders.

Corporate Governance

Utilizing accounting expertise to make an impact and foster competitive and prosperous businesses.

Employees

Creating a friendly environment where everyone can support each other and achieve their dreams.

Clients

Leveraging accounting knowledge to help clients achieve sustainable business goals.

Community

Striving to make communities better and improve the entire accounting industry.

Environment

Caring for the planet and living in harmony with nature.



Environment 14.6

Caring for the planet and living in harmony with nature.



NET ZERO | 2030

Community 25.1

Striving to make communities better and improve the entire accounting industry.

Donate

2.5% Revenue

Employees 36.1

Creating a friendly environment where everyone can support each other and achieve their dreams.

First people, then matters.

忙 = 心 + 亡
Busy = Heart + Dead

The most efficient business model for accounting firms:



Talent is key.

Cultivating fresh minds, investing in our employees — they bring about unimaginable possibilities!

While the accounting year spans just one year, our long-term investment in talent is envisioned over a decade.

#NoOvertimeNeeded #ContinuousEducationandResourcesProvided

#Attentive to the Needs of Colleagues at Every Stage #Caring for Body, Mind, and Soul



**Following BIA,
we have done...**

Labour Standards and Health

Full-time Employees and Interns
Additional Insurance
Health Checks and Counseling
Indoor Air Quality Purification System

Professional Development and Training

Onboarding Training
Employee Handbook
Internal Education and Training
Training and Continuing Education Assistance

Incentives and Rewards

Bonuses and Salary Adjustments
Performance Feedback Interviews
Internal Promotion Mechanisms

Other Benefits

Employee Travel
Sports Club Subsidies
Lunch Subsidies
Parental Leave Assistance
Holiday Bonuses
Other Benefits









嘉威聯合會計師事務所
109年度花東員工旅遊活動

---> In the next 10 years

Over the past 10 years

Jia Wei Key Metrics

Employee count (including interns)

90 → **430** ---> **1,600**

Business locations

All over

1 → **6** ---> **Taiwan**

Revenue (in millions)

USD\$ **4** → **25** ---> **∞**

B Corp certification

0 → **3** times ---> **forever**

Number of clients served

885 → **> 5,000**

Revenue growth rate

---> **100,000**

3% → **15%** ---> **15%**

Employee turnover rate

15% → **5%** ---> **< 5%**



Jia Wei's logo consists of "JW" and a "person" (人) .

We place great importance on being **people-oriented**, aiming for the betterment of all stakeholders through Jia Wei.

And our colleagues, with whom we spend our days and nights, are where it all begins for us.



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**Thank you for your time and
attention today!**