

FITIPOWER INTEGRATED TECHNOLOGY INC.

Environmental, Health, and Safety Policy

Fitipower, as a fabless and professional chip design company, recognizes that "employees" and "innovation" are our greatest assets and drivers of growth. To ensure sustainable business operations while addressing environmental challenges brought by industrial development, we are committed to creating a clean, safe, and healthy work environment that ensures employee well-being and productivity. Additionally, we aim to develop innovative business models that minimize our environmental impact and maximize our positive contribution to environmental sustainability, thereby driving the growth of the green economy and business operations.

Our Missions and Commitments

《Cultivating a culture of compliance and responsibility》

- Comply with environmental, health, and safety regulations applicable to all operational sites, as well as relevant international standards, and establish internal standards that meet or exceed these requirements.
- Allocate resources to identify and ensure compliance with the latest regulations, updating internal procedures and standards as necessary.
- Conduct regular internal audits to ensure adherence to environmental, health, and safety management procedures.

《Creating a safe and healthy workplace》

- Eliminate foreseeable hazards and unlawful activities, while promoting health and safety initiatives to protect workers' physical and mental well-being.
- Enhance hazard prevention and risk control capabilities, implementing effective preventive measures and strategies.
- Allocate sufficient resources to ensure the sustainable implementation of health and safety programs, and integrate internal and external resources for optimal outcomes.

《Developing a circular and symbiotic business model》

- Advance towards a circular economy by optimizing resource allocation and reuse through innovative management and business models.
- Prioritize climate change-related environmental issues, assess financial impacts, risks, and opportunities, and take appropriate actions to develop clean energy.
- Adhere to "eco-design" principles in product development and establish a comprehensive "green supply chain" management system to reduce environmental impacts throughout the product lifecycle, including procurement, manufacturing, logistics, and recycling.
- Promote a "green office" culture by implementing actions in five key areas: resource conservation, source reduction, green procurement, environmental beautification, and advocacy.
- Allocate surplus funds to support environmental sustainability initiatives in areas such as "ecological conservation," "climate change," "circular economy," and "disaster relief," leveraging corporate influence to build societal consensus and collective action.

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Environmental, Health, and Safety Policy (continued)

《Facilitating effective communication channels》

- Establish two-way communication and engagement channels with stakeholders, including workers, customers, suppliers, and government agencies to understand their needs and expectations regarding environmental, health, and safety management, and take corresponding actions and responses.
- Uphold the principles of transparency by proactively disclosing environmental, health, safety, and energy management performance, and communicating company policies and requirements.
- Ensure protection for whistleblowers reporting environmental violations or unlawful activities, preventing any form of retaliation against them.

《Fostering a culture of full participation》

- Emphasize that environmental protection and safety are responsibilities of every employee, promoting a culture of responsibility and skills training at both the individual and management levels to deepen awareness and commitment to environmental, health, and safety practices.
- Develop comprehensive emergency plans and provide training or drills to respond promptly to environmental disasters, occupational accidents, infectious diseases, and other major incidents, minimizing risks to company operations and personnel safety.
- Encourage employees to participate in external environmental sustainability and safety-related activities, integrating diverse lifestyles and work patterns.

《Building a system of continuous improvement》

- Establish and maintain an environmental, health, and safety management system in accordance with current international standards, ensuring its applicability, adequacy, and effectiveness.
- Set phased goals and actions, provide necessary resources, and conduct regular reviews and management assessments to continuously improve effectiveness.
- Align with international initiatives and mainstream trends in energy, environment, health, and safety as references for relevant management decisions and actions.



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Chairman and Sustainability Committee Chair
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