2025 Sustainability Report

TWSE：4961

Fitipower Integrated Technology Inc.

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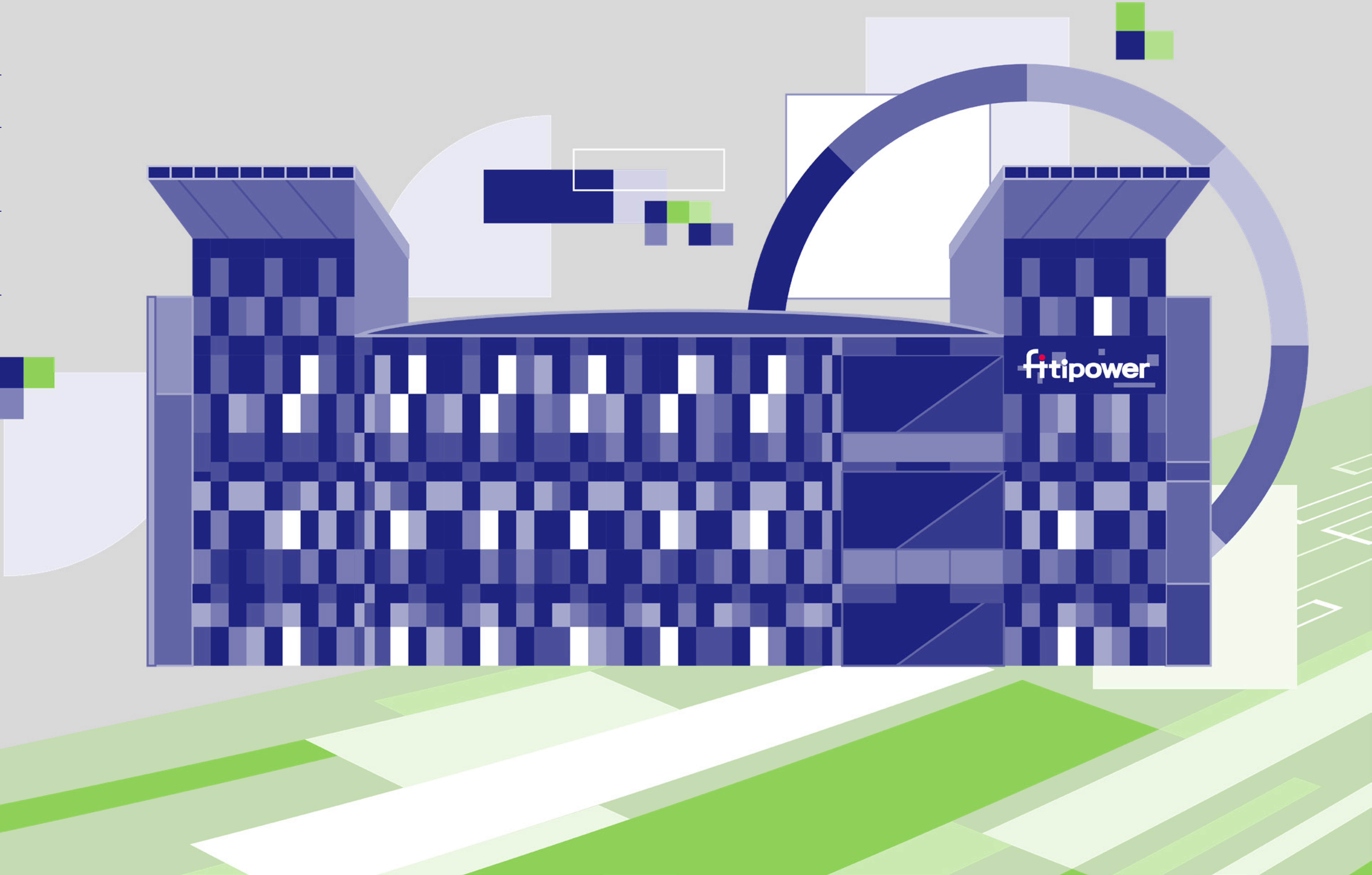
Introduction and Overview



About This Report

Report Overview and Publication Frequency

This report is the sixth Sustainability Report issued by Fitipower Integrated Technology Inc. (hereinafter referred to as "Fitipower Technology" or the "Company"). It is publicly available in the Corporate Sustainability section of the Company's website for stakeholders to download and review, in response to their expectations and needs. Each year, we regularly disclose the Company's progress and performance across governance, environmental, and social (human rights) dimensions, putting our corporate vision for sustainable operations into practice through concrete actions. The next report is expected to be issued in July 2027.

More reports

Reporting Principles

This report has been prepared in accordance with the GRI Standards issued by the Global Sustainability Standards Board (GSSB). We apply the eight reporting principles under GRI Standards 2021 - accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability - as the basis for information disclosure. Certain disclosures also follow the Sustainability Accounting Standards Board (SASB) Semiconductors Standard, the Taiwan Stock Exchange sustainability disclosure indicators for the semiconductor industry, the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs). Relevant standard indices are provided in the appendices for reference. Unless otherwise stated, monetary figures in this report are presented in New Taiwan dollars, and other non-financial quantitative units are presented using generally recognized international measurement standards.

Reporting Boundary and Scope

The reporting period for this report is from January 1, 2025 to December 31, 2025. To provide investors and relevant stakeholders with more timely information, certain sustainability initiatives are disclosed through May 2026. The reporting scope covers Fitipower Group, including its subsidiaries, and accounts for 100%* of consolidated net revenue, consistent with the scope of the Company's annual report, excluding entities with non-operating income. In subsequent chapters, Fitipower Integrated Technology Inc. is referred to as "Fitipower" or the "Company"; "Fitipower Group" or the "Group" refers to Fitipower and its subsidiaries and affiliated sub-groups; Shenzhen Fitipower Microelectronics Technology Co., Ltd. is referred to as "TYW"; Shenzhen Jadard Technology Inc. is referred to as "JADARD," and together with its subsidiaries as "JADARD Group."

Note：fitipower Malaysia Sdn. Bhd. is an investee company jointly held by the Company and JADARD TECHNOLOGY INC. It completed registration in December 2025; however, as capital contribution had not yet been paid in as of December 31, 2025, it is excluded from this report in line with the scope of the Company's annual report.

Fitipower Integrated Technology Inc. (Parent Company)	• 3F., No. 6-8, Duxing Rd., Hsinchu Science Park, Hsinchu City, Taiwan (Headquarters) • 5F., No. 73, Zhouzi St., Neihu Dist., Taipei City, Taiwan • 22F., No. 1-148, Zhonghua Rd., Yongkang Dist., Tainan City, Taiwan
ShenZhen Fitipower Microelectronics Technology Inc. (subsidiary)	Room 923, FIYTA Technology Building, No. 002 Gaoxin South 1st Road, Gaoxinqu Community, Yuehai Subdistrict, Nanshan District, Shenzhen, Guangdong Province, China
JADARD TECHNOLOGY INC. (subsidiary)	Room 901, FIYTA Technology Building, No. 002 Gaoxin South 1st Road, Gaoxinqu Community, Yuehai Subdistrict, Nanshan District, Shenzhen, Guangdong Province, China
Hefei JADARD Microelectronics Co., Ltd. (subsidiary of JADARD)	1F, Building 3, Comprehensive Bonded Zone, at the intersection of Dongfei River Rd. and Xiangwang Rd., Xinzhan Comprehensive Bonded Zone, Hefei, Anhui Province.
Jadard Technology Limited (subsidiary of JADARD)	22F., No. 1-146 and No. 1-147, Zhonghua Rd., Yongkang Dist., Tainan City, Taiwan

Information Assurance

The contents of this report are published after internal review and external assurance.

Internal review

The report is confirmed by members of the Company's sustainability task forces and submitted to the Sustainability Committee and the Board of Directors for review and approval before publication.

External assurance

- Non-financial Information: The Company engaged an independent international third-party verification body, AFNOR Asia, Ltd., to provide external assurance over the information disclosed in this report. The assurance engagement was conducted with reference to the AA1000AS v3 Assurance Standard established by the global non-profit organization AccountAbility, under Type 2 Moderate Level assurance. External assurance was performed on the inclusivity, materiality, responsiveness, and impact of the information disclosed in this report. For details, please refer to the "Third-party Assurance Statement" in the Appendix.
- Financial information: The consolidated financial statements have been audited and certified by KPMG Taiwan in accordance with International Financial Reporting Standards (IFRSs). The annual reporting period is from January 1 to December 31 each year.

Contact Information

We value feedback from all stakeholders. If you have any suggestions or questions regarding Fitipower's sustainable operations or the contents of this report, we welcome you to contact us through the following channels.

Fitipower Integrated Technology Inc.

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Stakeholder Section

Mr. Just You, Sustainability Development Department

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Message from the Chairman

To our partners and friends who continue to follow Fitipower's sustainable development:

In 2025, the global economy continued to experience low growth with intensified regional divergence. Although inflation eased from earlier periods, the pace of moderation remained uneven. Interest rate trends, geopolitical conflicts, tariff policies, and trade uncertainty continued to affect corporate investment and end-market demand. At the same time, the accelerated expansion of generative AI, cloud computing, and smart terminal applications continued to drive medium- to long-term demand for the semiconductor industry.

Facing a new normal marked by both volatility and opportunity, Fitipower has comprehensively deepened its operational resilience across six dimensions: products, customers, talent, technology, strategic partners, and business models. In products, we focus on high-value-added applications with growth potential and strengthen our product portfolio and platform capabilities. In customers, we deepen engagement with key customers and understanding of their needs to improve responsiveness and service stickiness. In talent, we continue to enhance employees' professional capabilities and leverage AI to optimize workflows and collaboration models, further improving overall execution efficiency. In technology, we continue investing R&D resources to build more differentiated competitive advantages. In strategic partnerships, we deepen partner collaboration and broaden our pool of diverse vendors to enhance supply resilience and risk response capability. In business models, we advance a diversified global footprint to strengthen regional operating flexibility and real-time responsiveness.

While steadily advancing our operations, we have also continued to move sustainability governance from the establishment stage into a phase of deeper integration. Looking across 2025, Fitipower achieved more substantive ESG progress and received recognition from external assessments. These include earning a Silver rating in our first EcoVadis assessment (top 15% globally), an AA rating in the Taiwan Sustainability Ratings, a "Low Risk" rating in the Sustainalytics ESG Risk Rating, and placement in the 6%-20% tier of the Corporate Governance Evaluation. Guided by the principle of "No One Left Behind," we advance ESG actions comprehensively - from frontline employees to senior executives, and from corporate governance and green transformation to social engagement.

- Sustainability target roadmap upgraded (2026-2030): In response to international sustainability norms and stakeholder expectations, we re-examined and raised our medium- and long-term targets. These include strengthening policy completeness and information disclosure planning, such as the planned formulation of intellectual property, sustainable procurement, and privacy policies; enhancing the level of sustainability report assurance; planning the introduction of IFRS S2 and ESRS; and adopting dual-framework disclosure for greenhouse gas inventory. Other plans, such as green electricity procurement and the early implementation of RBA, will continue to strengthen the governance foundation.
- Senior executive compensation governance mechanism enhanced: We planned mechanisms linking senior executive compensation to ESG performance and clawback arrangements, and formulated the "Managerial Compensation Process and Principles." These mechanisms were completed and implemented in 2026, further reinforcing the governance foundation for sustainability accountability.
- Corporate value enhancement plan formulated and filed: To meet the expectations of the competent authority and capital markets, the Company voluntarily formulated a corporate value enhancement plan and completed filing with the Taiwan Stock Exchange, demonstrating our determination to strengthen governance and create long-term value.
- Group-wide ISO 14064-1 statement obtained: The greenhouse gas inventory scope was expanded to subsidiaries, further enhancing the consistency and completeness of environmental data management at the Group level and providing an important foundation for subsequent carbon reduction management and low-carbon transformation.
- RBA management framework formally introduced and RBA VAP conducted: In accordance with the requirements of the Responsible Business Alliance Code of Conduct, we completed the formulation and revision of 48 management documents, systematically strengthening institutional development in labor, human rights, environment, ethics, and management systems. Through the implementation of the RBA Validated Assessment Program (VAP), we reinforced system implementation and continued to align with international standards.

- Human rights due diligence conducted and special reports published: We completed human rights risk assessment and due diligence procedures, and formally published our first Human Rights Due Diligence Report and Responsible Minerals Report, demonstrating the Company's commitment to human rights protection, responsible supply chain management, and alignment with international initiatives.
- Talent communication and system enhancement promoted: We conducted our first employee satisfaction and engagement survey, which showed highly positive overall feedback. In response to improvement areas raised by employees, we conducted internal review and assessment, and initiated various enhancement measures and action plans. The overall results have been published as an independent report on the Company's website. Fitipower will continue to track progress and disclose implementation status regularly.
- Volunteer leave system established to expand employee social participation: Through institutionalized arrangements, we encourage employees to engage in volunteer service, responding to the United Nations International Volunteer Sustainable Development Year Action Plan and the global emphasis on linking volunteering with sustainable development. Social participation is gradually becoming part of Fitipower's corporate culture.
- Impact of sustainability actions expanded through the Fitipower Environmental Foundation: The Foundation connects professional teams across industry, academia, medicine, and national public cultural institutions. Initiatives include the "Sustainable Book List Promotion - 2nd Selection" in collaboration with the National Taiwan Library; "Shared Reading for Children Receiving Early Intervention" with Fu Jen Catholic University Hospital; " Horseshoe Crab Knowledge and Learning " and "Crochet Coral" with the National Museum of Marine Science and Technology and Taichung Public Library; and the "Campus Champions for Environmental Sustainability, and Badminton Tournament" jointly organized with departments and colleges of National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, and National Cheng Kung University. From families and campuses to remote communities, these actions continue to promote environmental sustainability and social inclusion.

Looking ahead, Fitipower will advance operations and transformation with a more forward-looking perspective. Fitipower is not only the Company's name; it also embodies our consistent core spirit, "Fiti." Focused innovation represents our focus on innovation and our commitment to creating greater value and competitiveness. Transformed integration drives the effective connection of technology, talent, processes, and resources, converting them into momentum for continuous corporate progress. Facing the opportunities and challenges brought by the rapid development of AI, we will more actively use AI to improve work efficiency, optimize decision-making quality, and accelerate product and process transformation, thereby reducing risks and capturing new opportunities. On this foundation, Fitipower will continue to build on sound systems, strengthen through innovative integration, and center on sustainability governance - "not only doing the right things, but doing things right." Fitipower, Fly Further!

Young Lin

Chairman and Sustainability Committee Chair

Annual Honors and Recognition

Fitipower

Received EcoVadis **Silver Medal** rating

Rated "**Low Risk**" in ESG risk by Sustainalytics

TCSA Taiwan Corporate Sustainability Awards - Sustainability Report Awa **Gold**

Rated AA in the Taiwan Sustainability Ratings

Rated A by SinoPac+ ESG

President Sophia Chiu was selected among the Harvard Business Review **Taiwan Top 30 Female CEOs of Listed Companies (No. 5)**

Ranked in the **6%-20%** tier in the 11th Corporate Governance Evaluation

Constituent of the **Taiwan High Compensation 100 Index**

Selected as a constituent of the **TWSE Corporate Governance 100 Index**

Selected as a constituent of the Taiwan RAFI EMP 99 Index

We proactively planned for the EcoVadis assessment and were awarded a Silver Medal, ranking among the **top 15%** of global peers.

JADARD

Rated A in the Wind ESG rating

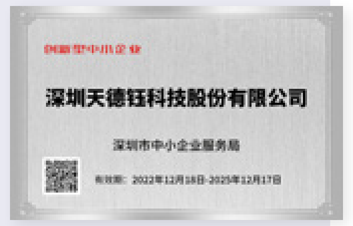
Rated A in the CCX ESG rating

Rated A- by SynTao Green Finance ESG rating

Specialized, Refined, Distinctive and Innovative "**Little Giant**" Enterprise

High and New Technology Enterprise

Innovative Small and Medium-sized Enterprise



Specialized, Refined, Distinctive and Innovative Small and Medium-sized Enterprise

Awarded "**Innovative Application Enterprise**" by the Guangdong Terminal Fast Charging Industry Association

Nanshan District "**Green Channel Enterprise**"

Received an **Environmental Public Welfare Certificate** from the Shenzhen Mangrove Wetlands Conservation Foundation

Received a Donation Honor Certificate from the Guangdong Rural Revitalization Foundation

Sustainability Vision and Management

Targets
Achieved

Short-term Goals (2025-2026)

- Participate in at least one domestic sustainability rating or assessment to identify ESG maturity. ☑
- Achieve 100% sustainability information disclosure coverage for consolidated entities. ☑

Medium to Long-term Goals (2027-2030)

- Participate in the EcoVadis assessment (from 2027 onward). ☑
- Increase market visibility and improve ESG scores assigned to Fitipower by rating agencies.

Responsibilities

- Board of Directors
- Sustainability Committee
- Sustainability unit

Evaluation Indicators

- Sustainability score or rating results
- Sustainability target completion rate

Key Stakeholders

- Employees, customers, suppliers, shareholders/investors, government agencies, academic institutions, industry associations

Communication Mechanism

- Please refer to the "Stakeholder Communication Matrix" andmatch it with the key stakeholders mentioned above.

Sustainability Policies and Strategies

Fitipower recognizes that as operations expand rapidly and the business continues to develop, sound management of non-financial aspects is essential for long-term development. Therefore, during the period of rapid business growth in 2021, the Board of Directors approved and the Chairman signed and released the Fitipower Sustainability Policy as the Company's highest principle for sustainable operations. We also held a sustainability forum to exchange views on sustainability trends with academic experts. During the forum, the Chairman led senior executives in pledging support for the United Nations Sustainable Development Goals (UN SDGs), linking them to the Company's sustainability vision and establishing the direction for sustainable development.

The Company's sustainability policy is built around six pillars - Value Co-Creation, Responsibility Sharing, Partner Co-prosperity, Environmental Symbiosis, Labor-Management Common Good, and Social Inclusion - to support comprehensive sustainability management. Continuous improvement is driven through the 3E cycle of Engage, Execute, and Evaluate. In addition, the policy is communicated to employees through regular internal communications and new employee training. Suppliers are informed through routine business meetings and are required to sign the Supplier Code of Conduct to ensure compliance with the Company's sustainability policy. The Company's sustainability policy is also published on the Company website and can be directly downloaded by relevant stakeholders.

Sustainable Management Strategy

Employee | Customer | Shareholder/Investor | Supplier | Government Agency | Academic Institution | Association

Stakeholder Engagement

Value Co-creation

Adhering to sustainable operations, by innovating management, marketing, and technology, we constantly enhance market competitiveness, provide new and high-tech products and services integrating social wellbeing and environmental protection to realize our brand vision: Drive your heart, Power your life.

Responsibility Sharing

Under the premise of legal compliance and ethical corporate management, we will continue to strengthen the assessment and response of operational risks and opportunities; optimize external communication channels; establish a convenient, quick, accurate, and secure information network; and implement effective stakeholder communication and engagement to develop the core literacy and attitude required for sustainable development.

Partner Co-prosperity

In the after-sales service, quality, and safety of products, we seek total satisfaction and recognition of both customers and users. In employee human rights, integrity and ethics, and environmental protection, we further request for the development of a sustainable partnership with ESG interdependency with the supply chain.

Environmental Symbiosis

In response to the challenge of international environmental issues, such as climate change, we enhance our capacity in resource utilization and pollution prevention in operations with a green, innovative vision, engage in the promotion of green office and green manufacturing, and lower the environmental impact of products throughout their lifecycle to cultivate green economic opportunities for the company.

Labor-Management Common Good

To ensure respect and dignity for employees, we care for employees and provide them with a quality, safe, and healthy work environment, value talent management and employee care, and attract worldwide elite talents to grow with the company.

Social Inclusion

By integrating corporate and employee resources, we actively engage in social contribution activities such as care for vulnerable groups and seed cultivation to show our corporate influence to promote social harmony and inclusion.

Comprehensive and Balanced Development

EPS + ESG = Sustainable Business

3E Strategy

Internal and External Communication (Engage)

- Channel establishment and continuous optimization
- Information assurance and assurance reinforcement
- Information scope consistency improvement (financial and non-financial)

Internal and External Execution (Execute)

- In-depth exploration of various ESG aspects
- Development of policies and standardized processes
- Digital optimization and transformation
- Impact quantification and improvement

External Evaluation (Evaluate)

- Enhancement and continuous improvement of brand value
- Participation in domestic and international evaluations

7 Key Stakeholders

See "Stakeholder Communication" for details

6 Major Sustainability Missions

Download "Fitipower Sustainability Policy"

13 SDGs We Respond To

Fitipower's actions in support of the SDGs

18 Financial and Non-Financial Issues

See "Materiality Analysis" for details.

Internal and External Communication

Understand stakeholders' needs and expectations.

Internal and External Execution

Cost-effective and efficient management models with comprehensive risk management across all dimensions.

External Evaluation

Review management effectiveness and continuously improve.

Sustainability Management Structure

The Committee meets at least twice each year, plans strategies and future targets, and reports sustainability implementation status to the Board. Sustainability-related information disclosures, such as the sustainability report, must also be reviewed and approved by the Board before publication. In 2025, two Sustainability Committee meetings were convened. In 2025, two Sustainability Committee meetings* were held. In addition to reviewing annual implementation results and future targets, the Committee also approved the upgraded sustainability target roadmap (2026-2030) in response to the evolving global sustainability trends, risk landscape, and international disclosure requirements. At the same time, considering that the Company has progressed ahead of the original schedule for certain established targets, we further adjusted and raised our sustainability targets to continue strengthening corporate sustainability resilience.

Note：The Sustainability Committee meeting originally scheduled for December 2025 was postponed to January 5, 2026 due to a conflict with an important ad hoc meeting. It is still included in the current year's statistics.

Board of Directors

Sustainability Committee

- Review and approve the formulation and revision of the Group's sustainability development vision, policies, objectives, and related sustainability management regulations and procedural guidelines
- Identify risks and opportunities related to the Group's sustainability development issues, determine response strategies and related investments
- Supervise the planning and implementation of the Group's sustainability development strategies
- Monitor the Group's sustainability development performance and information disclosure
- Report the Group's sustainability development work plans and implementation performance to the Board of Directors
- Other matters assigned to this Committee by Board resolution

ESG Executive Secretary

- Formulate the Group's sustainability development vision, policies, and objectives
- Plan the operational mechanisms of the Group's sustainability development management system
- Manage integrated affairs related to the Group's sustainability development
- Integrate the Group's sustainability development action plans and promote implementation
- Evaluate the Group's sustainability development implementation performance
- Disclose the Group's sustainability development performance information

Brand and Innovation | **Corporate Governance** | **Partner Co-prosperity** | **Labor-Management Common Good and Social Inclusion** | **Environmental Symbiosis**

- Evaluate risks and opportunities for specific sustainability topics and recommend group sustainability development goals
- Plan corresponding action plans and assist in promoting action plan execution
- Track action plan execution progress and conduct performance evaluations
- Establish and maintain databases for responsible business areas, providing accurate information content
- Provide professional consultation and experience sharing on sustainability topics in relevant fields

Responding to the United Nations Sustainable Development Goals

SDG	Fitipower's SDG Response Practices
1 NO POVERTY	• When meals or gift boxes are needed, priority is given to ordering products such as Children Are Us lunch boxes and bakery items, supporting employment opportunities for disadvantaged groups and generating positive impact in the employment market for vulnerable populations. • Visually impaired individuals are hired to provide massage services for employees, supporting employment for disadvantaged groups while caring for employees' physical and mental health. In 2025, 2,344 massage service sessions were provided.
2 ZERO HUNGER	• In employee meals and festival gift procurement, agricultural products from local small farmers are selected to support local communities and increase farmers' income. • Meal subsidies are provided for employees, including lunch and dinner, with employees paying only a small portion of the cost.
3 GOOD HEALTH AND WELL-BEING	• In addition to legally required labor insurance and National Health Insurance, the Company provides employee group insurance, including life, accident, hospitalization, accident medical, cancer medical, and travel safety insurance. • Physicians and nurses are invited to provide regular one-on-one professional consultation for employees. In 2025, 164 consultations were requested. • Health checkup services exceeding local legal requirements are provided to care for employee health. In 2025, 785 employees participated in health checkups. • In addition to irregular health seminars, the Company provides an annual employee travel subsidy of NT$20,000 to promote physical, mental, and spiritual well-being.
4 QUALITY EDUCATION	• Board members are required to continuously participate in training courses, and succession planning courses are provided for senior executives. • Sound career development paths and diverse training, learning, and development resources are in place. In 2025, average training hours per employee reached 14.8 hours, training cost per employee was NT$555, and there were 97 internal instructors. • The "Know Horseshoe Crabs, Learn from Horseshoe Crabs - Conservation Action" series includes artificial breeding and teacher workshops, visits by horseshoe crab caretaker schools to the National Museum of Marine Science and Technology, and "Sending Juvenile Horseshoe Crabs Back to the Sea." A total of 18 horseshoe crab caretaker schools participated, 30 caretaker teachers were trained, 478 participants visited the museum, and more than 100 students, volunteers, and local residents participated in juvenile horseshoe crab release. • The "Campus Champions for Environmental Sustainability" series involved 12 colleges and departments, holding 12 student-led environmental education actions for groups such as rural schoolchildren, elderly people, and university freshmen. • The "SDGs Promotion Program - Make the World Better" released a sustainable book list with the National Taiwan Library in response to the UN SDGs as a reference for book selection by elementary and secondary students in Taiwan. During the year, sustainable reading promotion continued, followed by the second book selection activity, focusing on climate change and biodiversity. A total of 120 sustainability-themed books were selected, and related activities included eight guided reading sessions for hospitalized children, six Indigenous community reading-promotion events, inclusive reading and sustainable development illustration submissions at special education schools, teaching-plan design workshops, picture-book reading camps, and sustainability-themed film festivals and book exhibitions. • In support of the "e-Reading for the Future" initiative organized by our e-paper partner E Ink, Fitipower helped promote equitable education for children in rural areas.
5 GENDER EQUALITY	• Board diversity and inclusion are promoted, with women accounting for 42.9% of directors. • Human Rights and Diversity & Inclusion Policy and Sexual Harassment Prevention Measures have been issued to prohibit unequal treatment of female employees. • RBA implementation was carried out, and the first RBA VAP was conducted in February 2026. Corrective and preventive actions (CAPs) for findings have been launched. • The "Maternal Health Protection Program" is promoted, including childbirth bonuses, dedicated parking spaces for pregnant employees, protection of parental leave without pay, and lactation spaces.
6 CLEAN WATER AND SANITATION	• Drinking-water equipment is regularly tested, filters are replaced, and cooling towers are disinfected. • Water conservation is continuously promoted among employees, and water-saving label equipment is procured.

SDG	Fitipower's SDG Response Practices
8 DECENT WORK AND ECONOMIC GROWTH	• Competitive compensation is provided to employees. In 2025, the median and average salaries of non-managerial employees were NT$2.303 million and NT$2.805 million, respectively, ranking among the top listed companies. • Diverse recruitment channels are used, including online recruitment platforms, social media, executive search firms, employee referrals, industry-academia internship programs, R&D substitute military service, recruitment fairs, and talent-matching events. In 2025, the new hire rate was 13.8%, turnover rate was 15.2%, and key talent retention rate was 89.7%. • Fitipower actively participates in government-promoted talent cultivation and training programs, including the Youth Employment Flagship Program. In addition to fully returning the government subsidy under the program to participating employees, the Company provides an additional matching bonus. Employees who participate in the program and remain with the Company for two full years may receive a total of NT$108,000.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Fitipower continues to strengthen its R&D capabilities and expand product applications in communications, automotive electronics, the Internet of Things, artificial intelligence, and other fields. In 2025, Fitipower Group's total R&D investment amounted to NT$2.81 billion, accounting for 15.6% of total revenue. • Fitipower is committed to technological breakthroughs in modularized, highly integrated, low-power, and high-efficiency solutions, which are expected to make a meaningful contribution to energy conservation and carbon reduction in end electronic products. Based on estimated chip shipment volume in 2025, these solutions are expected to reduce carbon emissions by nearly 38,000 metric tons per year, including products featuring seven new energy-saving designs. • Fitipower provides patent incentives, including patent application bonuses, patent grant bonuses, and patent utilization rewards, to encourage employees to participate in patent proposals. In 2025, 18 new patents were granted, bringing the total number of valid patents to 173.
10 REDUCED INEQUALITIES	• In response to international human rights standards and initiatives such as the Universal Declaration of Human Rights, Fitipower issued the Human Rights and Diversity Policy. The policy clearly stipulates that no differential treatment shall occur in recruitment, hiring, promotion, compensation, or benefits on the basis of race, language, blood type, religion, political affiliation, place of origin, gender, age, marital status, appearance, or any other discriminatory factors.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Electronic waste components, scraps, and defective products generated from Fitipower's operations, including wafers and packaging materials, are collected, transported, and disposed of by qualified contractors. Other cardboard recycling and general domestic waste are properly sorted and then collected and processed by the cleaning team within the Science Park. In 2025, total waste generation was approximately 54.226 metric tons, with an overall recycling rate of 53.8%. • Fitipower ensures that all of its products are free from any restricted or prohibited hazardous substances or chemicals, and comply with RoHS and REACH directive standards under the regulations of different countries. • In support of green procurement, Fitipower gives priority to products with green labels when procuring information and communications technology equipment. In 2025, green procurement accounted for 78.9% of ICT equipment procurement. • Fitipower continues to publish its Sustainability Report and enhance the quality of information disclosure. • Through the "Campus Champions for Environmental Sustainability" project organized by the Fitipower Foundation, Fitipower carried out a series of circular economy activities. In 2025, activities included rural environmental education promotion and used book recycling and donation.
13 CLIMATE ACTION	• Established the Fitipower Environmental Foundation to bring together social resources and expand its impact. The Foundation carries out environmental sustainability actions across four main themes: Ecological Conservation, Climate Change, Circular Economy, and Disaster Relief, with a commitment to "Circularity to Restore the Earth." • Provides diverse lunch options for employees, including meat-based rice and noodle meals, vegetarian meals, and fruit meals. These options support employees' dietary health while also helping reduce CO_2 emissions. • Introduced a greenhouse gas inventory system in accordance with ISO 14064-1 to gradually establish an operational carbon emissions database, serving as the management basis for subsequent net-zero carbon emissions targets and actions. • Adopted comprehensive climate-related financial disclosures in line with the TCFD framework to understand specific financial impacts and incorporate them into subsequent operational strategy planning. The related information has been published on the Company's website. • Established a product carbon reduction benefits platform to evaluate the carbon reduction benefits generated by energy-saving chips during end-use, serving as a reference for chip design. • Established a product transportation carbon emissions platform, integrating procurement, customs declaration, inbound and outbound shipment systems, and robotic process automation (RPA). This enables automated estimation of transportation carbon emissions for all product items and enhances carbon emissions assessment across the product lifecycle.

SDG	Fitipower's SDG Response Practices
14 LIFE BELOW WATER	• Organized the "Campus Champions for Environmental Sustainability" series of activities. In 2025, students independently organized one Nanliao beach cleanup, two marine ecology education lectures, and one campus ecological photography exhibition. • Carried out the "Horseshoe Crab Knowledge and Learning - Guardian Program" series of activities in collaboration with the National Museum of Marine Science and Technology, combining environmental education with juvenile horseshoe crab restoration and release. In 2025, a total of 1,000 juvenile horseshoe crabs were restored and released into their natural habitats. • Carried out the "Knitted Coral" series of activities in collaboration with the National Museum of Marine Science and Technology. In 2025, two teacher training camps were held, with a total of 60 participants; on-campus courses were promoted at 10 elementary schools in Taichung, benefiting 271 students; and 10 marine-themed lectures were held, with a total of 327 participants.
15 LIFE ON LAND	• Promotes a green office culture to reduce office paper use. In addition to promoting the reuse of scrap paper, online approval systems have been gradually introduced to replace paper-based document processes, along with an e-payslip system. Various training programs are also mainly delivered through online materials, reducing the printing and distribution of paper-based materials. • Invests in R&D for technologies related to e-paper, electronic labels, and other product applications to accelerate paperless adoption and further reduce forest loss. • Through the Campus Champions for Environmental Sustainability series, students from National Tsing Hua University organized activities such as ecological and environmental education, environmental ecology lectures, and ecological photography exhibitions. These activities promoted ecological conservation knowledge and communicated the concept of environmental sustainability through diverse formats. • Supports the "e-Reading for the Future" reading initiative. By promoting the use of e-books, the initiative helps reduce paper use and lower the consumption of and impact on environmental resources, while also supporting equitable education for children in rural areas.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Responds to the Responsible Minerals Initiative (RMI) to ensure that 3TG contained in products is sourced from qualified smelters recognized for responsible procurement. In 2025, a total of 71 suppliers provided procured materials containing 3TG. According to the survey results, 100% of suppliers used 3TG metals produced by RMI-recognized smelters. • Provides courses related to ethical corporate management and business ethics to enhance employees' awareness and build a corporate culture of integrity. In 2025, total employee training hours reached 2,187 hours. • Complies with requirements including the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, the Personal Data Protection Act, the Trade Secrets Act, and the Fair Trade Act. Internal company regulations have been issued, and regular audits and reporting are conducted. In 2025, the Company did not receive any reports related to violations of ethical corporate management or business ethics; no violations of relevant laws or regulations occurred; and no related deficiencies were identified through internal audits. • Has established a professional regulatory identification function with dedicated personnel to address legal affairs needs. • Internal auditors perform their duties objectively and impartially with independence, and regularly report audit activities to the Audit Committee. • Has established a comprehensive performance evaluation system. In addition to conducting employee performance evaluations twice a year, the Company has also established the Rules for Performance Evaluation of the Board of Directors to ensure sound Board operations.
17 PARTNERSHIPS FOR THE GOALS	• Participates in nine industry-academia organizations to promote collaboration within the semiconductor industry and support the sound development of the industry ecosystem. In 2025, total investment amounted to approximately NT$640,000. • Collaborates with electronics-related graduate institutes at leading universities in Taiwan. By integrating industry and academic resources and facilitating knowledge and technology exchange, these collaborations accelerate R&D progress and enhance research outcomes, while also providing students with future career development opportunities. In 2025, total investment amounted to NT$6.24 million. • Connects with domestic academic, medical, educational, and other institutions through the Fitipower Foundation, investing resources in related project activities to promote the vision of social inclusion and environmental sustainability. In 2025, total investment amounted to nearly NT$4.23 million.

Stakeholder Engagement and Materiality Assessment

STEP 01

Understand Organizational Context (Stakeholder Identification)

With reference to the five principles of AA1000 Stakeholder Engagement Standard 2015 (AA1000 SES 2015), Fitipower assesses each stakeholder group's dependency on the Company, responsibility, tension/concern, influence, and diverse perspectives to identify key stakeholders. This identification is conducted every two years. The results for this year identified seven categories of key stakeholders: employees, customers, shareholders/investors, suppliers, government agencies, academic institutions, and industry associations. For the contextual relationship between Fitipower, key stakeholders, and material topics, please refer to the Key Stakeholder Communication Table and the Materiality and Boundary Table for Material Topics.

STEP 02

Stakeholder Engagement

Fitipower values stakeholder expectations of the Company. Through daily meetings and interviews, telephone interviews, suggestion mailboxes, and various business interactions, we understand stakeholders' areas of concern and potential impacts. At the same time, with reference to the GRI Standards, ISO 26000, and the United Nations Global Compact, we consolidated broad sustainability themes into 18 sustainability topics and conducted surveys to assess the positive and negative impacts of each topic on the economic, environmental, and social dimensions. For the risks and opportunities associated with each material topic, please refer to the "Materiality and Boundary Table for Material Topics". In addition, we conducted a concern-level survey for key stakeholders. A total of 258 questionnaires were collected as the basis for the annual materiality analysis. Stakeholder concerns are presented in the Key Stakeholder Communication Table. In addition to the standard process above, Fitipower has established a Contact Us section on the official website to provide communication channels with business units. Questions, suggestions, or grievances concerning any topic may be communicated and interacted with through the relevant channels.

STEP 03

Material Topic Identification

Based on practical experience and professional competence, management and ESG task force members assessed the significance and likelihood of positive and negative impacts on the economic, environmental, and social dimensions for the 18 topics of concern. We then weighted and analyzed the impact significance assessment results and the stakeholder concern survey results to prepare materiality matrices for positive and negative impacts.

- Impact significance assessment survey: A total of 33 assessment questionnaires were collected, and a materiality matrix was compiled. The X-axis represents the weighted result of impact level and stakeholder concern, and the Y-axis represents likelihood.
- Definition of material topics: Topics with high significance ($X>495$ or $X<-495$) and high likelihood ($Y>99$) are defined as material topics with significant impacts. The union of topics identified for positive and negative impacts is used.
- After approval by the President, the final identification results confirmed nine annual material topics: R&D and intellectual property, talent attraction and retention, customer relationship management, talent cultivation and development, supply chain management, information security, financial performance and taxation, regulatory compliance, and green products. Please refer to the Material Topics Matrix.

STEP 04

Materiality and Sustainability Context Description

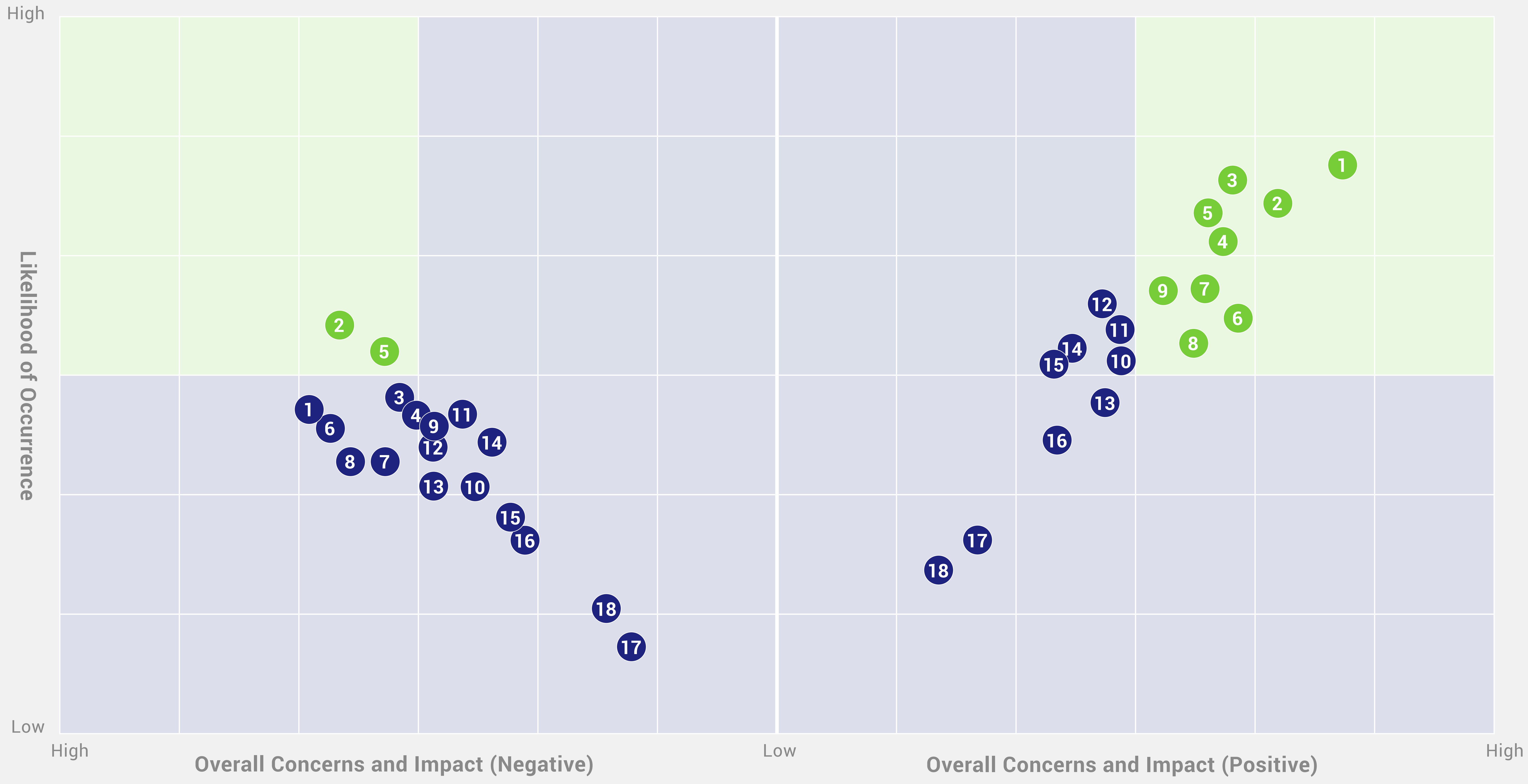
Compared with the previous year, two topics - occupational health and safety and indirect economic impacts - were no longer identified as material topics. For detailed changes, please refer to the Materiality Identification Difference Table. For the importance of each material topic to the Company's operations, impact boundaries, and corresponding GRI topics, please refer to the Materiality and Boundary Table for Material Topics. The Company's policies, commitments, targets, responsibilities, resources, and specific actions for each material topic are addressed in the relevant chapters of this report.

▶ Fitipower Key Stakeholder Communication Table

Stakeholders	Topics of ConcernTopic	Communication Method		Communication Performance
Employees	• Talent Attraction and Retention • Talent Cultivation and Development • Occupational Health and Safety • Information Security • R&D and Intellectual Property	Please refer to "Diverse Communication Channels" in the Labor-Management Communication section		• Provided online and in-person training with total employee participation reaching 10,187 participants. • Held quarterly labor-management meetings, Welfare Committee meetings, and Occupational Health and Safety Committee meetings. • Conducted 1 evacuation drill and 2 fire drills. • Published the annual intellectual property management plan and implementation status on the Company's official website
Customers	• R&D and Intellectual Property • Customer Relationship Management • Information Security • Supply Chain Management • Green Products	Customer relationship management (CRM) system	Real-time	• Major customer satisfaction scores of 92.6(DDI) and 95.7(PMIC), both achieving annual targets. • 100% customer complaint resolution rate
		Fitipower website	Real-time	
		External communication mailbox	Real-time	
		Quarterly business meetings	Quarterly	
		Customer satisfaction surveys	Annually	
		Customer meetings	Irregularly	
Shareholders/ Investors	• Customer Relationship Management • R&D and Intellectual Property • Financial Performance and Taxation • Indirect Economic Impacts • Supply Chain Management	Investors section on the Company's official website	Real-time	• Held 1 shareholders' meeting and 4 investor conferences. • Held 8 foreign and domestic brokerage public forums. • Conducted 65 small-scale institutional investor meetings.
		Annual financial reports	Annually	
		Annual shareholders' meetings	Annually	
		Investor conferences	Quarterly	
		Market Observation Post System (MOPS)	Real-time	

Stakeholders	Topics of ConcernTopic	Communication Method		Communication Performance
Suppliers	• Information Security • Customer Relationship Management • Supply Chain Management • Green Product	Quality meetings	Annually	• Planned audits for 43 major suppliers in 2025, with a 100% completion rate. • 100% of suppliers signed the "Restricted Substances Commitment Letter." • 100% of suppliers completed EMRT and CMRT surveys, all compliant with responsible mineral sourcing. • No supplier complaints received regarding ethical corporate management or integrity violations.
		Supplier audits	As needed	
		Daily meetings	As needed	
		Whistleblower mailbox （wb@fitipower.com）	Real-time	
Government Agencies	• Legal Compliance • Financial Performance and Taxation • Indirect Economic Impacts • Waste Management • Occupational Health and Safety	Market Observation Post System (MOPS)	Real-time	• Established the Fitipower Environmental Foundation and launched a series of environmental protection activities with national public educational institutions. • Published corporate governance and material information on the Market Observation Post System (MOPS) for public disclosure. • Cooperated with the Financial Supervisory Commission (FSC) in corporate governance evaluation operations. • Complied with FSC requirements for TCFD framework disclosure, providing quarterly climate-related information reports to the BoD and announcing the company's GHG inventory plans and progress. • Participated in the Ministry of Labor's Youth Employment Flagship Program.
		Official documents	As needed	
		Regulatory supervision and audits	As needed	
		Policy/thematic seminars, forums, public hearings	As needed	
Academic Institutions	• R&D and Intellectual Property • Talent Attraction and Retention • Talent Cultivation and Development • Legal Compliance	Fitipower website	Real-time	• Conducted 15 campus recruitment or information sessions with total student consultations reaching 935 students. • 4 industry-academia cooperation projects • Collaborated with 12 student organizations and departments on 12 environmental sustainability activities
		External communication mailbox	Real-time	
		Campus recruitment	Annually	
		Industry-academia cooperation projects	Irregularly	
Associations	• R&D and Intellectual Property • Energy and Climate Change • Green Product	Member assemblies	Varies by org.	• Participated in 9 industry association organizations (Fitipower: 5; JADARD: 4) • Active participation in association activities
		Thematic seminars and others	As needed	

Material Topics Matrix



Material Topics

1. R&D and Intellectual Property
2. Talent Attraction and Retention
3. Customer Relationship Management
4. Talent Cultivation and Development
5. Supply Chain Management
6. Information Security
7. Financial Performance and Taxation
8. Legal Compliance
9. Green Products

Topics for Continuous Monitoring

10. Human Rights and DEI
11. Indirect Economic Impacts
12. Occupational Health and Safety
13. Business Ethics and Anti-Corruption
14. Energy and Climate Change
15. Social Involvement and Public Policy
16. Waste Management
17. Biodiversity
18. Water Resource Management

Materiality Identification Difference Table

Change from Previous Year	Material Topics	Corresponding GRI Topics
No Change	• R&D and Intellectual Property (SASB) • Talent Attraction and Retention • Customer Relationship Management • Talent Cultivation and Development • Supply Chain Management • Information Security (SASB) • Financial Performance and Taxation • Legal Compliance (SASB) • Green Products	• GRI 202 Market Presence • GRI 401 Employment • GRI 405 Diversity and Equal Opportunity • GRI 418 Customer Privacy • GRI 404 Training and Education • GRI 204 Procurement Practices • GRI 308 Supplier Environmental Assessment • GRI 414 Supplier Social Assessment • GRI 201 Economic Performance • GRI 416 Customer Health and Safety
Newly Included	None	Not applicable
Reclassified as Continuous Monitoring	• Occupational Health and Safety • Indirect Economic Impacts	• GRI 403 Occupational Health and Safety • GRI 203 Indirect Economic Impacts

Note：For detailed indicators and reporting chapters corresponding to the GRI topics for material topics, please refer to the GRI Standards Index.

▶ Materiality and Boundary Description for Material Topics

ⓢ : Economic 🌿 : Environmental 👤 : Social ● : Direct Impact ○ : Indirect Impact

Material Topic	Significance to Fitpower Operations (Importance)	Significant Impact (Actual ❗/Potential ❕)								
		Positive	Negative							
R&D and Intellectual Property	As a professional IC design company, providing diverse and comprehensive solutions to customers is Fitipower's core operational driver. We continuously invest in innovative R&D through collaboration and knowledge exchange with industry and academia, along with effective intellectual property management, maintaining our products' competitive advantage in the market.	ⓢ National economic growth ❗ ⓢ Enhanced corporate market competitiveness ❗ ⓢ Improved corporate brand value ❗ 🌿 Enhanced product efficiency ❗ 👤 Enhanced quality of life ❗	ⓢ Cost pressure and losses ❗ ⓢ Market share decline ❕ ⓢ Legal penalties ❕ 👤 Technological unemployment ❕	●	●	○	○	○	○	○
Talent Attraction and Retention	Employees are an organization's most important asset, particularly crucial in the rapidly evolving semiconductor design industry pursuing innovative breakthroughs. Through diverse workforce planning and competitive compensation and benefits, Fitipower attracts key talent to inject continuous operational momentum.	ⓢ Increased productivity ❗ ⓢ Enhanced competitiveness ❗ 👤 Creation of fulfilling lives ❗ 👤 Improved social stability ❗ ⓢ Enhanced company reputation and local employment ❕	ⓢ Increased labor costs ❗ ⓢ Operational disruptions ❕ 👤 Labor disputes ❕	●	○			○	○	
Customer Relationship Management	Proactive customer relationship management helps us understand customer needs and maintain competitive advantages. Customer privacy directly relates to corporate reputation, legal risks, and customer relationships, significantly impacting operations. Fitipower should protect customer information security, strengthen cooperative trust, and promote long-term stable partnerships.	ⓢ Enhanced customer trust ❗ ⓢ Expanded market share ❕ 🌿 Promotion of green products ❗ 👤 Enhanced corporate identity ❕	ⓢ Customer loss ❕ ⓢ Increased costs ❗ ⓢ Legal litigation ❕ ⓢ Impact on company reputation ❕	○	●	○	○			
Talent Cultivation and Development	Employee development is the foundation of knowledge transfer and breakthrough innovation. Fitipower values practical training and skill enhancement for every employee. We believe providing excellent training resources, learning environments, and promotion systems supports our robust R&D capabilities.	ⓢ Enhanced corporate competitiveness ❗ ⓢ Enhanced corporate productivity ❗ 🌿 Green transformation development ❗ 👤 Reduced unemployment rate ❕ ⓢ Enhanced social stability ❕	ⓢ Increased training costs ❗ ⓢ Increased employment costs ❗ ⓢ Social inequality ❕	●	○		○	○	●	●
Supply Chain Management	As a fabless semiconductor company, Fitipower's backend manufacturing and testing are outsourced to professional contractors. Supply stability, delivery schedules, quality, and material control directly affect operational costs and revenue. Facing increasing supply management uncertainties, Fitipower must establish robust management systems to ensure products and services meet stakeholder expectations and regulatory requirements, creating sustainable product value chains.	ⓢ Enhanced industry competitiveness ❕ ⓢ Reduced production costs ❕ ⓢ Expanded market share ❕ 🌿 Reduced carbon footprint ❕ 👤 Promotion of local employment ❕ 👤 Enhanced corporate identity ❕	ⓢ Increased operating costs ❗ ⓢ Supply chain disruption risks ❗ 🌿 Environmental impact of supply chain extension ❗ 👤 Social criticism ❕	○	○	○	●	○	○	

Note：For main stakeholder icon correspondence, please refer to the "Key Stakeholder Communication Comparison Table"

: Economic : Environmental : Social ● : Direct Impact ○ : Indirect Impact

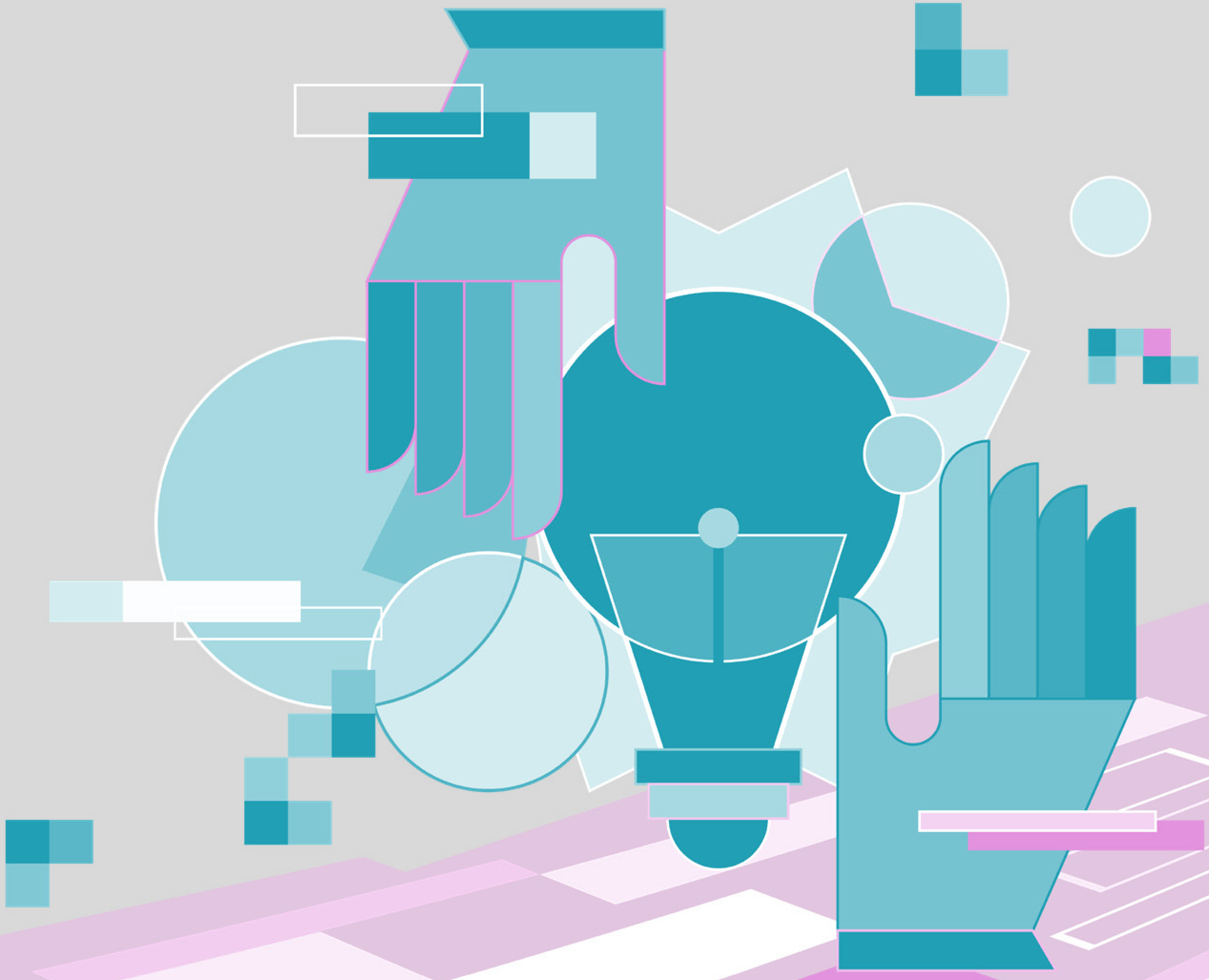
Material Topic	Significance to Fitpower Operations (Importance)	Significant Impact (Actual ❗/Potential ❕)								
		Positive	Negative							
Information Security	Beyond personal data protection, information security concerns company confidential technology and customer data protection, directly affecting market competitiveness and product value chain trust. Strengthening information security management and obtaining international certifications can reduce operational risks, prevent cyberattacks, and ensure R&D results and stable corporate development.	Enhanced customer trust ❗ Promotion of digital transformation ❗ Reduced carbon footprint ❕	Increased operating costs ❗ Business interruption ❕ Social controversy ❕	●	●	○	○			
Financial Performance and Taxation	The Company's financial performance reflects its operating efficiency, financial soundness, and competitiveness, and supports its ability to respond to risks and operational transformation. As a listed company in Taiwan, Fitipower's financial performance also affects shareholders' and investors' confidence, rights and interests, and capital market valuation. Therefore, the Company is committed to sustaining growth in its financial operations. In addition, tax governance is a key foundation of ethical corporate management. Through compliant and responsible tax management, the Company reduces operational risks and supports long-term development for both the enterprise and society.	Increased investment value ❕ Enhanced economic vitality ❕ Promotion of employee welfare ❕ Promotion of social investment ❕	Investment losses and distrust ❕ Economic instability ❕ Reduced environmental investment ❕ Employment uncertainty ❕	○	○	●	○	○		
Regulatory Compliance	Business operations must comply with fair trade, sales, environmental, safety and health, labor conditions, and listed company regulations. Violations bring financial and reputational losses, potentially affecting operational continuity. Legal compliance is not only employees' basic competency but also core to corporate sustainability, maintaining good trust with stakeholders and promoting long-term development.	IEnhanced business cooperation and investment ❕ Environmental protection implementation ❗ Product and service safety ❗ Improved labor rights ❗	ILegal penalties ❕ IImpact on company reputation ❕	○	○	○	○	●		
Green Product	With increasingly strict environmental regulations and rising green consumption and sustainability awareness, brand customers are committing to climate transition challenges. For Fitipower, focusing on green product R&D design is both our responsibility and opportunity. Beyond meeting market expectations and improving product competitiveness, it reduces environmental impact and costs throughout product lifecycles.	Innovation and market opportunities ❗ Reduced product CFP ❗ Increased resource efficiency ❗ Enhanced health and safety ❗ Promotion of green education ❗	Increased production costs ❗ Competitive pressure ❕ Industry transformation pressure ❕	●	●	○	●	○	○	○

Note：For main stakeholder icon correspondence, please refer to the "Key Stakeholder Communication Comparison Table"

1 Value Co-creation

About Fitipower Group

Product and Technology Innovation



Corresponding Stakeholders

- Employees
- Customers
- Academic Institutions
- Associations

Corresponding Material Topics

- R&D and Intellectual Property
- Green Products

Policy and Response to SDGs

Adhering to sustainable operations, by innovating management, marketing, and technology, we constantly enhance market competitiveness, provide new and high-tech products and services integrating social wellbeing and environmental protection to realize our brand vision: Drive your heart, Power your life.

About Fitipower Group

Fitipower Group focuses on IC design and semiconductor technology innovation. Its subsidiaries include Fitipower Integrated Technology Inc. and JADARD TECHNOLOGY INC., which jointly develop key chips for panel display, power management, mobile smart terminals, and IoT applications. Fitipower was founded in 1995 and is headquartered in Hsinchu, Taiwan. It was listed on the Taiwan Stock Exchange in 2018 (TWSE: 4961). We possess advanced R&D capabilities in analog, digital, and mixed-signal technologies. Our major products and services include comprehensive solutions for panel driver ICs and power management ICs, as well as multiple chip products such as timing controller ICs and motor driver ICs. Shenzhen Jadard (SSE: 688252) focuses on key chips for mobile smart terminals and smart IoT, with products covering display driver ICs, including touch and display driver integration, camera voice coil motor ICs, fast charging protocol ICs, and electronic shelf label driver ICs. Through continuous R&D, improvement, and verification, our products are favored by diverse customers worldwide. Exports account for nearly 90% of sales, with the core market concentrated in Asia. In addition to the Hsinchu headquarters, Fitipower has operating locations in Neihu, Taipei; Tainan; and Shenzhen, China, to provide customers with real-time technical services and business support. Looking ahead, Fitipower Group will continue to deepen R&D and technology innovation, promote high-efficiency chip solutions, and respond to global semiconductor industry transformation and market demand. Through sound operations and global deployment, the Group is committed to becoming a world-class IC design leader and providing customers with higher-quality products and services.

The Company website has introduced a comprehensive structure and diverse interactive functions, including a video section, questionnaires, and product inquiry forms, enabling stakeholders to more conveniently obtain required information and interact directly with the Company. The website covers corporate vision and mission, development strategies and policies, products and services, talent recruitment and benefits, and ESG-related information, enhancing corporate transparency and digital communication efficiency.

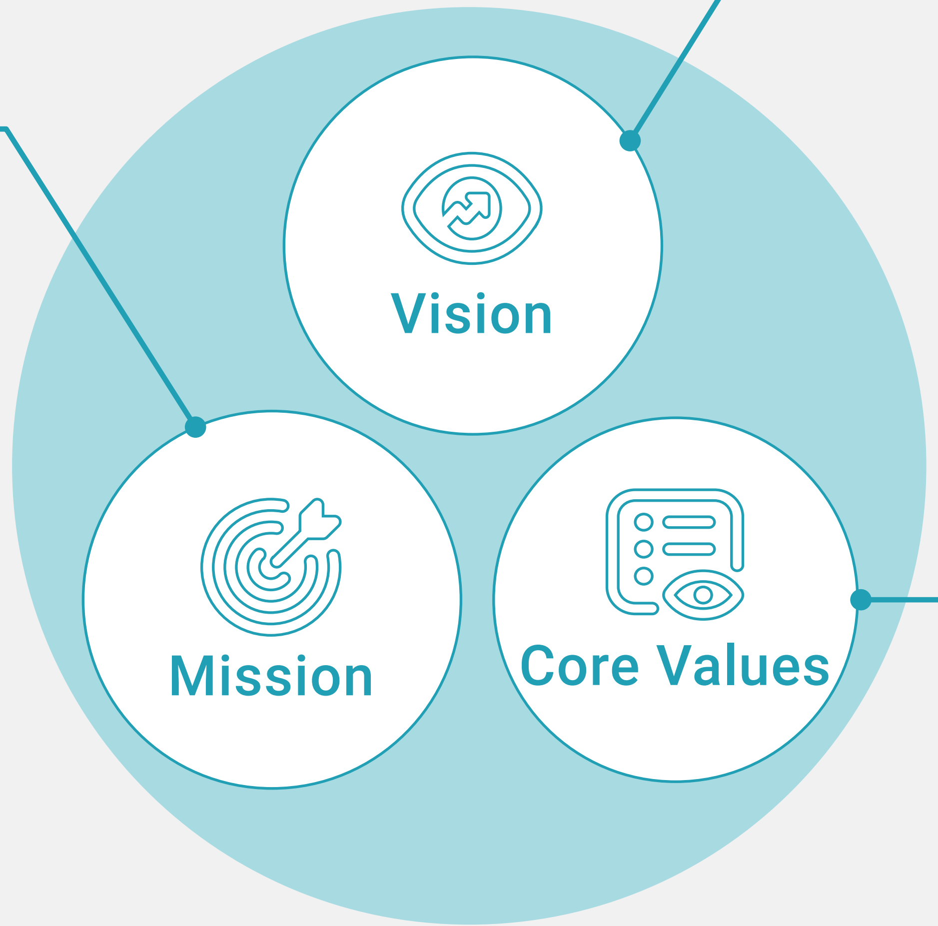
Fitipower Website | Fitipower Foundation Website | JADARD Website

Name	Fitipower Integrated Technology Inc.
Year Established	1995
Company Type	Listed company (TWSE: 4961)
Main business	Professional integrated design services for driver ICs and power management ICs
Headquarters	3F., No. 6-8, Duxing Rd., Hsinchu Science Park, Hsinchu City, Taiwan (R.O.C.)
Chairman	Mr. Young Lin
President	Ms. Sophia Chiu
Paid-in capital	NT$1.213 billion (December 31, 2025)
Revenue	NT$17.993 billion (2025)
Number of employees	835 (December 31, 2025)

Fitipower Vision and Mission

Developing IoT Application Fields・Driving Green Benefits in Power Management Strengthening R&D and Talent Core Capabilities・ Providing Market Demand Solutions

Fitipower is committed to developing various chips including display drivers and power management ICs. We will continue to consolidate R&D capabilities, developing diverse product applications and comprehensive one-stop services in edge computing, IoT, artificial intelligence, automotive electronics, and e-paper to rapidly meet the needs of various customers and potential customers. We aspire to promote smart and green living through human-machine interface innovation and five-senses interactive integration.



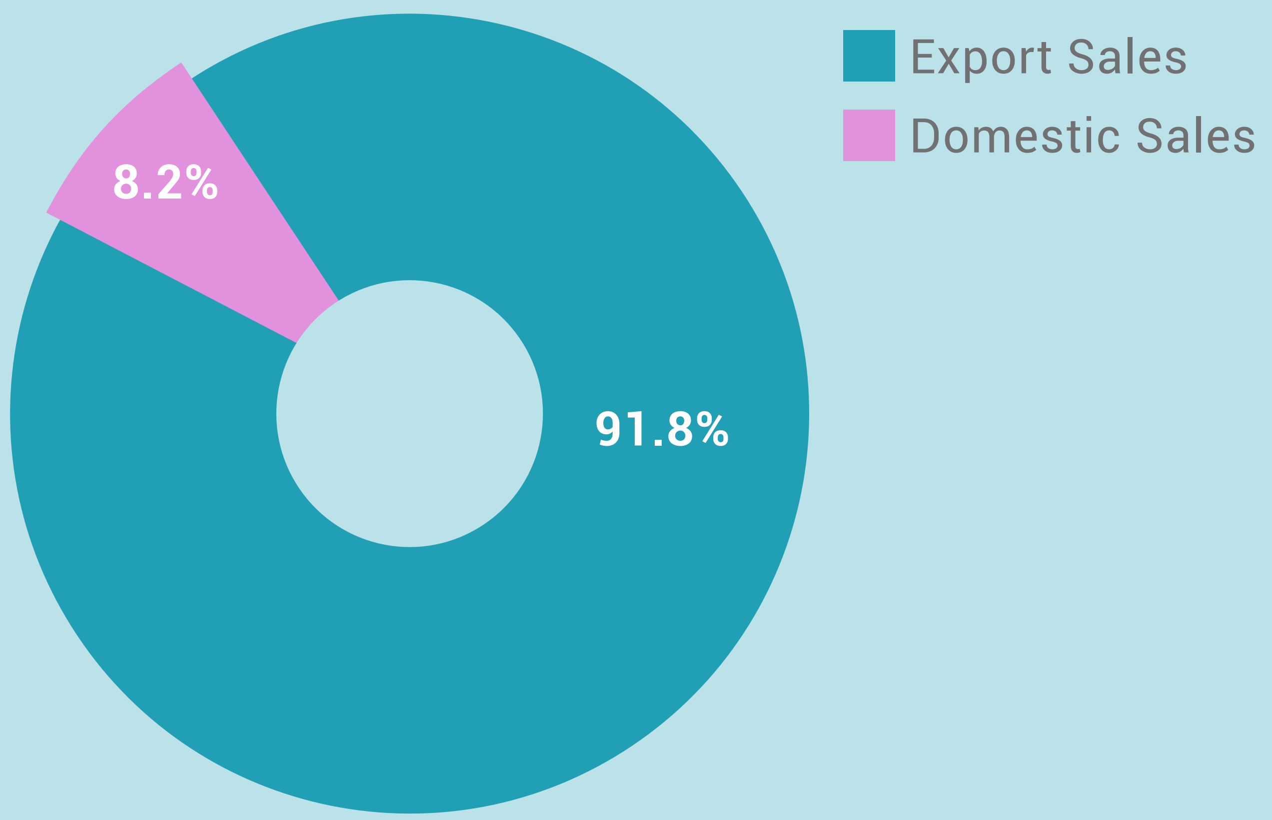
Leading Smart Living・ Driving the Carbon Reduction Era

We believe in "pursuing smart development, while also safeguarding our growing Earth, creating a beautiful future lifestyle."

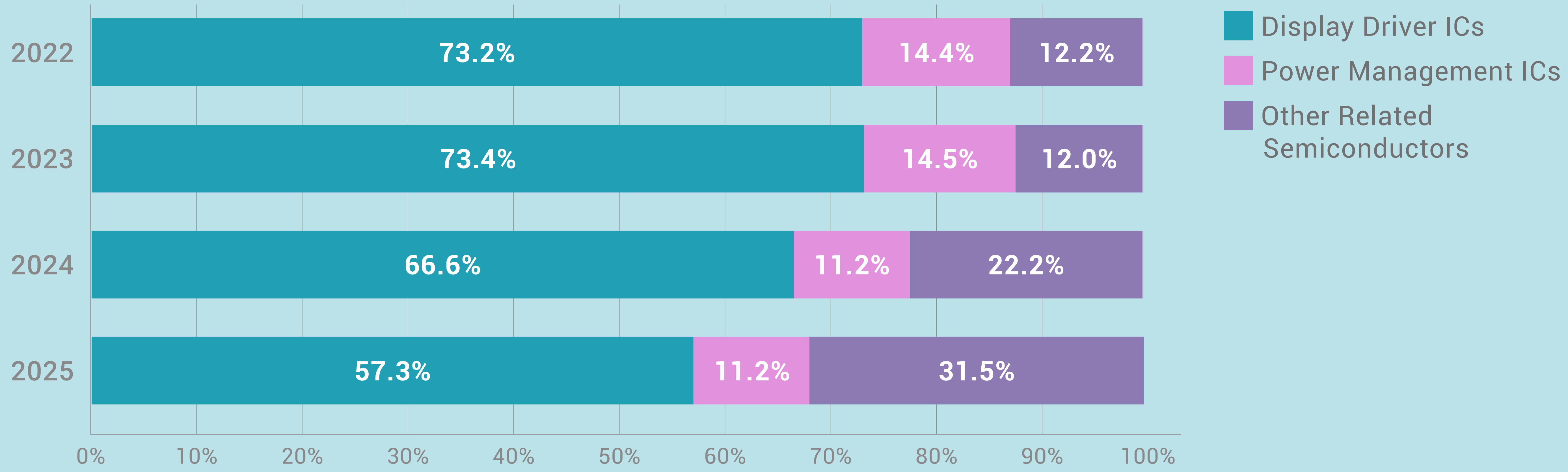
Customer-Oriented, Integrity & Accountability, Proactivity, Continuous Improvement, Communication & Coordination

We also expect colleagues to uphold five core values: "Customer-Oriented," "Integrity & Accountability," "Proactiveness," "Continuous Improvement," and "Communication & Coordination." Through communication, understanding and meeting customer expectations, acting responsibly and pragmatically, facing challenges directly, proactively taking action and continuously proposing improvements, we advance toward our common vision and mission.

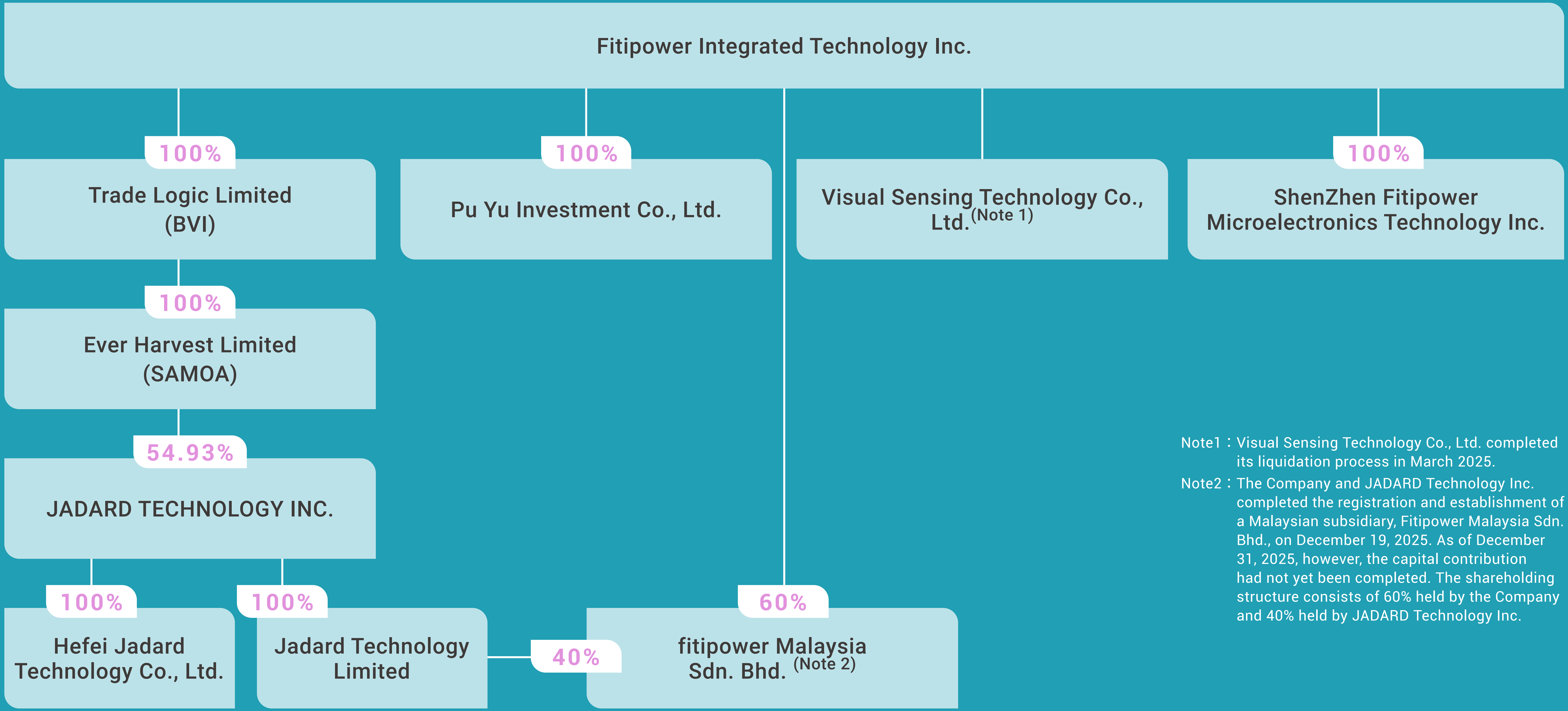
▶ 2025 Product Sales Status



▶ Main Product Revenue



▶ **Organizational Chart of Affiliates**



Note1：Visual Sensing Technology Co., Ltd. completed its liquidation process in March 2025.

Note2：The Company and JADARD Technology Inc. completed the registration and establishment of a Malaysian subsidiary, Fitipower Malaysia Sdn. Bhd., on December 19, 2025. As of December 31, 2025, however, the capital contribution had not yet been completed. The shareholding structure consists of 60% held by the Company and 40% held by JADARD Technology Inc.

Product and Technology Innovation

Targets

☑ Achieved

Short-term Goals（2025-2026）

Display driver ICs
- Product applications for Mini/Micro LED and AMOLED. ☑
- Product applications for color ePaper technologies. ☑
- Product applications for high-resolution and high-refresh-rate displays. ☑
- Product development for small-size driver ICs integrated with systems. ☑
- Product applications for highly integrated panel power management ICs. ☑
- Notebook universal Pgamma technology, enabling flexible adjustment for panels from different manufacturers. ☑

System-on-chip
- Develop high-image-quality, high-refresh-rate, low-power timing controller ICs. ☑
- Develop high-efficiency PMICs for color ePaper. ☑
- Develop Micro LED PMICs for AR glasses. ☑

Power management ICs
- Develop the high-performance computing (HPC) field ☑
- Develop DDR5-series PMICs. ☑
- Develop compact and high-efficiency integrated converters. ☑

HCITA
- Develop AIoT-related Edge AI applications. ☑
- Apply for 12 new patents each year. ☑

Other
- 12 new patent applications each year
- 2 industry-academia collaboration projects each year

Medium to Long-term Goals （2027-2030）

- Develop diverse product applications and comprehensive one-stop services in AI (including generative AI), edge computing, IoT, automotive electronics, and ePaper to rapidly meet the needs of customers and potential customers.
- Conduct two industry-academia cooperation projects each year.
- 12 new patent applications each year
- 2 industry-academia collaboration projects each year
- Obtain TIPS certification.
- Achieve 90% digital optimization by 2030.

Responsibilities

- R&D unit
- IP unit

Evaluation Indicators

- Product development and mass production
- Patent acquisition and protection

Key Stakeholders

- Employees
- Customers
- Academic institutions
- Association

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Driving the Evolution of Global Smart Living - *Drive* Your Heart

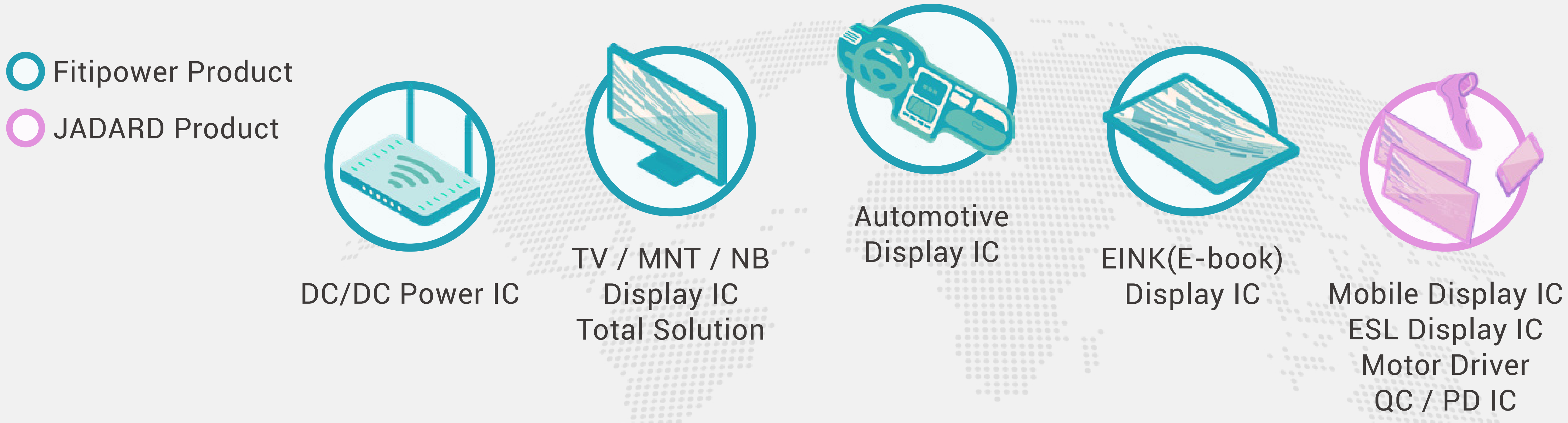
With the maturation and promotion of 5G technology, IoT applications have expanded, bringing unprecedented breakthrough growth to the markets for display, sensing, and power control equipment. Facing future panel technology requirements for IoT human-machine interaction - including high resolution, diversified screen sizes, and growing demand for experiential applications - Fitipower has deeply cultivated the panel driver IC field. End applications of its products cover smartphones, smart wearables, smart retail, smart services, smart manufacturing, smart security, digital homes, and many other areas, earning recognition and adoption by major international manufacturers. As a leading company in integrated driver single-chip R&D technology, Fitipower possesses independent design capabilities. Through years of accumulated technology and R&D investment, while also connecting product R&D with the industry ecosystem and cooperating with professional semiconductor manufacturers and packaging companies, we lead the era of AI and IoT and continue to pursue human well-being through core product technologies.

Empowering Lower-Carbon and Energy-Efficient Global Smart Living - *Power* Your Life

Fitipower's main products in the power management IC field include switching regulator ICs, linear regulator ICs, and integrated power management components. They are widely used in desktop and notebook computers, smartphones, smart TVs, set-top boxes, networking communication equipment, and security monitoring equipment. In 2007, the Company launched Taiwan's first 600V high-voltage white light emitting diode (WLED) driver IC and became one of the major suppliers of power solutions for notebook computers, LCD TV components, and networking device ICs. As environmental awareness increases, power efficiency in electronic products has become a key area for active improvement. Fitipower actively develops high-efficiency power management ICs for use in various electronic products, aiming to balance the growth of power supply needs with environmental protection and fully support the government's energy conservation policies. Going forward, in response to electric vehicle development trends, we will conduct R&D for product lines featuring high voltage, high current, and high reliability.

Product Applications and Leading Technologies

Fitipower has long specialized in panel display ICs and power management ICs. End applications of its products include smart home TVs, high-end commercial computer monitors, notebook computers, and a wide range of power management IC applications. Product types include display driver ICs, timing control and power management ICs, and power management ICs for networking devices. Looking ahead, we will focus on expanding low-power AIoT and high-performance electric vehicle-related IC products.



▶ 2025 R&D Results

R&D Results	2025 R&D Achievements
VividX next-generation color processing eDP 1.5 timing controller	Notebook Panel
Color E-paper Driver IC	E-reader
Ultra-high-resolution and high-refresh-rate timing controller IC	Monitor Panel
High-resolution 966-channel and 1,446-channel driver ICs	Television
FHD/QHD/UHD high-refresh-rate, low-heat driver ICs	Monitor Panel
Color E-paper Power Management IC	E-reader
Front light LED driver IC	E-reader
New COT low-Vin buck converter, 1A/2A	Networking and other 3C applications
High-PSRR LDO that effectively reduces the impact of power noise on images and enhances image quality	Camera module
Highly integrated fast-charging protocol IC with minimal external components	Chargers

Complete Solutions for Various Panel Chips

As AI computing is increasingly integrated into personal computers and mobile devices, consumer demand for high-performance, high-resolution, and low-power 3C products continues to rise, driving brand manufacturers to actively launch innovative products and promote market upgrades. Smart display technologies, high refresh rates, HDR, variable refresh rate (VRR), and AI image enhancement have become key market development trends. Fitipower provides customers with comprehensive solutions for various panel driver ICs and is committed to developing multi-IC energy-saving solutions to optimize the power consumption of end products, balance high performance with low energy consumption, and meet market demand for smart display technologies.

- Industry-leading Vivid X algorithm that delivers 30% backlight power savings while supporting color enhancement and calibration.
- Mass production of low-voltage, high-frequency, and low-power driver ICs for monitors, as well as the development of a complete low-power, highly integrated FHD dual-gate/L-driver solution for notebook computers.
- TV driver ICs supporting a complete tri-gate solution, as well as a P2P high-speed interface directly connected to the SoC to support TCON-less design, reducing the number of chips used in each LCD TV.
- TV and monitor driver ICs supporting low-power, thermal-pad-free solutions, reducing power consumption and simplifying thermal design.
- Single-chip driver solutions for small- and medium-sized AV products supporting WVGA, WSVGA, WXGA, and FHD resolutions, providing a complete solution portfolio for projectors and supporting specialized RGBW algorithms.
- AMOLED mobile phone driver ICs* with built-in noise reduction designs for power, logic, and output circuits, effectively enhancing image quality. The products also support multiple compensation algorithms to address panel defects through voltage and uniformity compensation, including data-line coupling compensation and pixel driving voltage adjustment, ensuring consistent and stable display performance.
- TDDI enhanced integrated touch and display driver IC series* supporting high refresh rates of 15Hz to 120Hz and a high touch reporting rate of 240Hz. Touch performance is enhanced through circuit optimization, AF architecture, and algorithm processing. The products also incorporate dynamic frame rate adjustment and four power modes to reduce energy consumption. In addition, the sink-pad design helps end customers achieve HD display solutions with a high screen-to-body ratio.

Note1：AMOLED mobile phone driver ICs and the TDDI enhanced integrated touch display driver series are products of subsidiary JADARD.

E-Book Display Driver ICs

Fitipower is a major global supplier of e-paper driver ICs. E-paper technology offers a paper-like display effect, comfortable reading that reduces eye fatigue, and zero power consumption for static images. It delivers significant energy-saving and environmental benefits and is widely used in e-readers, notebooks, and electronic shelf labels. As global smart retail and digital transformation accelerate, market demand for large-size and full-color display applications continues to grow. The Company continues to strengthen its R&D momentum, expanding product applications from mainstream 6-inch products to diverse large-size applications such as 10.3-inch and 13.3-inch products, while optimizing for next-generation color e-paper technology. By lowering driving voltage and increasing image refresh speed, Fitipower effectively reduces energy consumption while maintaining display performance, providing green IC solutions that combine excellent visual experience with energy-saving benefits.

- Incorporates the zero-power-consumption characteristics of static images and an optimized fast power-on/off design to maximize battery life for end devices.
- Industry-first color e-book driver IC with multiple power-switching capabilities, fully supporting the high-refresh-rate and smooth display requirements of next-generation color e-paper.
- Industry-first low-power four-color/seven-color display driver IC with multiple power-switching capabilities, designed specifically for electronic shelf labels (ESLs) to accelerate paperless transformation in the retail industry.
- Exclusive 7-Level Voltage driving technology, delivering contrast and grayscale detail far beyond 2-bit performance to present exceptionally clear text and vivid, lifelike color images.

Various power management ICs**

Fitipower develops high-performance LDO and power management IC solutions for markets such as notebook computers, cameras, mobile phone CCMs, AR, and VR. LDO products feature low noise, effectively reducing power interference with image quality, and use compact WLCSP packaging to meet modern device requirements for high performance and miniaturization. In addition, power ICs use the BCD process to integrate MOS switches, mixed-signal, and analog components. They maintain high efficiency even under light loads, support 100% duty-cycle operation, and achieve low dropout operation, helping customers reduce energy consumption and costs while improving end-product energy efficiency and system stability.

- Reduces output noise and improves output stability, while achieving a high power supply rejection ratio (High PSRR).
- Features ultra-low quiescent current, power-saving mode, and deep sleep mode to reduce power consumption and extend battery life.
- Dynamic voltage regulation adjusts the supply voltage upward or downward based on actual system operating conditions. When the system is idle or operating at low speed, reducing the supply voltage can significantly lower circuit power consumption.
- High operating frequency enables the use of smaller inductors, reducing PCB area. High integration and internal compensation circuits further reduce the need for external components, such as MOS switches and compensation capacitors.
- Provides a comprehensive product portfolio for high-voltage automotive power supplies, high-current HPC applications, and multiphase high-wattage power applications. The optimized design solution for next-generation color e-paper displays has also been completed.

Note2： DC/DC buck ICs and boost ICs, low-dropout linear regulators (LDOs), USB power switches, LED drivers, brushless DC motor drivers, and e-paper power management ICs.

Electronic Shelf Label Display Driver ICs*

As physical retail worldwide accelerates its digital transformation, electronic shelf labels (ESL) have evolved from simple dynamic pricing tools into core nodes that connect online-merge-offline (OMO) information with edge Internet of Things (IoT) applications. In response to global ESG sustainability trends and labor shortages at end markets, the ultra-low-power characteristics of ESL significantly reduce corporate operating energy consumption and maintenance costs.

With the development of smart retail, online-offline integration and real-time information synchronization have become core needs of the retail industry. Electronic Shelf Labels (ESL), with their low-power characteristics, are widely used in the Internet of Things (IoT), edge computing, and logistics fields, significantly reducing energy and resource waste and driving rapid demand growth.

- Provides complete solutions for 1.54-inch to 3.5-inch applications, while actively developing next-generation ICs integrated with energy harvesting technology, leading end applications toward battery-free and zero-consumable sustainable product development.
- Active broken-panel detection: An industry-unique broken-panel detection and active feedback mechanism that can immediately alert retailers when labels are damaged, reducing manual inspection costs.
- Micro high-definition upgrade: Industry-leading high-resolution driver ICs for small-size displays under 3 inches, significantly enhancing display quality, reducing graininess, and upgrading the close-range viewing experience.
- AI-Driven Optimization
- AI waveform tuning: Uses AI algorithms to optimize e-paper driving waveforms, significantly reducing the manpower and time required for end-product mass production preparation and accelerating customers' time-to-market.
- AI precision color calibration: Introduces machine learning for color calibration, effectively reducing panel-to-panel variation across production batches and ensuring a high level of visual consistency for chain retail brands.
- Exclusive VividInk™ Scoring technology: Uses AI models to automatically select and generate dithering effects that best match human visual preferences, maximizing image detail.
- Leading multi-color driving architecture: Industry-first mass production of 3-bit ESL driver ICs, with continued development of next-generation multi-color technology to meet the retail sector's increasingly diverse and impactful visual marketing needs.
- Active broken-panel detection: An industry-unique solution with broken-panel detection and active feedback mechanisms that can immediately notify the backend of damaged labels, eliminating manual in-store inspection costs.

Note： Electronic shelf labels are products of subsidiary JADARD.

AI Application Chips

Fitipower's technology development roadmap aims for AI algorithm and hardware co-design and co-optimization, targeting TinyML applications and markets. To master key TinyML technologies, Fitipower has in recent years invited the Industrial Technology Research Institute and Cadence to provide courses and guidance on technologies such as TVM and System C. In 2021, Fitipower successfully developed a TVM NN Compiler prototype design solution in-house. In 2022, Fitipower successfully developed a general-purpose AI accelerator with a low-power multicore architecture, primarily supporting CNN neural networks. In 2025, AI chips have been successively sampled to AIoT customers.

- Lightweight AI models: Optimizes AI models for specific application scenarios, such as voice recognition and environmental sensing, to reduce computational complexity.
- Hardware acceleration: Uses AI accelerators to improve computing efficiency while reducing power consumption.
- Low-cost implementation: Application-specific ICs optimize key functions without pursuing excessive additional features, significantly reducing costs.
- In-house IP development: Designs or optimizes IP by leveraging existing IP modules, reducing IC area while retaining control over key technologies for continuous advancement.

R&D and Patents

Facing rapid technological changes and shifting market demand, Fitipower builds on its comprehensive existing technologies, continues to accumulate R&D capabilities, and provides customers with full-scope design services and products. In 2025, Fitipower Group had 230 R&D personnel, with total R&D investment of NT$2.808 billion, accounting for 15.6% of total revenue and increasing by 2.6 percentage points from the previous year. This demonstrates the Company's continued increase in R&D resource allocation and use of forward-looking investment to support technological advancement and product development. To incentivize patent R&D, we have formulated the Patent Proposal Incentive Measures. In 2025, 18 new patents were approved, including five for Fitipower and 13 for Jadard. As of the end of the reporting period, Fitipower Group held a total of 173 valid patents in Taiwan and overseas. To strengthen the connection between intellectual property management and corporate governance, the Company regularly reports patent promotion results and intellectual property management implementation status to the Board each year and discloses relevant information on the Company website. Looking ahead, we will continue to expand our patent portfolio, increase R&D spending, encourage patent creation, protect Fitipower's R&D results and intellectual property rights, and actively participate in industry-academia organizations to promote cooperation across the semiconductor industry and support sound development of the industry ecosystem.

Fitipower IP Management Plan and 2025 Implementation Status

Fitipower's driver ICs are mainly used in large-size display systems such as notebook computers, monitors, and TVs. These systems use a multi-IC discrete architecture. In addition to synchronizing data reception across multiple driver ICs to ensure correct pixel capacitance data in different zones, it is also necessary to ensure similar driving voltage capability at the connection points among different ICs so that the entire display image remains consistent. Matching ICs across systems is also an important design consideration. For example, transmission interfaces from different manufacturers and specifications have different signal integrity performance in different size applications. Appropriate circuit compensation technologies are needed to receive data completely and satisfy different matching applications. For power management ICs, the main focus is the 3C market, including networking applications. Recent products emphasize high efficiency, low standby power consumption, and energy saving. In response to electric vehicle development trends, Fitipower is also conducting R&D for product lines with high voltage, high current, and high reliability.

Display DriverIC		power management IC	
• Multi-chip discrete architecture • Inter-system IC compatibility		• High-voltage constant on-time buck architecture • Multi-phase high-current buck architecture	
Computers and Monitors	TVs	Networking Devices	Electric vehicles
• Low power consumption • Anti-noise (GSM noise) and reduced noise emission (Touch noise) Note 2	• Larger sizes • High resolution (8K/4K) • High refresh rates • Enhanced buffer driving capability and narrow bezel applications Note 3 • Improved transmission interface speeds Note 4 • Electric vehicles	• Compact size • High efficiency • Low power consumption • High integration	• High voltage • High current • High reliability

Note1：Circuit technologies include multi-drop/P2P data transmission interfaces, high-strength gamma buffers, offset cancellation to reduce channel buffer deviation, sectored time-division driving, and gamma string layout symmetry optimization.

Note2：Circuit technologies include charge recycle, dynamic on/off switching, high PSRR bandgap LDO circuits, differential mode noise suppression, and dynamic signal swing adjustment.

Note3：Circuit technologies for enhanced driving capability and narrow bezel applications include output impedance reduction technology, fast gamma charging, fan-out compensation (FOC), and gate delay compensation (GDC).

Note4：Transmission interface circuit technologies include adaptive EQ, offset calibration, automatic frequency band selection, and high PSRR LDO to enhance interface anti-noise interference capability.

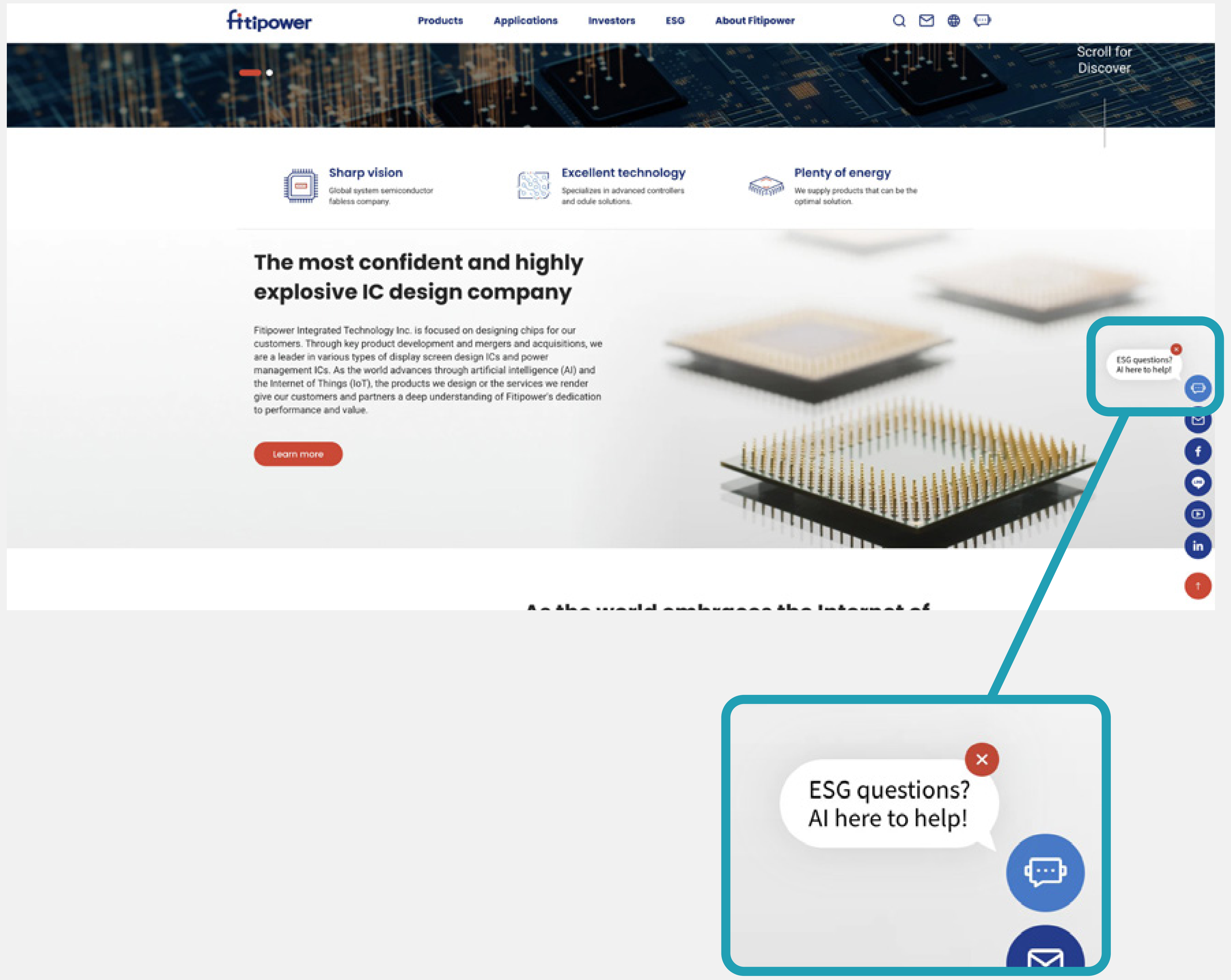
▶ New Patents Obtained in 2025 (Fitipower)

Patent No.	Name	Description
CN116346101B	Reset Circuit, Reset Signal Generation Method, and Chip	This application proposes a reset circuit, a reset signal generation method, and a chip. The reset circuit includes a first signal generation module, a second signal generation module, and a signal output module. The first signal generation module receives a detection signal and generates a first signal based on the detection signal. The second signal generation module is electrically connected to the first signal generation module, and receives and generates a second signal based on the detection signal and the first signal. The signal output module is electrically connected to the second signal generation module and the first signal generation module, and outputs a reset signal based on the first signal and the second signal. Accordingly, the reset circuit proposed in this application has a simpler circuit structure, occupies a smaller area, and can reduce the operating voltage and quiescent current during operation.
TWI882790B	Transmission Circuit, Transmission Method, and Transmission Receiving System	A transmission circuit is provided for transmission with a receiving circuit through a positive-end channel and a negative-end channel. The transmission circuit includes an output-stage circuit and a transition detection circuit. The output-stage circuit includes a variable output impedance circuit coupled to the positive-end channel and the negative-end channel, and a driving circuit having a positive output terminal and a negative output terminal. The driving circuit outputs a second data signal based on a first data signal through the variable output impedance circuit, with the positive output terminal and the negative output terminal respectively driving the positive-end channel and the negative-end channel through the variable output impedance circuit. The transition detection circuit is coupled to the output-stage circuit, detects whether the first data signal transitions based on a clock signal having a unit period, and generates a detection result to adjust the variable output impedance circuit.
CN115441729B	Power Converter, Signal Control Method for Multiple Integrated Modules, and Integrated Module	This application proposes a power converter, a signal control method for multiple integrated modules, and an integrated module. The power converter includes multiple integrated modules, including a first integrated module and a second integrated module connected in parallel. The first integrated module includes a first trigger pin, and the second integrated module includes a second trigger pin. The first trigger pin is electrically connected to the second trigger pin. The first integrated module generates a state trigger signal and a first pulse signal, and transmits the state trigger signal to the second integrated module through the first trigger pin. The second integrated module receives the state trigger signal transmitted by the first integrated module through the second trigger pin, and processes the state trigger signal to generate a second pulse signal.
TWI893925	Gamma Voltage Generator, Data Driving Circuit, and Gamma Voltage Generation Method	This application relates to a gamma voltage generator, a data driving circuit, and a gamma voltage generation method. The gamma voltage generator includes at least one main resistor string and at least one sampling module. The main resistor string has multiple main voltage-dividing nodes for outputting different gamma voltages. Some of the main voltage-dividing nodes also serve as main reference voltage nodes for receiving gamma reference voltages, and some also serve as main sampling nodes. The number of main sampling nodes is smaller than the number of main voltage-dividing nodes. At least one main sampling node is arranged between any two adjacent main reference voltage nodes. The input terminal and output terminal of the same sampling module are electrically connected to the same main sampling node. The sampling module samples the voltage of the main sampling node to obtain a sampled voltage and clamps the voltage of the main sampling node at the level of the sampled voltage.
TWI903179B	Differential Signal Amplitude Detection Circuit, Method, Receiving Circuit, and Data Preservation Method	This application provides a differential signal amplitude detection circuit, method, receiving circuit, and data preservation method. The amplitude detection module of the differential signal amplitude detection circuit receives a differential signal and obtains the input peak voltage of the differential signal. The reference peak voltage acquisition module receives the differential signal and obtains the reference peak voltage of the differential signal. The comparison module compares the input peak voltage with the reference peak voltage to compare the input differential voltage with a reference differential threshold, and outputs a first comparison signal based on the comparison result. Based on the first comparison signal, it can be determined whether the amplitude of the differential signal meets the required level, thereby identifying whether the differential signal is in an abnormal state such as open circuit, floating, or short circuit. Therefore, the differential signal amplitude detection circuit of this application can accurately identify and determine abnormal states of the differential signal.

Note：For JADARD patent details, please refer to the "JADARD 2025 Sustainability Report."

Digital Transformation and Automation Competition

Facing rapid changes in digital technology, Fitipower conducted a company-wide digital optimization inventory in 2022, comprehensively assessing the operations of each department and encouraging employees to propose appropriate digital initiatives for their work. Since 2024, in response to the AI transformation trend, the Company has planned to establish an AI platform integrated with daily operations to provide rapid solutions and real-time responses to feedback from external users. For example, in 2025, the sustainability AI assistant on the Company website was officially launched. Through AI training, it can provide accurate real-time responses to users and questioners. Stakeholders can use this function to obtain an initial understanding of the Company's sustainability implementation status.



To improve internal management processes and costs, enhance work efficiency, and ensure quality management, Fitipower regularly holds the "Golden Idea Award." The competition encourages employees to develop automation ideas based on their own operations and projects and to turn these ideas into cross-departmental benchmarks through ideation, proposal, implementation, and application popularization. The competition is divided into design, office automation, and validation and engineering categories and has now been held for six consecutive years. In 2025, four sessions were held, including two office category sessions. A total of 34 teams participated, 14 projects won awards, and NT$360,000 in prizes was awarded.

▶ Award-Winning Projects in 2025

Category	Award	Project Name
Design	Champion	• AI Agent-Based Design Assistant for HLS Workflow Optimization
	Distinctive	• AI-Assisted Validation of Co-Simulation Patterns • AI-Assisted Automation of Register Table Formatting • AI-Assisted Generation of TCON FW Patch Code • SRAM AutoGen Tool
Verification and Production	Champion	• COF drawing flow integration by automation
	Distinctive	• Touch AI Tutor • Project Summary Dashboard • Panel-power UI-driver compensation & n8n report automation
Office	Champion	• AI Cybersecurity Assistant • AI Agent-Based Attendance Data Processing Automation
	Distinctive	• Treasury Management & Utilization • Practical Application of MKT Meeting Minutes • Follow-up Reminder Assistant

2 Responsibility Sharing

Corresponding Stakeholders

- Shareholders/Investors
- Employees
- Government Agencies
- Suppliers
- Customers

Corresponding Material Topics

- Financial Performance and Taxation
- Regulatory Compliance
- Information Security

Policy and Response to SDGs

Under the premise of legal compliance and ethical corporate management, we will continue to strengthen the assessment and response of operational risks and opportunities; optimize external communication channels; establish a convenient, quick, accurate, and secure information network; and implement effective stakeholder communication and engagement to develop the core literacy and attitude required for sustainable development.

Business Performance and Taxation

Targets

Achieved

2025Targets

- Quarterly financial reports released within 30 days of accounting quarter closure, English version within 60 days ☑
- Annual financial reports released within 60 days of accounting quarter closure, English version within 90 days
- Annual earnings conference completed by mid-February of the following year ☑

Short-term Goals（2026）

- English quarterly financial reports released within 60 days of accounting quarter closure
- English annual financial reports released within 90 days of accounting year closure
- Annual earnings conference completed by mid-February of the following year

Medium to Long-term Goals （2027-2030）

- Continuously optimize external communication channels and maintain favorable relationships with global capital markets to enhance investor confidence
- Identify appropriate investment targets that contribute to product business expansion based on industry trends and market conditions, maintaining sound financial structure to create investment value

Responsibilities

- Management team / Board of Directors
- R&D unit
- Finance unit
- Sustainability unit

Evaluation Indicators

- Financial indicators and stock value
- Business strategies

Key Stakeholders

- Shareholders / Investors

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Financial Performance

In 2025, although inflationary pressure gradually eased, major economies around the world continued to maintain high interest rate policies. Combined with geopolitical conflicts and supply chain uncertainty, this made the global market recovery challenging. The consumer electronics market showed a moderate rebound, but the strength of demand recovery varied across applications, and the industry remained in the early stage of a post-inventory-adjustment replenishment cycle. In the face of multiple external risks and market fluctuations, Fitipower continued its strategy of flexible organizational deployment and resource allocation. The Company also extended relevant management approaches across the Group and the overall product value chain, laying the foundation for stable operations amid uncertainty.

Through vertical integration and horizontal specialization among domestic and overseas subsidiaries, we promoted localized and regionalized supply arrangements to respond to deglobalization and product decarbonization trends. On the customer side, we developed diversified innovative products and expanded product applications in AIoT, automotive, e-paper, communications, and other fields to align with market trends. In 2025, Fitipower provided nearly three billion product units and services, including 690 million display driver ICs, 1.12 billion power management ICs, and 490 million other ICs. Consolidated revenue for the year was NT$17.993 billion, and earnings per share reached NT$9.65.

Item	Sub-item	2022	2023	2024	2025
Direct economic value generated	Net Sales (NT$ thousand)	19,680,425	16,286,520	19,199,740	17,993,045
	Financial Investment Income (NT$ thousand)	84,410	343,492	302,631	444,165
	Asset Sales Income (NT$ thousand)	0	1,118	1,544	5
Economic value distributed	Operating Costs (NT$ thousand)	13,272,318	11,757,297	14,658,922	14,141,829
	Employee Salaries and Benefits (NT$ thousand)	2,532,201	2,175,538	2,323,394	2,505,990
	Payments to Capital Providers (NT$ thousand)	3,164,997	1,582,499	1,288,127	1,560,534
	Payments to Governments (NT$ thousand)	1,061,572	702,881	656,107	227,015
	Community Investments (NT$ thousand)	20,000	3,000	4,500	2,500
Economic value retained	(NT$ thousand)	(286,253)	409,915	572,865	653
Investment value	Return on equity	19.67%	13.64%	14.14%	9.18%
	Return on assets	13.22%	9.42%	9.69%	6.17%
	Gross margin	36.31%	32.43%	28.61%	28.50%
	Operating margin	19.66%	14.40%	11.48%	7.42%
	Net profit margin	16.61%	14.53%	12.98%	9.04%
	Earnings per share (NT$)	16.49	13.29	16.08	9.65
	Cash dividend per share (NT$)	8.5	10.64	12.87	7.72
	Market capitalization (NT$100 million)	215	312	282	174
	Capital expenditure (NT$ thousand)	748,490	465,492	733,939	567,736
Other	Government subsidies (NT$ thousand)	26,591	95,366	185,426	136,023

Note1：“Economic value retained” represents “direct economic value generated” minus “economic value distributed”

Note2：Market capitalization is calculated based on the share price as of December 31 of the reporting year.

Note3：The scope of consolidated financial information covers all entities listed in the “Affiliated Enterprises Organizational Chart,” excluding fitipower Malaysia Sdn. Bhd. The company was newly incorporated during the reporting year; however, as its capital contribution had not been paid in as of December 31, 2025, it is not included in the disclosure.

Tax Management

Fitipower proactively monitors changes in tax regulations and potential tax risks in the regions where its operating sites are located. To further ensure the effective operation of the tax management mechanism, the Company has established a tax policy and a tax management unit to effectively control tax risks. Routine tax administration and management are carried out by the accounting supervisor, with professional and experienced accounting personnel assisting the accounting supervisor in fulfilling the Company's tax obligations. The Chief Financial Officer bears ultimate responsibility for tax management. Relevant tax disclosure information is also reviewed by the CPA firm for accuracy. In addition, we strengthen our professional knowledge through services provided by external tax advisory organizations and actively participate in preferential subsidies such as tax credits for innovation and investment.

Tax Policy

- Operating activities are conducted in compliance with applicable regulations.
- Transactions among affiliated companies are conducted based on the arm's-length principle and in compliance with internationally recognized transfer pricing guidelines published by the Organisation for Economic Co-operation and Development (OECD).
- The tax impact is considered in all major operating decisions.
- The Company does not use tax havens for planning purposes or deliberately transfer profits to low-tax countries or regions for the purpose of tax avoidance.
- Financial reporting information is transparent, and tax disclosures are prepared in accordance with relevant regulations and standards.
- The Company maintains sound communication channels with tax authorities.

The principal operating locations of Fitipower and its subsidiaries are in Taiwan, Hong Kong, and China. We continuously monitor tax risks in each operating region and formulate response measures to ensure that operations are not affected. The major tax risks are as follows:

- Changes in tax regulations may adversely affect operating performance and increase the Company's tax burden.
- Changes in tax laws or incentive measures may affect the Company's existing tax planning.
- Changes in the economic environment, such as the tariff tensions between China and the United States, may affect changes in international investment locations and related tax impacts.

▶ Tax Payments in Recent Years

Year	2022	2023	2024	2025
Tax payments (NT$ thousands)	1,061,572	702,881	656,107	227,015

Governance Standards and Structure

Targets

Achieved

2025-2026Targets

- Rank in the top 20% in the Corporate Governance Evaluation. ☑
- Board attendance rate >90% ☑
- Independent directors to account for at least one-half of Board seats; female directors to account for at least one-third of Board seats. ☑
- No major deficiencies in internal control special audits ☑

Medium to Long-term Goals (2027-2030)

- Top 5% in Corporate Governance Evaluation
- Selected as a constituent of one corporate governance-related index
- Board attendance rate >90%
- Independent directors to account for at least one-half of Board seats; female directors to account for at least one-third of Board seats.
- No major deficiencies in internal control special audits

Responsibilities

- Board of Directors and relevant functional committees
- Audit Office
- Management team

Evaluation Indicators

- Board performance evaluation
- Annual internal audit report
- Corporate Governance Evaluation

Key Stakeholders

- Employees
- Government Agencies

Communication Mechanism

- Board and functional committee meetings, including the Remuneration Committee, Audit Committee, and Sustainability Committee
- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Since first participating in the Corporate Governance Evaluation, we have recognized shortcomings in Fitipower's information disclosure and governance systems and have begun making improvements. By redesigning the Company's website, we enhanced the completeness of governance-related disclosures. We also established the Sustainability Development Committee and related regulations to improve management processes and mechanisms. As corporate governance continues to advance, the composition of Fitipower's Board also demonstrates a high level of diversity. In 2025, women accounted for 43% of directors, significantly higher than the average among listed companies, while independent directors accounted for 71%, ensuring the independence and professionalism of corporate decision-making. These efforts are reflected in the Company's governance evaluation performance. Fitipower has improved its ranking year by year, achieving the 6%-20% tier in the 11th Corporate Governance Evaluation in 2025 and being selected as a constituent of the Taiwan Stock Exchange Corporate Governance 100 Index, demonstrating steady progress in corporate governance. Facing severe global volatility and unknown challenges, Fitipower will continue strengthening its governance system, improving information transparency and Board diversity, and ensuring steady progress on the path toward sustainable operations.

We recognize that a transparent corporate governance system and disclosure of organizational composition and operations are crucial. To ensure that the responsibilities and authorities of each governance body and individual are properly aligned, the Company has established relevant internal regulations. Through the oversight and checks and balances of the management team, we reasonably define and allocate responsibilities among all shareholders, the operating team, and stakeholders, thereby implementing corporate governance. Regarding employee and director remuneration, we comply with the Regulations Governing the Appointment and Exercise of Powers by Remuneration Committees of Companies Whose Stock is Listed on the Taiwan Stock Exchange or Traded Over the Counter. The Company's Articles of Incorporation stipulate that: "If the Company generates profit, no less than 5% shall be allocated as employee remuneration and no more than 1% as director remuneration. However, if the Company has accumulated losses, an amount shall first be reserved to offset such losses." This safeguards the interests of all stakeholders and supports sustainable operations. In 2025, the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all other employees was 12.50, and the annual compensation change ratio was 309.9%. We also amended the Board Performance Evaluation Regulations to require that an external professional independent team conduct a Board performance evaluation at least once every three years; the previous external evaluation was conducted in 2024. In addition, we encourage Board members and employees to actively participate in relevant continuing education courses, ensuring that the highest governance team and employees across units make judgments and decisions consistent with Fitipower's operating purpose and understand international and industry trends and responses.

Corporate Governance-related Training Courses

Participants	Course Name	Total Training Hours
Board Members	• Business secret protection and response strategies; Building resilient enterprises: 2025 sustainability risks and trends • 2025 Cathay Sustainable Finance and Climate Change Summit • Corporate innovation costs and AI; Insider trading and securities regulations	42
Corporate Governance Officer (CGO)	• 2025 Insider Trading Prevention Seminar • Internal audit and internal control practices for corporate employee reward systems • IFRS 18 "Presentation and Disclosure in Financial Statements": Standards and practical analysis • 2025 Legal compliance seminar on insider shareholding transactions	18
Accounting Officer	• Continuing education program for chief accounting officers of issuers, securities firms, and stock exchanges	12
Internal Audit Officer	• Practical seminar on "Understanding Corporate Contracts from the Perspective of Operating Cycles" • Legal liability analysis of greenwashing and false sustainability reports • How to prevent major financial misconduct, including asset stripping, insider trading, tunneling, stock price manipulation, irregular transactions, and financial reporting misstatements • Internal control practices related to "Management of Sustainability Information" for internal auditors	24

Senior Executive Compensation and Clawback

To strengthen corporate governance and implement the concept of sustainable operations, the Company has established a senior executive compensation system applicable to the Chief Executive Officer and the President. Relevant compensation is handled in accordance with the Remuneration Committee Charter approved by the Board and internal rules. It is reviewed by the Remuneration Committee and then submitted to the Board for resolution. The overall system design takes into account market competitiveness, operating performance, risk control, and long-term sustainability goals, balancing short-term operating results with long-term value creation.

Senior executive compensation includes fixed salary and variable rewards. Variable rewards are reasonably allocated based on the Company's overall operating performance, the individual performance of senior executives, and long-term development needs. To strengthen the linkage between ESG and compensation, the Board resolved in May 2026 to approve the Senior Executive Compensation Process and Principles. In addition to financial performance, annual performance bonuses now incorporate non-financial performance indicators covering a comprehensive range of areas, including sustainability information disclosure, green product development, climate risk management, renewable electricity procurement, employee diversity and inclusion, cultivation and training, talent attraction and retention, corporate governance and diversity management, intellectual property deployment, and social investment. Non-financial indicators account for 20% of the weighting. The achievement of Fiti SDGs is further linked to compensation, with an annual target achievement rate of over 85% required, thereby implementing senior executives' responsibility for sustainable operations.

In addition, the Company has established a reward clawback mechanism to strengthen senior executives' risk accountability. If a senior executive violates laws and regulations or engages in improper conduct, causing a major risk event or actual or potential loss of interests or goodwill to the Company, and the executive is found to be accountable after investigation, the Company may, according to the degree of responsibility, suspend payment of deferred bonuses that have not yet matured or vested. The Company may also claw back all or part of the variable rewards that have been approved, paid, or vested within the 12 months preceding the date of the Company's formal determination.

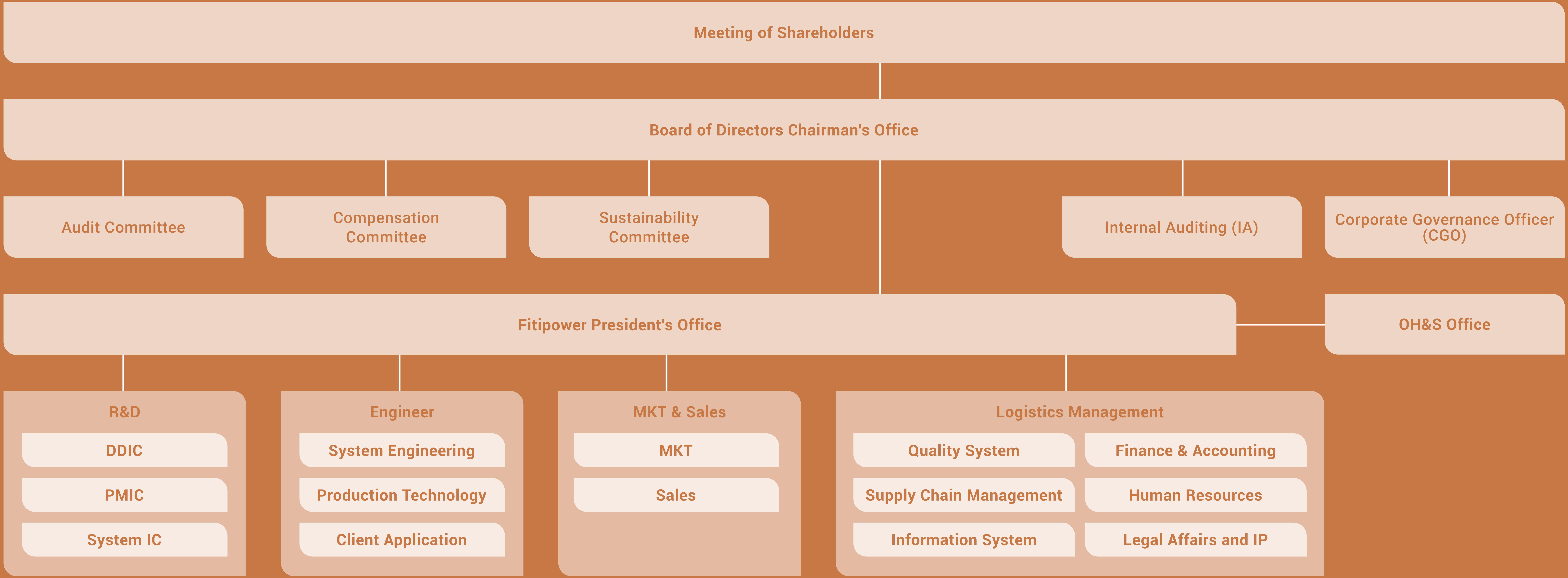
▶ Linking Executive Compensation with ESG Performance

Indicator Weight	Indicator Scope
Financial Performance (80%)	Various financial performance and shareholder equity indicators
Non-financial Performance (20%)	1. Fiti SDGs include a total of 64 targets for the 2026 target year, with a required target achievement rate of over 85%. 2. Target scopes include, but are not limited to, sustainability information disclosure, green product development, climate risk management, green electricity procurement, employee diversity and inclusion, cultivation and training, talent attraction and retention, corporate governance and diversity management, intellectual property portfolio development, and social investment.

Governance Structure

Fitipower's governance organization is shown in the table below. The Company has appointed a corporate governance officer and two corporate governance personnel by Board resolution. Their principal responsibilities include handling matters related to meetings of the Board of Directors, Audit Committee, Remuneration Committee, and shareholders' meetings in accordance with law; preparing minutes for the above meetings; assisting directors with onboarding and continuing education; providing directors with information required to perform their duties; and assisting directors in regulatory compliance. The responsibilities and implementation status of relevant units are described below.

▶ Fitipower Organization Chart



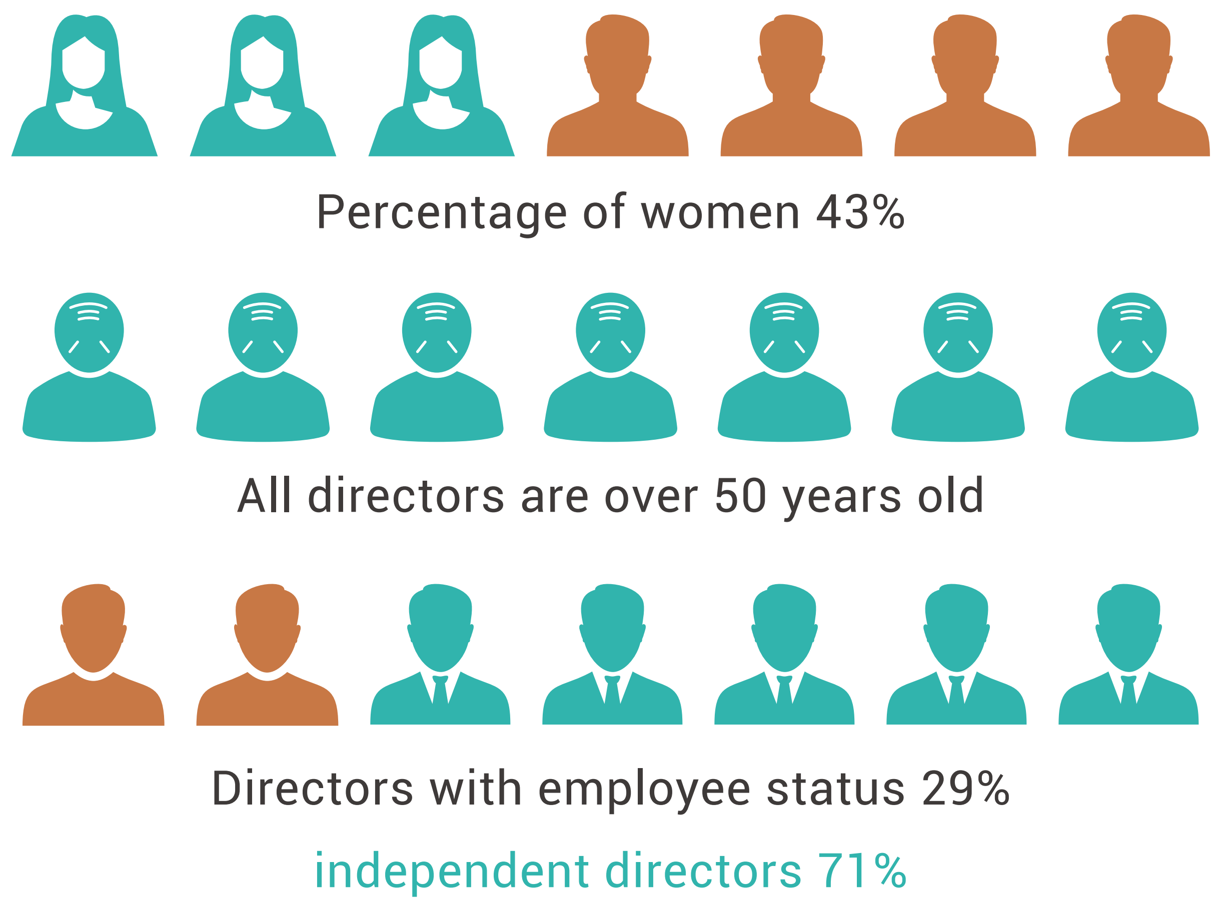
Board of Directors

Duty

- Establish important rules, contracts, and handling procedures, including charters and rules of procedure for governance bodies, procedures for disposal of assets, derivatives trading, lending funds to others, endorsements or guarantees for others, other major financial and business activities, internal control systems, and assessments of effectiveness.
- Resolve major matters, including management decisions and operating plans, capital increases or decreases, investments, and major donations.
- Supervise the Company's operations and implementation status, including financial performance and non-financial initiatives.
- Conduct performance evaluations and appoint or dismiss the Company's finance, accounting, and internal audit officers.

Member

After the Board re-election in 2024, Fitipower's Board of Directors consists of the Chairman and Chief Executive Officer, the President, and five independent directors. The term expires in May 2027. Director selection and succession follow the Articles of Incorporation and the Procedures for Election of Directors and adopt the candidate nomination system. In addition to considering professional and diverse core competencies, the Company values conduct, ethical reputation, and independence determination to achieve proper planning and effective supervision. The Company's seven directors have diverse backgrounds, including experience in different industries, finance, and accounting. In addition, we have established the Regulations Governing Board Performance Evaluation. Through internal and external evaluations and multiple measurement items, these regulations ensure sound Board operations and serve as a reference for director selection. For details on the directors' education, experience, capabilities, and diverse composition, please refer to the Board of Directors section on the Company website.



Meeting frequency

At least one meeting must be held each quarter.
In 2025, five meetings were held.

Member meeting attendance rate

100%

Functional Committees under the Board

Audit Committee

Duty

- Supervise the fair presentation of the Company's financial statements.
- Establish or amend internal control systems and supervise their effective implementation.
- Select or dismiss the certifying CPA and assess the CPA's independence.
- Manage existing or potential risks of the Company.
- Ensure the Company's compliance with relevant laws and regulations.
- Review transactions involving major assets, derivatives, lending of funds, and endorsements or guarantees.
- Review matters involving directors' own interests.

Member

Fitipower's Audit Committee is composed of five independent directors elected at the annual shareholders' meeting, with the same term of office as the Board of Directors.

Percentage of women 40%

All committee members are over 50 years old

Independent directors 100%

Meeting frequency

At least one meeting must be held each quarter. In 2025, five meetings were held. For details, please refer to the Audit Committee section on the Company website.

Member meeting attendance rate

96%

Compensation Committee

Duty

Its primary function is to evaluate, from a professional and objective standpoint, the Company's policies and systems for the compensation of directors, supervisors, and managers, and to provide recommendations to the Board for decision-making reference.

- Establish and regularly review the annual and long-term performance goals, remuneration policies, systems, standards, and structures for directors and managers.
- Regularly evaluate the achievement of performance goals by directors and managers, and determine the content and amount of their individual remuneration.

Member

Fitipower's Remuneration Committee is composed of three independent directors elected at the annual shareholders' meeting, with the same term of office as the Board of Directors.

Percentage of women 33%

All committee members are over 50 years old

Independent directors 100%

Meeting frequency

At least two meetings are held each year, and additional meetings may be convened whenever necessary. In 2025, three meetings were held. For details, please refer to the Compensation Committee section on the Company website.

Member meeting attendance rate

100%

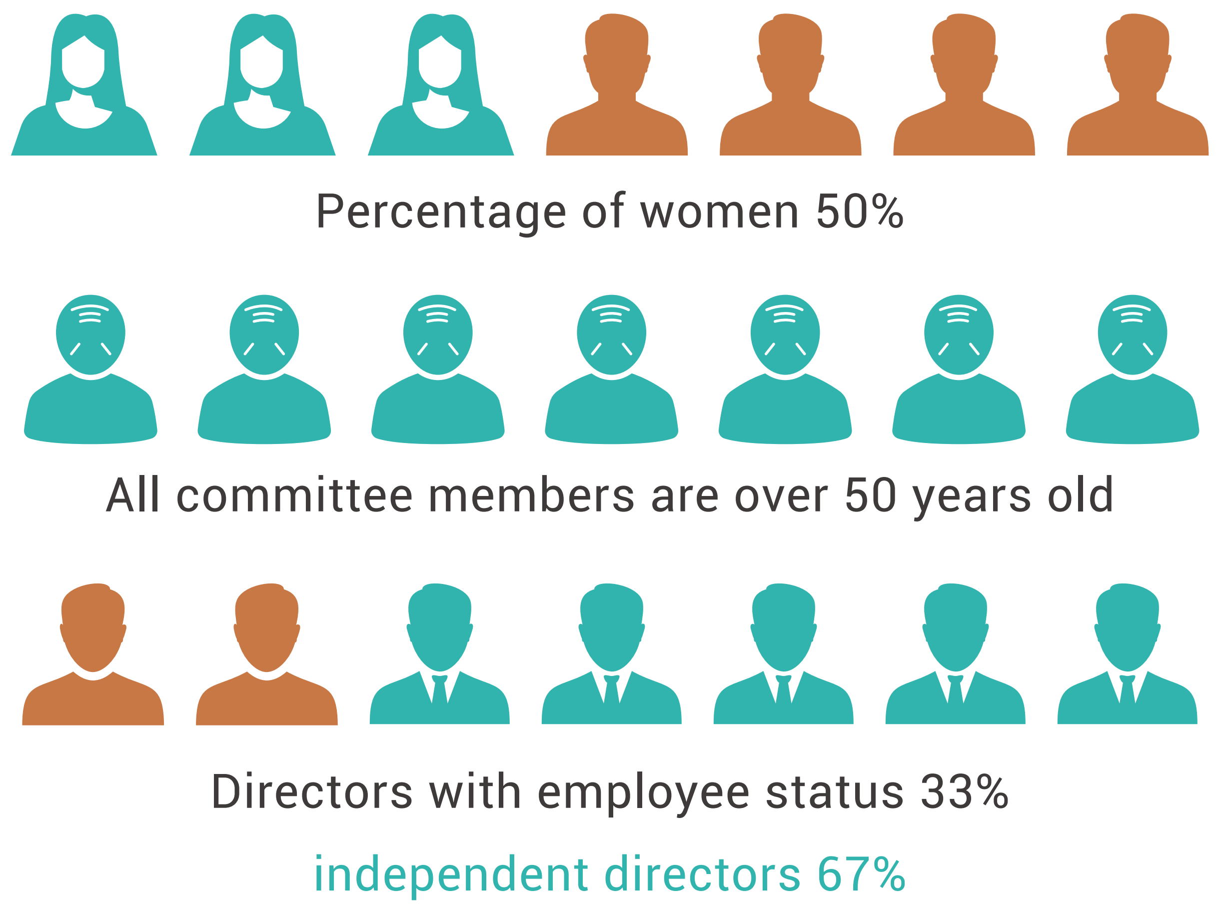
Sustainability Committee

Duty

- Review and approve the formulation and revision of the Group's sustainability development vision, policies, objectives, and sustainability-related regulations, codes, and procedural guidelines.
- Identify risks and opportunities related to the Group's sustainability development issues, determine response strategies and related investments.
- Supervise the planning and implementation of the Group's sustainability development strategies.
- Monitor the Group's sustainability development performance and information disclosure.
- Report the Group's sustainability development work plans and implementation performance to the Board of Directors.
- Other matters assigned to this Committee by Board resolution.

Member

Fitipower's Sustainability Committee is composed of the Chairman, the President, and four independent directors, with the same term of office as the Board of Directors.



Meeting frequency

The Committee shall convene at least two meetings each year and may convene additional meetings as needed. In 2025, two meetings* were held. For details, please refer to the Sustainable Committee section on the Company website.

Member meeting attendance rate

100%

Note：The Sustainability Committee meeting originally scheduled for December 2025 was postponed to January 5, 2026 due to a conflict with an important ad hoc meeting. It is still included in the report year's statistics.

Audit Office

Duty

- Evaluate the soundness, reasonableness, and effectiveness of the Company's internal control system and various management systems.
- Evaluate the efficiency with which each internal unit executes plans or policies and designated functions. This includes confirming whether each unit, branch, or department has appropriate staffing, whether each transaction cycle is properly recorded, and whether waste, fraud, or inefficiency involving cash, securities, or other assets can be appropriately prevented. The Audit Office also compares and analyzes operating performance, reviews operating results, and adopts effective measures to improve efficiency.
- Review audit reports and self-assessment reports submitted by units and subsidiaries, and track improvements in internal control deficiencies and abnormalities.

Member

The Company has one internal audit officer, appointed by resolution of the Board of Directors and dedicated to internal audit-related affairs.

Internal Audit Process and Frequency

Auditors conduct regular audits according to the annual audit plan. Auditors conduct regular audits according to the annual audit plan. In addition to regularly reporting audit operations to the Audit Committee, the chief internal auditor shall attend Board meetings and provide reports.

Internal Audit Management Process:

STEP 1 Regulation and system establishment and updates → STEP 2 Annual audit planning → STEP 3 Audit notification and implementation → STEP 4 Audit reports and improvement tracking → STEP 5 Results reporting

Percentage of Deficiencies Improved

No internal deficiencies were identified in 2025.

Regulatory Compliance and Business Ethics

Targets Achieved

Short-term Goals (2025-2026)

- No material violations of laws or regulations. ☑
- Completion rate of annual mandatory courses related to business ethics and regulatory compliance to reach 100%. ☑

Medium to Long-term Goals (2027-2030)

- No material violations of laws or regulations.
- Completion rate of annual mandatory courses related to business ethics and regulatory compliance to reach 100%.

Responsibilities

- Audit Office
- Legal unit
- Human Resources unit

Key Stakeholders

- Employees
- Government agencies
- Suppliers

Evaluation Indicators

- Violations and litigation matters

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

To strengthen corporate business conduct, business ethics, and a culture of legal compliance, Fitipower has established relevant internal ethics rules based on Taiwan's Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, the Personal Data Protection Act, the Trade Secrets Act, the Fair Trade Act, the Securities and Exchange Act, and other regulations. These internal rules can be downloaded from the Important Internal Corporate Rules section on Fitipower's website. The administrative management unit is responsible for formulating and supervising the implementation of integrity management policies and prevention programs, and regularly reports implementation results to the Board each year. In addition to requiring directors and employees to comply with relevant rules, the Company also conducts employee training and tests to raise awareness of integrity management and business ethics. In 2025, total employee training hours related to these topics reached 2,187 hours.

Regarding conflict of interest management, Fitipower has recusal requirements in the Rules of Procedure for Board Meetings and in the charters of the Audit Committee and Nomination Committee. If a committee member has an interest in a meeting matter, either personally or through the juristic person represented by the member, the member shall explain the material aspects of the interest at the meeting. If there is a likelihood of harm to the Company's interests, the member may not participate in the discussion or voting, shall recuse themselves during discussion and voting, and may not exercise voting rights on behalf of other directors. The Company has established the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, and Regulations Governing Financial and Business Transactions among Related Parties, which also expressly prescribe recusal requirements for relevant stakeholders.

In addition, Fitipower has established an independent whistleblowing mailbox (wb@fitipower.com) for use by both internal and external parties. If the responsible unit receives a report, it shall handle the matter in accordance with the procedures set forth in the Company's "Procedures for Ethical Management and Guidelines for Conduct." Depending on the party involved in the reported matter, the case shall be submitted to the department head or independent directors for fact-finding. After investigation and handling, the reported matter, handling approach, and subsequent review and improvement measures shall be reported to the Board of Directors.

We encourage internal and external parties to report unethical or improper conduct. Depending on the severity of the case, a reward of up to NT$10,000 may be granted. Fitipower also commits to protecting whistleblowers from improper treatment as a result of reporting. With respect to regulatory compliance, the responsible units for each management procedure and regulation update relevant internal rules in a timely manner in accordance with applicable laws, while the Audit Office reviews regulatory compliance based on the internal audit system. In 2025, Fitipower did not receive any reports related to violations of ethical corporate management, nor did it identify any regulatory violations, including those related to environmental protection, health and safety, labor, marketing and product labeling, and unfair competition.

Risk Management

Targets Achieved

Short-term Goals（2025-2026）

- Deepen climate risk identification and link it with the TCFD framework. ☑

Medium to Long-term Goals （2027-2030）

- Implement enterprise risk management (ERM) from 2027 onward.
- Deepen nature-related risk identification and link it with the TNFD framework in 2030.
- Introduce business continuity planning (BCP) from 2029 onward.

Responsibilities

- Risk management unit

Key Stakeholders

- Shareholders / investors
- Customers
- Suppliers
- Employees
- Government agencies

Evaluation Indicators

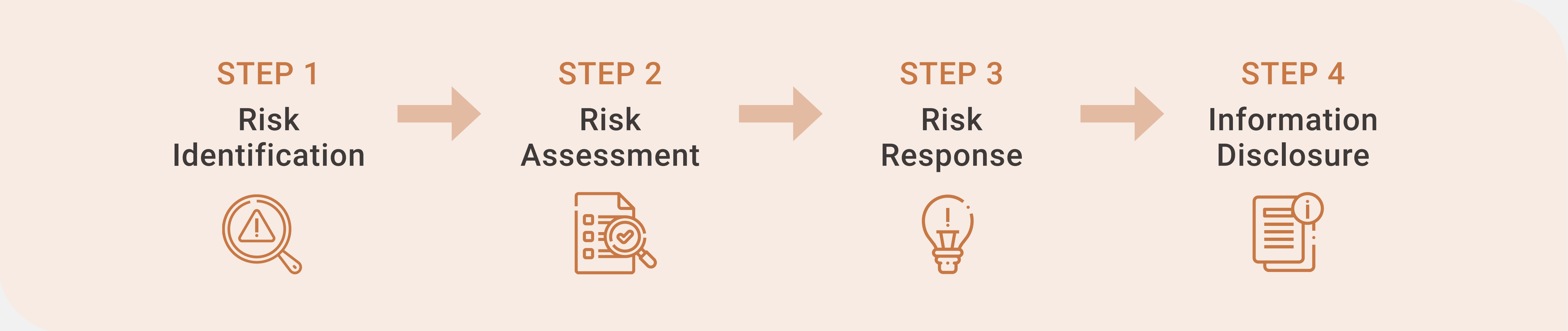
- Annual risk report

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

To implement Fitipower's sustainable operating goals, we are committed to properly assessing, effectively identifying, measuring, monitoring, and managing potential risks in all business activities, and to controlling risks within a tolerable range. To this end, the Company has formulated the Fitipower Integrated Technology Inc. Risk Management Policy and Procedures as the highest guiding principle for all units in promoting risk management work.

Risk management operations shall follow the Company's overall business strategies and objectives. Factors such as business growth, risk tolerance, and return potential are considered comprehensively to establish risk tolerance standards, regularly assess and monitor risk exposure, and establish risk indicators and early warning mechanisms. The Company further simulates possible future scenario changes as a reference for risk response. Fitipower's risk management is based on relevant Company policies and internal control systems. Each operating unit identifies, analyzes, measures, monitors, responds to, and reports risks according to its business characteristics and the degree of risk impact, while continuously reviewing and improving response measures. The risk management process includes the following four core procedures:



Risk Management Policy and Procedures

Each management unit must regularly assess and review risk issues. Based on extensive operating experience and senior professional judgment, the President consolidates these issues into major risk matters and regularly reports to the Board on the formulation of preventive, control, and early-warning measures for various risks in the course of business management.

Risk Category	Risk Item	Risk Description	Response Strategy
Environmental Risk	Climate Change	In response to climate change, major countries worldwide have announced net-zero targets, and many international brands and enterprises have followed by setting related goals and actions. As one of the major suppliers of integrated chip solutions, Fitipower may directly face requirements from customers and governments, resulting in increased related costs or, in more serious cases, the risk of terminated cooperation.	Fitipower continues to monitor international trends, customer expectations, and domestic policy requirements, and plans relevant targets and actions accordingly. In the short term, we are further improving internal management systems and databases for climate risks and carbon emissions, including the introduction of TCFD, ISO 14064-1, and ISO 14067, while continuing to promote energy conservation and carbon reduction measures such as green office culture and green procurement. In 2025, the Board approved an accelerated green electricity procurement schedule starting from 2027 and established related procurement targets. We also completed a comprehensive assessment of climate-related risks and opportunities and their financial impacts, published an independent TCFD report, and launched an ISO 14064-1 greenhouse gas inventory across the Group, with subsidiaries newly included in the inventory scope, to serve as the basis for future carbon management.
Human Resources Risk	Long Talent Development Cycle and Turnover	R&D talent for power management ICs requires a longer development period. In addition, Taiwan entered this field relatively late, and the overall environment still focuses mainly on cultivating digital design R&D personnel. Compared with overseas markets, there are fewer engineers in Taiwan with practical mass-production experience in power management IC design and manufacturing.	The Company has established sound welfare and reward systems to attract outstanding talent and strengthen employee engagement, thereby reducing turnover. In addition, the Company actively exchanges information with domestic and overseas academic institutions and research organizations to build a product R&D technology database.
Operational Risk	Semiconductor Process Improvement	Semiconductor processes required for high-end power management ICs, such as high-voltage, BCD (Bipolar-CMOS-DMOS), and BiCMOS processes, remain underdeveloped among domestic foundries and require further development to compete with overseas manufacturers.	The Company maintains close cooperation with leading wafer foundries to obtain first-hand technology and support. In addition to having strong process development personnel, the Company actively assists foundries in collaborating on new process development and process stability optimization. This ultimately enhances product specification competitiveness, stabilizes production yield, vertically integrates front-end wafer and back-end outsourced production, and ensures sufficient and stable capacity to produce power management ICs with price competitiveness.
	Increasing Product Function Complexity	Future smart living trends will emphasize interaction and connectivity, personalization, and convenient access to information. As a result, future displays are expected to be thin, lightweight, durable, portable, easy to read, and multifunctional. At the same time, as green energy conservation becomes a key issue for society, IC product design must also evolve accordingly.	The Company will continue to monitor the latest technological information and market demand trends, and maintain close communication with customers to accurately understand future development trends and actual customer needs.
	Capacity Supply	As Fitipower's continued development across product lines gradually contributes to revenue growth, the current tight supply-demand conditions in the industry may create risks of shipment disruption due to wafer and packaging/testing capacity shortages.	Fitipower will continue to work closely with upstream and downstream partners through strategic cooperation, creating positive support for long-term business expansion.

Risk Category	Risk Item	Risk Description	Response Strategy
Operational Risk	Impact of Interest Rate Changes	Changes in interest rates may cause investment funds to flow toward products that benefit from rising rates and may also increase the Company's borrowing costs.	The Company maintains good relationships with banks to obtain more favorable interest rates. It will adjust fund allocation in a timely manner based on changes in financial interest rates to reduce the impact of interest rate fluctuations on profit and loss. In 2025, interest expenses amounted to NT$8.526 million, accounting for only 0.047% of operating revenue for the year, and did not have a material impact.
	Impact of Exchange Rate Changes	The currencies used for import and export transactions directly affect financial performance. For companies with a high export ratio, the ability to diversify foreign exchange hedging tools and improve forecasting and judgment capabilities is essential.	The Company's purchase and sales activities are mainly denominated in U.S. dollars. Therefore, sales and procurement transactions denominated in currencies other than the functional currency give rise to exchange rate risks. The Company manages foreign exchange risk through netting assets and liabilities denominated in the same currency and by using derivative financial instruments such as forward foreign exchange contracts and currency swaps. Transaction amounts are generally limited to the net foreign currency position generated from operations to ensure that financial hedging objectives are achieved. In 2025, foreign exchange gains and losses amounted to NT$59.221 million.
	Impact of Inflation	Inflation may lead to increases in material costs.	Fitipower continuously monitors fluctuations in raw material market prices and maintains good relationships with suppliers and customers to reduce the impact of inflation. In 2025, the Company did not experience any material impact from inflation.
	Purchase Concentration	Purchase concentration may increase the risk of supply disruption.	The Company actively builds long-term partnerships with foundry partners, closely monitors product production status, maintains frequent communication, and works with more than two suppliers to diversify production risks.
	Sales Concentration	Excessive reliance on a small number of customers or markets may result in greater immediate impact on operations when those customers or markets are affected by market volatility.	The Company will continue to actively expand into diversified markets and develop new customers to reduce excessive dependence on any single customer. In 2025, only two customers accounted for more than 10% of total sales. Overall, the Company did not have material sales concentration risk.
	Fund Utilization and Financial Operation	Risks include engaging in high-risk or highly leveraged investments, lending funds to others, providing endorsements or guarantees, and conducting derivative transactions.	Based on a conservative and prudent operating philosophy, the Company does not engage in high-risk or highly leveraged investment activities. The Company has established the "Procedures for Lending Funds and Making Endorsements/Guarantees" and the "Procedures for Acquisition or Disposal of Assets" as the basis for compliance by the Company and its subsidiaries. During the reporting period, except for endorsements and guarantees provided to subsidiaries for operational needs, the Company did not lend funds to others.
	Information Security	With rapid technological advancement and the widespread use of infrastructure related to mobile devices, IoT, cloud services, remote work, and corporate digital transformation, information security risks continue to increase and have a broader impact. Such risks may not only damage the Company's own rights and interests, but may also affect cooperation with business partners.	Fitipower signs mutual confidentiality clauses with all customers and has established a comprehensive information security risk assessment and management system (ISO 27001) to ensure the achievement of related objectives and continuous improvement. We continue to invest resources in strengthening information security management across three major areas: external defense, internal control, and information security awareness. In 2025, subsidiary JADARD also successfully obtained ISO 27001 certification.

Information Security

Targets Achieved

Short-term Goals (2025-2026)

- Subsidiary JADARD to obtain ISO 27001 certification. ☑
- Maintain ISO 27001 effectiveness ☑
- 100% completion rate for information security education and training ☑
- Zero major information security incidents ☑

Medium to Long-term Goals (2027-2030)

- 100% ISO 27001 coverage
- 100% coverage and completion rate for employee information security education and training
- Zero major information security incidents

Responsibilities

- Information unit

Key Stakeholders

- Employees
- Customers

Evaluation Indicators

- Information security training and drills
- Customer information leakage status

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

With rapid technological change, widespread use of infrastructure related to mobile devices, the Internet of Things, cloud services, and remote work, as well as enterprise digital transformation, information security risks are increasing and their impact scope is becoming broader. In addition to damaging the Company's own rights and interests, such risks may affect cooperative relationships with business partners. Therefore, we sign mutual confidentiality clauses with all customers and protect sensitive information of both parties through rigorous operating procedures. To strengthen information security management and ensure the confidentiality, integrity, and availability of its information assets, Fitipower has formulated an Information Security Policy. The policy provides an environment in which the Company's information operations can continue operating and remain protected from intentional or accidental internal and external threats.

Information Security Policy

Vision	Strengthen personnel awareness, prevent data leakage, implement routine operations and maintenance, and ensure service availability.
Targets	• Ensure that the Company's information operations comply with relevant legal requirements. • Ensure all personnel understand their information security responsibilities, protect information assets, and reduce the risk of information security incidents. • Ensure confidentiality of the Company's information assets, implement data access control, and allow information access only by authorized personnel. • Ensure integrity and data accuracy of the Company's information operations management, hence preventing unauthorized modifications. • Ensure the continuous operation of the Company's information operations, meeting operational service level requirements.

To ensure the effective operation and implementation of Fitipower's information management practices and to address potential risks, we began establishing a comprehensive information security risk assessment and management system (ISO 27001) and a Security Operations Center (SOC) in 2022. We also established an Information Security Committee, which regularly reports operational status and planned actions to the Board of Directors to ensure the achievement of objectives and continuous improvement.

In 2025, we further introduced ISO 27001 to our subsidiary JADARD, which obtained third-party certification for the first time. Fitipower continues to implement information security management across three key areas: "external defense," "internal control," and "information security awareness." During the reporting year, the Company did not receive any complaints related to customer privacy infringement, information theft, leakage, or loss. We also conducted one information security drill, a phishing simulation, and provided retraining and testing for employees with insufficient information security awareness. All employees who completed the post-training assessment passed the required standards, ensuring the effective implementation of the information security policy.

ISO 27001 Certificate

Information Security PDCA Cycle Management

Information Security Governance
- Compliance with regulatory requirements
Information security operational procedures

Promotion and Implementation
- Information security policy promotion
Information security education and training
Information security management system implementation

Risk Improvement
- Improve operational procedures
Introduce solutions

Risk Assessment
- Information security risk assessment mechanisms

Information Security Committee

Information Security Committee
The President serves as the convener, with six members including the Chairman and relevant senior officers.
- Ensure information security management and goal setting align with the Company's business strategy.
- Review matters related to information security management.
- Coordinate allocation of resources required for information security management system implementation.

Information Security Audit Team
- Develop internal information security audit plans.
- Execute internal audits, issue findings, and track improvements.

Executive Secretary
- Coordinate the Information Security Executive Team and the Emergency Response Team in performing information security tasks.
- Responsible for early warning and monitoring of information security status, and handling information security situations and incidents.
- Provide recommendations for information security management improvements and assist in executing information security self-assessments.

Emergency Response Team
- Coordinate and guide emergency response handling during major information security incidents.
- Coordinate development, maintenance, revision, and execution of disaster recovery procedures.
- Conduct emergency incident testing and drills.
- Consolidate disaster scene evidence and assess disaster damage.

Information Security Implementation Team
- Identify information security-related regulations and contracts, and establish internal related management standards and systems.
- Execute resolutions of the committees and information security-related activities.
- Research new information security products or technologies and conduct information security-related education and training.
- Plan corrective measures and execute audit improvement recommendations.

External Defense

Defense against hacker attacks and virus threats

Internal Control

Protection of the Company's intellectual property, trade secrets and improvement of internal information security

Information Security Awareness

Employee information security awareness, education and training, security drills and other information security awareness enhancement initiatives

Dimension	Control Item	Related Actions	Audit and Verification
External Defense	Network Security Management	• Established firewalls to segregate internal, external, and DMZ networks • Regularly reviewed and adjusted firewall policies- Managed and controlled internal • external network administration access, including IPS, URL filtering, and sandboxing • Conducted HIP checks and 2FA identity authentication for remote connections • Introduced Trend Micro MDR • Automatically blocked suspicious IPs by matching indicators of compromise (IOCs)	Strengthen the security of internal and external network access
	Computer Virus Protection	• Established end-to-end protection mechanisms from gateways to endpoints • Used MailSpam for email filtering and virus scanning • Conducted regular vulnerability scanning and system updates for servers and computers • Monitored virus protection and malicious program behavior • Introduced an asset management system to check for unauthorized software installation	Strengthen the security of the internal information environment and services
Internal Control	Data Protection and System / Application Access Control	• Controlled internal data access permissions • Controlled internal data export and transmission • Managed and reviewed user account permissions • Reviewed and adjusted account permissions upon personnel changes	Ensure the effectiveness of the Company's internal data protection mechanisms
	Information Record Protection	• Established SOC and DLP systems to implement the following measures • Controlled and recorded access to internal and external systems • Controlled operational behaviors and maintained activity logs • Managed, recorded, and issued alerts for abnormal events • Protected and retained relevant records	Ensure the validity and evidentiary value of records and comply with regulations
	Information Security Incident Management	• Established information security incident handling procedures	Strengthen information security incident handling procedures to reduce the likelihood of occurrence and operational impact
Information Security Awareness	Information Security Policy and Training	• Management regularly reviews, formulates, approves, and announces information security policies • Enhances employee information security awareness through training, e-learning, and information security communications	Confirm the applicability and effectiveness of information security policies and enhance employee information security awareness

3 Partner Co-prosperity

Customer Service

Supply Chain Management

Corresponding Stakeholders

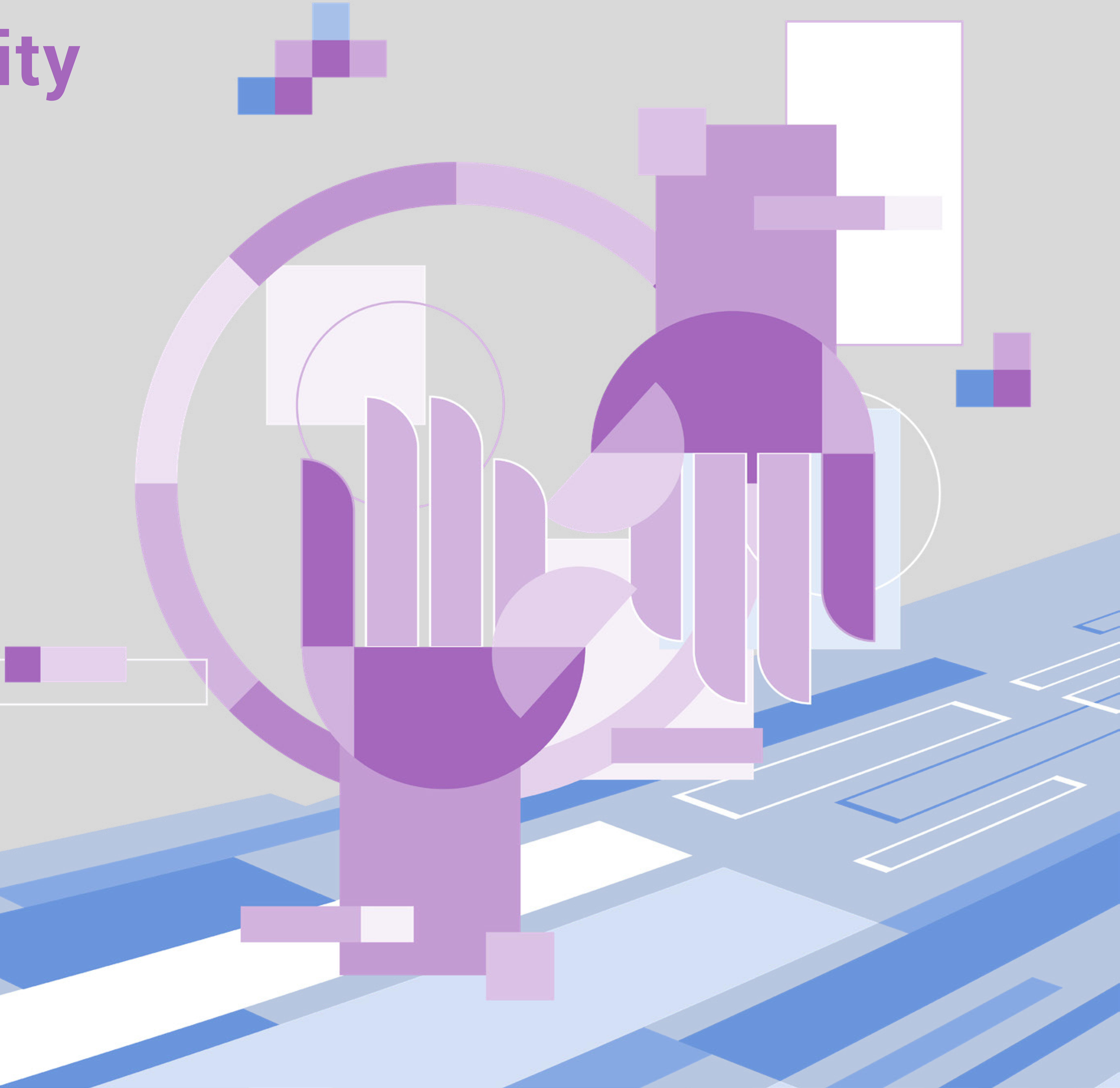
- Customers
- Suppliers

Corresponding Material Topics

- Customer Relationship Management
- Supply Chain Management

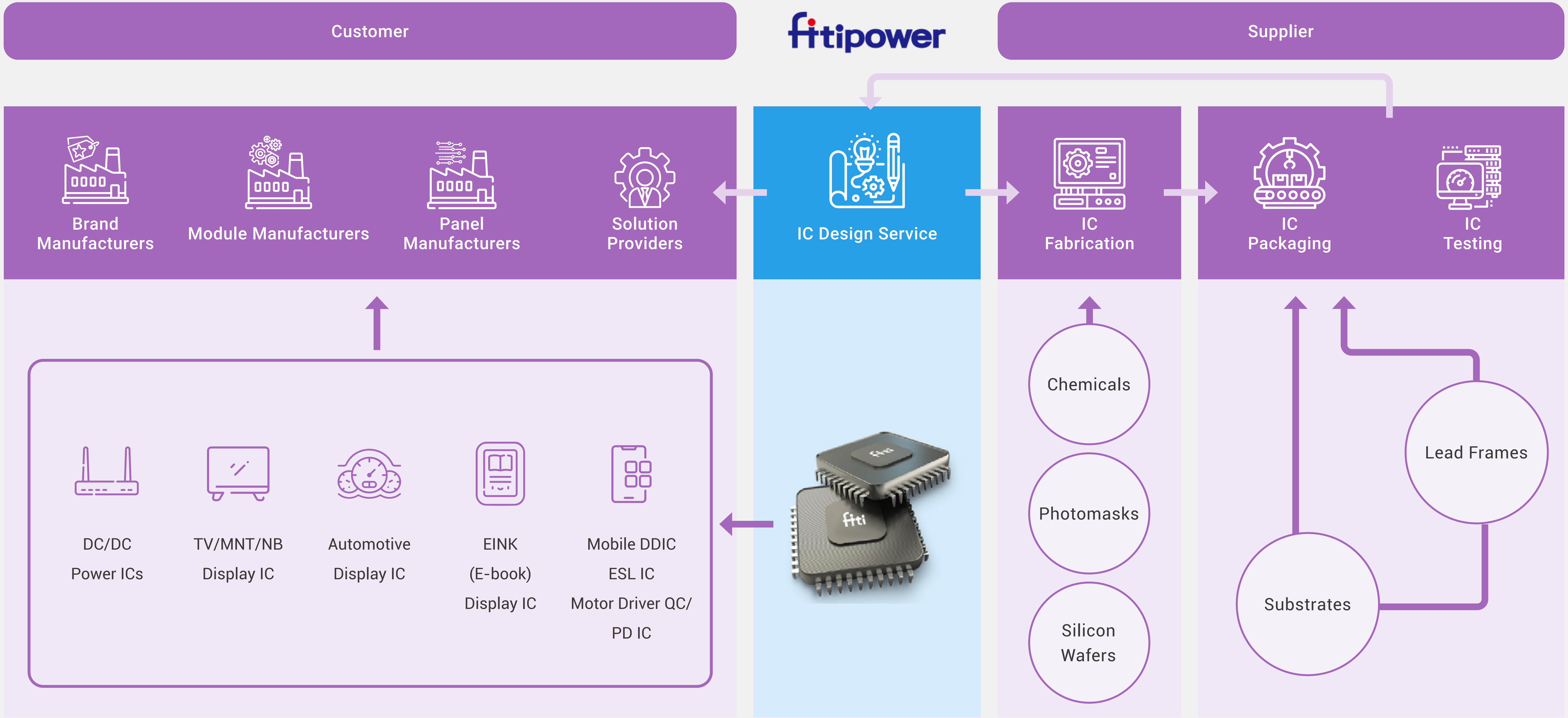
Policy and Response to SDGs

In the after-sales service, quality, and safety of products, we seek total satisfaction and recognition of both customers and users. In employee human rights, integrity and ethics, and environmental protection, we further request for the development of a sustainable partnership with ESG interdependency with the supply chain.



Fitipower Product Value Chain

Fitipower is a fabless IC design company and plays an important role as an upstream participant in the IC industry. The production of IC products generally includes IC circuit design, photomask fabrication, wafer fabrication, IC packaging, and IC testing. Compared with IC manufacturing and IC testing, fabless IC design companies typically feature low capital investment and high value output. They are mainly responsible for specification definition, layout design, sales, and after-sales service. Backend processes such as photomask fabrication, wafer fabrication, wafer testing, IC packaging, and final testing are outsourced to professional service providers, including photomask manufacturers, dedicated wafer foundries, and packaging and testing houses.



Customer Service

Targets ☑ Achieved

Short-term Goals（2025-2026）

- Customer satisfaction score > 85 ☑
- Customer complaint closure rate 100% ☑
- Zero incidents of customer privacy violations or information leakage ☑

Medium to Long-term Goals （2027-2030）

- Customer satisfaction score > 87
- Customer complaint closure rate 100%
- Zero incidents of customer privacy violations or information leakage

Responsibilities

- Sales unit
- Marketing unit
- R&D unit
- Engineering unit
- Quality control unit

Key Stakeholders

- Customers

Evaluation Indicators

- Customer satisfaction
- Customer complaints and handling status
- Sales amount

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Customers are Fitipower's key partners, and quality is the strongest foundation of customer trust. Guided by the principle that "integrity is our commitment to customers, innovation is our requirement for ourselves, and quality is our commitment to products," Fitipower provides comprehensive chip solutions ranging from display driver ICs to power ICs. Major product applications include displays of various sizes and power management applications for televisions, notebook computers, tablet computers, commercial displays, e-books, electronic shelf labels, and other products. Customer categories include domestic and overseas brand companies, panel makers, module makers, and solution providers. To ensure product quality and safety and to continuously provide stable and reliable product solutions, we follow the requirements of the ISO 9001 quality management system and implement our quality policy under the PDCA approach, strictly controlling the entire product process. IC products designed by Fitipower undergo electrostatic discharge (ESD) verification at the system and equipment levels to ensure strong ESD resistance, prevent charges accumulated in the environment or materials from affecting IC products, and ensure product electrostatic protection and safety. In addition, depending on product characteristics or customer needs, products may comply with other certification requirements, such as AEC Q100 and UL Product IQ. Through two-way communication channels such as online feedback, technical exchanges, in-person visits, and annual questionnaire surveys, we understand customer needs and suggestions and further improve and optimize our product portfolio. For the protection of customer sensitive information, please refer to the "Information Security" section.

Quality Policy

"Innovation" Excellent design to enhance product competitiveness.

"Quality" Superior quality to improve product stability.

"Service" Professional service to enhance customer satisfaction

ISO 9001 Certificate | Fitipower Quality Policy

Quality Management Process

Fitipower has established a quality management plan based on the belief that continuous improvement is the most important principle of quality management. In addition to covering the Company's products and services, the plan also includes all steps and support activities that enable such outputs. Fitipower's quality management plan covers the resources required to implement the quality plan, including development, production, and after-sales service, and achieves the Company's quality management objectives for continuous improvement through a series of process cycles. The Company also implements a series of quality training activities, including procedures for customer complaint management, internal audit management, and corrective and preventive action management. These measures respond to customers' ongoing requirements for high-quality products and encourage employees to uphold output quality as the first line of defense.

Development

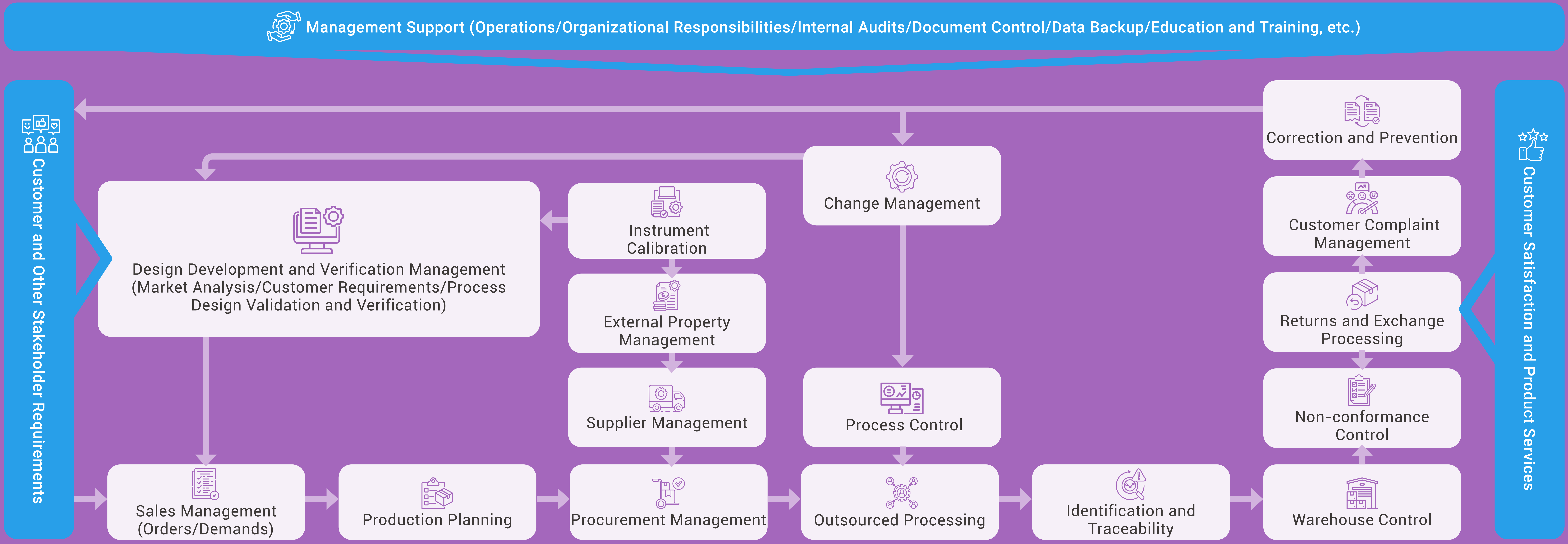
The development support team executes market research, customer requirements, product process design, and product verification processes.

Production

The production support team executes production planning, procurement, and inventory control processes.

After-sales Service

The management support team executes warranty services, after-sales activities, customer feedback, non-conforming product control, and corrective and preventive measures.



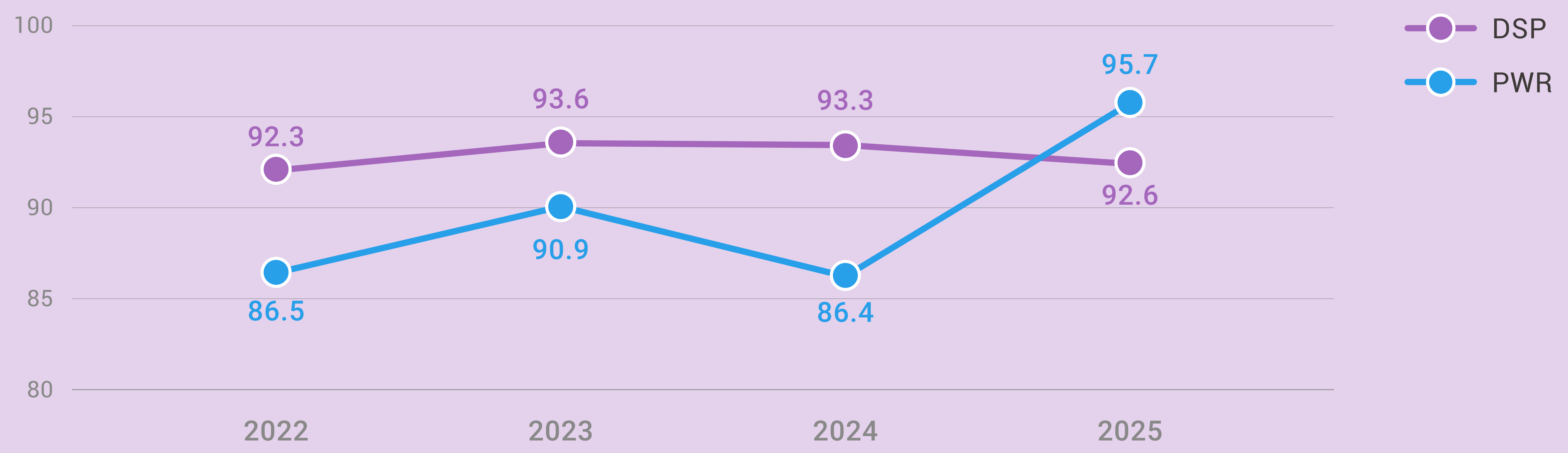
Customer Satisfaction and Feedback

To ensure that the Company's products and services can meet customers' real-time needs and expectations and maintain sustainable partnerships, we have established a comprehensive response and handling procedure. Through communication channels such as routine meetings, emails, QBRs, and satisfaction surveys, each product project team comprehensively reviews product concerns and implements improvements and optimization. Each year, we conduct customer satisfaction surveys across four major categories: sales service, technical service, customer service and complaints, and product quality. In 2025, as shown in the chart in the report, customer satisfaction results for both Fitipower and Jadard achieved the target score of 85.

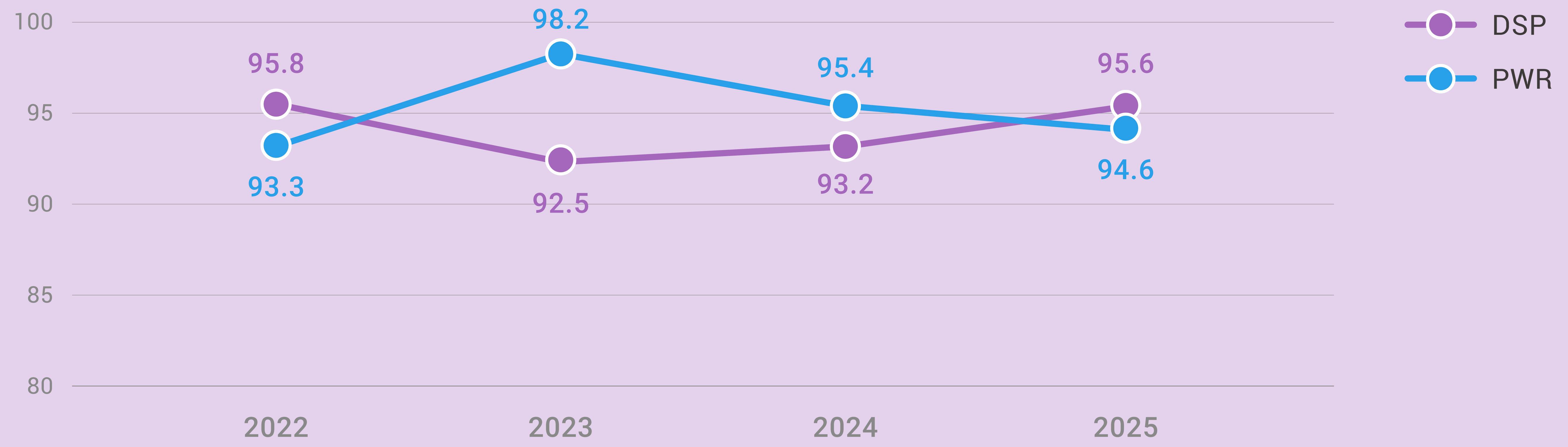
Note：DSP refers to display driver ICs; PWR refers to power management ICs.

Fitipower understands that customer feedback is an important foundation for customer relationship development. Accordingly, we have established standard operating procedures for customer complaints. These procedures apply to all activities related to the quality of products shipped by the Company, including product quality, packaging, transportation, and failures during customer use. Complaints may be submitted directly to the responsible contact window by email or telephone. Upon receiving a complaint, the Company proactively contacts the customer immediately, further clarifies the complaint, conducts defective product analysis, and proceeds with subsequent procedures. Customer complaints are handled under the principle of resolving customer issues and needs in the shortest possible time. In 2025, the Company actively communicated with customers and implemented improvements in response to feedback. All feedback cases were improved and closed, achieving a 100% closure rate. The main feedback items are summarized in the table below.

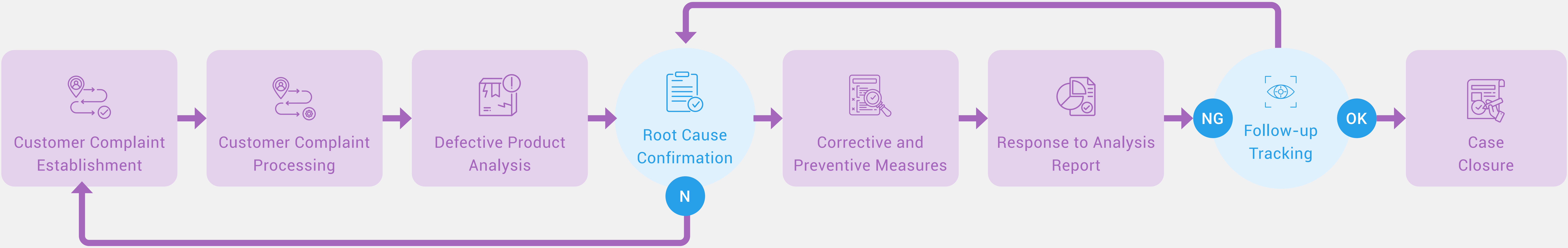
▶ Key Customer Satisfaction (Fitipower)



▶ Key Customer Satisfaction (JADARD)



▶ Customer Complaint Handling Process



▶ Major Complaint Items and Improvements in 2025

Compaint	Corresponding Improvement Measures	Improvement Benefits
Process particle improvement (Wafer manufacturing)	• Continued communication with the wafer fab and proposed a Particle CIP. • Replaced equipment structural component materials and improved equipment structure. • Developed and introduced additional fabs to diversify process risks.	• Inline monitoring results showed a significant decrease.
Incoming material quality	• For issues related to insufficient IC design margin: tightened final test (FT) programs and screening criteria, and shipped products only after re-screening and confirmation to reduce abnormality risks. • For SoC compatibility issues: in subsequent product development and early-stage verification, customers are requested to provide SoCs for compatibility assessment. Measurements and verification are conducted for signal source skew under different application scenarios, such as high, medium, and low frequencies, to confirm whether phase consistency and skew margin meet requirements.	• No further customer complaints occurred after the improvement measures were implemented.
Delivery delay	• In response to the product functional abnormality described above, which was a derivative issue of the preceding item, the Company tightened the final test (FT) standards for existing in-house inventory. Shipments were then arranged progressively after re-screening and retesting to meet customer demand. As products had to be re-screened before shipment, delivery schedules were temporarily affected. However, the Company immediately activated response measures and continued to monitor shipment progress to reduce the impact on customer delivery.	• Products have been shipped successively to meet customer demand.

Supply Chain Management

Targets

Achieved

Short-term Goals (2025-2026)

- 100% of suppliers comply with conflict-free procurement ☑
- 100% of new suppliers sign the Sustainable Supplier Commitment, with 85% of existing suppliers sign it ☑
- 100% of suppliers complete sustainability assessments ☑

Medium to Long-term Goals (2027-2030)

- 100% of suppliers comply with conflict-free procurement
- 100% of suppliers sign the Sustainable Supplier Commitment
- 100% of suppliers complete sustainability assessments, including subsidiaries

Responsibilities

- Procurement unit
- Production management unit
- Engineering unit
- Quality control unit

Evaluation Indicators

- Local procurement ratio
- Supplier compliance rate for responsible mineral procurement
- Supplier sustainability assessment

Key Stakeholders

- Suppliers

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Sustainable Procurement Policy

To strengthen supply chain management and reduce operational risks, Fitipower completed and announced its Sustainable Procurement Policy before the publication of this report in 2026. The policy serves as an important basis for promoting a sustainable supply chain. It refers to ISO 20400 Sustainable Procurement Guidance and integrates the Company's policy frameworks for human rights, environment, occupational safety and health, biodiversity, business ethics, and information security. It systematically incorporates sustainability principles into procurement decisions and supplier management mechanisms. The policy applies to the Company and its subsidiaries, joint ventures, and affiliates over which it has substantive control, and extends to all outsourced suppliers, manufacturers, service providers, contractors, and other supply chain partners.

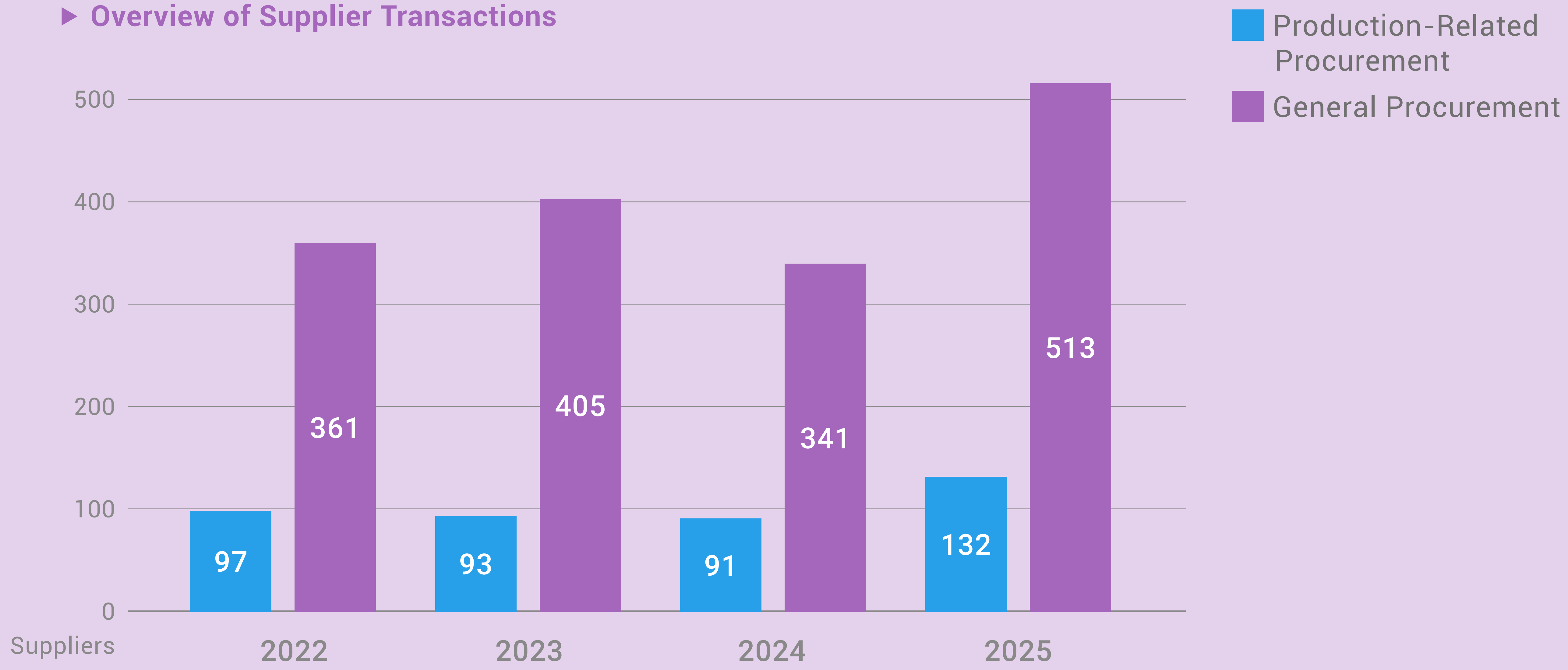
In implementation, the Company leverages its purchasing influence to incorporate environmental, social, and governance (ESG) requirements into supplier management processes. These requirements cover human rights and labor rights protection, responsible minerals management, hazardous substance control, biodiversity protection, and product carbon footprint management, and require suppliers to follow international norms and relevant standards. In addition, through supplier tiering, risk assessment, and due diligence mechanisms, the Company regularly reviews supplier sustainability performance and tracks improvements or takes necessary management measures for suppliers that do not meet requirements. At the same time, the Company has established transparent and confidential communication and grievance mechanisms, and provides education, training, and guidance resources to help supply chain partners improve their sustainability management capabilities. Going forward, Fitipower will continue to refine its sustainable procurement governance and performance management mechanisms and strengthen overall supply chain resilience and sustainable development capabilities through regular disclosure of relevant outcomes.

Fitipower Sustainable Procurement Policy

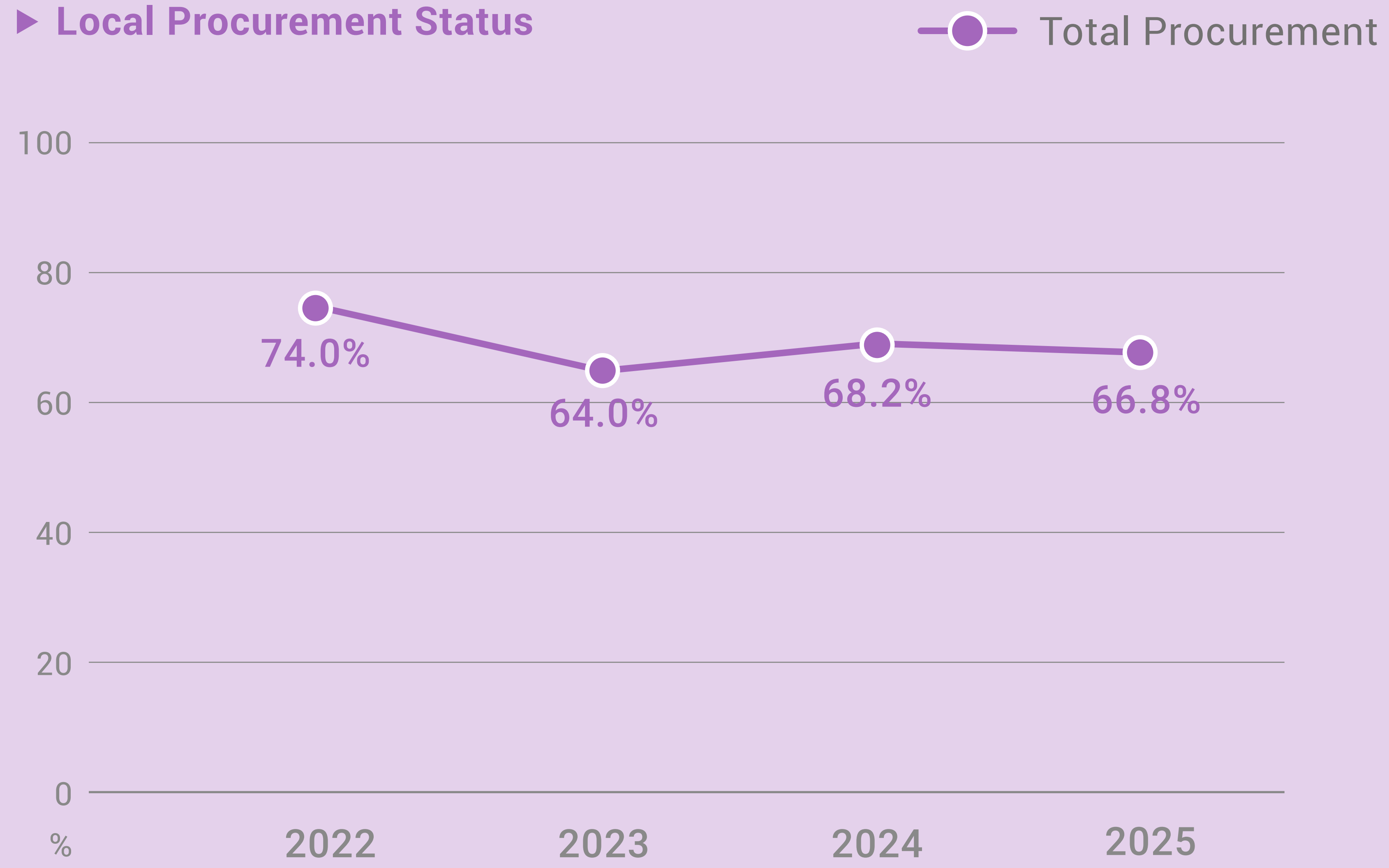
Procurement Practices

Fitipower's key suppliers are outsourced manufacturing, packaging, and testing service providers. For raw material management, please refer to the sections on Responsible Minerals Procurement and Green Materials. To reduce supply risks for key raw materials, Fitipower evaluates procurement negotiations based on the same specifications, quantities, delivery schedules, shipping conditions, payment terms, product quality, and delivery speed, rather than selecting the best supplier solely based on the lowest unit price. In addition to maintaining stable cooperation with existing suppliers, we actively develop high-quality new suppliers with sustainability philosophies (please refer to the Supplier Evaluation section) to avoid sole-supplier risks. Through weekly production and sales meetings, we discuss future market conditions and demand changes with business units, promptly arrange plant transfers and material preparation in the event of material shortages or wafer foundry capacity constraints, and sign long-term cooperation agreements with suppliers such as wafer foundries and photomask manufacturers to ensure capacity and delivery schedules. Conversely, by accurately understanding customer feedback and market trends, we adjust inventory levels in a timely manner. At the same time, Fitipower is also committed to improving supply and production efficiency through local procurement, while reducing product carbon footprints and increasing local employment opportunities. In 2025, we transacted with 645 suppliers (435 for Fitipower and 210 for JADARD Group), including 513 general procurement suppliers. There were 132 production-related procurement suppliers. Total annual procurement spending was approximately NT$13.6 billion, with local procurement accounting for 66.8%, a slight decrease from the previous year. This was mainly due to the trend of supply chain deglobalization, as the Company continued to adjust its procurement strategy to enhance operational resilience and supply diversification.

▶ Overview of Supplier Transactions



▶ Local Procurement Status



Note1：General Procurement: Includes instruments and equipment, hardware facilities and maintenance, parts and consumables, application software, testing services, etc.

Note2：Production-related Procurement: Wafer manufacturing, IC packaging and testing, flexible tape manufacturing

Note3：Local Procurement: Statistical analysis based on supplier company registration location

Responsible Mineral Procurement

Fitipower respects the fundamental human rights of all stakeholders. We recognize and support the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Responsible Minerals Initiative (RMI). We have also issued the Sustainable Procurement Policy and Human Rights, Diversity and Inclusion Policy, and commit that product materials do not use minerals sourced from conflict-affected areas, including but not limited to gold, tin, tantalum, and tungsten. In 2025, cobalt, nickel, copper, and mica were newly included in monitoring. To understand suppliers' responsible procurement status, we require all suppliers to sign the Fitipower Sustainable Supplier Commitment Letter and submit the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), and to accept the Company's due diligence[Note 1] and relevant management requirements. This strengthens the transparency and traceability of responsible mineral sources and confirms that relevant mineral sources comply with the Company's responsible procurement management principles. In 2025, we published our first Responsible Minerals Report, fully disclosing responsible minerals management and due diligence results. During the reporting year, we surveyed 66 production-related procurement suppliers (35 for Fitipower; 31 for JADARD), with a response rate of 100%. According to the survey results, 100% of suppliers used 3TG, cobalt, mica, nickel, and copper metals produced by RMI-recognized smelters, sourced from a total of 346 qualified smelters (173 for Fitipower; 173 for JADARD). For details and the list of qualified smelters, please refer to the 2025 Responsible Minerals Report.

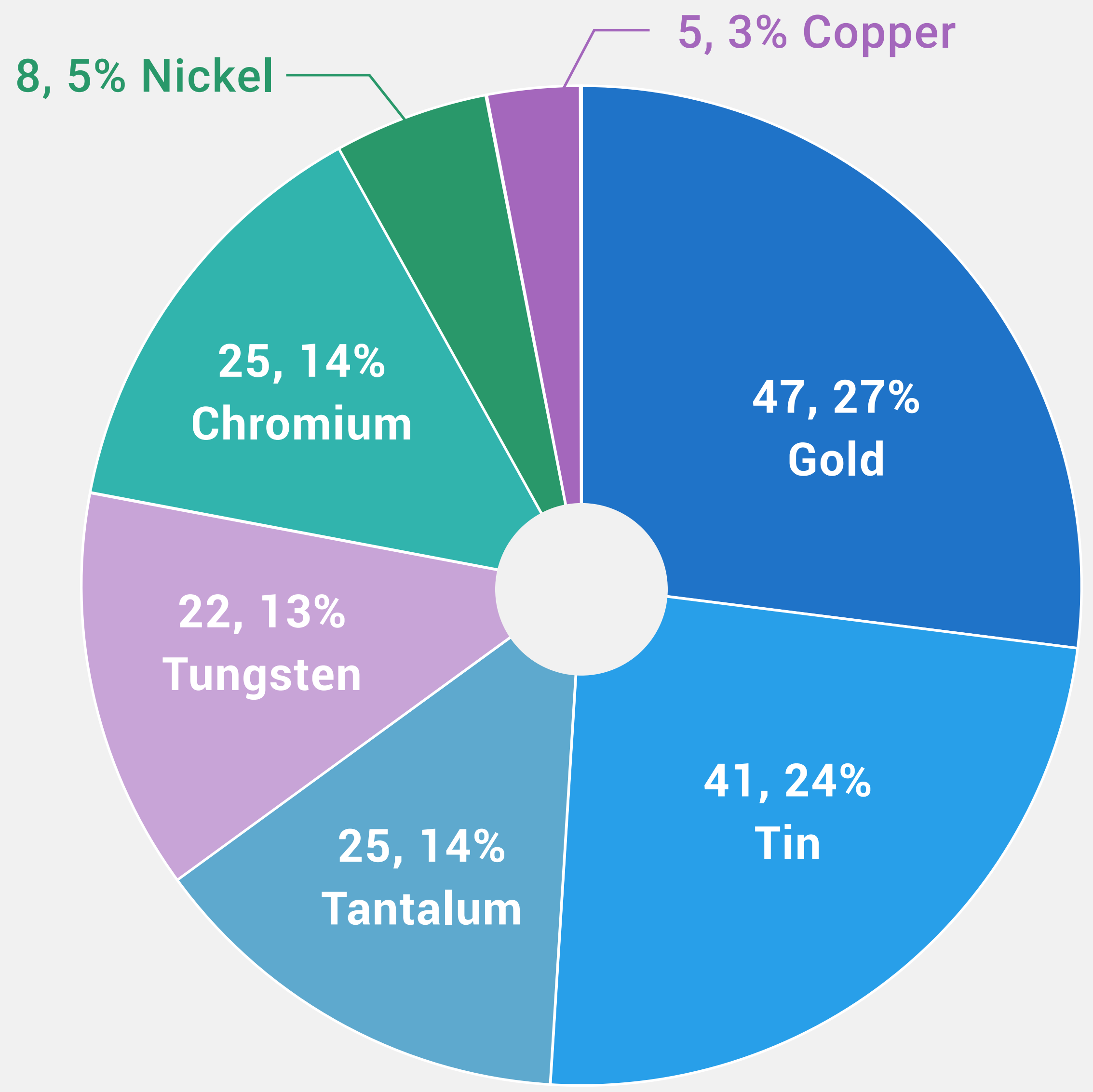
Note1： Due Diligence: Through various control measures, risks in the supply chain are identified, verified, and assessed to ensure that conflict minerals originating from conflict-affected and high-risk areas are not used in the supply chain, thereby avoiding contribution to human rights violations, money laundering, and terrorism.

2025 Fitipower Responsible Minerals Report

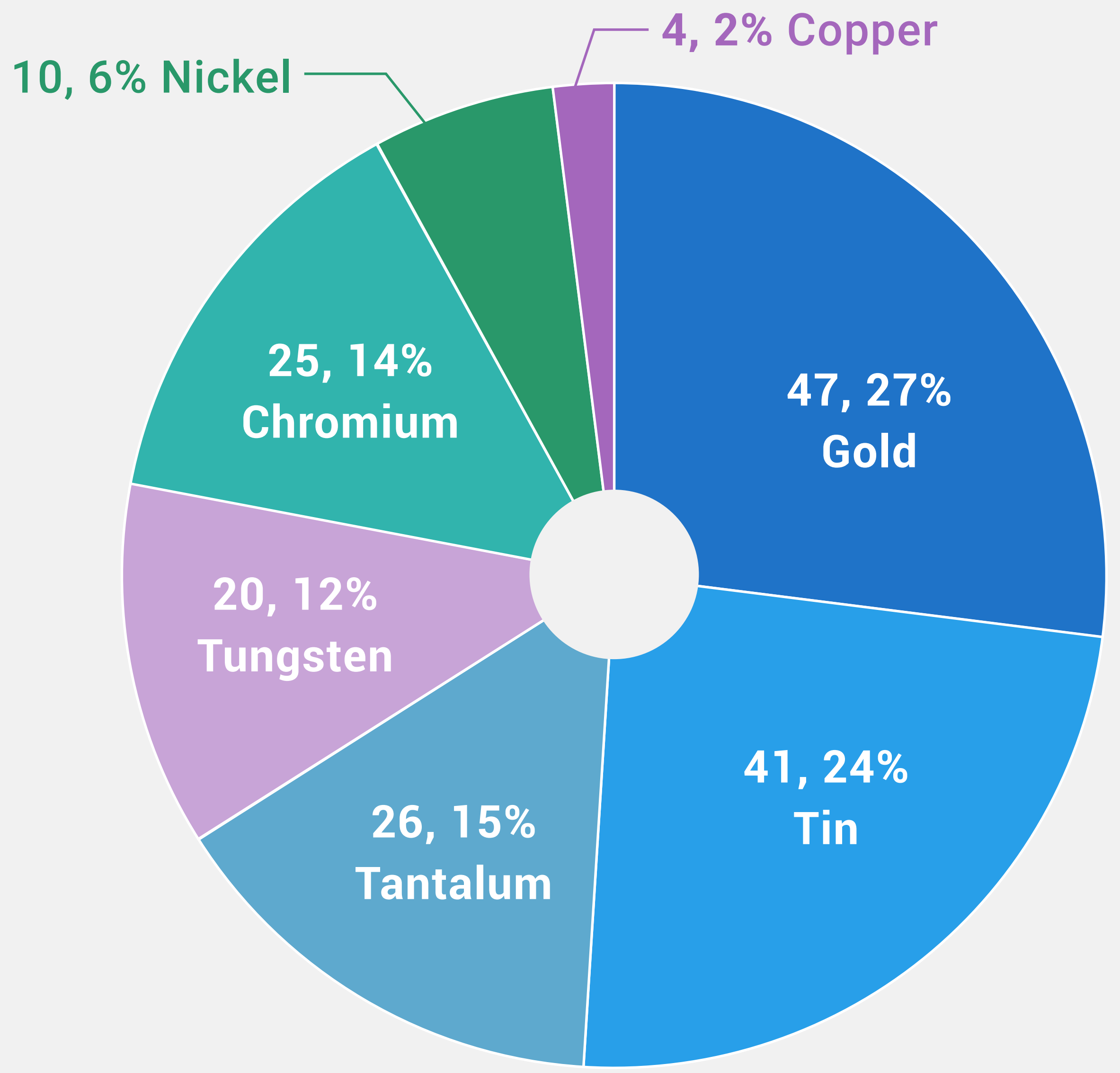
Fitipower Sustainable Procurement Policy

▶ 2025 Qualified Smelter Status

Fitipower



JADARD



Supplier Evaluation

To ensure that the quality of outsourced processes meets requirements, Fitipower has established the Supplier Management Procedure as the governing basis for supplier management. According to the procedure, Fitipower must conduct annual regular audits and ad hoc audits of suppliers and contractors. Personnel from the quality and production management departments form evaluation teams to conduct online or on-site audits. Audit items cover 13 major categories, including management systems, documents and contract content, design and material control, process and equipment control, supplier management and material control, corrective actions, human rights-related items, and green products. For cooperation with new suppliers, trial production must be qualified and the above evaluation must be passed before the supplier can be registered as a qualified supplier. No new suppliers were registered in 2025. Using new supplier evaluation as an example, evaluation results are divided into four ratings: A, B, C, and D. Suppliers rated D are considered unqualified, and the cooperation relationship is terminated. Re-certification may be conducted only after six months.

For existing supplier management, Fitipower understands partners' internal management through supplier visits, communication, and regular evaluation surveys. Except for suppliers meeting specific conditions as described in Note 1, we conduct ongoing regular assessments annually and quarterly for qualified production-related procurement suppliers, and arrange ad hoc audits when necessary. Taking annual evaluation as an example, evaluation results are divided into three ratings: A, B, and C. Suppliers rated C are considered unqualified and the cooperation relationship will be terminated. After completing improvements, they are treated as new suppliers for re-certification. In 2025, 43 suppliers were planned for inclusion in the annual evaluation plan, including 24 for Fitipower and 19 for Jadard, with an actual completion rate of 100%. Audit and evaluation results identified no material deficiencies or high-risk situations among partner suppliers. All 43 suppliers were rated A.

Note1：Suppliers whose average monthly outsourced production volume over the past year is less than 50% of the average monthly outsourced production volume of all suppliers using the same process, and who have not experienced any quality abnormalities, may be assessed for exclusion from the annual audit for the current year.

▶ Supplier audit status in recent years

Audit Method (No. of Suppliers)		Fitipower and TYW		JADARD Group	
		DDIC	PMIC	DDIC	PMIC
Paper-based Audits		0	0	0	0
On-site Audits		10	14	10	9
Online Audits		0	0	0	0
Total Audits Conducted	Grade A	10	14	10	9
	Grade B	0	0	0	0
	Grade C	0	0	0	0

Note1： DDIC refers to display driver ICs, and PMIC refers to power management ICs.

Supplier Sustainability Evaluation

In response to international trends and social concerns, Fitipower adjusts its policies on a rolling basis to strengthen supplier sustainability management. In recent years, we have continued revising the Supplier Management Procedure to improve evaluation and management beyond quality items. In 2023, we formulated the Fitipower Sustainability Supplier Commitment Letter, Fitipower Supplier Code of Conduct, and Fitipower Supplier Sustainability Risk Assessment Form, which were released and implemented in early 2024*. We require suppliers to fully understand the Company's Supplier Code of Conduct and sign the Commitment Letter. We also regularly use supplier sustainability assessment questionnaires to comprehensively conduct risk surveys across suppliers' economic, social, and environmental dimensions. This allows us to continuously track suppliers' sustainable development status and use the results as evaluation considerations in Fitipower's supplier procurement. Supplier evaluation items also include suppliers' ESG-related certifications and Responsible Business Alliance (RBA) requirements as procurement considerations.

Through active communication and management, in 2025, 35 suppliers signed sustainability commitments, representing 85%. The response rate for supplier sustainability self-assessment questionnaires was 100%, and no suppliers with high sustainability risk were identified. Both annual targets were achieved. Suppliers' ESG-related certifications are shown in the table below, with improvements across all dimensions compared with the previous year.

Note：Subsidiary JADARD completed the formulation of its relevant Supplier Code of Conduct, Sustainability Commitment, and Self-Assessment Questionnaire in 2025, and will begin implementing the related requirements in 2026.

Fitipower Sustainable Supplier Code of Conduct

▶ Supplier ESG Certification Status

Dimension	Evaluation Criteria	Overall Achievement Rater for New Suppliers (%)		Overall Achievement Rater for Existing Suppliers (%)	
		Fitipower and TYW	Jadard	Fitipower and TYW	Jadard
Economic Dimension	Quality Management System (ISO 9001) Other relevant quality certifications (IATF 16949, ISO 26262, ANSI/ESD S20.20)	No new suppliers were registered this year		100%	97%
Environmental Dimension	Environmental Management System (ISO 14001) Other green-related certifications (Sony GP, QC080000, ISO 14064)	No new suppliers were registered this year		98%	100%
Social Dimension	Occupational Health and Safety Management System (ISO 45001) Other social responsibility-related certifications (SA 8000, RBA)	No new suppliers were registered this year		95%	94%

Note1：A supplier is included in the statistics if it has obtained any one certification under the relevant dimension.

Note2：The statistical scope covers production-related procurement suppliers in 2025, excluding manufacturers and agents to which no direct production orders were placed.

4 Environmental Symbiosis

Corresponding Stakeholders

- Shareholders/Investments
- Employees
- Government Agencies
- Suppliers
- Customers

Corresponding Material Topics

- Green Products

Policy and Response to SDGs

In response to the challenge of international environmental issues, such as climate change, we enhance our capacity in resource utilization and pollution prevention in operations with a green, innovative vision, engage in the promotion of green office and green manufacturing, and lower the environmental impact of products throughout their lifecycle to cultivate green economic opportunities for the company.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 13 CLIMATE ACTION | 15 LIFE ON LAND

Green Policies and Management Framework

Targets Achieved

Short-term Goals（2025-2026）

- Publish an independent TCFD report. ☑
- Maintain Fitipower's ISO 14001 certification effectiveness. ☑
- 100% ISO 14001 certification coverage for major operating sites.

Medium to Long-term Goals （2027-2030）

- Disclose relevant information in accordance with the IFRS S2 framework (2028).
- Deepen the identification of nature-related risks and introduce the TNFD framework into sustainability disclosures (2030).

Responsibilities

- Administrative management unit

Key Stakeholders

- Government Agencies
- Customers
- Employees
- Investors / shareholders

Evaluation Indicators

- Internationally recognized management system certifications
- Adoption of mainstream disclosure frameworks

Communication Mechanism

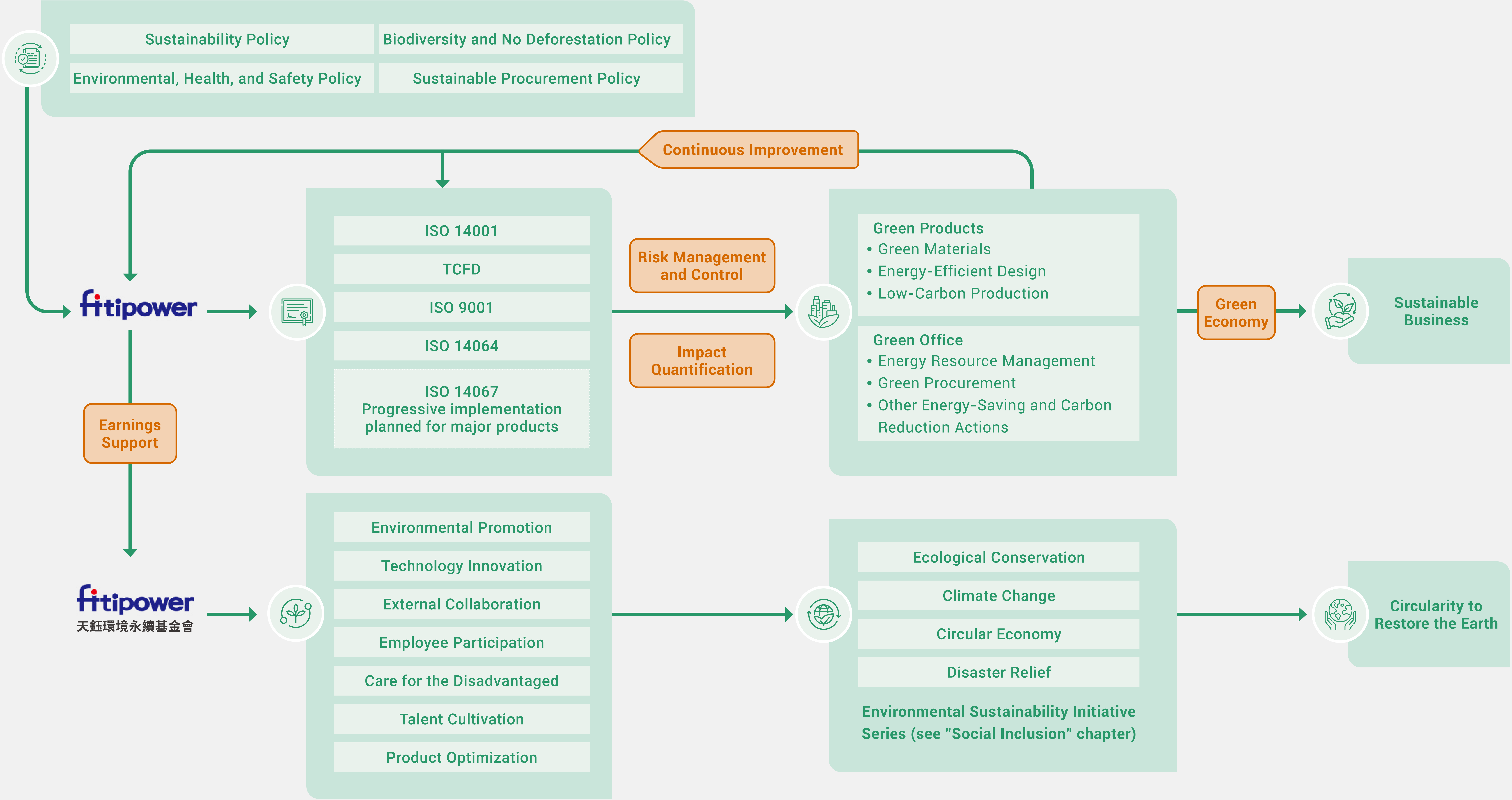
- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Since the release of the Fitipower Sustainable Policy in 2021 as the Company's overarching guiding principle for sustainable operations, Fitipower has continued to deepen its sustainability governance structure, with a focus on advancing environmental sustainability and green operations. As approved by the Sustainability Committee, we have successively published the Environmental, Safety and Health Policy. In 2024, we further expanded the scope of our policies by issuing the Biodiversity and No Deforestation Policy, demonstrating the Company's commitment to ecological protection, resource sustainability, and responsible supply chain management. These policies serve as important foundations for the Company's operations and management practices, and are implemented in conjunction with the establishment and execution of relevant management systems. With the establishment of the Fitipower Environmental Foundation, we have further strengthened both our internal cohesion and external influence in promoting environmental sustainability.

To systematically manage operational risks across ESG dimensions, Fitipower has established the Risk Management Policy and Procedures. For details, please refer to the "Risk Management" section of this report. In response to international trends and the investment market's growing attention to climate issues, we actively assess the potential environmental impacts of the Company's operating activities, products, and services, while strengthening our ability to respond to future climate-related risks. Fitipower has implemented the ISO 14001 Environmental Management System and ISO 9001 Quality Management System. Through standardized and documented processes, these systems serve as the core basis for the Company's environmental risk management.

In addition to the implementation of ISO 14001 and ISO 9001, we continue to improve our environment-related management systems. Fitipower has deepened environmental risk management and climate governance by adopting the full TCFD framework, completing the identification of climate-related risks and opportunities, and further quantifying their potential financial impacts. In 2025, we published our first Task Force on Climate-related Financial Disclosures Report (TCFD Report). For the complete assessment results, please refer to the Company's 2024 TCFD Report. Regarding greenhouse gas inventories, we conduct assessments in accordance with ISO 14064-1. During the reporting year, we further expanded the inventory boundary to cover all operating sites of the Group. In 2024, the inventory covered only Fitipower as a standalone entity and excluded related subsidiaries. The completion of the greenhouse gas inventory for the Fitipower Group boundary strengthens the Group's overall foundation for carbon management and responds to global net-zero trends and stakeholder concerns. In addition, a comprehensive product carbon footprint inventory and nature-related financial disclosures are also part of our next-stage action plan.

Sustainability Policy | Environment, Health and Safety Policy | Biodiversity and No Deforestation Policy | ISO 14001 certificate | ISO 14064-1 certificate


Sustainability Policy
Biodiversity and No Deforestation Policy
Environmental, Health, and Safety Policy
Sustainable Procurement Policy
Continuous Improvement
fitipower
ISO 14001
TCFD
ISO 9001
ISO 14064
ISO 14067
Progressive implementation planned for major products
Risk Management and Control
Impact Quantification
Green Products
• Green Materials
• Energy-Efficient Design
• Low-Carbon Production
Green Office
• Energy Resource Management
• Green Procurement
• Other Energy-Saving and Carbon Reduction Actions
Green Economy
Sustainable Business
Earnings Support
fitipower
天鈺環境永續基金會
Environmental Promotion
Technology Innovation
External Collaboration
Employee Participation
Care for the Disadvantaged
Talent Cultivation
Product Optimization
Ecological Conservation
Climate Change
Circular Economy
Disaster Relief
Environmental Sustainability Initiative Series (see "Social Inclusion" chapter)
Circularity to Restore the Earth

Climate-related Financial Disclosures

Facing the increasingly severe challenges of climate change, enterprises must not only pursue economic growth, but also actively participate in sustainability actions. According to the World Economic Forum's 2025 Global Risks Report, extreme weather has been ranked among the most significant long-term risks for consecutive years. Climate change has become an irreversible trend, and the risks associated with climate tipping points are imminent. It is therefore urgent for enterprises to accelerate adaptation and transition toward net-zero emissions.

Fitipower fully recognizes the profound impacts of climate change on society, the environment, and the economy, and has set value chain carbon neutrality as a core objective. We adopt the Task Force on Climate-related Financial Disclosures (TCFD) framework for climate-related financial disclosures, and are gradually referring to the IFRS S2 Climate-related Disclosures framework to strengthen the completeness and comparability of disclosures on climate governance, strategy, risk management, and metrics and targets. The Company has conducted a comprehensive reassessment of climate-related risks and opportunities, including the financial impacts of renewable energy costs and carbon credit market trends on its carbon neutrality plan, while identifying market opportunities arising from low-carbon products and sustainability ratings. At the same time, we further conducted scenario analysis based on Fitipower's carbon neutrality reduction pathway and the IEA 1.5° C net-zero emissions scenario, calculated the related quantitative financial impacts, and formulated adaptation strategies accordingly. For the analysis results, please refer to the Company's latest annual TCFD Report, which has been published on the Company's website.

Although Fitipower is a fabless semiconductor company with relatively low resource consumption and emissions, we remain actively committed to climate action. We have completed a full-boundary greenhouse gas inventory and third-party verification, and are planning medium- and long-term carbon reduction and carbon offset strategies, with the goal of achieving carbon neutrality for Category 1 and Category 2 emissions by 2035 and carbon neutrality across all categories by 2050. In 2025, we further adjusted our original short-, medium-, and long-term targets by bringing forward our green electricity procurement plan. Through the procurement of renewable energy certificates (RECs), evaluation of green electricity contracts such as power purchase agreements (PPAs), and diversified procurement mechanisms, we aim to gradually increase the proportion of renewable energy use and accelerate reductions in Scope 2 emissions. In the future, we will also promote low-carbon transition through supply chain collaboration, enhance carbon reduction performance across the overall value chain, and ensure the feasibility and progress of our climate targets.

TCFD Report

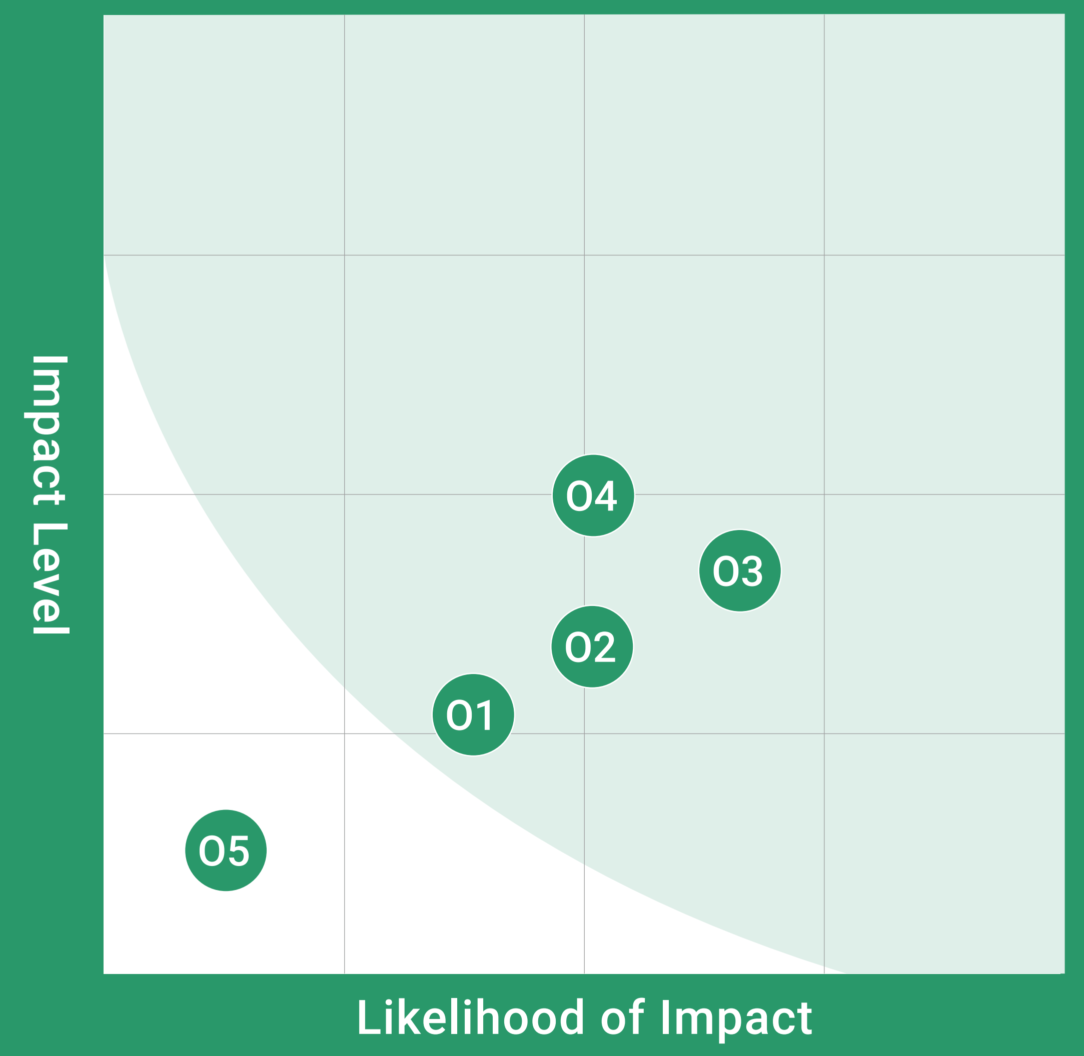
Governance	Strategy	Risk Management	Metrics and Targets
Fitipower's Board of Directors serves as the highest supervisory body for climate governance. The Board has established the Sustainable Development Committee, which is responsible for overseeing climate-related matters, supervising climate change risks and opportunities, and formulating corresponding policies, strategies, and short-, medium-, and long-term targets and related implementation principles. The Sustainable Development Committee regularly tracks implementation results and reports to the Board of Directors at least once a year.	Fitipower continues to establish comprehensive management systems and focuses on two strategic pillars: "green products" and "green office." For green products, the Company continues to mitigate climate impacts across the product life cycle. • Green materials: energy-saving, non-toxic, and renewable materials that comply with green standards such as RoHS, REACH, HF, and Energy Star. • Energy-saving design: develop high-efficiency, low-energy-consumption, compact, and innovative products for energy saving and carbon reduction, and develop product applications for environmentally friendly and smart living. • Low-carbon production: cooperate with suppliers to complete product carbon footprints and further propose emission reduction measures and targets. For green office, the Company implements green procurement, replaces old low-efficiency equipment or facilities, and expands the application and introduction of digital systems. For details, please refer to the "Green Office" section.	Fitipower follows the risk identification and assessment process set out in the Risk Management Policy and Procedures to conduct comprehensive analysis and internal discussions of climate-related risks and opportunities. Implementation results are regularly reported to the Board of Directors to strengthen climate governance and decision-making transparency. We have incorporated climate risks into the financial impact assessment and disclosure framework, and continue to review changes in regulatory and market conditions related to climate transition risks and opportunities, adjusting management strategies and response measures in a timely manner.	Since the release of short-, medium-, and long-term climate targets in 2023, related initiatives have been progressively implemented and have achieved interim results. In 2025, with approval from the Board of Directors, we further adjusted relevant targets and implementation pathways, including advancing green electricity procurement planning to accelerate carbon reduction and improve the effectiveness of climate action. • Compliance with green standards • Greenhouse gas inventory (site coverage) • Product carbon footprint (product coverage) • Green electricity procurement (brought forward from 2027) • Carbon neutrality (carbon neutrality for Categories 1 and 2 by 2035; carbon neutrality across all categories by 2050) • Green procurement • Digital transformation (e-management platforms and processes) • Information disclosure (adoption of mainstream management frameworks)

Climate Risk and Opportunity Materiality Matrices

▶ Climate Risk Materiality Matrix

Ranking		Material Climate Risk Indicators
1	R5	Increased Low-Carbon Product Demand
2	R1	GHG Reduction Commitments and Requirements
3	R3	Energy Supply Instability
4	R4	Average Temperature Rise
5	R2	Emerging Climate Regulations
6	R6	Energy Supply Instability (Supply Chain)
7	R7	Drought and Water Shortage (Supply Chain)

▶ Climate Opportunity Materiality Matrix



Ranking		Material Climate Risk Indicators
1	O4	Entering Emerging Markets
2	O3	R&D Expansion of Low-Carbon Products
3	O2	Investment in Transition to Improve Sustainability Ratings
4	O1	Resource Utilization Efficiency
5	O5	Climate Adaptation Solutions (Supply Chain - Wastewater Recycling and Reuse/Green Energy Construction/Energy-Saving Development)

Major Climate Risks and Response Measures

Risk Category	Topic	Impact Description	Operational or Financial Impact	Impact Scope	Timing	Response Measures
Transition Risk "Policy and Legal"	GHG Reduction Commitments and Requirements	As countries continue to announce net-zero targets and related renewable energy policies and regulations, many international brands have also responded by setting their own targets and requiring supply chains to increase the proportion of renewable energy use and achieve greenhouse gas reduction goals. To comply with national policies and meet customer requirements in advance, Fitipower will need to take emission reduction actions, engage suppliers, and evaluate the purchase of renewable energy, renewable energy certificates, or carbon credits, resulting in increased operating costs.	• Increased operating costs: energy and carbon reduction actions	Upstream supply chain; own operations	Long term (5–10 years)	1. Closely monitor international trends and changes in domestic regulations, conduct the Company's greenhouse gas inventory, and assess the financial impact of related costs. 2. Refer to benchmark companies and plan renewable energy and carbon credit procurement strategies in advance, while establishing connections with relevant providers. 3. Promote green office practices, including replacing outdated equipment, implementing paperless operations, and procuring recycled consumables. 4. Develop green manufacturing and collaborate with major manufacturing suppliers in advance to plan renewable energy or other energy-saving and carbon reduction transition solutions.
	Emerging Climate Regulations	According to the Sustainable Development Roadmap for TWSE/TPEx Listed Companies issued by the competent authority, Fitipower is required to comply with greenhouse gas inventory information and assurance requirements for consolidated entities, and to prepare annual reports in accordance with IFRS Sustainability Disclosure Standards starting from 2029. Fitipower therefore plans to begin internal training and information collection in the short term to prepare in advance for regulatory disclosure obligations.	• Increased operating costs	Own operations	Short term (1–3 years)	1. Arrange dedicated personnel to study relevant international regulations and disclosure standards, and establish related training courses to enhance employees' overall professional capabilities. 2. Refer to benchmark companies' practices and establish an information collection and disclosure framework that meets stakeholder requirements and expectations.
Physical Risk "Chronic"	Energy Supply Instability	In recent years, extreme weather events have affected power facilities, while high temperatures have increased electricity demand, resulting in power shortages. Fitipower's headquarters previously experienced a large-scale power outage, causing partial communication equipment in the server room to be temporarily interrupted and affecting operations for a short period. Although the outage did not result in a full operational shutdown, it still exposed the Company to risks of equipment damage or data loss.	• Operational interruption	Own operations	Short term (1–3 years)	1. Expand the UPS system and implement monthly inspections of facility equipment, while monitoring electricity usage in each laboratory to prevent potential issues. 2. Fitipower's headquarters is located in Hsinchu Science Park, where the probability of large-scale power rationing is relatively low. However, cooperation with power supply or energy storage providers will still be explored to ensure rapid emergency power support during power shortages.

Risk Category	Topic	Impact Description	Operational or Financial Impact	Impact Scope	Timing	Response Measures
Physical Risk "Chronic"	Average Temperature Rise	Global warming increases electricity consumption for air conditioning and raises equipment wear and tear. In addition, as air-conditioning equipment ages, electricity and maintenance costs may increase, and equipment failure may result in overheating in offices, affecting employees' working patterns or efficiency.	• Increased operating costs: energy and equipment maintenance • Increased expenditures: acquisition of equipment assets • Reduced assets: equipment damage • Operational interruption: employees unable to report to work	Own operations	Medium term (3–5 years)	1. Conduct regular maintenance of air-conditioning equipment in operating office areas, assess the useful life of related assets, and replace outdated equipment as appropriate to reduce electricity expenses and equipment maintenance costs. Temperature control systems are also installed to automatically shut down during non-working hours. 2. Evaluate the feasibility of leasing instead of purchasing, or using equipment finance leases.
Transition Risk "Market"	Increased Low-carbon Product Demand	Carbon reduction commitments made by global semiconductor brands have driven demand for low-carbon products and services from supply chains, increasing requirements for low energy consumption and high energy efficiency in IC products. Based on Fitipower's past experience, multiple customers have requested the development of lower-energy IC chips. In response to customer needs, the Company has invested substantial experimental time, R&D resources, and labor costs in developing low-carbon chips, from design optimization, manufacturing, procurement, and testing to full replacement and adoption. The Company may also face risks related to yield maintenance or technical failure.	• Increased operating costs: R&D • Reduced revenue: fewer orders or loss of customers	Own operations	Present (already occurred)	1. Study low-carbon product technologies and assess related costs and technology enhancement risks. 2. Analyze low-carbon product structures and demand, and cooperate and exchange technologies with customers in low-carbon industries to optimize R&D objectives and technical costs. 3. Simplify design verification processes, reduce equipment use, and lower R&D testing costs.
Physical Risk "Chronic"	Energy Supply Instability (Supply Chain)	Global warming has increased electricity demand for air conditioning due to high temperatures. In addition, Taiwan's promotion of green electricity and reduced use of nuclear power, combined with insufficient grid resilience, has led to frequent power outages in recent years, especially during summer. If outsourced manufacturers responsible for chip production experience power outages or blackouts, production delays may occur, directly affecting the Company's delivery schedules.	• Reduced revenue: fewer orders, loss of customers, delivery delays • Operational interruption: supply chain disruption • Reputational damage: decline in share price and brand value	Upstream supply chain; downstream customers	Present (already occurred)	1. Review whether suppliers have auxiliary power systems in place to reduce power outage risks. 2. Work with suppliers to diversify green electricity use and sign long-term green electricity cooperation agreements to improve the energy use structure and enhance energy supply stability.
	Drought and Water Shortage (Supply Chain)	Under the impact of climate change, typhoons have become stronger but less frequent, and rainfall during the rainy season has also been relatively insufficient, causing frequent water shortages during non-rainy seasons. If outsourced chip manufacturers face water restrictions or water outages, production delays may occur, directly affecting the Company's delivery schedules.	• Reduced revenue: fewer orders, loss of customers, delivery delays • Operational interruption: supply chain disruption • Reputational damage: decline in share price and brand value	Upstream supply chain; downstream customers	Present (already occurred)	1. Request suppliers to strengthen water storage mechanisms, and discuss water resource conditions with suppliers quarterly to monitor water shortage risks. 2. Develop suppliers in regions with lower water shortage risk to reduce the impact of water scarcity.

Material Climate Opportunities and Response Measures

Risk Category	Topic	Impact Description	Operational or Financial Impact	Impact Scope	Timing	Response Measures
Resource Efficiency	Resource Utilization Efficiency	Introducing equipment with higher energy efficiency ratings or using environmentally friendly refrigerants not only reduces equipment wear and tear, electricity expenses, and maintenance costs, but also lowers the environmental impact of traditional refrigerants.	• Cost savings: energy and equipment maintenance	Own operations	Short term (1–3 years)	1. Implement green procurement and replace outdated equipment. 2. Consult competent authorities and seek energy-saving subsidies.
Products and Services	R&D Expansion of Low-carbon Products	In response to the international carbon reduction trend, providing low-carbon products has become one of the key indicators for customers when selecting suppliers. By taking the lead in developing low-carbon and energy-saving products, Fitipower can capture low-carbon business opportunities. Several Fitipower customers have committed to Scope 3 reductions and have included product carbon footprints as a factor in procurement decisions, increasing demand for low-carbon products. In recent years, Fitipower has begun investing in a Product Carbon Reduction Benefits Platform, covering product carbon emissions tracking, selection of low-carbon raw materials, and process optimization. This enables the Company to gain a competitive advantage in the low-carbon market, expand order opportunities, and drive revenue growth.	• Increased revenue: more orders and customer acquisition	Own operations; downstream customers	Present (already occurred)	1. Establish internal low-carbon product classification standards and management strategies. Define low-carbon products based on market energy-saving trends and advanced process designs, such as mobile ICs, power management ICs, electronic shelf labels, and e-paper display technologies, and prioritize management for major customers and products. 2. Analyze and assess the feasibility of expanding existing and new products into low-carbon products. 3. Plan product life cycle assessments to understand product carbon footprints. In addition to the Product Carbon Reduction Benefits Platform already established at the design stage, the Product Transportation Carbon Emissions Platform was completed in 2025 for the transportation stage. For the manufacturing stage, Fitipower is also communicating and coordinating with suppliers to gradually complete carbon footprint inventories for each product.

Risk Category	Topic	Impact Description	Operational or Financial Impact	Impact Scope	Timing	Response Measures
Market	Investing in Transformation to Improve Sustainability Ratings	To actively implement ESG sustainable development, support from the capital market is essential. Fitipower actively invests in sustainability transformation to improve sustainability ratings and market competitiveness, attract institutional investors and become part of sustainable fund portfolios, seek inclusion in major sustainability indices and investment trust ETF constituents, and expand diversified financing tools.	• Value enhancement: increased asset value	Own operations	Medium term (3–5 years)	1. Actively promote balanced ESG development and participate in various sustainability ratings and assessments. 2. Consult credit rating agencies and work toward improving credit ratings.
	Entering Emerging Markets	In response to climate impacts, corporate demand for climate mitigation and resilience solutions is growing rapidly. If Fitipower invests in technological innovation required by emerging markets, such as electronic label products for IoT applications and wireless energy-harvesting electronic labels, it can provide customers with more efficient and energy-saving solutions, maintain competitiveness, expand its customer base and product applications, increase revenue sources, and grow market share. Successful design adoption in emerging fields may also enhance Fitipower's visibility and influence, strengthen its reputation, and attract more customers and partners.	• Increased revenue: more orders, customer acquisition, and new investment/ market revenue	Downstream customers	Short term (1–3 years)	1. Analyze low-carbon product opportunities in emerging markets and assess the feasibility of entering these markets. 2. Discuss with customers and explore new product applications, such as logistics applications using wireless power supply.
Operational Resilience	Climate Adaptation Solutions (Supply Chain: Wastewater Recycling and Reuse / Green Electricity Development / Energy-saving Measures)	In response to climate change, the frequency of extreme rainfall events worldwide has increased, with rainfall becoming more concentrated over shorter periods. This makes water shortages and water restrictions more likely during non-rainy seasons. Fitipower requires outsourced manufacturers to establish water resource treatment and reuse facilities to increase the proportion of reclaimed water and reduce drought impacts. At the same time, in response to rising electricity use for air conditioning due to high temperatures, insufficient grid resilience, and the trend toward green energy development, Fitipower actively recommends outsourced manufacturers to install solar power generation systems, replace lighting, and implement energy-saving equipment to ensure stable production and on-time delivery.	• Increased revenue: more orders and customer acquisition • Enhanced resilience: improved climate adaptability	Upstream supply chain; downstream customers	Short term (1–3 years)	1. Request suppliers to develop wastewater recycling and reuse measures, and regularly review the progress of water resource supply, renewable energy installation, and process energy-saving plans at each manufacturing site to ensure stable production and delivery.

Green Products

Targets ☑ Achieved

Short-term Goals (2025-2026)

- 100% of product materials comply with RoHS, REACH, and HF green standards. ☑
- Complete carbon footprint assessment for one major product. ☑

Medium to Long-term Goals (2027-2030)

- 100% of product materials comply with RoHS, REACH, and HF green standards.
- Complete carbon footprint assessments for five major products.

Responsibilities

- Quality control unit
- Administrative management unit
- Information unit

Key Stakeholders

- Customers
- Suppliers
- Employees

Evaluation Indicators

- Ratio of products compliant with green standards

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

As a professional IC design company specializing in display driver ICs and power management ICs, Fitipower leads smart living through innovative products while also driving the arrival of green living. In response to Fitipower's vision of "Leading Smart Living and Driving the Carbon Reduction Era," the Company continues to use its quality and environmental management systems (ISO 9001 and ISO 14001) to keep abreast of the latest international environmental regulations and environmental directives in sales regions, meet customers' green development requirements, and promote green product design. Fitipower's green product design focuses on two main pillars: green materials and product energy efficiency. Potential environmental impacts are considered at the design stage and confirmed with project development units, customers, and suppliers to reduce negative environmental impacts across the product life cycle.

Driven by national policies and brand customers' net-zero transition, Fitipower not only invests in the product design stage, but also plans carbon reduction management during outsourced manufacturing. In the short term, we will gradually inventory the annual carbon emissions of major products and require relevant suppliers to introduce product carbon footprint and carbon inventory mechanisms (ISO 14067 and ISO 14064). In the medium and long term, in addition to completing the product assessment scope, we will continue to work with partners on relevant carbon reduction measures and carbon offset actions. The ultimate goal is to achieve product carbon neutrality for manufacturing by 2050. In addition, at the product use stage, we conduct relevant safety standard certifications for certain power management ICs (IEC 62368 and UL 2367) and implement product labeling to reduce potential safety risks during product use.

Green Materials

To ensure that 100% of material sources used in all products comply with relevant international regulations and customer requirements, including RoHS (RoHS 2), REACH, HF, PPW, TSCA, and CP 65, Fitipower also implements product shipment labeling. Fitipower has established the Hazardous Substance Management Procedure. In addition to requiring all supplier partners to sign the Environmental Restricted Substances Commitment Letter, the Company has dedicated departments and personnel responsible for regulatory identification to address differences in regulatory requirements and languages. Before products are sold to export countries, the Company confirms that all its products do not contain any prohibited or restricted hazardous substances or chemicals and comply with green directive standards regulated by different countries. We set hazardous substance management targets in the annual target management table of the management system (ISO 9001), track them annually during management review meetings, review the achievement rate and implementation status of targets, and formulate targets for the following year. During the reporting year, there were no violations of relevant green regulatory requirements. In addition, Fitipower also provides online training on green regulations and requirements for relevant personnel. In 2025, a total of 743 attendances participated in the training, with total training hours reaching 617 hours.

Note1：RoHS, Restriction of Hazardous Substances Directive
Note2：REACH, Registration, Evaluation, Authorization and Restriction of Chemicals
Note3：HF, Halogen Free
Note4：PPW, Packaging and Packaging Waste Directive
Note5：TSCA, Toxic Substances Control Act
Note6：CP 65, California Proposition 6

Fitipower's requirements for suppliers:

Obtain ISO 14001 environmental management system certification and IECQ QC080000 hazardous substance process management system certification.

Provide the Fitipower Composition Analysis Form, including third-party test reports and SDS data sheets.

Sign the Environmental Restricted Substances Commitment and Guarantee.

Energy-saving Design

Leveraging its expertise in integrated chip design, Fitipower is committed to developing various technological breakthroughs and green innovative products that are modular, highly integrated, low in power consumption, and high in energy efficiency, thereby delivering significant benefits for energy saving and carbon reduction in end electronic products. Therefore, we have established a Product Carbon Reduction Benefits Platform to record the design of our energy-saving products and estimate their carbon reduction results*. Through data review and management, we further develop energy-saving products. In 2025, there were seven breakthrough innovative green designs. Based on the shipment volume of each energy-saving product, all energy-saving products in 2025 were estimated to reduce approximately 38,439 metric tons of carbon emissions.

Note： Annual carbon reduction is estimated based on assumed scenarios of typical consumer usage patterns and product shipments. The electricity emission factor is calculated using 0.474 kg CO_2e/kWh as announced by the Energy Adminstration, Ministry of Econnomic Affairs for 2024.

▶ 2025 Green Innovative Products

Innovative Product	Product Energy-saving Description
Power Management IC (Low-dropout Linear Regulator IC)	With 300mA output capability, the product effectively reduces standby power consumption through optimized quiescent current design, achieving an approximately 50% reduction compared with products of the same class, while improving system stability and energy efficiency.
Display Driver IC (Large-size Display Driver IC)	Through low-power circuit design and chip area optimization, the product reduces energy consumption while maintaining product performance and cost competitiveness.
Display Driver Technology (Chromebook SD)	Uses Adaptive Bias Saving technology to dynamically adjust bias current according to display content, reducing unnecessary energy consumption.
Display Driver Technology (Large-size Source Driver)	Through bias circuit optimization, low-power PMIC/TCON integration, and high-transmittance design, the technology lowers driving voltage and reduces DC current, achieving an additional approximately 20% reduction in energy consumption compared with the higher standard (ES8.0).
Display Driver IC (Notebook Display Driver IC)	Under the same display conditions, power consumption is reduced by approximately 30%. The product also optimizes touch noise and anti-interference capabilities, balancing energy efficiency and product stability.
Display Controller IC (TV Timing Controller IC)	Introduces clock gating technology and optimizes functional block circuits to effectively reduce power consumption in clock paths, reducing average power consumption by approximately 150mW compared with existing products.
Display Controller IC (UHD TV TCON)	Supports multi-chip architecture design, with power consumption below 2W under general usage scenarios, improving energy efficiency for high-resolution displays.

Energy and Resources Management and Green Office

Targets

☑ Achieved

Short-term Goals（2025-2026）

- Continue shaping a green office culture and implementing related measures. ☑
- Achieve 100% ISO 14064 verification coverage for entities included in consolidated revenue. ☑
- Adopt a dual framework of ISO 14064-1 and the GHG Protocol for GHG inventory verification. (2026)
- Achieve a 90% green procurement ratio for IT equipment.
- Achieve a 100% annual green procurement ratio for non-IT equipment. ☑
- Achieve a waste recycling rate of 55%.

Medium to Long-term Goals （2027-2030）

- Maintain 100% ISO 14064 verification coverage for entities included in consolidated revenue.
- Achieve a renewable energy ratio of 5% in 2027 and RE100 by 2035.
- Achieve carbon neutrality for Scope 1 and Scope 2 by 2035 (50% by 2030, increasing by 10% each year thereafter).
- Achieve 100% inventory coverage for applicable Scope 3 items (Categories 3 to 6) by 2030.
- Achieve carbon neutrality across all scopes by 2050.
- Achieve a 95% green procurement ratio for IT equipment.
- Achieve a 100% annual green procurement ratio for non-IT equipment.
- Achieve a waste recycling rate of 60%.
- Disclose environmental expenditures.

Responsibilities

- Administrative management unit
- Information unit

Evaluation Indicators

- Carbon emissions status
- Green procurement ratio
- Energy and resource use status

Key Stakeholders

- Government Agencies
- Customers
- Suppliers
- Employees

Communication Mechanism

- Please refer to the "Key Stakeholders Communication Comparison Table" and match it with the key stakeholders mentioned above.

Energy and Carbon Management

Fitipower Group relies entirely on purchased electricity for its energy use and does not generate electricity onsite or directly consume fuel. In 2024, we completed Fitipower's first greenhouse gas (GHG) inventory and assessment, covering Categories 1 through 6. In 2025, in accordance with the ISO 14064-1 GHG inventory standard, we further expanded the inventory boundary to include all subsidiaries and established the foundation for Group-wide GHG assessment and management, with the inventory boundary covering all operating sites. We also engaged a third party to conduct verification to ensure the accuracy and transparency of the inventory results. The 2025 GHG inventory results are presented in the table below.

In 2025, Fitipower Group completed its Group-wide GHG inventory ahead of schedule, establishing a comprehensive foundation for carbon emissions management across the Group boundary. Accordingly, we reviewed and adjusted our short-, medium-, and long-term targets by bringing forward our renewable electricity procurement plan and related carbon reduction targets. We will actively promote carbon reduction and carbon offset strategies, with the goal of achieving carbon neutrality for Category 1 and Category 2 emissions by 2035 and carbon neutrality across all emission categories by 2050. In addition, we have promoted a green office culture for many years, gradually reducing operational carbon emissions through energy-saving management, green procurement, and optimization of daily energy use. Looking ahead, we will continue to enhance energy management performance and evaluate initiatives such as energy-saving upgrades for server rooms to further improve overall energy efficiency and fulfill our commitment to low-carbon operations.

Measures to promote a green office culture

- Replacement projects for old equipment, such as replacing office lighting with LED energy-saving lights.
- Procurement of IT equipment compliant with green labels; the green procurement ratio in 2025 was 78.9%.
- To reduce office paper use, the Company promotes reuse of single-sided paper and has gradually introduced an online approval system to replace paper-based document processing, as well as an e-system for payroll slips.
- Regular training courses are conducted primarily using online materials.
- Office greening programs are also promoted.
- Waste sorting and resource recycling and reuse are actively implemented.
- For employee lunches, vegetarian meals and fruit meals are also offered as diversified options, supporting employees' dietary health while reducing CO_2 emissions.

▶ Fitipower Group Electricity Usage

Item	2022	2023	2024	2025
Electricity (GJ)	9,749.636	9,513.614	10,048.064	9,289.573
Energy Intensity (GJ/NT$ million)	0.495	0.584	0.523	0.516

Note：The data scope covers all operating sites of the entire Fitipower Group.

▶ Fitipower Group greenhouse gas emissions

Item	Fitipower and TYW		JADARD Group (First-year Inventory)	
	Emissions (tCO_2e)	Emission Ratio (%)	Emissions (tCO_2e)	Emission Ratio (%)
Category 1: Direct GHG Emissions	253.8742	0.23%	61.4038	0.04%
Category 2: Indirect GHG Emissions from Imported Energy	1,044.2944	0.97%	186.2605 (location-based) 231.3050 (market-based)	0.12%
Category 3: Indirect GHG Emissions from Transportation	6,274.5421	5.80%	177.2863	0.12%
Category 4: Indirect GHG Emissions from Products Used by the Organization	100,547.2800	93.00%	153,006.8601	99.72%
Category 5: Indirect GHG Emissions Associated with the Use of Products from the Organization	Not inventoried after materiality assessment	Not applicable	Not inventoried after materiality assessment	Not applicable
Category 6: Indirect GHG Emissions from Other Sources	Not applicable	Not applicable	Not applicable	Not applicable
Total Emissions	108,119.9908	100%	153,431.8106 (location-based) 153,476.8551 (market-based)	100%
Carbon Emissions Intensity for Categories 1 and 2 (metric tons CO2e / NT$ million revenue)		0.1534		0.1131

Note1：The data scope for Fitipower and Fitipower Microelectronics covers all operating sites. The data scope for JADARD Group covers all operating sites.

Note2：Category 3 data covers upstream raw material transportation and distribution, employee commuting, business travel, and downstream product transportation and distribution. Category 4 data covers purchased products and services, and waste treatment and transportation.

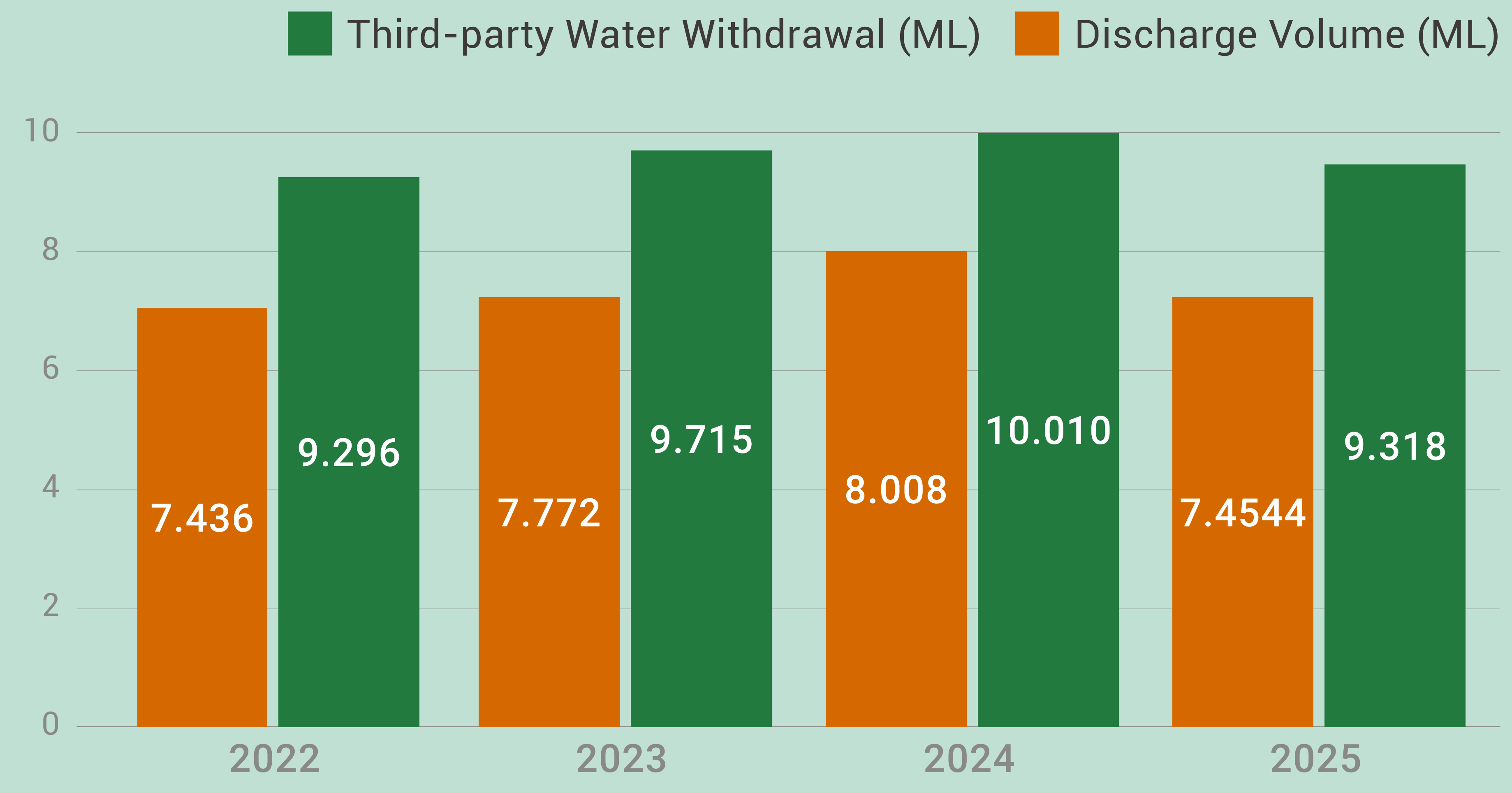
Note3：The materiality threshold is 5%.

Note4：The carbon emission intensity unit for Fitipower and Fitipower Microelectronics is NT$ million in revenue; for JADARD Group, it is RMB million in revenue.

Water Resource Management

According to a study published in 2024 by the World Resources Institute, a U.S. environmental think tank, more than one-fifth of the global population already lives in areas with extremely high water stress. Uneven water resource distribution and increasingly competitive use pose potential risks to business operations. Analysis using the Aqueduct Water Risk Atlas developed by WRI shows that none of Fitipower Group's operating sites are located in areas classified as high risk or above for water stress. Although our sites are located in areas with relatively favorable water conditions and we do not engage in manufacturing operations, we still regularly track water use to effectively understand the impacts that may arise during periods of water stress. In 2025, the Group's total water withdrawal was 9.318 million liters, all sourced from third-party municipal water. To ensure that everyone has access to available and sustainably managed water resources, we continue to promote water conservation among employees and purchase equipment with water-saving labels. Going forward, we will plan applicable water recycling actions based on water use conditions.

▶ Water Withdrawal and Discharge Status

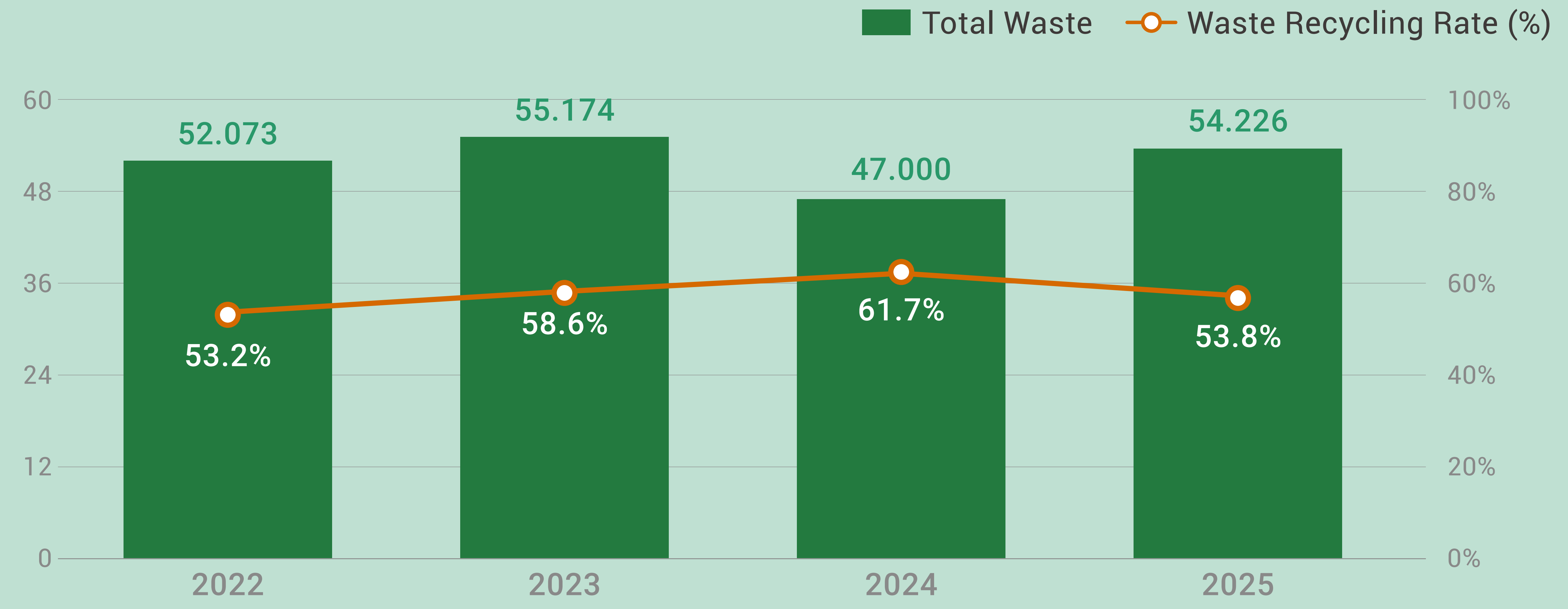


Note1：Since no discharge monitoring equipment has been installed, discharge volume is estimated in accordance with the Hsinchu Science Park wastewater pricing regulations. Discharge volume equals water use * 80%.

Waste Management

Fitipower Group upholds the circular economy spirit of the environmental 4Rs - Reduce, Reuse, Recycle, and Recovery - as the basis for waste generation and control. We have established a strict control mechanism for waste flow to ensure proper waste disposal and compliance with local laws and regulations. In Taiwan, waste electronic components, scraps, and defective products (including wafers and packaging materials) generated during Company operations are stored in temporary on-site storage areas in accordance with the waste disposal plan, and qualified handlers are commissioned for scrap recycling and online reporting. Other cardboard recycling and general waste are properly sorted and then collected and subsequently processed by the cleaning team within the science park. In China, waste consists of garbage generated from office premises and is disposed of by qualified vendors commissioned by the building management committee. In 2025, there were no pollution leakage incidents or environmental fines. Total waste generated was approximately 54.226 metric tons, and the overall recycling rate reached 53.8%, down 7.9% from the previous year. This was mainly due to changes in organizational boundary, including the addition of Jadard Shanghai and Hefei branches, and adjustments in statistical methods. In addition to continuing to promote source reduction and on-site waste recycling and reuse, Fitipower uses green innovative technologies and works with the entire supply chain to avoid the use of hazardous substances and reduce raw material use, thereby reducing the environmental burden of production and implementing the circular economy concept.

▶ Waste Generation and Recycling Status in Recent Years (unit: metric tons)



Note1： The 2025 information scope newly includes JADARD Hefei and Shanghai branches.

5 Labor-Management Common Good

Human Rights, Diversity, Inclusion, and Communication

Talent Attraction and Benefits

Employee Development and Retirement

Workplace Safety and Health Promotion

Corresponding Stakeholders

- Employees

Corresponding Material Topics

- Talent Attraction and Retention
- Talent Cultivation and Development
- Occupational Health and Safety

Policy and Response to SDGs

To ensure that all employees are treated with respect and dignity and to provide a high-quality, safe, and healthy work environment, we value talent management and employee care, and strive to attract diverse, high-caliber talent to grow alongside the Company.

Human Rights, Diversity, Inclusion and Communication

Targets ☑ Achieved

Short-term Goals (2025-2026)

- Join RBA-ON and complete self-assessment and improvement (2026). ☑
- Implement the RBA VAP at Fitipower (2026). ☑
- Achieve a female employee ratio of 20%. ☑
- Achieve a 100% closure rate for employee communication cases. ☑
- Conduct the first employee engagement survey (2025) ☑

Medium to Long-term Goals (2027-2030)

- 100% improvement of RBA SAQ non-conformities (2027)
- 100% RBA VAP coverage across major operating sites (2028)
- Achieve an RBA VAP score of ≥160 at major operating sites (2030)
- Female employees to account for 23% of total employees
- Conduct an employee engagement survey (2028)
- 100% closure rate for employee communication cases

Responsibilities

- Human resources unit

Key Stakeholders

- Employees

Evaluation Indicators

- RBA VAR
- employees engagement
- employees grievance status

Communication Mechanism

- Please refer to the "Labor-Management Communication" chapter content

Human Rights and Diversity, Equity, and Inclusion Policy

Employees are the organization's most important asset, and people management is therefore critical to sustainable corporate development. The Fitipower Group manages its teams based on the core principle of "embracing diversity in the workplace through mutual inclusion and respect." Accordingly, we comply with labor laws and regulations in all locations where we operate and refer to the Universal Declaration of Human Rights, the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. The Chairman has signed and issued the Human Rights and Diversity, Equity, and Inclusion Policy, which applies to the Company, its affiliates, partners, and other relevant parties, and serves as the highest guiding principle for human rights management and practice.

Human Rights and Diversity, Equity, and Inclusion Policy

Our commitments

Diversity and Equal Opportunity	• Abide by the labor laws and regulations of worldwide locations and include the respect for economic, social, cultural, civil, and political rights and development. • Ban child labor, prohibit forced labor and inhumane treatment, including harassment, abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers. • No engagement in differential treatment (including employment, wages, training, evaluation, and promotion) or discrimination of any form based on gender, sexual orientation, race, social status, age, marital status, language, ideology, belief, political affiliation, native place, place of birth, facial features, and mental or physical disabilities.
Safe and Healthy Environment	• Care for employee needs and attendances as well as support and help employees maintain work-life balance. • Eliminate factors affecting employee health and safety in the workplace, including abnormal workloads and overtime work.
Smooth and Secured Channels	• Provide diversified (including anonymous reporting) and open conversation channels for employees, suppliers, business partners, and other stakeholders to give feedback or report probable unethical behavior. • Implement whistleblower protection to eliminate reprisal or retaliation of any form. • Establish open management and respect freedom of association (including labor union) to promote a harmonious and win-win labor-management relationship.
Collaborative and Win-WinPartnership	• Support international and social initiatives and organizations on human rights and take corresponding actions, including the RBA and RMI.
Total and Continuous Progress	• Periodically review, assess, and disclose related risks, practices, and impacts with respect to the social situations and stakeholder needs.

RBA Management and Human Rights Due Diligence

Fitipower actively supports the core principles of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). We are committed to treating all employees and business partners with dignity and requiring supply chain members to jointly comply with relevant standards and principles. Following the release of the Fitipower Sustainable Supplier Code of Conduct in 2024, which uses the RBA spirit and requirements as its blueprint, we strengthened human rights management in the supply chain (see the "Supply Chain Management" section). In 2025, we further conducted a comprehensive review and optimization of our internal management system, establishing and revising 48 related management policies and procedures to improve consistency between the management system and RBA requirements. In February 2026, we completed our first RBA Validated Assessment Program (VAP). For the findings identified in this third-party audit, the Company submitted a Corrective Action Plan (CAP) to the RBA and completed all improvements before publication of this report.

In addition to continuously promoting due diligence management for supplier materials, we conducted our first human rights due diligence process in 2025, covering internal employees and major suppliers. A total of 528 employee questionnaires were distributed and 527 were returned, representing a 99.8% response rate; 33 questionnaires were returned by major suppliers. Taking operational risks and relevance to employees and suppliers into consideration, we ultimately identified 11 relevant topics for subsequent investigation and published our first Human Rights Due Diligence Report in 2026. The results indicated that no material human rights risk topics were identified in 2025. Nevertheless, for the five topics with relatively higher risk assessment results - working hours, intellectual property, occupational health and safety, responsible sourcing of minerals, and workplace unlawful infringement/sexual harassment - we disclosed prevention, mitigation, and remedial measures. For details, please refer to the Company's 2025 Human Rights Due Diligence Report. Going forward, we will conduct regular investigations and continue to enhance relevant management measures and information disclosure to improve the completeness and transparency of human rights risk management.

Risk topics identified in the 2025 due diligence

1. Prohibition of Forced Labor
2. Child Labor and Young Workers
3. Working Hours
4. Wages and Benefits
5. Diversity, Inclusion, and Anti-Discrimination
6. Unlawful Workplace Infringement / Sexual Harassment
7. Freedom of Association and Collective Bargaining
8. Occupational Health and Safety
9. Responsible Sourcing of Minerals
10. Intellectual Property
11. Privacy

Human Rights Due Diligence Report

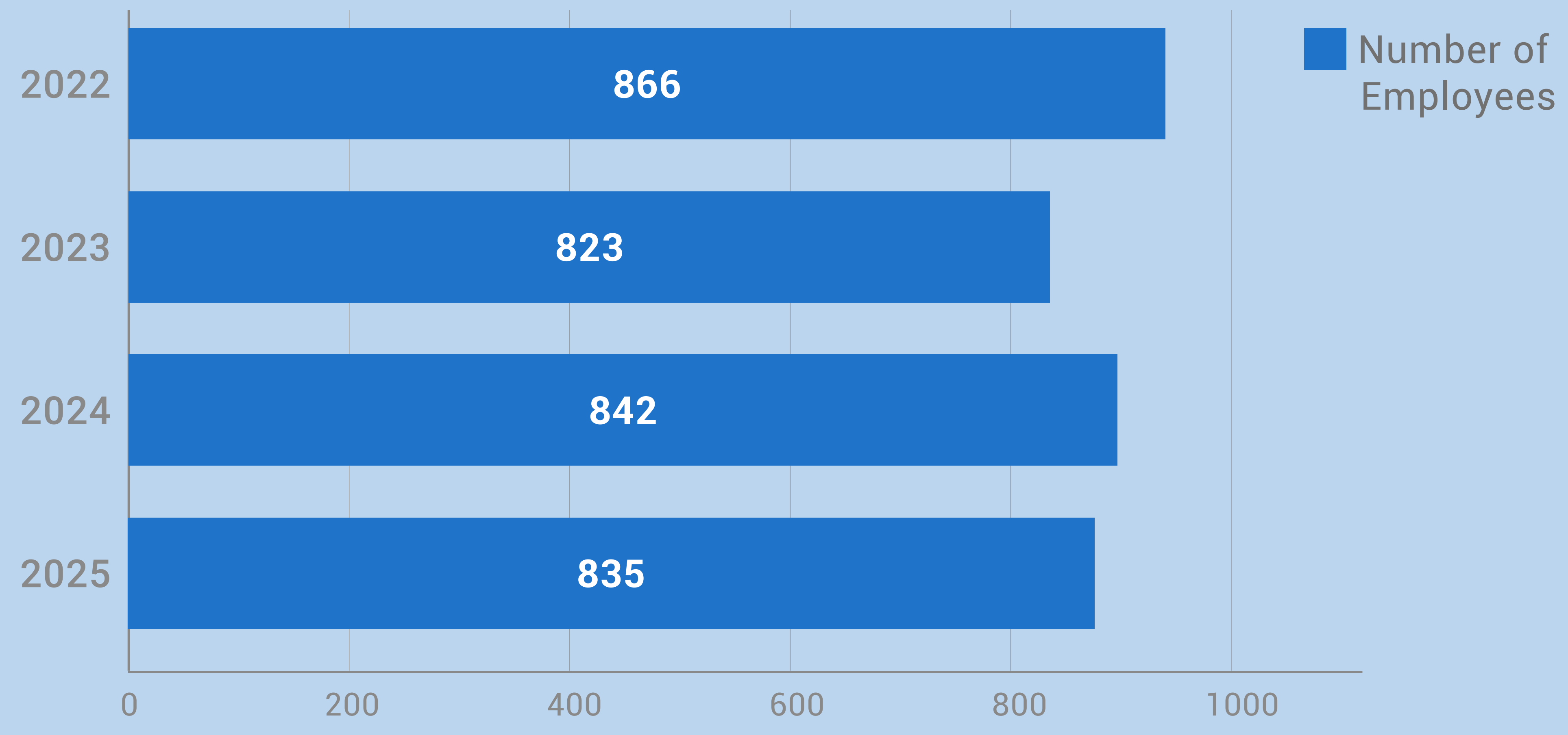
Workforce Diversity

Fitipower believes that diversity is a key element in an organization's continuous growth and self-transcendence, and we are committed to embodying the values of DEI (Diversity, Equity, and Inclusion). Through institutionalized management and cultural advocacy, we create an inclusive, respectful, and equitable work environment where every employee can fully realize their potential. In senior leadership, we actively cultivate and support the development of female leaders and implement a corporate culture that encourages women's participation. From internal talent cultivation and promotion opportunities to external professional recruitment, we emphasize the principles of gender equality and diverse participation. In terms of board diversity governance, female directors account for 42.9% of the Board, far above the industry level, demonstrating our commitment to gender diversity and professional governance. With cross-disciplinary professional capabilities and unique perspectives, female directors bring more diverse viewpoints to corporate decision-making and continue to drive corporate innovation and value enhancement. For details, please refer to the "Governance Regulations and Structure" section.

The Fitipower Group values R&D innovation and diverse talent deployment. As of the end of 2025, we had a total of 835 employees, including 830 regular employees and five contract employees. The average employee age was approximately 39, and the average tenure was 6.7 years, enabling efficient experience transfer and technical guidance. In addition, there were seven dispatched workers (non-employee workers), mainly engaged in environmental cleaning and IT equipment maintenance. R&D innovation and engineering/technical personnel represent the majority of the workforce, accounting for 76% of total employees.

The overall female employee ratio was 24.8%, meeting the annual target. For an IC design industry whose main talent needs are concentrated in science and engineering disciplines, especially electrical and electronics-related fields, we demonstrate concrete action in diversity and inclusion. Fitipower's talent presence spans Taiwan, China, and other locations; overseas employees accounted for 18.1%. We also hire outstanding local talent and create local employment opportunities, achieving a local hiring rate of 98.4%, including 95.5% local hiring among senior management. In addition, we plan suitable positions to provide more employment opportunities for persons with disabilities. During the reporting year, the Fitipower Group employed five persons with disabilities in compliance with local requirements.

Note："Local hiring" refers to directly employing personnel who are nationals of the country or region where the operating site is located or who legally hold long-term local residency.



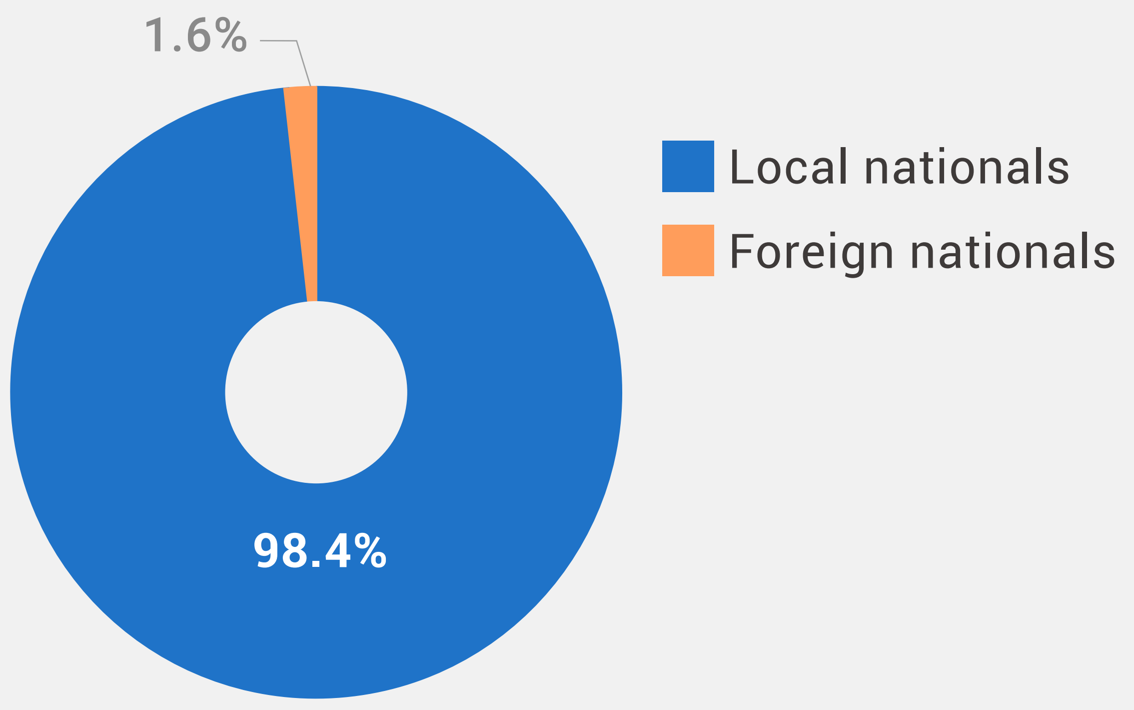
Employment Contracts	Employment Type	Gender		Work Location		Patio
		Gender	Work Location	Gender	Work Location	
Permanent	full-time	627	202	678	151	99.4%
	Part-time	0	1	1	0	
temporary	full-time	0	1	1	0	0.6%
	Part-time	1	3	4	0	

Note1：Temporary employees refer to employees who have signed fixed-term contracts. Full-time employees refer to employees who work 40 hours per week and 8 hours per day.

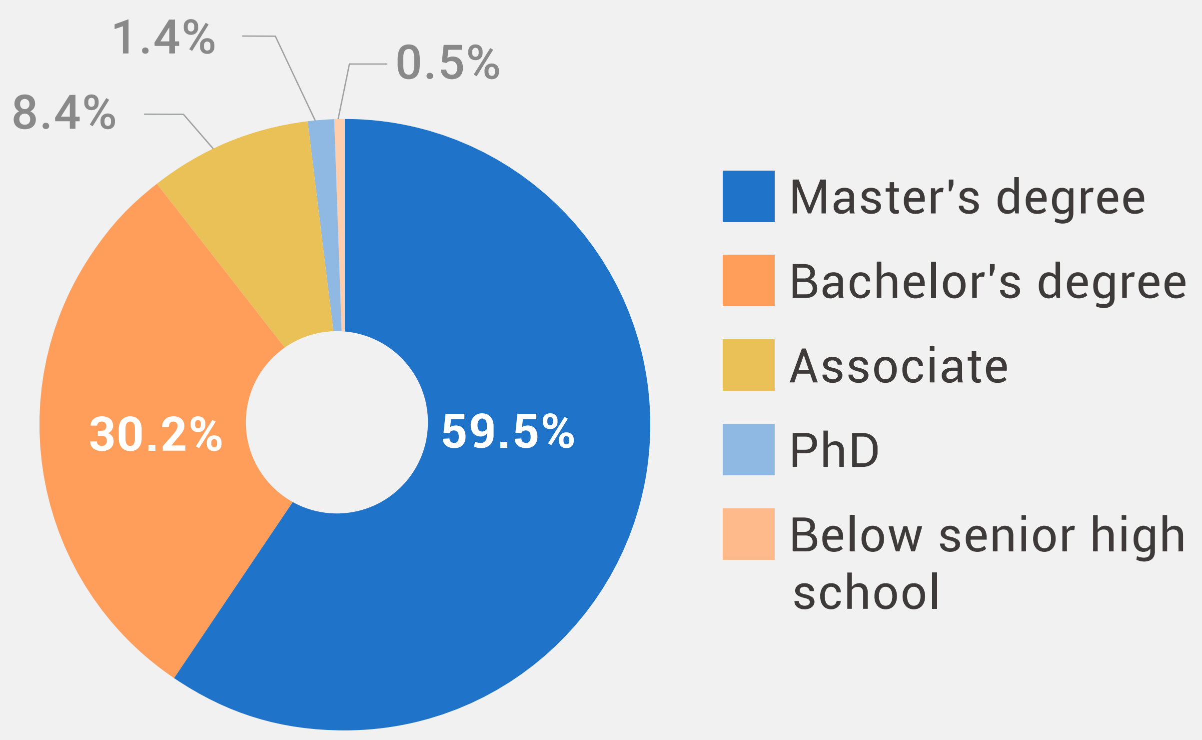
Merit Awards	Job Category	Gender Distribution (Headcount) Male		Female		Age Distribution (Headcount) 18 to 30		31 to 49		50 and above		Vulnerable Group Distribution (Headcount)	
Position	R&D	93.0%	(214)	7.0%	(16)	27.8%	(64)	63.0%	(145)	9.1%	(21)	0%	(0)
	Marketing & Sales	45.9%	(39)	54.1%	(46)	9.4%	(8)	80.0%	(68)	10.6%	(9)	0%	(0)
	Engineering	84.7%	(343)	15.3%	(62)	22.2%	(90)	72.1%	(292)	5.7%	(23)	0.2%	(1)
	Admin	27.8%	(32)	72.2%	(83)	15.7%	(18)	60.0%	(69)	24.3%	(28)	3.5%	(4)
Job Level Distribution	Senior Management	90.9%	(60)	9.1%	(6)	0%	(0)	48.5%	(32)	51.5%	(34)	0%	(0)
	general Managers	80.6%	(116)	19.4%	(28)	0%	(0)	90.3%	(130)	9.7%	(14)	0%	(0)
	Non-management	72.3%	(452)	27.7%	(173)	28.8%	(180)	65.9%	(412)	5.3%	(33)	0.8%	(5)
Total		**835 employees**										**5 employees**	

Note1：Senior management refers to managerial personnel at or above the level of Deputy Division Head, including special assistants. General management refers to managerial personnel other than senior management.

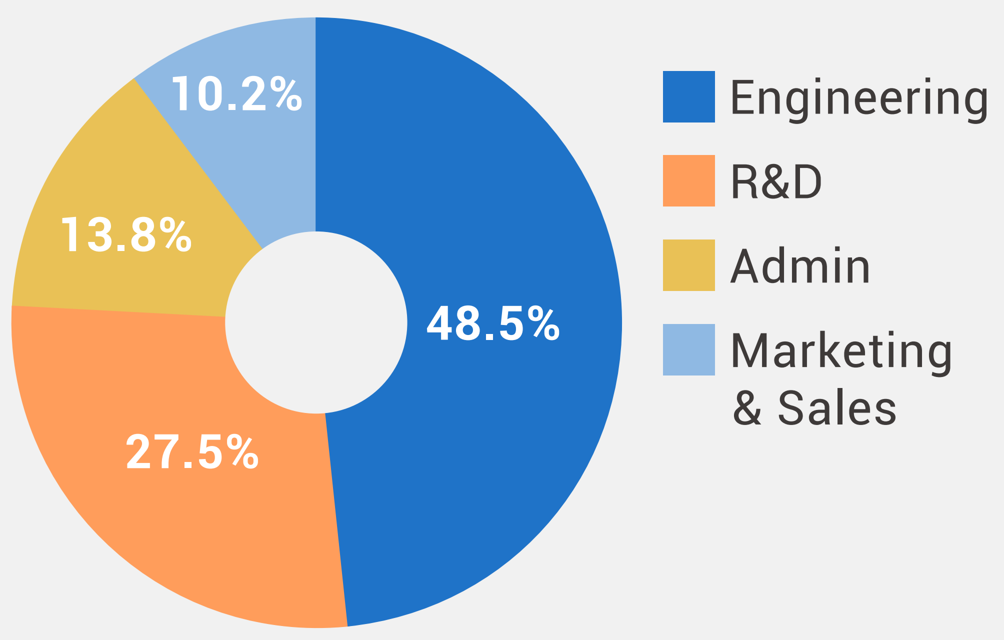
▶ Local Employment



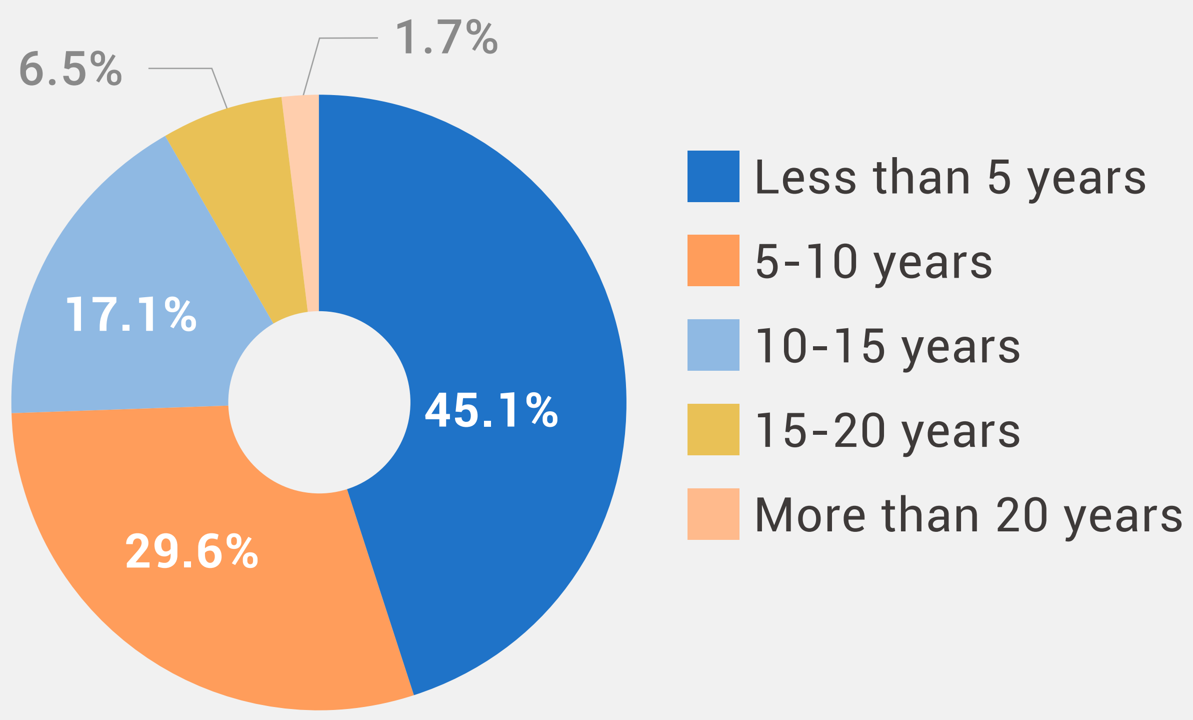
▶ Educational Background



▶ Employee Category



▶ Years of Service



Labor-Management Communication

Although Fitipower has not established a labor union, we have built comprehensive and diverse two-way communication channels to facilitate smooth labor-management interaction. Fitipower is committed to fostering harmonious labor-management relations and creating a dynamic, diverse, and equitable work environment where employees can fully apply their strengths and continue improving, while helping each individual find passion and balance between work and life. During the reporting period, we achieved the objectives of protecting labor and human rights, including zero discrimination incidents or related complaints, no violation of freedom of association or collective bargaining rights, no employment of child labor, no forced or compulsory labor incidents, no major labor disputes, and no delayed or accumulated employee opinions or grievance cases. In addition, to safeguard employees' employment rights and labor conditions, we commit to providing the minimum statutory notice period for termination of labor contracts in the event of major operational changes, in accordance with local regulations, in order to minimize impacts on Company operations and employee employment.

Note1：In Taiwan, employees who have worked for more than three months but less than one year shall be given 10 days' prior notice; those who have worked for one year or more but less than three years shall be given 20 days' prior notice; and those who have worked for three years or more shall be given 30 days' prior notice. In China, employees shall be given three days' prior notice during the probationary period and 30 days' prior notice after the probationary period.

▶ Diverse Communication Channels

Real-time System
- iHome
- Human Rights Grievance Mailbox
- Electronic Bulletin

Group Meetings
- iHome
- Human Rights Grievance Mailbox
- Electronic Bulletin

One-on-one Interviews
- Performance reviews (semi annually)
- Exit interviews (upon resignation)

Questionnaire Survey
- Meal satisfaction surveys (monthly)
- Volunteer activity surveys (irregular)
- Employee satisfaction and engagement survey (every three years)


Manager Meetings


Employee Welfare Committee Meetings

Employee Satisfaction and Engagement Survey

To systematically understand employees' overall perceptions of organizational management, the work environment, and development opportunities, and to provide a basis for optimizing human resources strategies and improving organizational effectiveness, the Fitipower Group introduced its first employee satisfaction and engagement survey mechanism in 2025. The survey is positioned as an important management tool for communication between the Company and employees and is planned to be conducted every three years to establish a basis for long-term trend analysis and improvement tracking. The results of this survey will also serve as the baseline for future annual comparisons. To ensure neutrality and representativeness, the survey covered general active employees and excluded employees on unpaid leave, contract personnel, and senior executives at assistant vice president level or above. A total of 793 employees were eligible, covering 94.7% of all employees. Ultimately, 689 valid questionnaires were returned, representing a response rate of 86.9%.

The questionnaire covered organizational governance, leadership style, talent development, organizational operations, and employee care, and was divided into 12 evaluation dimensions: vision guidance, rapid response, integrity leadership, compensation and incentives, diversity and shared prosperity, co-creation participation, team collaboration, development potential, goal focus, organizational effectiveness, supervisor empowerment, and physical and mental well-being. It also included engagement questions and open-ended feedback to incorporate both quantitative analysis and qualitative insights. The survey results showed highly positive employee evaluations of the Company's overall performance, with an average satisfaction score of 4.20 out of 5, an engagement score of 4.43, and an overall positive recognition level of approximately 90.4%. "Supervisor empowerment," "integrity leadership," and "vision guidance" performed relatively strongly, while "compensation and incentives," "physical and mental well-being," and "rapid response" were identified as priority areas for improvement.

Based on the survey results, the Group has incorporated relevant topics into management optimization priorities and planned corresponding improvement actions, including promoting employee care and health promotion measures and optimizing cross-department communication and process efficiency, in order to respond to employee feedback and improve overall organizational effectiveness. The implementation progress of relevant improvement measures will be included in subsequent management tracking, and their effectiveness will continue to be reviewed through periodic surveys. Complete information on the survey methodology, analysis results, and specific improvement plans has been compiled in the 2025 Employee Satisfaction and Engagement Survey Report and disclosed on the Company's official website for stakeholders to view and download.

2025 Fitipower Employee Satisfaction and EngagementSurvey Report ⤓

Talent Attraction and Benefits

Targets ☑ Achieved

Short-term Goals（2025-2026)

- Employee turnover rate 16% / 15%. ☑
- Key employee retention rate 87% / 88%. ☑
- Offer acceptance rate 72% / 74%. ☑

Medium to Long-term Goals （2027-2030)

- Employee turnover rate 15%.
- Key employee retention rate 90% (2030).
- Offer acceptance rate 75% (2030).

Responsibilities

- Human Resources unit
- Remuneration Committee

Evaluation Indicators

- Human Resources unit
- Remuneration Committee

Key Stakeholders

- Employees

Communication Mechanism

- Please refer to the "Labor-Management Communication" chapter content

Talent Recruitment and Retention

Talent is the driving force behind technological R&D and operational growth, and this is especially critical in the rapidly changing IC design industry that continuously pursues innovation and breakthroughs. Therefore, the Fitipower Group continues to use diverse recruitment channels, including online recruitment platforms, social media, headhunting firms, referrals from employees' relatives and friends, industry-academia internship programs, R&D substitute military service programs, job fairs, talent matching events, and participation in the government's Youth Employment Pilot Program. We also provide competitive compensation to attract outstanding talent. We actively operate the Company's website and social media channels to enhance stakeholders' understanding of and connection with the Company.

In 2025, Fitipower hired 115 employees, with a female-to-male ratio of 1:2.7. The new hire rate was 13.8%, and the overall offer acceptance rate reached 88.3%, demonstrating strong employer brand appeal. Under the strategy of organizational deployment and resource allocation, we provide challenging work content and a career platform that enables employees to fully apply their expertise, continuing to attract young talent. During the reporting year, employees under the age of 30 accounted for 40.9% of all new hires. Compared with the previous year, the proportion of young new hires decreased, mainly because the Company moderately adjusted its workforce structure in response to operational development and technology deepening needs by increasing the allocation of mid- to senior-level and experienced professionals to strengthen organizational resilience and experience transfer. At the same time, given the resignation of certain senior employees during the year, supplementary hires were mainly experienced professionals with immediate operational capability. Overall, the Company continues to balance youth cultivation and the recruitment of experienced talent to build a talent structure with both innovation momentum and stable development.

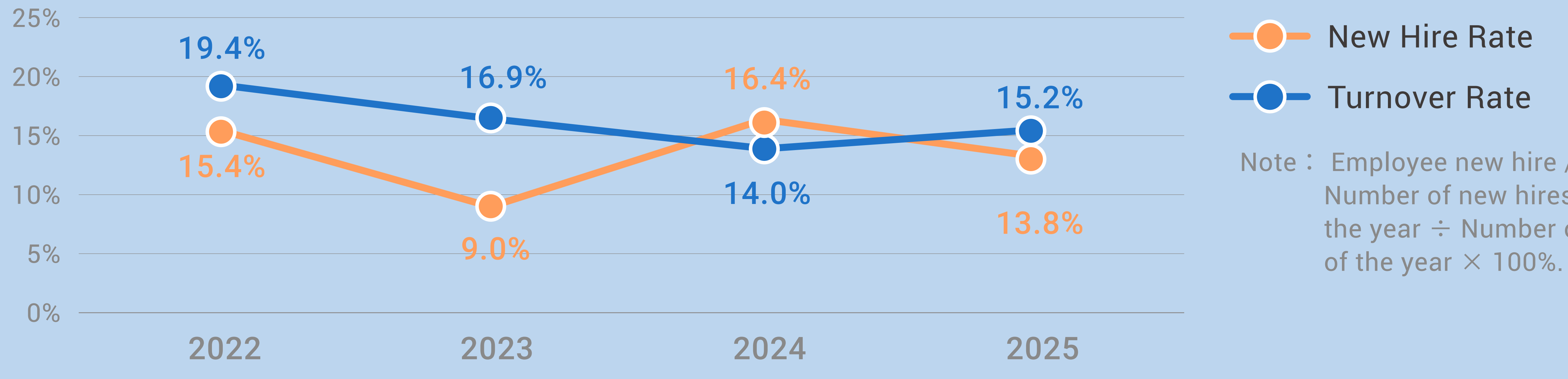
Through diverse two-way communication channels, Fitipower continues to care for each employee's work-life balance and retain suitable talent. In 2025, 127 employees resigned, with a female-to-male ratio of 1:3.4. The overall turnover rate was 15.2%, better than the annual target of 16%. We aim to maintain a healthy turnover rate, regularly review and strengthen retention measures, and enhance the management of key talent. In 2025, the key talent retention rate was 89.7%, achieving the annual target.

Note1：Offer acceptance rate = Total number of accepted offers during the year ÷ Total number of offers issued during the year.

Note2：Key talent refers to employees at or above the level of Deputy Division Head, and R&D employees at or above the level of Senior Engineer.

Note3：Key talent retention rate = Number of key talent identified in the previous year who remained employed at the end of the current year ÷ Number of key talent identified in the previous year.

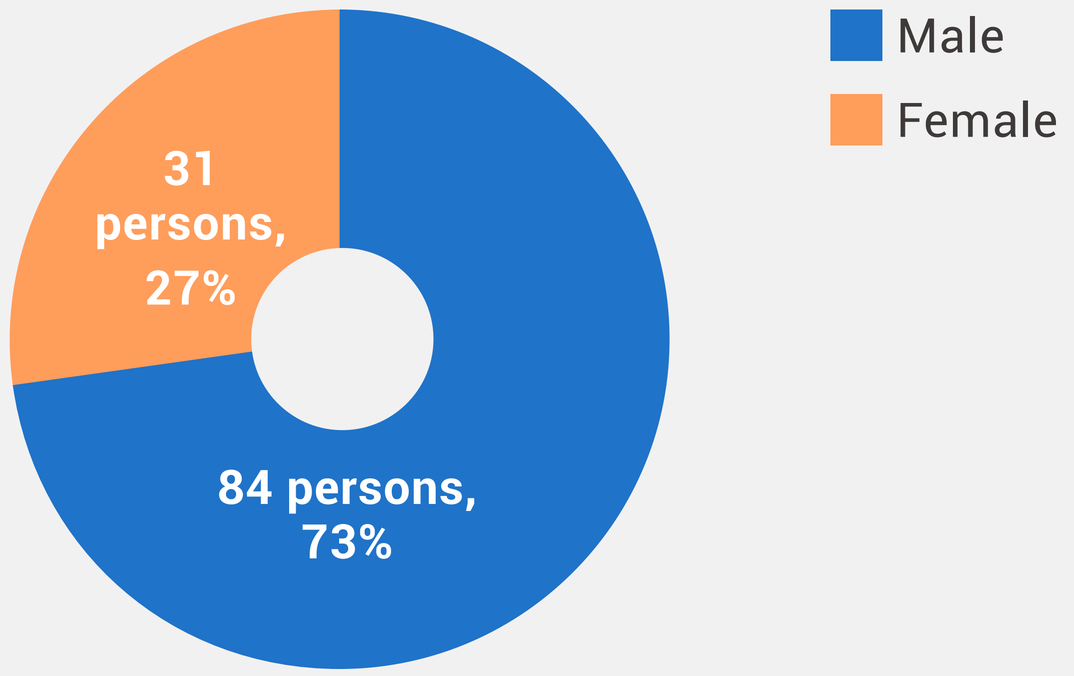
▶ New Hire and Turnover Status



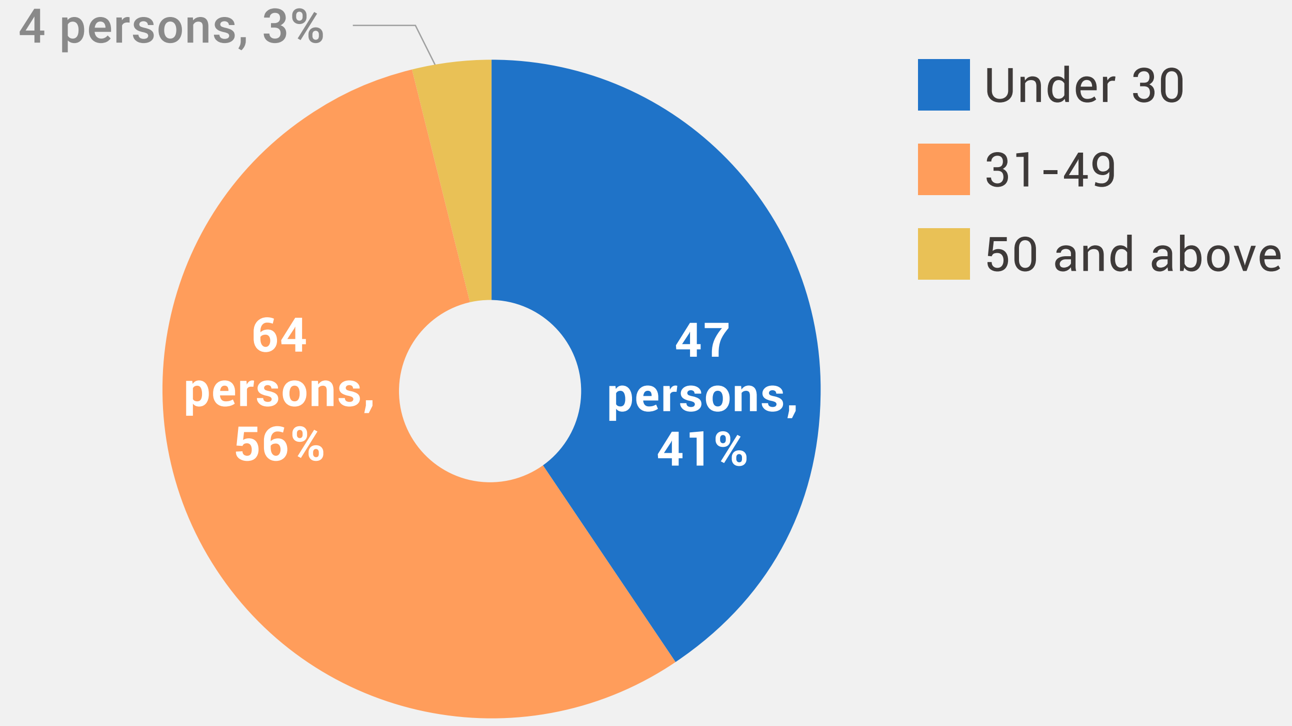
Note： Employee new hire / turnover rate = Number of new hires / departures during the year ÷ Number of employees at the end of the year × 100%.

2025 Employee Hiring Overview

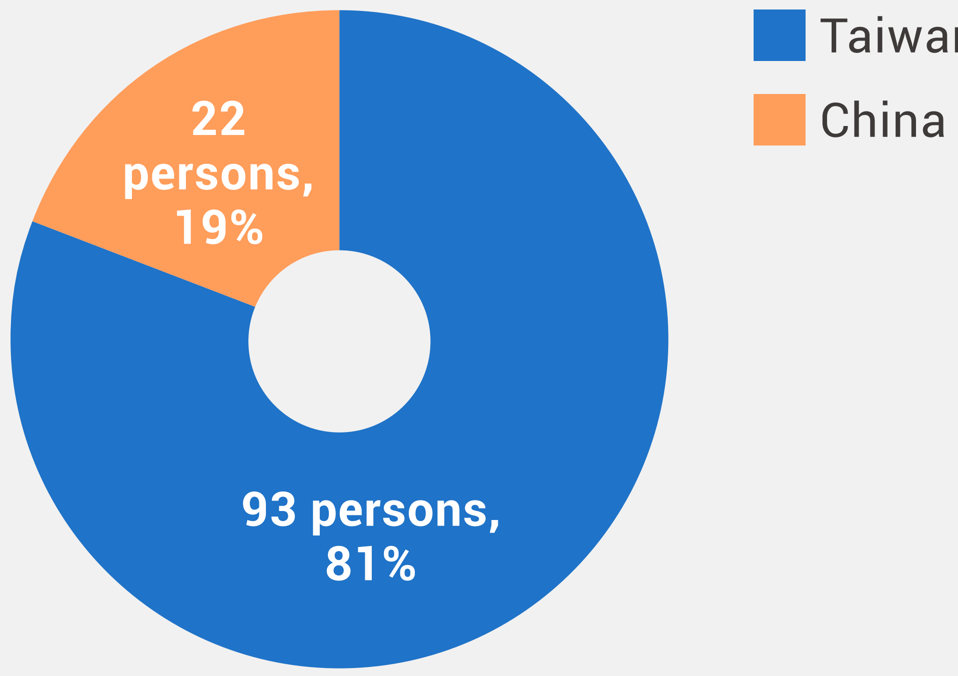
▶ Gender



▶ Age Group

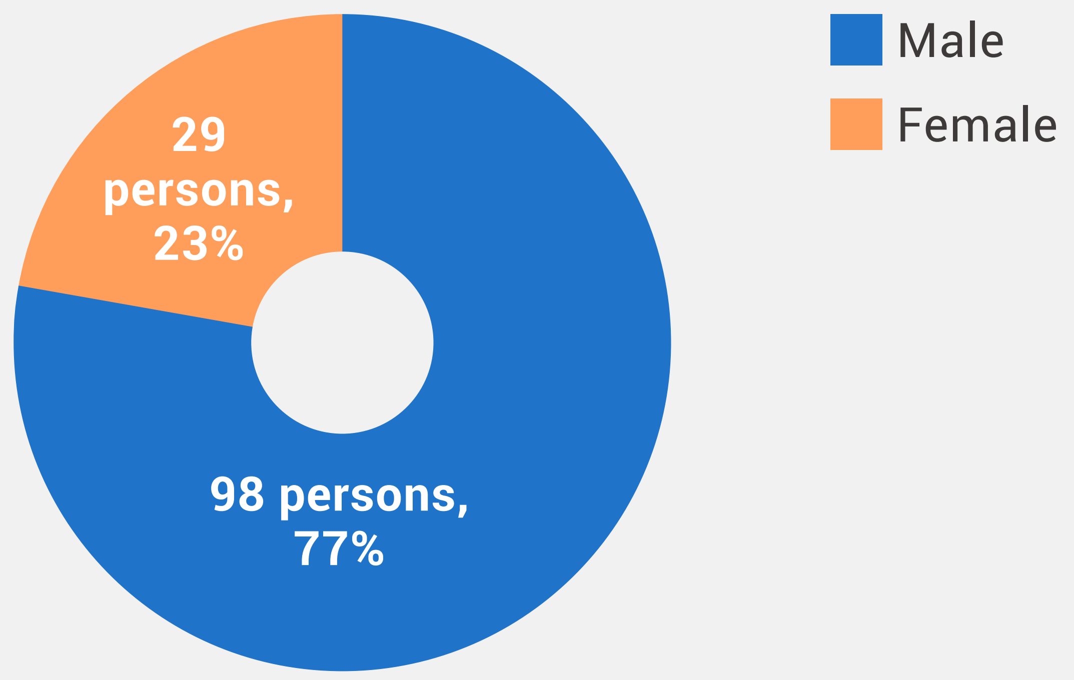


▶ Work Location

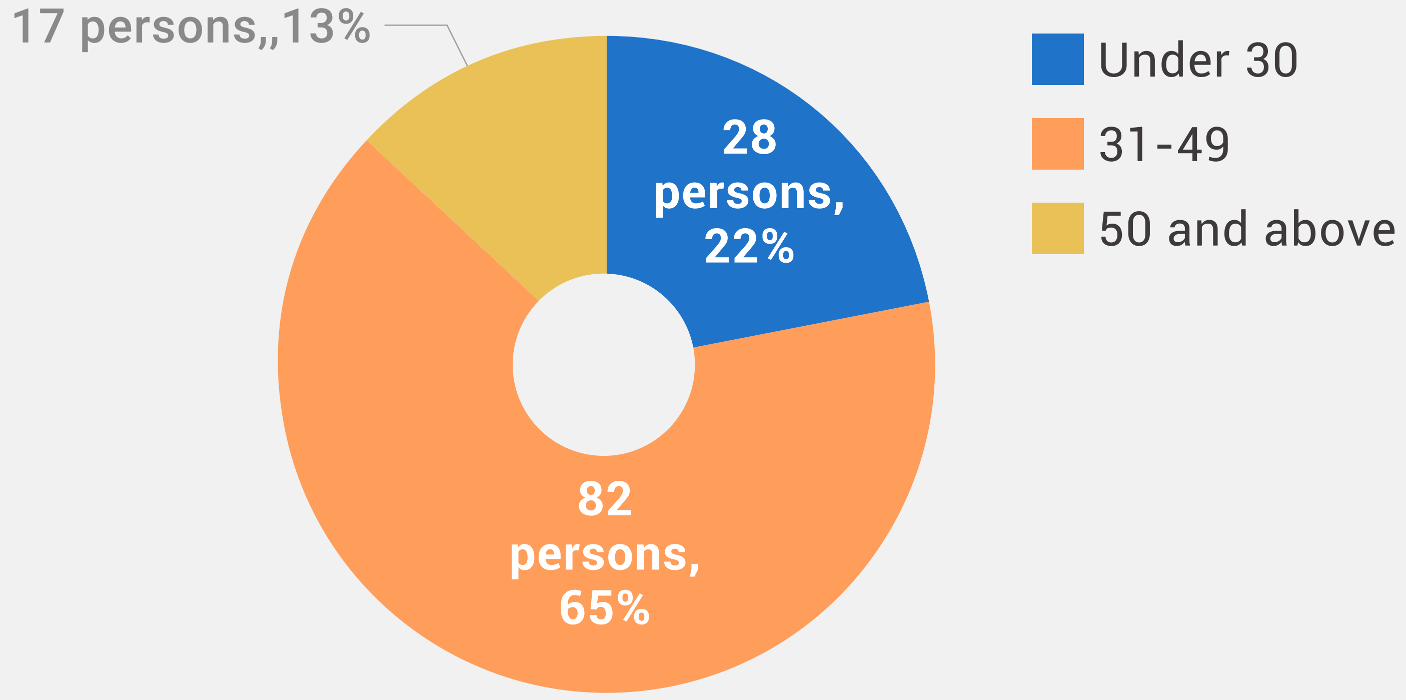


2025 Employee Turnover Overview

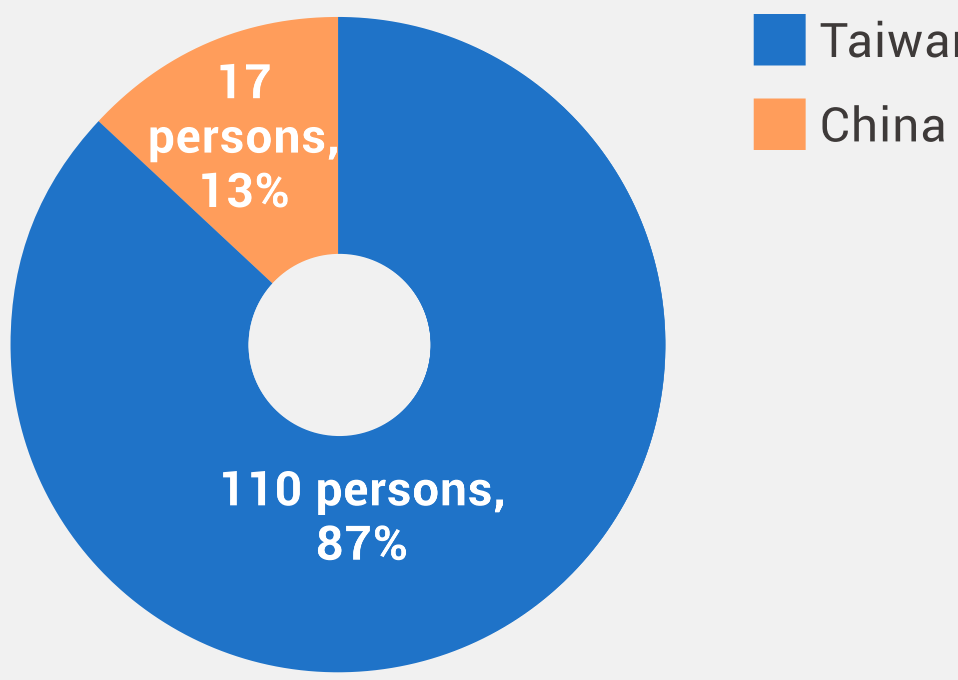
▶ Gender



▶ Age Group



▶ Work Location



Recruitment Channels

High referral bonuses

In response to talent imbalance and intense competition in the semiconductor industry, Fitipower implements a referral system to recruit top talent. We provide substantial rewards to encourage employees to recommend candidates, and during the reporting year, this system was introduced at sites in China. After a referred candidate completes the interview process, the referrer may receive a referral bonus ranging from NT$800 to NT$1,500 (RMB 200 to 400 at sites in China). If the referred candidate completes the probationary period and is assessed as suitable, the referring employee may receive an introduction bonus ranging from NT$10,000 to NT$50,000, depending on the position (RMB 2,000 to 10,000 at sites in China). Through this system, the Company can effectively reach suitable talent who match organizational culture and professional requirements and improve recruitment efficiency. In 2025, 84 referred candidates passed interviews under this mechanism (82 in Taiwan and 2 in China), of whom 12 were assessed as suitable after completing the probationary period. Referral and introduction bonuses issued totaled more than NT$400,000.

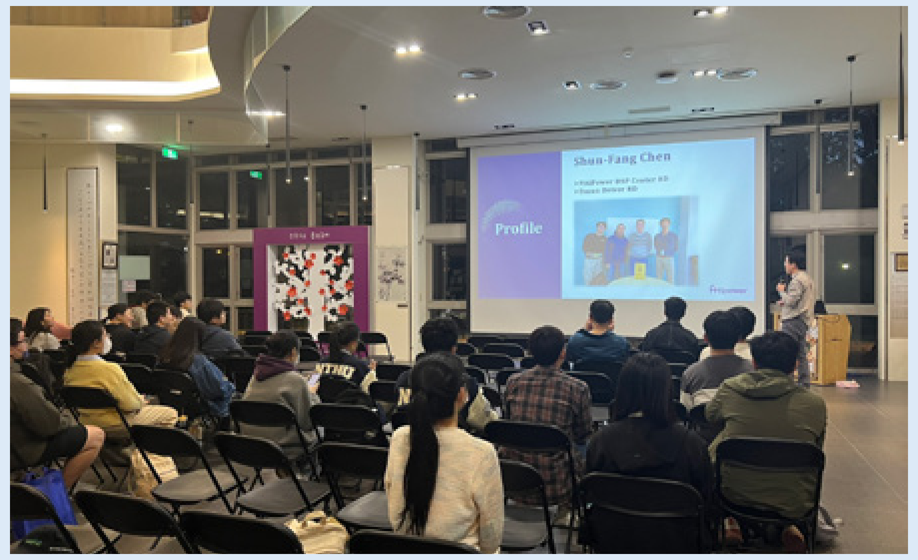
Industry-academia collaboration

Fitipower continues to deepen cooperation with academic institutions by combining academic research capabilities with practical industry needs to strengthen forward-looking technology R&D and talent cultivation. In 2025, the Company had four ongoing industry-academia collaboration projects, with investment of approximately NT$6.24 million. The cooperation scope covered AI applications, system integration, algorithm optimization, intelligent sensing, and related fields. Through thematic research, integrated annual projects, college collaboration platforms, corporate lectures, and student scholarship mechanisms, we have established a diverse and continuous industry-academia collaboration model.

In terms of execution mechanisms, in addition to providing research funding and technical resources, the Company offers career guidance and care support for students during their studies through regular technical exchanges, project progress tracking, phased achievement management, and workplace mentoring. This promotes the linkage between academic research outcomes and industrial applications. At the same time, through scholarships and talent development mechanisms, we encourage outstanding students to enter electrical and electronics, AI, and other forward-looking technology fields and help them become familiar with industry practices and career development directions early. Going forward, Fitipower will continue to deepen industry-academia collaboration and establish stable channels for talent development, technology R&D, and recruitment, laying a foundation for the Company's long-term innovation and operational growth.

Campus recruitment

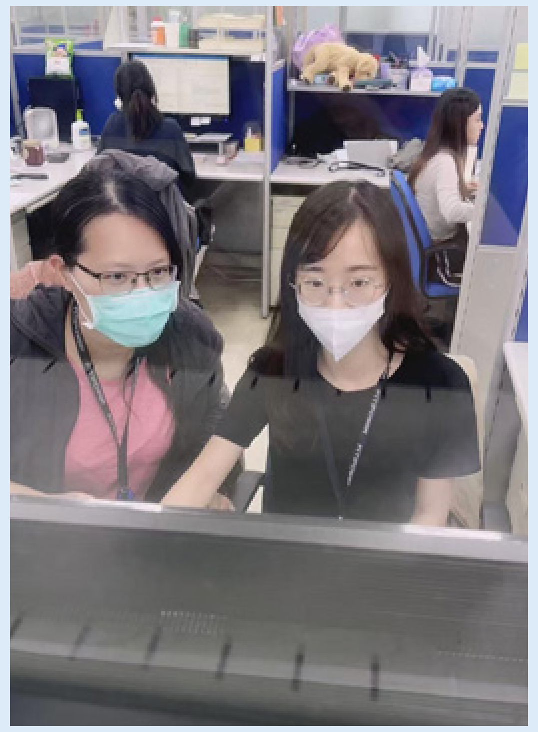
Fitipower regularly holds campus recruitment activities at National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Cheng Kung University, and other campuses, with an average of more than 300 students participating enthusiastically each year. Through on-site interviews with students, participants can better understand available career directions. Close interaction also helps identify promising students, enhance their recognition of Fitipower, build early relationships with target talent, and reserve energy for future talent acquisition. In 2025, we held 15 campus recruitment activities and briefing sessions (13 by Fitipower and 2 by JADARD). In addition to Company introductions, each briefing invited R&D managers from different units to share technical knowledge and provide career advice and reminders as industry alumni, giving students a deeper understanding of the IC design industry.

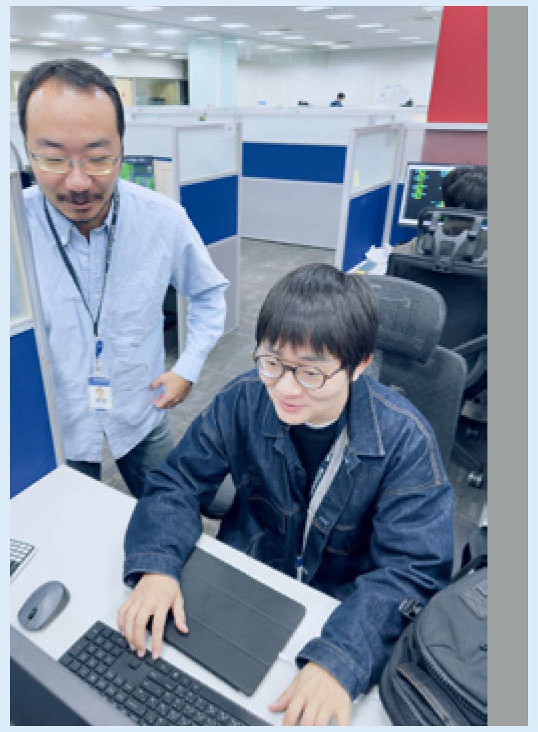


Participation in the Government's Youth Employment Pilot Program with Additional Bonus Incentives

The Ministry of Labor seeks to increase employers' willingness and proportion of hiring young people while providing young people with more practical workplace training. For young people aged 15 to 29 who lack work experience or professional skills, the program leverages corporate resources and hiring needs to provide "on-the-job training" under a hire-first-train-later model, thereby improving labor market matching.

Fitipower supports the government's youth talent vocational training program. Based on refined course content, we establish short-, medium-, and long-term learning objectives so participants can specifically measure their learning progress, ultimately adapt to the industry ecosystem and pace in which Fitipower operates, identify their competency strengths, generate corresponding value, and contribute to Company goals. During the reporting period, 38 employees were still in training and 10 employees completed training. We also provide the "Fitipower Youth Pilot Bonus." In addition to returning the full government subsidy to participants, we provide an additional matching bonus. Employees who participate in the program and remain employed for two years can receive a total of NT$108,000.





Compensation Competitiveness

To provide reasonable and competitive compensation and benefits, attract and retain outstanding talent, and promote steady Company growth, Fitipower has established the Salary Management Regulations and Performance Bonus Regulations to define the structural standards and systems for performance goals and compensation. Through new employee orientation and internal email announcements, employees are kept informed and fully understand the Company's compensation system. Compensation and benefits for managers must be submitted to the Compensation Committee and the Board of Directors for review and approval before implementation, thereby enhancing corporate governance and compensation transparency. We implement the Company's Human Rights and Diversity, Equity, and Inclusion Policy and value the principle of equal pay for equal work. Employee compensation varies based on professional capability, practical experience, and job nature, and we ensure that there is no disparity due to gender.

Employee compensation at Fitipower consists of fixed compensation and variable compensation. Fixed compensation is paid monthly, with payment standards referencing industry practices and labor market statistics, while also considering position, job nature, professional capability, and workplace supply and demand. Variable compensation includes year-end bonuses, employee bonuses, and performance bonuses. Through the variable compensation system, a portion of compensation is linked to operational performance to motivate organizational momentum.

In 2025, the average overall employee compensation at Fitipower was approximately NT$2.81 million. The compensation of junior employees was significantly higher than local minimum wage standards. According to information published on the Taiwan Stock Exchange's Market Observation Post System, the average and median compensation of the Company's full-time non-managerial employees were NT$2.805 million and NT$2.303 million, respectively. Market survey results show that we provide highly competitive compensation levels. The Company was also selected as a constituent of the Taiwan High Compensation 100 Index, demonstrating excellent compensation attractiveness and talent competitiveness.

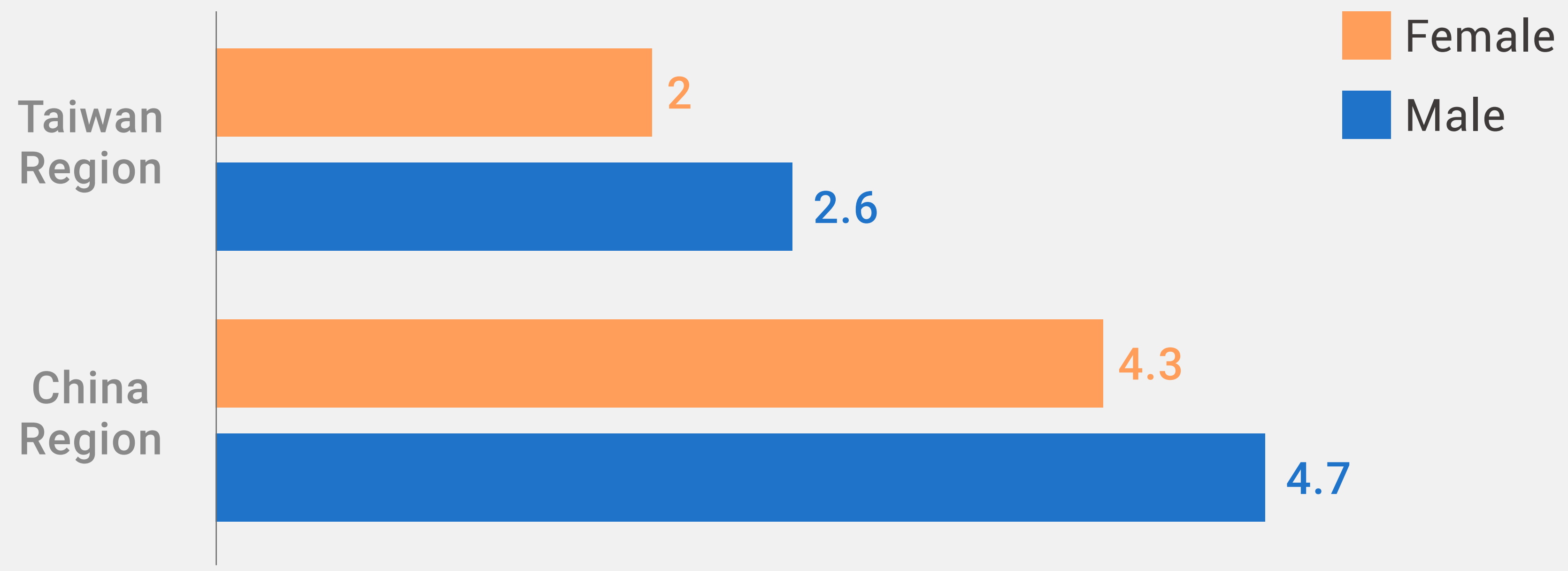
Note: Junior employees refer to employees at senior engineer or senior administrator level and below.

▶ Fitipower Employee Compensation Distribution (Unit: NT$ thousand)

Year	Average Employee Compensation (Annual Salary)	Full-time Non-management Employees (Annual Salary)	
		Average Compensation	Median Compensation
2022	2,736	2,958	2,225
2023	2,400	2,426	1,946
2024	2,490	2,612	2,176
2025	2,817	2,805	2,303

Note: The table above is based on statistics from the Taiwan Stock Exchange's Market Observation Post System and covers only employee compensation in Taiwan.

▶ Entry-level Employee Average Salary to Local Minimum Wage Ratio



Note: The minimum wage for Taiwan region is NT$28,590; China region is RMB 2,520

▶ 2025 Gender Compensation and Salary Ratios

Employees Category	Taiwan region		China region	
	Male-to-female Remuneration Ratio	Male-to-female Salary Ratio	Male-to-female Remuneration Ratio	Male-to-female Salary Ratio
R&D	1.10	1.06	N/A	N/A
Marketing and Sales	1.50	1.58	1.64	1.76
Engineering	1.15	1.10	0.97	1.01
Admin	1.39	1.34	1.13	1.07

Note1: "N/A" indicates that there were no employees in the relevant category or gender group at the local site; therefore, the ratio could not be calculated.
Note2: The relatively large gender ratio gap in the Sales and Marketing category was mainly due to the distribution of job nature and work experience. Within this category, entry-level positions were mostly held by female employees, while senior and managerial positions were mostly held by male employees.

Comprehensive Benefits Protection

To protect employee rights and enhance corporate cohesion, Fitipower provides a comprehensive welfare system for regular employees. In addition to basic statutory rights such as labor and health insurance, annual leave, maternity leave, and parental leave, we provide a rich and diverse range of welfare policies and systems.

▶ Fitipower's Comprehensive Welfare System and Measures

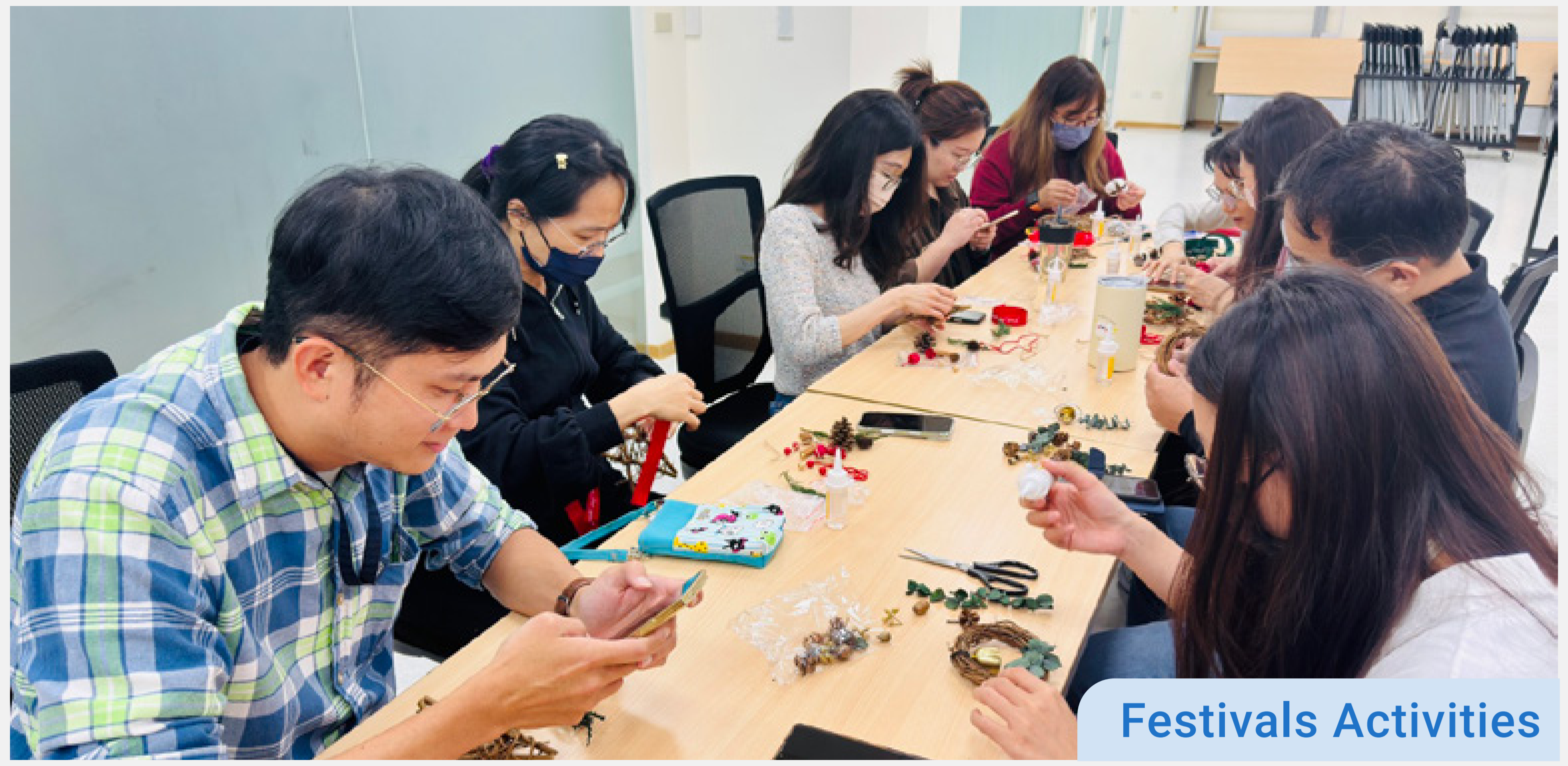
Category	Welfare Measures	
Rewards and Incentives	Festival Bonuses*	In addition to the 12 months of regular salary, employees are entitled to bonuses for the Dragon Boat Festival, Mid-Autumn Festival, and year-end.
	Operating Bonus*	In addition to the guaranteed base annual salary, the Company has established a profit-sharing mechanism. Bonuses are allocated based on the Company's operating performance and each employee's performance evaluation results.
	Employee Referral and Introduction Bonuses*	After a candidate referred by an internal employee completes the interview process and joins the Company, a referral bonus of NT$800 to NT$1,500 is granted based on the position. If the referred new employee passes the probationary evaluation, an additional introduction bonus of NT$10,000 to NT$50,000 is granted to the referrer. In China, the referral and introduction bonuses are RMB200 to RMB400 and RMB2,000 to RMB10,000, respectively.
	Patent Incentives	• Patent application bonus: Once a patent application number is issued by the competent authority, a bonus of NT$10,000 is granted. • Patent grant bonus: Depending on the jurisdiction of the patent, a bonus ranging from NT$22,000 to NT$46,000 is granted. The maximum cumulative bonus for the same patent may reach NT$90,000. • Patent utilization bonus: If a Company patent is effectively used in cross-licensing negotiations, a utilization bonus equivalent to 5% of the net royalty income may be granted.
	Learning Incentive	Employees who complete reading assignments through the internal learning platform and share their reflections may apply for up to NT$2,800 per person per year for departmental meal expenses.
Subsidies	Employee Stock Ownership Trust	Employees may choose to contribute a portion of their monthly salary, up to 20%, to purchase Company shares. The Company provides additional incentive subsidies based on individual performance, up to 200% of the employee's self-contributed amount, and offers an early withdrawal mechanism that is more favorable than industry practice.
	Meal Subsidy*	Meal subsidies and diverse meal options are provided on working days to encourage employees to develop balanced and healthy dietary habits.
	Afternoon Tea Snacks*	Free afternoon tea is provided every two weeks, allowing employees to relax and enjoy small moments of comfort during work.
	Holiday Cash Gifts*	In Taiwan, employees receive a Labor Day cash gift of NT$1,000, and cash gifts of NT$2,000 each for the Dragon Boat Festival, Mid-Autumn Festival, and Christmas. In China, employees receive cash gifts of RMB200 each for the Mid-Autumn Festival and Dragon Boat Festival.
	Marriage Subsidy	Employees may apply for a subsidy of NT$8,000.
	Childbirth Subsidy	A subsidy of NT$1,200 is provided for each childbirth.
	Funeral Subsidy	Subsidies of NT$7,100 and NT$5,100 are provided based on degree of kinship, for first-degree and second-degree relatives, respectively.
	Hospitalization Subsidy	Employees may apply for a subsidy of NT$2,000.
	Travel Subsidy*	An annual subsidy of NT$20,000 is provided. For employees with less than one year of service, the subsidy is provided on a prorated basis according to the number of quarters served.

Category	Welfare Measures	
Health	Insurance Coverage	Group insurance is provided, including life insurance, accident insurance, hospitalization medical insurance, accident medical insurance, cancer medical insurance, and other coverage, as well as travel accident insurance.
	Health Consultation	Nurses visit the site four times per month, and physicians visit once per quarter to provide employees with one-on-one professional consultations.
	Health Checkup*	Free annual health checkups are provided to employees to support their physical health.
	Stress-relief Massage	Employees may apply for a stress-relief massage service once every 20 days, providing appropriate relaxation amid busy work schedules.
Activities	Club Activities	Employees are encouraged to form various sports and leisure clubs. Appropriate exercise and the cultivation of personal interests help support physical and mental health and relieve stress.
	Festive Events*	Events such as Fitipower Family Day, Mid-Autumn Festival gatherings, Christmas dinner, and year-end banquet are organized to promote interaction and foster closer partnerships among employees.
	Team Building	Departmental activity funds of NT$2,000 per employee are provided.
Leave	Compensatory Leave for Former National Holidays	Compensatory leave is provided for former national holidays, totaling seven days.
	Flexible Clock-in	A flexible clock-in period from 8:30 to 9:30 is provided. Taking into account traffic congestion before the weekend, the Friday clock-in period is adjusted to 8:00 to 9:30, reflecting a people-oriented management system.
	Full-pay Sick Leave	In addition to statutory half-pay sick leave, five days of full-pay sick leave are provided each year.
	Advance Use of Annual Leave	Employees may use up to 56 hours of annual leave in advance each year.
	Volunteer Leave	Eight hours of volunteer leave are provided to each employee every year.

Note： Items marked with an asterisk are also benefits enjoyed by employees in China.

Employee Travel Subsidy

Club Activities



Festivals Activities

Public Welfare and Education

Team Building

2025 Parental Leave and Maternity Leave Status

Item	Taiwan Region (Parental Leave without Pay)			China Region (Maternity/Paternity Leave)		
	Male	Female	Total	Male	Female	Total
Eligible employees in 2025 (a)	78	19	97	2	2	4
Applicants in 2025 (b)	0	7	7	2	2	4
Application rate (b/a)	0.0%	36.8%	7.2%	100.0%	100.0%	100.0%
Expected returnees in 2025 (c)	0	3	3	2	8	10
Actual returnees in 2025 (d)	0	3	3	2	8	10
Return-to-work rate (d/c)	N/A	100.0%	100.0%	100.0%	100.0%	100.0%
Actual returnees in 2024 (e)	0	0	1	6	2	8
Employees retained one year after return in 2024 (f)	0	0	1	4	2	6
Retention rate (f/e)	N/A	N/A	100.0%	66.7%	100.0%	75.0%

Note：China has maternity leave and does not have a parental leave category.

Employee Development and Retirement

Targets Achieved

Short-term Goals (2025-2026)

- Annual average training hours per employee: 12 hours / 14 hours.
- Number of internal instructors: 95 / 100.
- Percentage of management positions promoted from internal employees: 71% / 72%.

Medium to Long-term Goals (2027-2030)

- Average training hours per employee: 20 hours (2030).
- Number of internal instructors: 110 (2030).
- Percentage of management positions promoted from internal employees: 75% (2030).

Responsibilities

- Human Resources Unit

Evaluation Indicators

- Training Hours and Cost per Employee
- Employee Performance Appraisal

Key Stakeholders

- Employees

Communication Mechanism

- Please refer to the "Labor-Management Communication" chapter content

Diverse Employee Training System

Fitipower firmly believes that talent is the key driver of the Company's operational growth. In addition to recruiting external elite talent, we place strong emphasis on the development of internal employees. Fitipower respects employees' willingness to choose their career development path, including vertical development in professional or management tracks and horizontal job rotation to enrich personal work experience. Through performance interviews and based on each employee's professional capabilities and learning characteristics, we tailor individual development plans (IDPs). We also view promotion as part of practicing organizational diversity and inclusion by providing fair and transparent promotion channels and opportunities to every committed partner.

Note1：For high-performing employees who are willing to pursue managerial career development, we provide courses for first-time managers as well as mid- to senior-level managers. Through a dual training approach combining internal and external programs, we enhance employees' professional management competencies, effectively unlock their leadership potential, and build a first-class elite team.

We use Customer Orientation, Integrity and Accountability, Proactivity, Continuous Improvement, and Communication and Coordination as the five core competencies for employees. These serve as the basis for the organization's learning and development strategy and individual competency evaluation indicators. We provide employees with rich on-the-job training, off-the-job training, and self-learning opportunities to continuously enhance their knowledge and skills, enabling employees to keep exceeding personal business goals in their work tasks and gain a fulfilling sense of accomplishment.

Customer Orientation

Proactively discover and respond to customer needs, gain customer trust and establish long-term cooperative relationships.

Integrity and Accountability

Keep promises, follow through on commitments, and take responsibility for made promises.

Proactivity

Self-motivated work, proactively take action to solve problems when encountered, willing to take on additional responsibilities to achieve goals.

Continuous Improvement

Able to identify deficiencies and find improvement methods, implementing them to improve work conditions.

Communication and Coordination

Clearly express and clarify others' thoughts during communication to reach a consensus.

For management roles, communication and coordination, caring empathy, execution capability, and talent selection are defined as common management competencies. Each year, the annual priority competency is selected as the focus of in-person supervisor workshops. Supervisors are invited to discuss practical management scenarios using Fitipower cases, and diverse feedback channels are provided to supervisors as important references for leadership development. We expect teams to continue creating strong results through effective supervisor leadership. Performance management was the annual priority competency. Through a blended learning model combining online micro-courses and offline in-person practice, the Company restructured the internal performance system and tool use. With the introduction of a new performance management platform, knowledge points in performance management were transformed into practical management and feedback applications for supervisors, connecting target outcomes, competency demonstration, and individual development plans. This helps supervisors and employees align with organizational development goals, strengthens the communication channel for performance expectations, and provides employees with the learning resources and work training needed through individual development plans to improve organizational goal achievement.

Communication and Coordination

Clearly and logically express ideas according to the audience, ensure that the other party listens attentively and fully understands, and correctly interpret, respond to, and clarify messages conveyed by others to reach consensus.

Care and Empathy

Put oneself in others' positions, express care, be perceptive, and understand and feel others' emotions and thoughts.

Execution

Effectively implement organizational strategies or work plans according to defined operating processes to achieve organizational goals.

Talent Selection

Ensure talent conditions approach and meet job requirements when evaluating or selecting internal and external talent.

Vision
Leading the Smart Life, Driving the Carbon Reduction Era

Mission
Develop HCITA application fields, driving green benefits in power management.
Strengthen R&D, talent, and new energy to provide market-driven solutions.

Integrity & Accountability | Pursuit of Excellence | Continuous Improvement | Communication & Coordination | Customer-Oriented

Organizational Learning and Development Strategy

Based on operational needs | Provide professional courses | Improve work quality
Enhance work efficiency | Cultivate internal instructors | Transfer experience and skills

Learning and Development Framework

Professional Training: Innovation and R&D | Quality | Engineering | Marketing

Leadership Training: New supervisor | Mid-to-senior level | Dale Carnegie Leadership Training for Managers

New employee program training | Work efficiency training | Core competency training

Learning and Development Categories

On-the-job training | Off-the-job training | Self-improvement

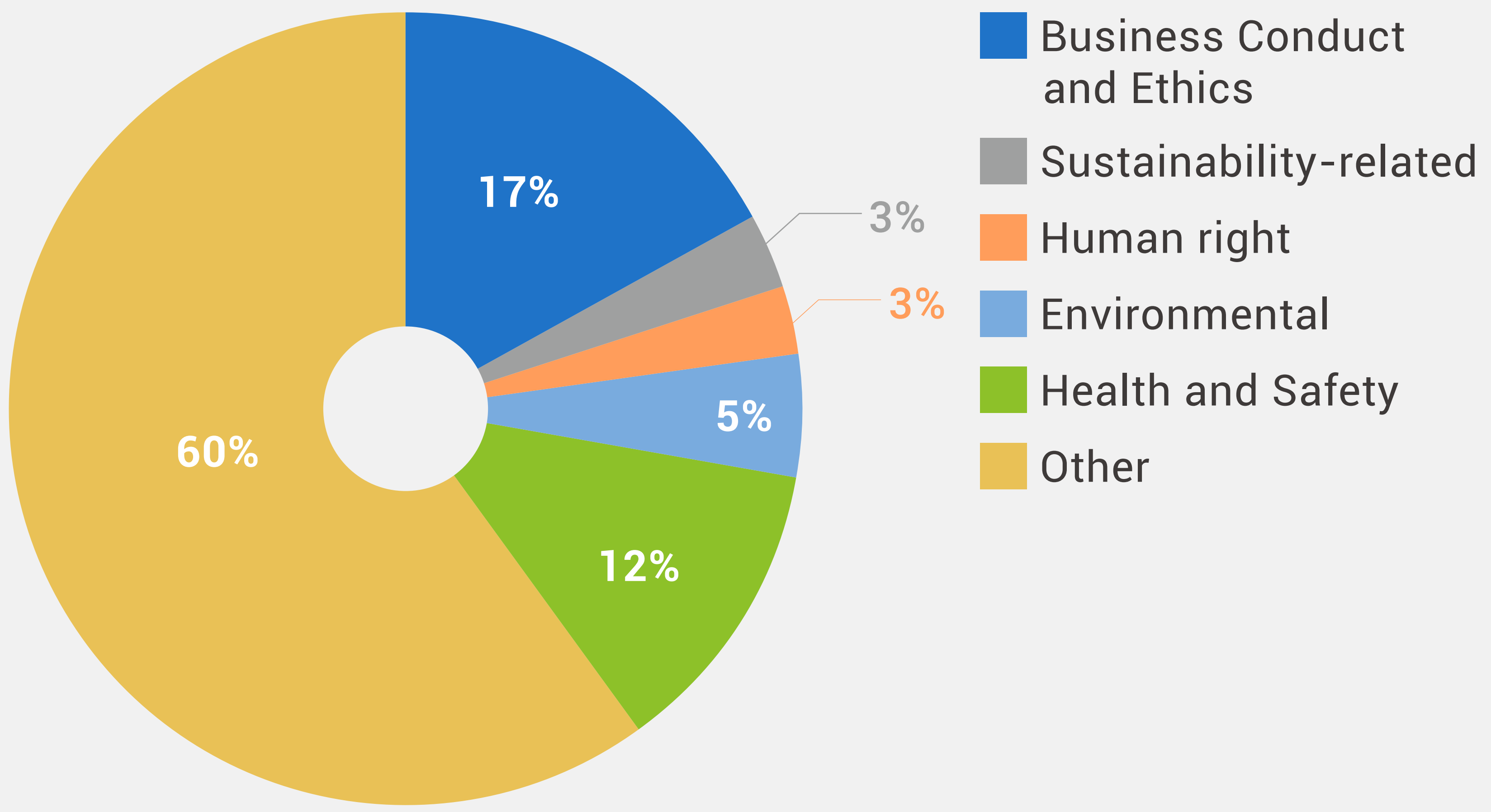
iLearn Learning Platform and Training Hours

After the pandemic era and amid the trend toward diversified training models, Fitipower provides the Group's digital learning platform, iLearn, in addition to in-person courses that allow face-to-face interaction. With a more user-friendly and multifunctional interface, iLearn provides supervisors and employees with a one-stop learning experience. iLearn incorporates development blueprints for new employees, departmental expertise, and management competencies, allowing the Company to autonomously cultivate and reserve the talent capabilities needed by the organization. It also aligns with employees' career development expectations by providing relevant training resources and team project assignments, putting the principle of integrated training and practice into action. Through the 3A features of iLearn - Anywhere, Anytime, and Anyone - employees can enrich themselves at any time and make good use of fragmented time, improving the overall learning effectiveness and atmosphere of the organization.

- Competition Activities: our innovation momentum is generated through the processes of daily work. Through iLearn, we share the achievements of winning teams from each automation competition and the Gold OK Award, enabling cross-functional teams to learn from best practices, promote proven methodologies, create organizational synergy, break down departmental silos, and foster cross-domain collaboration and brainstorming.
- Competency Dictionary: Fitipower's excellence comes from its unique talent DNA. Through the platform, managers and employees can clearly understand the core development competencies required at each level. Supported by performance evaluations, the competencies valued by the organization are embedded into daily work execution, gradually shaping Fitipower's culture and shared values.
- Culture Corner: organizational culture is jointly shaped by every employee. iLearn enables new employees to quickly review the Company's major activities, such as CEO Talks and annual year-end appreciation videos, highlighting Fitipower's emphasis on employee engagement and interaction while fully documenting the Company's unique cultural footprint.

In addition to providing employees with rich and diverse internal training resources, we encourage employees to participate in external training, such as subsidizing management personnel to take practical management skills courses, enabling supervisors to use effective leadership techniques to guide teams toward high performance. According to statistics, in 2025 we launched multiple technical practice courses for employees. Total employee training hours reached 12,703 hours; average training hours per employee were 15.2 hours; and average training cost per employee was NT$555.

2025 Course Category Distribution



2025 Average Annual Training Hours per Employee

Item		Total Training Hours	Employees Persons	Average Training Hours per Employee
Gender	Male	9,272	628	14.8
	Female	3,432	203	16.6
Employees Category	Research and Development	4,368	230	19.0
	Marketing and Sales	846	85	9.9
	Engineering and Technology	5,237	405	12.9
	Administrative Support and Management	2,253	115	19.6
Total		12,703	835	15.2

Performance Management

Fitipower continues to deepen its performance management system and build a performance culture centered on goal management and behavior orientation. The online micro-learning, thematic workshops, and performance system upgrade mechanisms established since 2023 have developed into a regularized talent management model, helping all employees master the OKR framework and performance management practices while strengthening alignment between organizational goals and individual career development. Online micro-learning courses continue to support new employees and all colleagues in quickly understanding the key concepts and applications of Fitipower's performance management. Supervisors discuss actual departmental goals through thematic performance workshops. Through instructor guidance and participant interaction, supervisors apply strategic thinking to reconstruct understanding of organizational goals, team tasks, and individual key indicators. The performance system continues to optimize application functions, supporting employees in tracking and reviewing annual target achievement while emphasizing the demonstration of organizational core values through common competency behaviors. Through the feedback mechanism combined with individual development plans (IDPs), supervisors and employees can engage in specific dialogue during performance interviews regarding career intentions, work challenges, and development needs, improving team cohesion and personal career satisfaction. In 2025, a total of 123 employees were promoted, demonstrating the Company's continued support for professional growth and internal mobility through performance management, talent development, and career cultivation mechanisms. At the same time, 72.9% of management positions were promoted from internal employees, achieving the annual target and showing that the Company's internal talent pipeline cultivation has achieved certain results while helping strengthen organizational experience transfer and management resilience.

▶ Performance System

Initial Goal Setting and Year-end Evaluation (March)

- Supervisors help employees understand the Company's development direction and set annual team and individual work goals through mutual discussion and communication, ensuring alignment with the Company's development strategies.
- Supervisors evaluate employees' work results for the previous year, communicate evaluation outcomes, and provide constructive feedback to support competency development and professional skills enhancement.

Goal Execution Period (March–September; September–March of the following year)

- Departments use the Weekdone system to establish action plans and work schedules based on the OKR approach and mechanism, enabling goal management and progress tracking.

Mid-year Performance Review (September)

- Review and evaluate the execution status of phased goals for the first half of the year, and realign work plans for the second half based on the Company's current operational strategies.
- Review progress against goals and individual development plans set at the beginning of the period, and realign performance and development objectives for the second half of the year.
- Ensure goal alignment and effective achievement through continuous coaching and feedback, creating optimal organizational and individual performance.

▶ 2025 Employee Performance and Career Development Review

Employee Category	Metric	Male	Female	Total by Employee Category
R&D	Number of employees receiving performance and career development reviews	191	16	207
	Percentage of employees receiving performance and career development reviews	22.9%	1.9%	24.8%
Marketing & Selas	Number of employees receiving performance and career development reviews	30	43	73
	Percentage of employees receiving performance and career development reviews	3.6%	5.1%	8.7%
Engineering	Number of employees receiving performance and career development reviews	313	58	371
	Percentage of employees receiving performance and career development reviews	37.5%	6.9%	44.4%
Admin	Number of employees receiving performance and career development reviews	27	67	94
	Percentage of employees receiving performance and career development reviews	3.2%	8.0%	11.3%
Total	Number of employees receiving performance and career development reviews	561	184	735
	Percentage of employees receiving performance and career development reviews	67.2%	22.0%	89.2%

Note1：Employees on unpaid leave, contract personnel, employees who have been employed for less than three months during the performance appraisal year, and management personnel at or above the Associate Vice President level are excluded from the scope of performance evaluation.

Succession and Retirement Planning

To ensure the stability of organizational operations and management, Fitipower values the implementation of succession plans for mid- to senior-level managers. The Company regularly plans Carnegie high-performance manager courses for mid- to senior-level managers and actively develops the core competencies needed by the organization. Based on five dimensions - leadership and care, change and innovation, communication and negotiation, strategic planning, and performance supervision - the Company comprehensively develops a pipeline of mid- to senior-level reserve successors. In addition to deepening vertical professional capabilities, horizontal job rotation expands cross-team management breadth, enriches work experience, and strengthens organizational team building and resource coordination capabilities. In addition, to ensure that successor candidates implement the organization's vision, values, and mission, senior executives serve as succession coaches and regularly hold discussions with successor candidates to evaluate the maturity of their business thinking and decision-making judgment, ensuring that successor candidates can continue to lead organizational growth and create value for sustainable corporate development.

Note1：Mid- to senior-level managers refer to supervisors at or above the level of Deputy Division Head.

The Fitipower Group handles employee retirement systems in accordance with the labor laws and regulations of the local governments at each operating site. In Taiwan, pursuant to the Labor Pension Act, the Company contributes pensions based on the "Monthly Contribution Wage Classification Table" approved by the Executive Yuan and contributes 6% monthly to employees' individual pension accounts established with the Bureau of Labor Insurance. Employees may also voluntarily contribute 0% to 6%. The Company ensures that all contributions are made on time and in full, protecting employees' stable receipt of pension benefits after retirement. In China, pursuant to the Social Insurance Law of the People's Republic of China and local government regulations, the Company contributes basic pension insurance premiums for employees based on the approved wage base and statutory contribution ratio, with contributions shared by the Company and employees, and ensures full payment to establish a stable retirement protection foundation for employees. In 2025, the Group contributed a total of NT$44.897 million in pensions in Taiwan and NT$2.708 million in pension and endowment insurance expenses in China.

Fitipower provides an employee stock ownership trust plan superior to industry practice. Employees may choose a contribution amount from their monthly salary, up to 20%, and the Company provides incentive subsidies based on individual performance, up to 200% of the employee's self-contribution. The plan also includes favorable practices such as a specified service period of six years, after which the Company guarantees that the value of trust assets will not be less than the sum of the employee's self-contributed principal and the Company's tax compensation for Company contributions. In addition to retaining outstanding employees, the plan helps employees use long-term and regular investment tools to plan for retirement. As of the end of 2025, 59% of employees participated in the plan, demonstrating strong employee participation and recognition.

Workplace Safety and Health Promotion

Targets ☑ Achieved

Short-term Goals (2025-2026)

- Maintain ISO 45001 certification. ☑
- 0 Work Injury ☑
- 0 occupational disease cases. ☑
- Abnormal rate of the "three highs" below 13%. ☑

Medium to Long-term Goals (2027-2030)

- Achieve 100% ISO 45001 certification coverage for major operating sites.
- 0 Work Injury
- 0 occupational disease cases.
- Abnormal rate of the "three highs" below 13%.

Responsibilities

- EHS Unit

Evaluation Indicators

- Work Injury Rate
- Employee Health Checkup Evaluation

Key Stakeholders

- Employees

Communication Mechanism

- Please refer to the "Labor-Management Communication" chapter content

▶ Fitipower Safety and Health Pledge Video

Fitipower Safety and Health Pledge Video

Environment, Health and Safety Policy

To realize sustainable operations while facing the environmental devastation brought by the development of civilization, Fitipower is committed to creating a clean, safe, and healthy work environment, ensuring that employees can work safely and live well while continuously maintaining productivity. We also develop innovative business models to reduce the negative environmental impacts of Company operations and expand our positive influence on environmental sustainability, further driving the Company's green economic development and operational growth. Fitipower established the Environment, Safety and Health Policy, aiming to advance the Company's ESH vision through six missions: cultivating law-abiding civic literacy, creating a safe and healthy workplace environment, developing a circular and symbiotic business model, providing convenient and smooth communication channels, shaping a corporate culture of full participation, and establishing a continuously improving management system. These missions are implemented through 20 commitment actions. We have also released a safety and health pledge video to demonstrate the corporate culture and determination of all employees to promote these efforts.

Environment, Health and Safety Policy

Occupational Safety and Health Management

Although Fitipower is a fabless semiconductor company and workplace safety-related accident risks are relatively low, we still attach great importance to occupational safety and health management. In addition to issuing the Occupational Safety and Health Work Rules and Employee Rules, we have introduced the ISO 45001 occupational safety and health management system and established an occupational safety and health promotion team spanning audit, human resources, production management, materials, warehousing, IT, quality, engineering, and other units. The management scope covers all workers in the workplace. The management system clearly defines safety operating procedures for employees at all levels, hazard identification for operations in each unit and on-site contractors, emergency response procedures, and other requirements. It also implements graded and priority management, with regular annual reviews of implementation status and continuous improvement. In addition, we have established an Occupational Safety and Health Committee in accordance with law, chaired by the Chairman, to conduct quarterly labor-management communication and review relevant implementation status. For the management of highly infectious diseases, following the experience of the COVID-19 pandemic, Fitipower has established robust epidemic prevention measures to protect employee health and maintain business continuity, including assigning response responsibilities at each departmental level, announcing standard response procedures, training personnel, managing resource allocation, and deploying remote work arrangements. Looking ahead, we will also extend the management system to JADARD, with ISO 45001 introduction and third-party verification planned for 2026.

ISO 45001 certificate

We pay close attention to details in workplace life and care for every employee's health and safety from the perspectives of external protection and personal health, promoting balanced development between employees' lives and work. External protection includes regular maintenance inspections and irregular patrol inspections. Personal health includes free employee health examinations and on-site physician consultation services. Health examination results are followed up by factory nurses and specialist physicians through health education and health tracking examinations. If necessary, on-site evaluations of suspected work-related diseases may be conducted. The workplace is therefore not only a place to work, but also a platform for building deep interpersonal connections and developing a high quality of life. In 2025, the Fitipower Group invested approximately NT$100.96 million to support safety and health-related measures. Regular testing did not identify any safety hazard risks. All findings from irregular patrol inspections were fully improved. There were no injuries caused by work-related factors and no occupational disease cases as defined by local laws and regulations. FR, SR, and ODR were all zero. The employee absentee rate was 0.8%, with female and male employee absentee rates of 0.7% and 0.9%, respectively.

Note1：Fitipower provides general health checkups for employees, including health checkups for senior executives. As employees do not engage in operations involving special health hazards as prescribed by applicable laws and regulations, no special health examinations are conducted.

Note2：Occupational safety and health-related measures include relevant training, regular inspections and testing, irregular workplace inspections and improvements, health checkups and promotion activities, procurement of personal protective equipment, physician and nurse consultations, employee health checkups, and related insurance coverage.

Facility and Environmental Safety	Personal Health Management
• Building safety inspection – every two years • Electrical safety testing – annually • Fire safety inspection and maintenance – annually • Environmental monitoring, including lighting, lead, and carbon dioxide – semiannually • Cooling tower disinfection and sterilization, and filter replacement – monthly • Drinking water testing – every three months • Irregular inspections	• Employee health checkups – annually. In 2025, a total of 785 employees participated in the health checkup program. • Onsite consultation services by physicians and nurses – once per quarter and four times per month, respectively. In 2025, a total of 171 person-times applied for one-on-one consultation services. • Onsite massage services – twice per week. In 2025, massage services were provided for a total of 2,344 person-times. • Diverse nutritious meal options, including meat-based, vegetarian, low-calorie, and fruit meals. • Provision of cleaning supplies such as hand soap, paper towels, and disinfectant alcohol. • Provision of personal protective equipment, including earplugs, masks, isolation gowns, and respiratory protective equipment.

To further shape a corporate culture of full participation and enhance employees' occupational safety and health literacy and emergency response capabilities, we have established safety-related courses on the iLearn learning platform for employees and irregularly share health education information through the electronic bulletin board. In 2025, total workplace safety and health-related training hours were 1,910 hours, including one evacuation drill and two fire drills.

Four Major Employee Protection Programs

Prevention Plan for Diseases Triggered by Abnormal Workload

To prevent diseases triggered by abnormal workload among employees, the Company has established a prevention plan for shift work, night work, and long working hours. Employees are assessed regularly each year. For employees identified as high-risk, physician interviews and health guidance are arranged, and relevant protective measures are implemented based on the guidance provided.
The final implementation results are reviewed by the Occupational Safety and Health Committee and used as indicators for continuous improvement. During the reporting year, one worker was identified as requiring an interview. In addition, based on the assessment results, interviews were recommended for 42 workers suspected of having potential risks. A total of 30 workers completed interviews with medical and nursing personnel and received relevant health education.

Maternal Health Protection Plan

To protect female employees who require maternal health consideration due to pregnancy, childbirth, or breastfeeding, the Company has established this protection plan to assess workplace hazards and implement tiered management. During the reporting year, three employees were eligible for maternal health protection, and all completed physician consultation and assessment. No job duty adjustments were required after assessment. The Company also implements the Gender Equality in Employment Act to protect employees' rights to apply for unpaid parental leave and smoothly return to workNote 1. In addition to childcare subsidies, the Company provides dedicated parking spaces for pregnant employees to reduce commuting inconvenience, and has established breastfeeding and milk collection spaces for employees who return to work after childbirth and continue to have breastfeeding needs.

Note1： Employees who have worked for the Company for at least six months may apply for unpaid parental leave before each child reaches the age of three. The leave period may continue until the child reaches the age of three, but may not exceed two years. During unpaid parental leave, employees may continue to participate in their existing social insurance programs.

Ergonomic Hazard Prevention Plan

To prevent work-related musculoskeletal hazards and injuries caused by poor working environments, repetitive tasks, or improper working postures, the Company has established this plan. Assessments are conducted in conjunction with employees' annual health checkups. Based on the assessment results, relevant units and medical and nursing personnel form an improvement team to develop feasible improvement measures and evaluate their effectiveness. During the reporting year, no employees were assessed as having "hazards," while nine employees were assessed as "suspected of having hazards." As of the end of the reporting period, eight employees had completed medical and nursing consultation and assessment. The final assessment results showed two confirmed disease cases unrelated to workplace factors, one case remaining suspected of having hazards, three cases with no hazards, and two cases with symptoms but no hazards. Following physician interviews and assessments, none of the symptoms were directly related to work; therefore, no job duty adjustments were required. The Company also encourages employees to make use of massage services to help mitigate related risks.

Prevention Plan for Unlawful Infringement in the Performance of Duties

When workplace violence or harassment is assessed as possible or has occurred, this plan is activated to protect employees from unlawful infringement that may cause physical or mental harm. In addition to awareness training for new employees during onboarding, supervisors are also required to conduct regular self-inspections. For incidents that have occurred, follow-up placement and counseling are provided to the parties involved.

6 Social Inclusion

Social Engagement and Investment

Fitipower Environmental Foundation

Corresponding Stakeholders

- Employees
- Academic Institutions
- Associations

Policy and Response to SDGs

By integrating corporate and employee resources, we actively engage in social contribution activities such as care for vulnerable groups and seed cultivation to show our corporate influence to promote social harmony and inclusion.

Social Engagement and Investment

Targets

Achieved

Short-term Goals（2025-2026）

- Social investment to reach 0.1% of net profit. ☑

Medium to Long-term Goals （2027-2030）

- Continue expanding social participation activities and impact.

Responsibilities

- Human Resources unit
- Sustainability unit
- Fitipower Environmental Foundation

Evaluation Indicators

- Social engagement costs.
- Relevant awards and recognition

Key Stakeholders

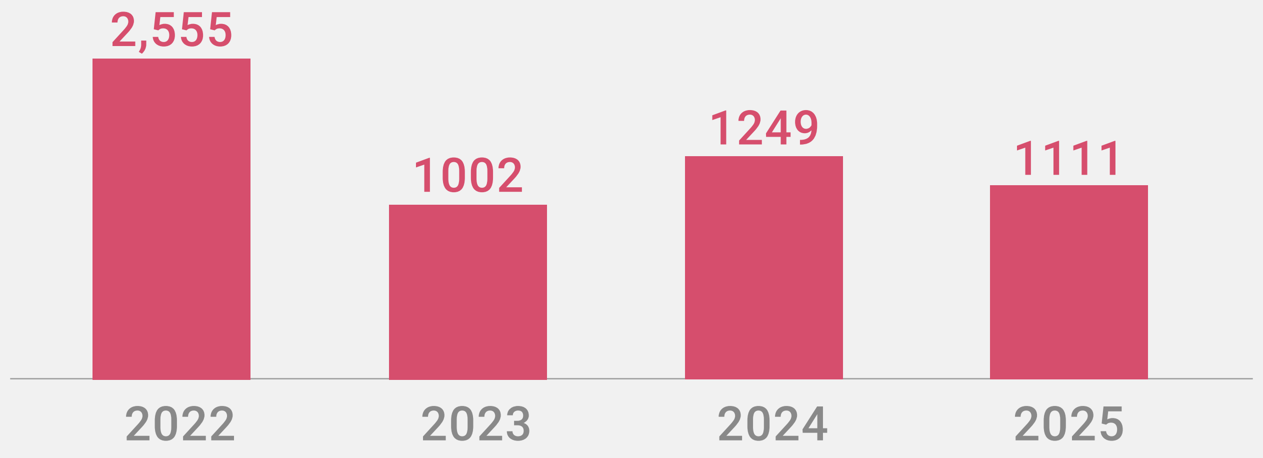
- Human resources unit
- Sustainability unit
- Fitipower Environmental Foundation

Communication Mechanism

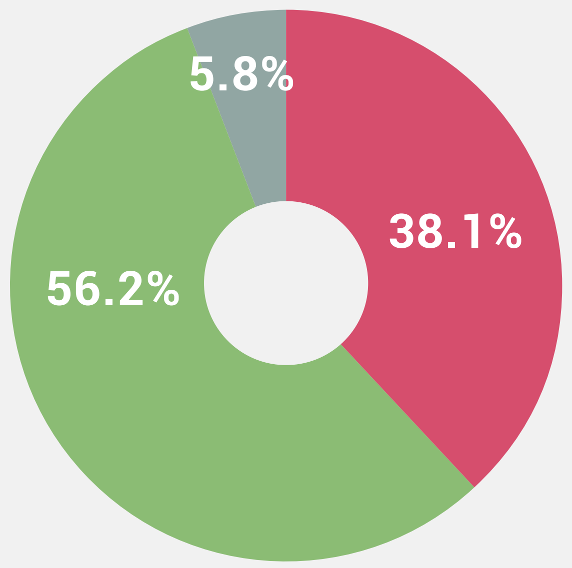
- Corresponding to the abovementioned stakeholders, please refer to the "Key Stakeholders Communication Comparison Table."

Fitipower seeks to bring together the strength of all sectors of society to jointly create balanced development between operational growth and social inclusion. We continue to actively participate in industry-academia organizations to promote cooperation within the semiconductor industry and support the sound development of the industrial ecosystem. In promoting social well-being, we have consistently supported disadvantaged groups and local communities. Actions include hiring persons with disabilities to provide massage services for employees, thereby meeting employment needs for persons with disabilities while supporting employees' physical and mental health; encouraging employees to donate invoices to disadvantaged groups; ordering Children Are Us boxed meals and bakery products to create a positive impact on employment for disadvantaged groups; and purchasing local small-farm agricultural products for employee meals and holiday gift boxes. Through these efforts, we do our part to deepen sustainability in Taiwan. In addition, through the establishment and operation of our foundation, we work with like-minded partners to advance environmental sustainability.

Social Involvement and Investment in Recent Years (NT$ ten thousands)



2025 Social Involvement and Investment



External Organization Participation

Fitipower	JADARD
台灣人工智慧晶片聯盟 AI on Chip Taiwan Alliance; IEEE Xplore Digital Library; 台灣科學工業園區科學工業同業公會 The Allied Association for Science Park Industries; TSIA 台灣半導體產業協會 Taiwan Semiconductor Industry Association; TDUA 台灣顯示器產業聯合總會 Taiwan Display Union Association	SCIA; 深圳上市公司协会 Shenzhen Public Companies Association; SZSIA; 电子纸产业联盟 ePaper Industry Alliance

Note：Fitipower participates in external organizations as a general member. JADARD serves as a director of the E-Paper Industry Alliance; it participates in the remaining organizations as a general member.

Fitipower Environmental Foundation

Origin and Philosophy of the Foundation

During significant operational growth in 2021, we recognized the importance of balanced ESG development and decided to invest more resources. We established the "Fitipower Environmental Foundation" (hereinafter referred to as "Fitipower Foundation") to unite diverse forces and assistance, expanding our commitment to social inclusion and environmental symbiosis. In 2022, the Fitipower Foundation was officially established in Hsinchu, Taiwan's technology hub and home to Fitipower's operational headquarters. Starting from Hsinchu and extending throughout Taiwan, the Foundation operates under seven action principles: "Environmental Promotion," "Talent Cultivation," "Care for the Disadvantaged," "Employee Participation," "External Collaboration," "Technology Innovation," and "Product Optimization" to advance environmental sustainability initiatives, committed to "Circularity to Restore the Earth.

"Circularity to Restore the Earth" depicts not merely a low-pollution environment, but an ark where all living beings can coexist sustainably. The Fitipower Environmental Foundation is committed to mitigating environmental disasters, hoping to enhance awareness of environmental coexistence through promotion and public participation. We assist in developing innovative products, technologies, lifestyles, and business models to reduce the impact of human activities and enterprises on the environment. We also extend helping hands to those whose lives have been affected by environmental disasters. Rooted in the four strategic pillars "Ecological Conservation," "Climate Change," "Circular Economy," and "Disaster Relief," we invite like-minded individuals to join our journey toward a sustainable Earth!

Fitipower Foundation Website

Fitipower Foundation Channel

Strategic Pillars

Ecological Conservation

Natural environments nurture diverse species and ecosystems, maintaining responsibility for ecological environment and resource sustainability.

Circular Economy

Every resource can be properly utilized and recycled in the most valuable way.

Climate Change

Caring for climate and clean energy, promoting green innovation, and reducing greenhouse gas emissions.

Disaste Relief

Assisting the public affected by force majeure factors such as fires, floods, landslides, and other natural disasters.

Action Principles

- Environmental Promotion
- Technology Innovation
- External Collaboration
- Talent Cultivation
- Product Optimization
- Employee Participation
- Care for the Disadvantaged

"Make the World Better" - Second Book Selection and Reading Promotion Program

The Fitipower Environmental Sustainability Foundation firmly believes that education is the core force for changing the world. Since 2023, the Foundation has established a long-term strategic partnership with the National Taiwan Library (NTL) to jointly promote the "Make the World Better" series. In 2025, the second edition continued the core book-selection concept of the first edition while further focusing on climate change, biodiversity, and circular economy. Experts, scholars, and professional teams in relevant fields were invited to conduct a series of evaluation, book selection, and reading promotion activities. Based on the United Nations Sustainable Development Goals (SDGs), the project focuses particularly on SDG 4 Quality Education, SDG 10 Reduced Inequalities, and SDG 17 Partnerships for the Goals. By combining the professional resources of a national library with the corporate influence of the Foundation, we are committed to transforming complex sustainability topics into tangible reading experiences and implementing the social inclusion spirit of "No One Left Behind."

Sustainable Development Book Selection

- Over a nine-month period from March to November of the reporting year, one consultation meeting and three selection meetings were held, followed by a two-month review of book materials by the selection committee. A total of 120 books were ultimately selected under the theme of "Climate Change and Biodiversity," covering diverse formats such as picture books, illustrated books, comics, and text-based books suitable for children from preschool age to teenagers.
- In public libraries, a reading corner was established at the Visual Impairment Information Center of the National Taiwan Library, providing sign-language books, Braille books, and dual-vision books, enabling people with special education needs to enjoy reading.

Selected List of the Second Sustainability Book Selection

Introductory Video for Book Submissions for the Second Sustainability Book Selection

Establishing Sustainable Reading Corners

- Embedding sustainability reading in elementary schools and preschools: In collaboration with library teachers from 20 elementary schools in Taipei City, "Sustainability Reading Corners" were established in elementary schools and preschools. Selected sustainability books were displayed on a rotating basis, and teachers integrated sustainability concepts into the curriculum to cultivate students' awareness of environmental issues and social inclusion. During the 2024 academic year, from September 2024 to June 2025, the first selected list of sustainability books was used in the traveling exhibition and reading promotion activities, reaching approximately 15,000 students, parents, and teachers.
- Promoting early intervention reading services at Fu Jen Catholic University Hospital: In collaboration with Fu Jen Catholic University Hospital, the "Reading Nurses: Caring Companionship" initiative was launched. In addition to establishing a reading corner in the pediatric ward, a children's shared reading space was also set up in cooperation with the Department of Rehabilitation, displaying sustainability-related picture books and reading materials. The "National Taiwan Library Reading Bar @ Fu Jen Catholic University Hospital" companion storytelling activities continued to be held. In 2025, eight sessions were organized, with approximately 279 participants, including 43 children with disabilities. The initiative created a warm and meaningful cross-sector collaboration opportunity with strong human rights value for children receiving early intervention services and children with disabilities. In addition, three demonstration lectures on early reading and storytelling services were held at Fu Jen Catholic University, inviting Advisor Director Chia-Ching Yeh of the Fitipower Environmental Sustainability Foundation and professional teachers to train parent-child shared reading volunteer teachers. A total of 66 university students participated in the training.
- Establishing inclusive reading corners in special education schools: Inclusive reading corners were established at Wuchang Elementary School, Taipei School for the Hearing Impaired, and Taipei School for the Visually Impaired to provide more suitable reading resources for students with special education needs. In addition to special books such as Braille books and dual-vision books, individualized guidance and shared reading activities were provided to help students with special needs enjoy reading.
- Promoting sustainability reading in Indigenous elementary schools and churches: To deepen the deployment of reading resources and promote sustainable development in remote areas, reading corners were established in Bunun communities in Xinyi Township, Nantou County, including Tongfu Elementary School, Jiumei Elementary School, and Dongguang Church. Resident reading promotion writers were arranged to integrate local culture with reading, promoting sustainable learning in Indigenous communities.

Reading Promotion

- "Entering Indigenous communities to promote sustainability education through reading": In addition to establishing Indigenous reading corners in Xinyi Township, Nantou County, the program held six Indigenous reading promotion activities with 277 participants.

Activity Content	Location
Lecture with a Bunun resident write	Tongfu Elementary School, Xinyi Township, Nantou County
Visit to Jiumei Elementary School and collection of Indigenous materials	Jiumei Elementary School, Xinyi Township, Nantou County
Cultural reading walk on the Bunun Ear-shooting Festival	Dongpu Tribe, Xinyi Township, Nantou County
Bunun worship service at Dongguang Church and donation of sustainability books and materials	Dongguang Church, Xinyi Township, Nantou County
Lecture: "Memories of the Mountains and Our Stories — From My Hunter Grandpa: Takai the Black Bear to Tongku Saveq: Tiang, Child of the Mountains"	Classroom 4045, National Taiwan Library
Cultural visit to Chung-Shan Building with Bunun resident writers and Indigenous participants	Chung-Shan Building, Yangmingshan

- Holding the traveling exhibition "Island Keywords - First Steps in Soil and Water Conservation and Disaster Prevention": Working with the National Taiwan Library, the National Science and Technology Museum, and the Agency of Rural Development and Soil and Water Conservation under the Ministry of Agriculture, the Foundation jointly launched this series of exhibitions. Visitors learned about soil and water conservation and disaster prevention through interactive games, challenge activities, and exhibition learning, while also exploring seasonal ingredients and local rural characteristics. The exhibition deepened public understanding of sustainable agriculture and attracted approximately 28,000 visitors.

Selected List of the Second Sustainability Book Selection

Campus Inclusion Program

The Campus Inclusion Program uses the connections among plants, ecology, and culture as an entry point to explore the lived experiences of international students and new immigrants in Taiwan, as well as issues related to diversity and inclusion. As Fitipower continues to expand its technology and global presence, the Company places greater emphasis on cross-cultural understanding and local inclusion while expanding globally, and extends this concept from within the enterprise to the campus setting. Accordingly, the Fitipower Environmental Sustainability Foundation supported Malaysian stop-motion animation director Liu Ching-Yi (Raito) in producing the microfilm Soil to Dwell Upon, and further expanded the project's influence in 2025 through campus sharing sessions. Co-supported by the Fitipower Foundation and the National Culture and Arts Foundation, the work uses Malaysia's national flower, the hibiscus, and native plants as imagery to portray the life circumstances of foreign plants and foreign immigrants taking root in Taiwan. Through creative sharing, it guides students to understand nature, ecology, humanistic diversity, and the inclusion of new immigrants, echoing the United Nations Sustainable Development Goals on Life on Land (SDG 15) and Reduced Inequalities (SDG 10).

To extend the concept of inclusion from issue advocacy to actual exchange, the Fitipower Environmental Sustainability Foundation and the College of Electrical Engineering and Computer Science at National Taiwan University jointly organized a badminton tournament. Students from NTU's College of Electrical Engineering and Computer Science, Fitipower employees, and Malaysian overseas students in Taiwan formed teams to participate, attracting 18 teams and approximately 160 players. As a sport deeply representative of Malaysia, badminton carries cultural memory and also serves as an important medium for cross-cultural exchange. Through joint competition and teamwork, participants enhanced mutual understanding and respect for different cultural backgrounds, languages, and life experiences while interacting as both teammates and opponents. The activity further promoted exchange between campus and enterprise and concretely demonstrated how diversity and inclusion can be extended and implemented in real-world settings.

"Horseshoe Crab Knowledge and Learning - Teachers and Students Restore 1,000 Juvenile Horseshoe Crabs to the Sea"

Horseshoe crabs on Taiwan's main island have become increasingly rare. Without action, they may disappear from their natural habitats on Taiwan's main island. The Fitipower Foundation supports the restoration efforts of the National Museum of Marine Science and Technology (NMMST), working with the Kinmen Aquaculture Research Institute to breed juvenile horseshoe crabs. Students or groups then help raise and record the juveniles, observe natural habitat conditions, and release them into natural habitats when conditions are suitable. This not only effectively increases wild horseshoe crab populations, but also greatly strengthens the connection between the public and horseshoe crabs. The program integrates environmental education, marine education, arts education, international education, gender equality, cooperative learning, community participation, and international exchange. It deepens the public's connection with Taiwan and encourages more people to care about marine issues, ultimately contributing to the goal of sustainable oceans.

The program consists of teacher training, learning visits by horseshoe-crab caretaker schools to NMMST, and juvenile horseshoe crab release activities. In August 2024, NMMST first organized teacher training for horseshoe-crab caretaker schools, with 30 participants. The training covered key points of horseshoe crab conservation, cultivation and observation requirements, and the operation of rearing equipment. Participants brought the relevant equipment and horseshoe crab eggs back to their schools for setup and care. NMMST subsequently continued arranging school visits for experiential learning, including lively courses led by education outreach personnel and visits to the horseshoe crab restoration pools, helping teachers and students accumulate cultivation and observation experience. A total of 18 elementary and junior high schools participated, with 478 person-times receiving caretaker training. Over three years of cooperation with NMMST, 66 classes have participated. After careful care by campus horseshoe-crab caretakers, in 2025 we again selected Beimen, Tainan for the release of juvenile horseshoe crabs, releasing a total of 1,000 juveniles aged one to four years. Volunteers from the Foundation and NMMST, teachers and students from eight schools, and members of local communities jointly participated, with more than 100 partners responding on site.

Fitipower also produced a microfilm documenting the implementation of the program, including horseshoe crab conservation actions, campus participation, and the release process. Through more engaging and communicable visual storytelling, we aim to help the public understand the importance of horseshoe crab conservation, further gather attention and support from all sectors for marine conservation, biodiversity, and environmental education, and expand the program's social impact. The Fitipower Foundation also participated for the first time in Taiwan's largest sustainability film festival - the 9th Taipei Golden Eagle Microfilm Festival. The documentary A Lifetime Guarding Horseshoe Crabs stood out among 173 entries and won the Silver Award, demonstrating the Foundation's achievements in integrating environmental action, education promotion, and visual storytelling, while further increasing the program's social visibility and the effectiveness of its sustainability advocacy.

Activity Video

Basic Knowledge about Horseshoe Crabs

A brief fact about horseshoe crabs: A specific substance can be separated from horseshoe crab blood to make the Limulus Amebocyte Lysate (LAL) medical testing reagent. Any drug injected into the human body must first be tested with LAL to determine whether it is contaminated by bacteria. Although horseshoe crab blood helps save lives, it has also led to the mass capture of horseshoe crabs, which is detrimental to their survival. In view of this, the IUCN SSC designated June 20 of each year as International Horseshoe Crab Conservation Day in 2019.

▶ Recent Juvenile Horseshoe Crab Releases

Year	Release Location	Release Quantity
2023	Xiangshan Wetland, Hsinchu	800 individuals
2024	Luzhugou, Beimen, Tainan	1500 individuals
2025	Luzhugou, Beimen, Tainan	1000 individuals

Annual Horseshoe Crab Guardian Schools

01. Junior High School Division, Hsinchu Catholic Pan-Shih Senior High School
02. Chenggong Elementary School, Keelung City
03. Pingxing Junior High School, Taoyuan City
04. Guoan Elementary School, Xitun District, Taichung City
05. Fuxing Elementary School, Keelung City
06. Guanpu Elementary School, Hsinchu City
07. National Experimental High School at Hsinchu Science Park
08. Shulin Elementary School, New Taipei City
09. Datong Junior High School, Changhua County
10. Chang Gung Elementary School, Taoyuan City
11. Erlin Elementary School, Changhua County
12. Badou Elementary School, Keelung City – Class 6 Ren
13. Badou Elementary School, Keelung City – Class 6 Zhong
14. Badou Elementary School, Keelung City – Class 6 Xiao
15. Kang Chiao High School, New Taipei City
16. Neihu Senior High School
17. Tzu Chi Senior High School Affiliated with Tzu Chi University
18. Kang Chiao International School





Crocheted Coral

In 2025, the Fitipower Foundation partnered with the National Museum of Marine Science and Technology (NMMST) and the Taichung Public Library to jointly promote marine conservation education and action. On March 28, the launch ceremony was held during the teacher training workshop "Reef Building on Land - Knitted Coral," formally initiating a three-party cross-disciplinary collaboration. The program combines reading promotion, environmental education, and handmade art. It centers on marine conservation environmental education courses, supplemented by knitted coral craft activities, and presents outcomes to the public through exhibitions. Through reading, observation, hands-on practice, and sharing, the program guides students and the public to understand the preciousness, diversity, and environmental risks of coral reef ecosystems, further understand the challenges faced by marine ecosystems under climate change, and cultivate awareness of ocean care and participation in sustainability action. The overall initiative also echoes the United Nations Sustainable Development Goals, including Quality Education (SDG 4), Climate Action (SDG 13), Life Below Water (SDG 14), and Partnerships for the Goals (SDG 17).

The program mainly comprises three initiatives. First, two "Teacher Training and Launch Briefing Sessions" were held, with a total of 60 participants. The content covered coral conservation courses, coral planting experiences, knitting craftwork, and lesson-plan sharing, empowering teachers to become seeds for promoting marine conservation education. Second, school-based courses were implemented at 10 schools. NMMST professionals and volunteers entered campuses and combined picture-book guided reading, coral specimen observation, marine ecology teaching, and crochet craftwork to help 271 students from 10 Taichung elementary schools learn about coral reef ecosystems and marine conservation issues. In addition, 10 "Marine-Themed Lectures" were held on topics including "Horseshoe Crab Knowledge and Learning," "SOS Expedition: Save the Coral," "The Life of Whales," "Identifying Fish," "Viewing Marine Plastic Snowflakes Aboard a Marine Research Vessel," and "Nature's Coronation - Marine Waste Edition." A total of 327 participants attended, further expanding the understanding of marine conservation among campus and community readers.

Basic Knowledge about Corals

A brief fact about coral: Coral reef ecosystems are among the most attractive marine ecosystems for recreation and close contact. Although coral reefs occupy less than 0.2% of the ocean area within 70% of the world's seawater, they support more than one-quarter of marine species. Coral is also extremely delicate and highly sensitive to climate change, which is why attention to coral has remained high in recent years.

Schools Participating in On-campus Courses

01. Jiude Elementary School, Wuri District, Taichung City
02. Yixin Elementary School, Taiping District, Taichung City
03. Zhongzheng Elementary School, West District, Taichung City
04. Sizhangli Elementary School, Beitun District, Taichung City
05. Dayuan Elementary School, Taichung City
06. Wenxin Elementary School, Taichung City
07. Zhonghua Elementary School, North District, Taichung City
08. Xinxing Elementary School, Beitun District, Taichung City
09. Ruisui Elementary School, Fengyuan District, Taichung City
10. Wenshan Elementary School, Nantun District, Taichung City

Campus Champions for Environmental Sustainability

As environmental awareness rises, many university students are eager to contribute to the Earth but lack resources or do not know how to get involved. Since 2022, through ongoing communication with students, the Fitipower Environmental Sustainability Foundation has planned a program that students can personally practice. We offer courses related to environmental sustainability so that students can gain deeper understanding of various environmental sustainability issues, and we provide funding for students to independently plan a series of environmental sustainability promotion activities. These activities not only spread environmental education into campus life, but also cultivate students' abilities and experience in organizing activities.

Environmental Sustainability-related Courses

- Earth Sustainability × Ecological Conservation – 21 participants
- Earth Sustainability × Marine Conservation – 62 participants Activity video

Environmental Sustainability Activities Planned and Organized by Students in 2025

- Environmental education promotion in remote communities – 66 student volunteers and 60 children from remote communities participated Activity video
- Environmental education promotion in remote communities – 21 student volunteers and 18 older adults from remote communities in Tainan participated Activity video
- Ecological photography exhibition – 21 student volunteers, with more than 200 students responding to the initiative Activity video
- Environmental volunteer week – More than 500 students participated Activity video
- Nanliao beach cleanup – 18 student volunteers Activity video
- 6.Used book recycling and donation – 22 student volunteers, with 80 used books collected Activity video
- Sustainability short play – 180 participating students Activity video
- Environmental video campaign – 200 participating students
- Inclusive joint sports day and eco-friendly cycling street cleanup – 229 participating students Activity video Activity video
- Inclusive environmental conservation activity – 15 student volunteers, with four hours of environmental maintenance work completed







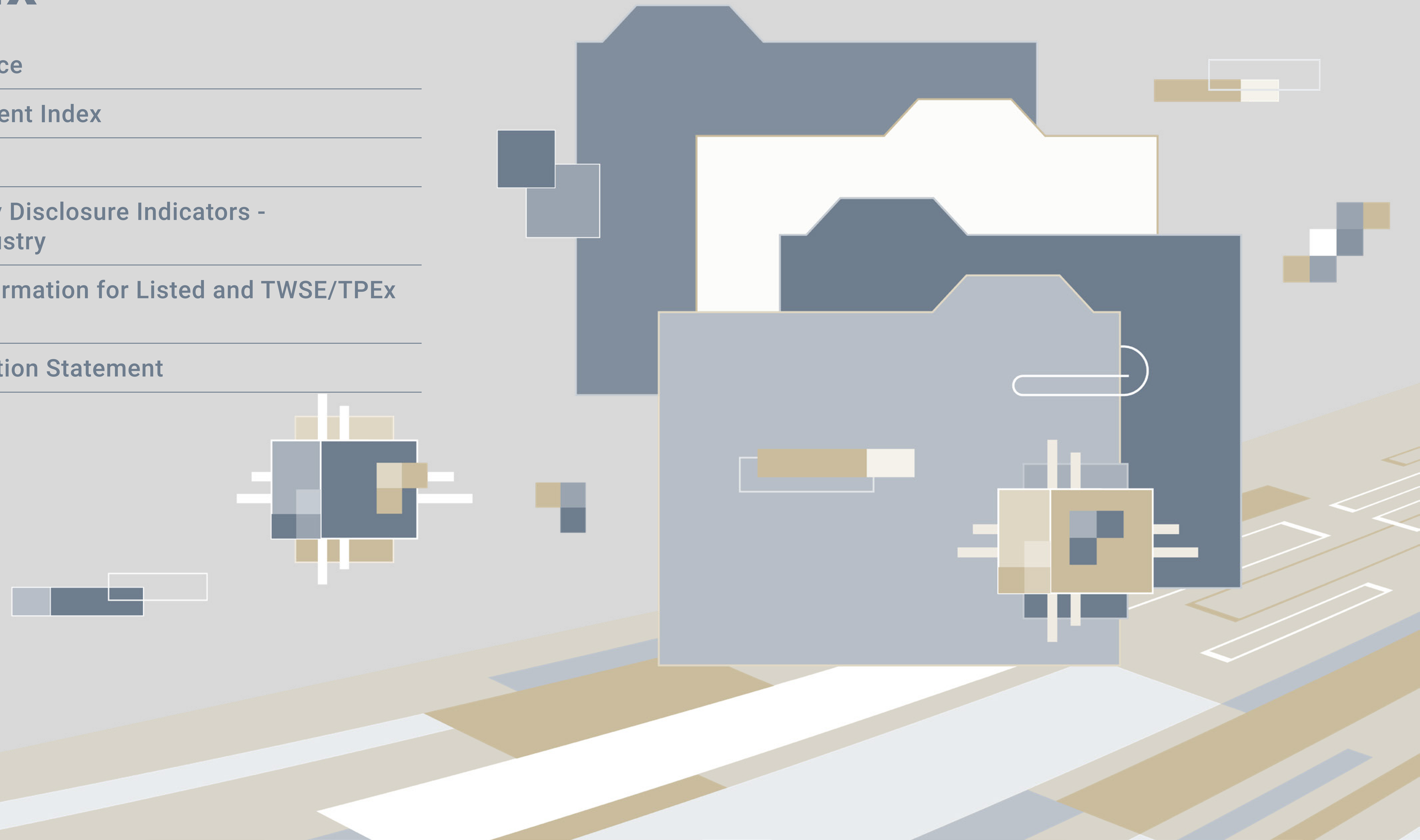


e-Reading for the Future

The Fitipower Environmental Sustainability Foundation continues to focus on educational equity, reading literacy, and environmental sustainability. In 2025, the Foundation continued supporting the "e-Reading for the Future" charitable project initiated by E Ink Holdings, working with partners in the e-paper industry ecosystem to support 42 elementary schools in Miaoli County in introducing a mobile library of e-book readers. The initiative helps schools create a more friendly, focused, and environmentally friendly reading and learning environment. The project aims to expand to one county or city each year, gradually broadening the reach of digital reading resources. In 2025, the program advanced to Miaoli County, donating 1,040 color e-book readers. Each device was preloaded with 164 selected books, including reading lists for lower, middle, and upper grades, Miaoli local literature and picture books, and themed readings aligned with the United Nations Sustainable Development Goals (SDGs), benefiting nearly 21,000 students.

The Foundation believes that reading is an important foundation for cultivating children's cognition, understanding, and critical thinking. Under the trend of digital learning, readers built with e-paper technology combine the convenience of digital learning with a reading experience close to paper, helping improve concentration and reduce visual fatigue so that reading can return to the core of learning. At the same time, the project demonstrates the positive environmental sustainability benefits of digital reading. Based on estimates of replacing paper books with the e-books introduced in this project, approximately 1,228.7 metric tons of CO_2e emissions can be saved overall. The Fitipower Foundation will continue to connect industry partners and educational resources, support the use of technology to promote reading and reading to deepen sustainability, and create a future that combines learning quality and environmental friendliness for more children.

Appendix



ESG Key Performance

Environment

Item		Unit	2022	2023	2024	2025
100% of product materials comply with RoHS, REACH, and HF green standards.		%	100.0	100.0	100.0	100.0
New Energy-saving Innovative Product Designs		items	6	6	2	7
Green Procurement Ratio for IT Equipment		%	87.6	98.4	53.1	78.9
Energy (Electricity)		GJ	9,750	9,514	10,048	9,290
Energy Intensity		GJ/NT$ million	0.495	0.5845	0.523	0.516
Greenhouse Gas Emissions Note 1	Category1	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	245.3083	315.2780
	Category2	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	1,125.2877	1,230.5549
	Category3	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	3,897.4183	6,451.8284
	Category4	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	108,346.3353	253,554.1401
	Category5	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	Not inventoried after materiality assessment	Not inventoried after materiality assessment
	Category6	tCO_2e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	N/A	N/A
Water Withdrawal		ML	9.296	9.715	10.010	9.318
Waste Generated		metric tons	52.073	55.174	47.000	54.226
Waste Recycling Rate		%	53.2	58.6	61.7	53.8
Suppliers Holding Environmental Certifications Note 2	New suppliers	%	100.0	100.0	100.0	Not applicable (no new suppliers)
	Existing suppliers	%	86.5	90.9	95.5	98.0

Note1：2024 greenhouse gas emissions data cover Fitipower only; 2025 data cover the Fitipower Group, including subsidiaries.
Note2：Supplier certification status (environmental aspect) covers Fitipower standalone information only.

Social

Item			unit	2022	2023	2024	2025
Total Employees			Person(s)	866	823	842	835
Ratio of Females			%	24.6	23.9	24.0	24.8
Average Salary Ratio of Entry level Employees[Note 1] to Local Minimum Wage	Taiwan region	Male	-	3.6	3.6	2.7	2.6
		Female	-	2.6	2.7	2.0	2.0
	China region	Male	-	7.2	8.0	4.8	4.7
		Female	-	5.2	6.0	4.0	4.3
New Employee Rate			%	15.4	9.0	16.4	13.8
Employee Turnover Rate			%	19.4	16.9	14.0	15.2
Key Talent Retention Rate			%	91.7	90.1	86.4	89.7
Training Hours Per Employee[Note 2]			hours	11.6	14.6	13.3	15.2
Suppliers Holding Social Certifications[Note 3]	New suppliers		%	100.0	100.0	100.0	Not applicable (no new suppliers)
	Existing suppliers		%	80.8	86.4	86.4	95.0
Responsible Mineral Procurement Compliance Ratio			%	100.0	100.0	100.0	100
Social Investment			NT$10 thousand	2,554.9	1,001.9	1,214.2	1,111.1
Industry-academia Cooperation Projects			cases	12	12	5	4

Note1：The definition of entry-level employees was adjusted in 2024 to include personnel at the senior engineer/senior administrator level and below. The previous definition referred to non-management personnel.
Note2：Average training hours per employee are Group-wide data from 2024 onward; 2022-2023 data cover Fitipower standalone information only.
Note3：Supplier certification status (social aspect) covers Fitipower standalone information only.

Governance

Item		unit	2023	2024	2025
Corporate Governance Evaluation	-	21%~35%	21%~35%	6%~20%	6%~20%
Net Sales	NT$ thousand	19,680,425	16,286,520	19,199,740	17,993,045
Capital Expenditure	NT$ thousand	748,490	465,492	733,939	567,736
Taxes Paid to Governments	NT$ thousand	1,061,572	702,881	656,107	227,015
Government Subsidies	NT$ thousand	26,591	95,366	185,426	136,023
Return on Equity	%	19.7	13.6	14.1	9.18
Earnings Per Share	NT$	16.49	13.29	16.08	9.65
Cash Dividend Per Share	NT$	8.50	10.64	12.87	7.72
Quarterly Financial Report Disclosure Timeliness (from quarter end)	days (Q1, Q2, Q3, Q4)	35, 34, 35, 54	27, 26, 25, 58	30, 24, 28, 57	30, 30, 30, 72
R&D Investment as Percentage of Revenue		12.4	13.8	13.0	15.6
New Patent Applications	%	10	19	37	27
Valid Patents	cases	126	141	154	173
Board of Directors Attendance Rate	cases	94.3	97.4	100.0	100.0
Ratio of Independent Directors	%	42.9	66.7	71.4	71.4

Item			unit	2023	2024	2025
Internal Control Audit Deficiencies		%	0	0	0	0
Business Conduct and Ethics TrainingNote 1		cases	1,213.9	1,652.1	4,215.7	2,186.9
Business Conduct and Ethics Violations		hours	0	0	0	0
Regulatory Violations		cases	0	0	0	0
Major Information Security Incidents		cases	0	0	0	0
Customer Satisfaction	DSP	cases	92.3	93.6	93.3	92.6
	PWR	Points	86.5	90.9	86.4	95.7
Customer Complaint Closure Rate		Points	100%	100%	100%	100%
Local Procurement Ratio		%	78.6	73.3	71.9	66.8
Number of Suppliers Audited		%	43	46	44	43
Suppliers Holding Economic Certifications[Note 2]	New suppliers	companies	100.0	100.0	100.0	Not applicable (no new suppliers)
	Existing suppliers	%	96.2	100.0	100.0	100.0

Note1：Training hours related to business conduct and professional ethics are Group-wide data from 2024 onward; 2022-2023 data cover Fitipower standalone information only.
Note2：Supplier certification status (economic aspect) covers Fitipower standalone information only.

GRI Standards Content Index

Statement of Use	Fitipower has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standards / Other Sources	Disclosure	Corresponding Section	Page	Content or Omission Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About Fitipower Group	22	
	2-2 Entities included in the organization’s sustainability reporting	About This Report	3	
	2-3 Reporting period, frequency and contact point	About This Report	3	
	2-4 Restatements of information	About This Report	3	
	2-5 External assurance	About This Report Third-party Assurance Statement	4 125	
	2-6 Activities, value chain and other business relationships	About Fitipower Group Partner Co-prosperity	22 53	
	2-7 Employees	Diverse Workforce	80	
	2-8 Workers who are not employees	Diverse Workforce	80	
	2-9 Governance structure and composition	Governance Framework and Structure Sustainability Vision and Management	37 9	
	2-10 Nomination and selection of the highest governance body	Governance Framework and Structure	41	
	2-11 Chair of the highest governance body	Governance Framework and Structure Regulatory Compliance and Business Ethics	41 45	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Vision and Management Governance Framework and Structure	10 41	

GRI Standards / Other Sources	Disclosure	Corresponding Section	Page	Content or Omission Explanation
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Governance Framework and Structure	41	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Vision and Management	10	
	2-15 Conflicts of interest	Regulatory Compliance and Business Ethics The Company's 2025 Annual Report: - Major shareholders - Suppliers accounting for 10% or more of total purchases in either of the two most recent years	45	
	2-16 Communication of critical concerns	Sustainability Vision and Management Governance Framework and Structure	10 38	
	2-17 Collective knowledge of the highest governance body	Governance Framework and Structure	38	
	2-18 Evaluation of the performance of the highest governance body	Governance Framework and Structure	38	
	2-19 Remuneration policies	Governance Framework and Structure	38	
	2-20 Process to determine remuneration	Governance Framework and Structure	38	
	2-21 Annual total compensation ratio	Governance Framework and Structure	38	
	2-22 Statement on sustainable development strategy	Sustainability Vision and Management	8	
	2-23 Policy commitments	Sustainability Vision and Management	8	
	2-24 Embedding policy commitments	Sustainability Vision and Management	8	
	2-25 Processes to remediate negative impacts	Stakeholder Communication and Materiality Analysis Regulatory Compliance and Business Ethics	14 45	
	2-26 Mechanisms for seeking advice and raising concerns	Regulatory Compliance and Business Ethics	45	
	2-27 Compliance with laws and regulations	Regulatory Compliance and Business Ethics	45	
	2-28 Membership associations	Social Engagement and Investment	101	
	2-29 Approach to stakeholder engagement	Stakeholder Communication and Materiality Analysis	14	
	2-30 Collective bargaining agreements			Fitipower has not entered into any collective bargaining agreements.

Material Topic Disclosures (Corresponding Material Topics)

GRI Standards / Other Sources	Disclosure	Corresponding Section	Page	Omission or Supplementary Notes
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Communication and Materiality Analysis	14	
	3-2 List of material topics	Stakeholder Communication and Materiality Analysis	18	
	3-3 Management of material topics			The policies, commitments, goals, responsibilities, resources, and specific actions for each material topic are addressed in the corresponding sections of this Report.
R&D Innovation and Intellectual Property Management				
SASB (Business Model and Innovation)		Product and Technology Innovation	25	
Talent Attraction and Retention				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Human Rights, Diversity, Inclusion, and Communication	80	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Attraction and Benefits	83	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Benefits	88	
	401-3 Parental leave	Talent Attraction and Benefits	91	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Talent Attraction and Benefits	87	
Customer Relationship Management				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Service Information Security	54 49	
Talent Cultivation and Development				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Development and Retirement	94	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Retirement	92	
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Retirement	96	

GRI Standards / Other Sources	Disclosure	Corresponding Section	Page	Omission or Supplementary Notes
Supply Chain Management				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	59	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management	61	1. No new suppliers were registered in 2025. 2. Based on industry characteristics and impact assessment results, Fitipower only selected production-related suppliers for management.
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	61	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	61	1. No new suppliers were registered in 2025. 2. Based on industry characteristics and impact assessment results, Fitipower only selected production-related suppliers for management.
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	61	
Information Security				
SASB		Information Security	49	
Financial Performance and Taxation				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Operating Performance and Tax	35	
	201-2 Financial implications and other risks and opportunities due to climate change	Environmental Policy and Management Framework	66	
	201-3 Defined benefit plan obligations and other retirement plans	Employee Development and Retirement	96	
	201-4 Financial assistance received from government	Operating Performance and Tax	35	
Regulatory Compliance				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Regulatory Compliance and Business Ethics	45	No incidents of non-compliance concerning the health and safety impacts of products and services occurred in 2025.
SASB (Leadership and Governance)		Regulatory Compliance and Business Ethics		
Green Products				
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Green Products	72	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Green Products	72	

SASB Index

SASB Topic	Disclosure Item		Corresponding Section / Description
GHG Emissions	TC-SC-110a.1	Gross global Scope 1 emissions	315.2780 metric tons CO_2e.
		Total emissions from perfluorinated compounds	0 metric tons CO_2e.
	GHG Emissions	Discussion of long-term and short-term strategies or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Fitipower has established the Group's carbon reduction pathway, targeting 50% carbon neutrality for Scope 1 and Scope 2 emissions by 2030, with an annual reduction of 5%. The Company has also initiated emission reduction measures, including green procurement. For details, please refer to the "Green Office and Energy and Resource Management" section.
Energy Management in Manufacturing	TC-SC-130a.1	Total energy consumed	Total electricity consumption in 2025 was 9,289.573 GJ.
		Percentage grid electricity	100%. Fitipower's energy use consists entirely of purchased electricity.
		Percentage renewable	0%. Fitipower has included renewable energy as a future planning target and is conducting related assessments.
Water Management	TC-SC-140a.1	Total water withdrawn and percentage in regions with high water stress	9,318 cubic meters; 0% was in regions with high water stress. According to the Aqueduct Water Risk Atlas, a water risk tool developed using WRI's public database, none of Fitipower Group's operating sites are located in areas with high water stress.
		Total water consumed and percentage in regions with high water stress	1,864 cubic meters; 0% was in regions with high water stress. According to the Aqueduct Water Risk Atlas, a water risk tool developed using WRI's public database, none of Fitipower Group's operating sites are located in areas with high water stress.
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing and percentage recycled	Under the definition of local regulations in Taiwan, waste electronic components, scrap materials, and defective products generated by Fitipower are classified as non-hazardous waste during onsite storage and as hazardous waste during the treatment stage. In 2025, Fitipower Group generated a total of 6.387 metric tons of waste electronic components, scrap materials, and defective products, with a recycling rate of 100%.

SASB Topic	Disclosure Item		Corresponding Section / Description
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Please refer to the "Occupational Safety and Health Management" section.
	Employee Health and Safety	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	NT$0. In 2025, Fitipower had no legal proceedings associated with employee health and safety violations.
Recruiting and Managing a Global and Skilled Workforce	TC-SC330a.1	Percentage of foreign nationals and overseas employees	Percentage of foreign nationals: 16.5% Percentage of overseas employees: 18.1%
Product Lifecycle Management	TC-SC410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	0%. For related management approaches, please refer to the "Green Materials" section.
	Product Lifecycle Management	Processor energy efficiency at a system level for: (1) servers, (2) desktops, and (3) laptops	The Company is a professional IC design company. Its related products and services are not applicable to this indicator.
Materials Sourcing	TC-SC440a.1	Description of the management of risks associated with the use of critical materials	Please refer to the "Supply Chain Management" section.
Intellectual Property Protection and Competitive Behavior	TC-SC520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	NT$0. In 2025, Fitipower had no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
SASB General Disclosure	**Disclosure Item**		**Corresponding Section / Description**
Activity Metrics	TC-SC-000.A	Total production	Display driver ICs: 693,567 thousand units Power management ICs: 1,116,942 thousand units Other ICs: 489,219 thousand units
	TC-SC-000.B	Percentage of production from owned facilities	Fitipower is a fabless IC design company primarily responsible for chip R&D and design. Backend manufacturing, packaging, and testing processes are outsourced to professional foundries and service providers. Therefore, the value for this indicator is 0.

TWSE Sustainability Disclosure Indicators - Semiconductor Industry

No.	Indicator	Indicator Type	Unit	Annual Disclosure
1	Total energy consumed, percentage of purchased electricity, and renewable energy use	Quantitative	GJ, %	In 2025, Fitipower Group's total energy consumption was 9,289.573 GJ. All energy used was purchased electricity. Fitipower has not yet used renewable energy, but has included it as a future planning target and is conducting related assessments.
2	Total water withdrawal and total water consumption	Quantitative	m^3	Total water withdrawal in 2025 was 9,318 m^3, and total water consumption was 1,864 m^3.
3	Weight of hazardous waste generated and percentage recycled	Quantitative	Metric tons, %	Under the definition of local regulations in Taiwan, waste electronic components, scrap materials, and defective products generated by Fitipower are classified as non-hazardous waste during onsite storage and as hazardous waste during the treatment stage. In 2025, Fitipower generated 6.387 metric tons of waste electronic components, scrap materials, and defective products, with a recycling rate of 100%.
4	Description of occupational injury types, number of cases, and rate	Quantitative	%	No occupational injury incidents occurred in 2025.
5	Product lifecycle management disclosure: weight of end-of-life products and electronic waste, and percentage recycled	Quantitative	Metric tons, %	In 2025, Fitipower generated 6.387 metric tons of waste electronic components, scrap materials, and defective products, with a recycling rate of 100%.
6	Description of risk management related to the use of critical materials	Qualitative	N/A	Please refer to the "Supply Chain Management" section.
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	No related legal proceedings occurred in 2025; therefore, no related losses were incurred.
8	Production volume of major products by product category	Quantitative	Varies by product type	Display driver ICs: 693,567 thousand units Power management ICs: 1,116,942 thousand units Other ICs: 489,219 thousand units

Climate-Related Information Index for TWSE/TPEx-Listed Companies

Item	Corresponding TCFD Report Section / Description
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to Sections "1.1 Climate Governance Structure" and "1.2 Climate-related Issue Management" of the 2024 TCFD Report.
2. Describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and financial planning over the short, medium, and long term.	Please refer to Section "2.2 Identification of Climate-related Risks and Opportunities" of the 2024 TCFD Report.
3. Describe the financial impacts of extreme climate events and transition actions.	Please refer to Section "3 Scenario Analysis and Financial Impact Assessment" of the 2024 TCFD Report.
4. Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the overall risk management system.	Please refer to Section "2.1 Risk Management Process" of the 2024 TCFD Report.
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	Please refer to Section "3 Scenario Analysis and Financial Impact Assessment" of the 2024 TCFD Report.
6. If a transition plan is in place to manage climate-related risks, describe the contents of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	Please refer to Sections "4 Metrics and Targets" and "5 Net-zero Target Roadmap" of the 2024 TCFD Report.
7. If internal carbon pricing is used as a planning tool, describe the basis for price setting.	No related plan is currently in place.
8. If climate-related targets have been set, describe the activities covered, GHG emission scopes, planning timeline, and annual progress. If carbon offsets or renewable energy certificates (RECs) are used to achieve such targets, describe the source and amount of carbon reduction credits offset, or the number of RECs used.	For target achievement status, please refer to Section "4 Metrics and Targets" of the 2024 TCFD Report. The Company's short-term target is to conduct GHG inventories. During the reporting year, the Company had not yet implemented carbon offset measures such as the purchase of RECs.
9. Describe the status of GHG inventory and assurance, as well as reduction targets, strategies, and specific action plans.	Please refer to Section "4 Metrics and Targets" of the 2024 TCFD Report. For the status of GHG inventory and assurance, please refer to the table below.
10. Describe GHG emissions for the most recent two years, including emissions volume (metric tons CO_2e), intensity (metric tons CO_2e / NT$ million), and data coverage.	Fitipower, including all operating sites, conducted its first ISO 14064-1 GHG inventory and assurance in 2024. In 2025, the inventory and assurance scope was expanded to the entire Group. For detailed inventory results, please refer to the table below or the "Energy and Carbon Management" section of the Sustainability Reports for the most recent two years.

TCFD Report

▶ Greenhouse Gas Emissions for the Most Recent Two Years (metric tons CO_2e), Intensity (metric tons CO_2e per NT$ million of revenue), and Data Coverage

Item	2024	2025
Category 1: Direct GHG Emissions	245.3083	315.2780
Category 2: Indirect GHG Emissions	1125.2877	1230.5549
Carbon Intensity (Categories 1 and 2)	0.1400	0.086
Categories 3–6: Other Indirect GHG Emissions	113,614.349	260,005.9685
Inventory Boundary	All operating sites of Fitipower, including the Duxing, Hsinchu Gongdao 5th Road, Taipei, Tainan, and Shenzhen sites, excluding subsidiaries.	All operating sites of Fitipower Group, consistent with the boundary of this Sustainability Report. The scope covers Fitipower, TYW, JADARD, Hefei JADARD, and Jadard Innovation. For details, please refer to "About This Report – Reporting Boundary."
Assurance Provider and Standard	TÜV NORD Taiwan / ISO 14064-3, reasonable assurance level	• Fitipower and TYW: TÜV NORD Taiwan / ISO 14064-3, reasonable assurance level • JADARD Group: SGS China / ISO 14064-3, reasonable assurance level

Note：Fitipower, including all operating sites, conducted its first ISO 14064-1 inventory and assurance in 2024. The 2023 inventory covered only the headquarters site and was conducted on a self-inventory basis. For detailed inventory results, please refer to the "Energy and Carbon Management" section.

Third-party Assurance Statement

Independent Assurance Statement

FITIPOWER INTEGRATED TECHNOLOGY INC.
2025 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and FITIPOWER INTEGRATED TECHNOLOGY INC. (hereinafter referred to as FITIPOWER) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of FITIPOWER.

RESPONSIBILITIES

FITIPOWER is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and overseas operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to FITIPOWER and its stakeholders in accordance with the described scope and method. This statement is for FITIPOWER's use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between FITIPOWER and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the "FITIPOWER INTEGRATED TECHNOLOGY INC. 2025 SUSTAINABILITY REPORT".
2. AFNOR ASIA performs assurance operation according to the Type 2 assurance of the AA1000 assurance standard (v3), reviewing and evaluating FITIPOWER's compliance with the AA1000 AccountAbility Principles (2018), and presenting findings and conclusions on the reliability and quality of specific performance information.
3. The assurance operation includes reviewing and evaluating FITIPOWER's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
   - GRI Standards.
   - Task Force on Climate-related Financial Disclosures
   - Sustainability Accounting Standards Board Standards

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Standards for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

FITIPOWER has demonstrated its diversity and inclusiveness in the Report, boasting a significantly higher number of female board members than in the industry. It also demonstrates high value in diverse human resources, industry-academia collaboration, government initiatives, and the employee respect, and workplace diversity, equity and inclusion (DEI), and has been selected as a constituent stock of the "TWSE RAFI® Taiwan High Compensation 100 Index." In the future, the organization can continue to implement inclusiveness by presenting it in quantitative information and maintaining its leading edge in a common language.

Materiality

FITIPOWER has presented in the Report the integration of internationally accepted multi-faceted criteria for identifying annual material topics. These criteria are precisely verified through on-site databases, and a two-dimensional matrix of impact and stakeholder attention is incorporated into organizational processes to assess and report on annual material topics. In the future, the organization can gradually upgrade and align with international Double Materiality, presenting its industrial layout, major performance and commercial value in a comprehensive and balanced manner.

Third-party Assurance Statement

Responsiveness

FITIPOWER has demonstrated in its report its regular and ad-hoc communication channels and methods, responding to domestic and international regulations and rapidly addressing customer needs, showcasing its global sustainability and core competitiveness. In the future, the organization can continue to promote international initiatives and assessments to deliver key performance indicators and meet stakeholders' expectations for the organization's sustainable development.

Impact

FITIPOWER has developed different sustainable response strategies based on the degree and context of various risks and impacts from both domestic and international sources in the Report. In the future, the organization can deepen its focus on sustainable impact performance and long-term corporate value by introducing a compensation clawback mechanism to strengthen top management accountability and risk control.

Findings and conclusions concerning the reliability and quality of specified performance information

Based on the results of the review, it was confirmed that FITIPOWER regularly collects and compiles specific performance information through internal management systems and processes. The economic, environmental, and social indicators of the organization disclosed in the Report have been fully verified in terms of their sources, information collection, and statistical results during the verification process, and no significant errors have been found.

- **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to combine with other international disclosure requirements and use its internal management system to fully collect the performance of each operating location in order to present complete and sufficient sustainability information to stakeholders.

- **Task Force on Climate-related Financial Disclosures**

Based on the review results, the Report has disclosed the impact of climate change on the company's operations, as well as measures to address risks and opportunities, and has also prepared an additional TCFD report to provide more comprehensive information to prospective users. In the future, the organization can continue to update situational information, revealing the strategies, objectives, and management outcomes implemented in response to the situation, and assessing the potential impact of the response measures on financial performance.

- **Sustainability Accounting Standards Board Standards**

Based on the results of the review, the Report has disclosed relevant information based on the Sustainability disclosure topics & metrics and activity metrics of the SASB standards. In the future, the organization can continue to collect, monitor, and disclose information in accordance with the Standards, demonstrating the professionalism and international recognition of its Report, and continuously providing investors with confidence and decision-useful value.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by FITIPOWER and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by FITIPOWER provides a fair and balanced representation. We believe the focuses on economic, social, and environmental matters in FITIPOWER in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR：

AA1000
Licensed Report
000-84/V3-YXKLL

August Tsai
The Director for Certification and Assessment
Jun.02.2026
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