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