

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 ₂ e	Inventory and assurance not yet conducted for all sites	Inventory and assurance not yet conducted for all sites	245.3083	315.2780
	Category2	tCO ₂ e	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 ₂ e	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 ₂ e	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 ₂ e	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 ₂ e	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%	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
Business Conduct and Ethics TrainingNote 1		cases	1,213.9	1,652.1	2,186.9
Business Conduct and Ethics Violations		hours	0	0	0
Regulatory Violations		cases	0	0	0
Major Information Security Incidents		cases	0	0	0
Customer Satisfaction	DSP	cases	92.3	93.6	92.6
	PWR	Points	86.5	90.9	95.7
Customer Complaint Closure Rate		Points	100%	100%	100%
Local Procurement Ratio		%	78.6	73.3	66.8
Number of Suppliers Audited		%	43	46	43
Suppliers Holding Economic CertificationsNote 2	New suppliers	companies	100.0	100.0	Not applicable (no new suppliers)
	Existing suppliers	%	96.2	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.