

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

 Key Stakeholders

- Human resources unit

- Employees

 Evaluation Indicators

 Communication Mechanism

- RBA VAR
- employees engagement
- employees grievance status

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

[Human Rights Due Diligence Report](#)

Workforce Diversity

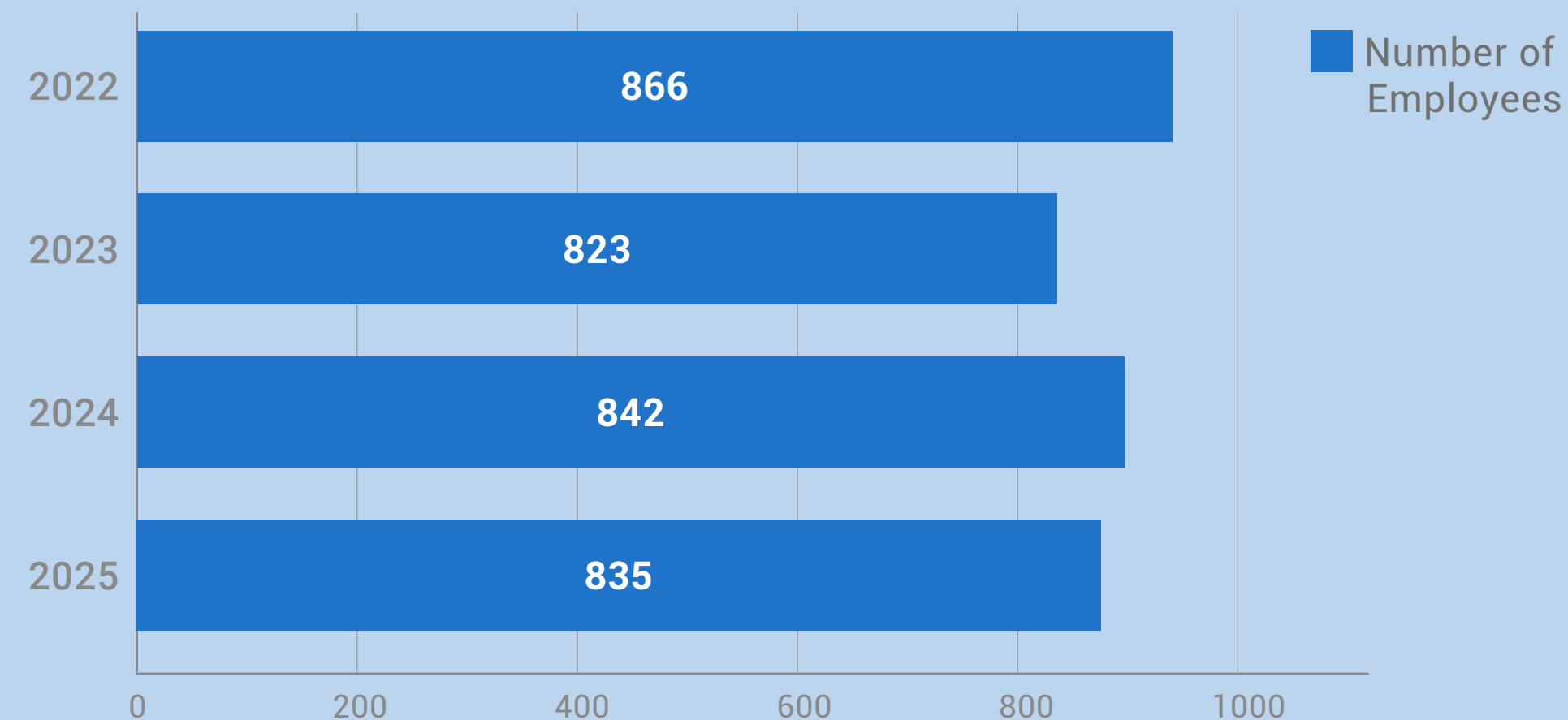
Fitipower believes that diversity is a key element in an organization's continuous growth and self-transcendence, and we are committed to embodying the values of DEI (Diversity, Equity, and Inclusion). Through institutionalized management and cultural advocacy, we create an inclusive, respectful, and 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.



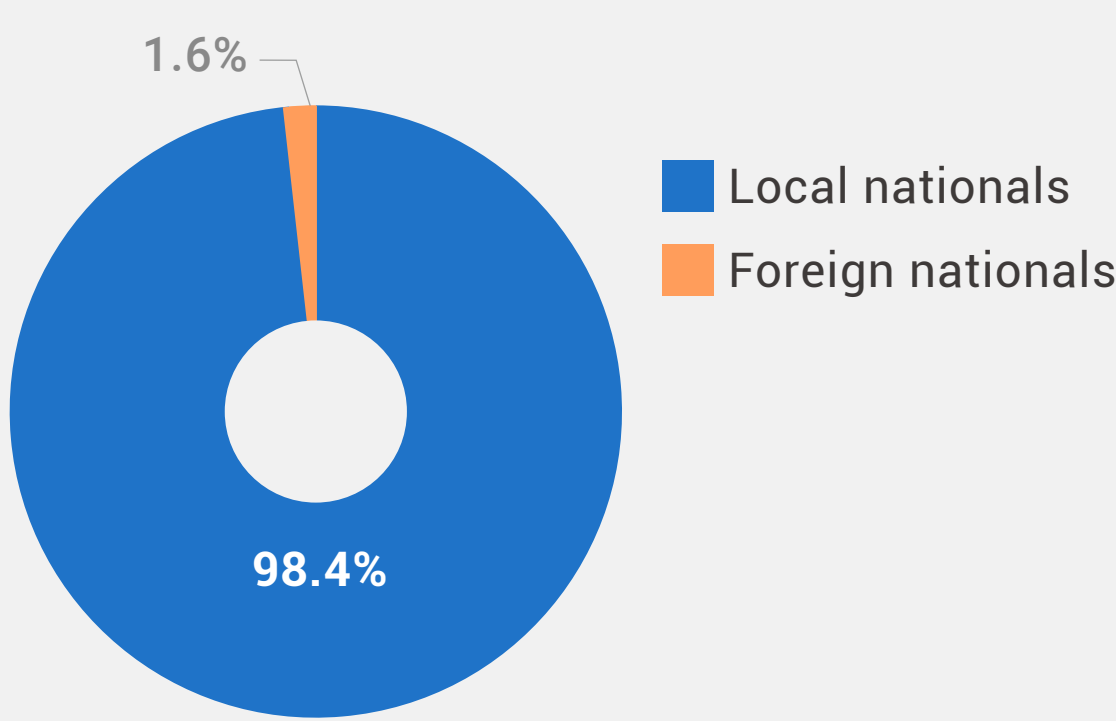
Employment Contracts	Employment Type	Gender		Work Location		Patio
		Gender	Work Location	Gender	Work Location	
Permanent	full-time	627	202	678	151	99.4%
	Part-time	0	1	1	0	
temporary	full-time	0	1	1	0	0.6%
	Part-time	1	3	4	0	

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.

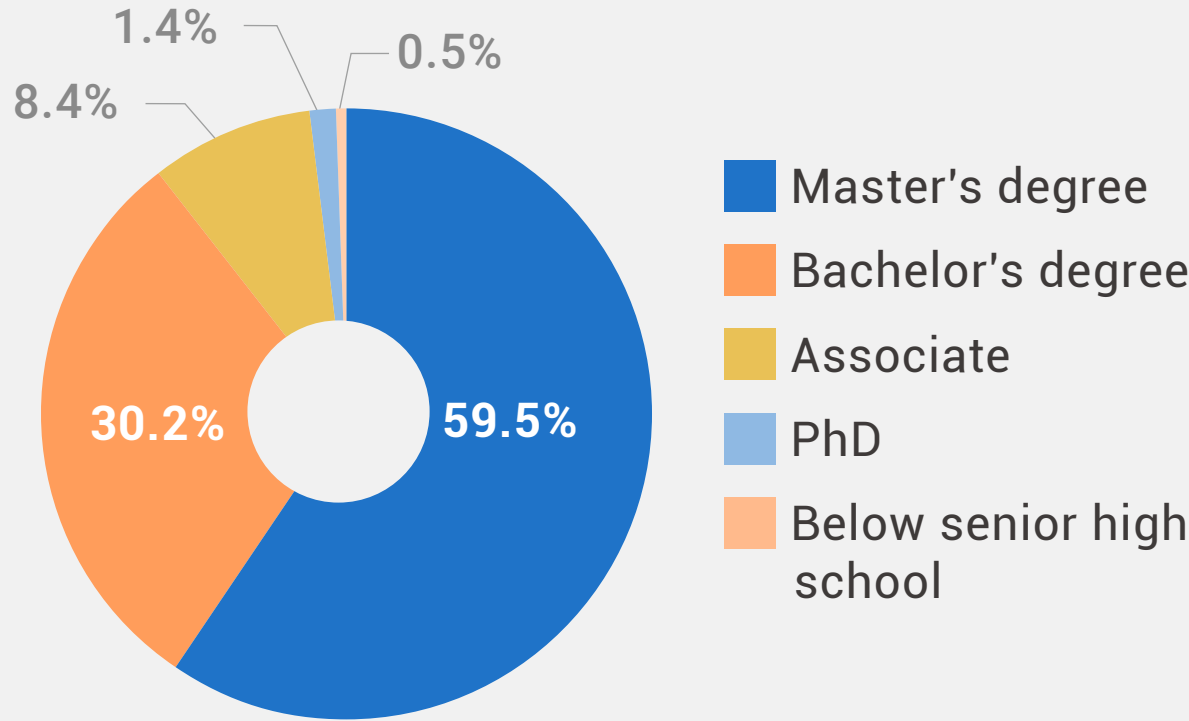
Merit Awards	Job Category	Gender Distribution (Headcount)				Age Distribution (Headcount)						Vulnerable Group Distribution (Headcount)	
		Male		Female		18 to 30		31 to 49		50 and above			
Position	R&D	93.0%	(214)	7.0%	(16)	27.8%	(64)	63.0%	(145)	9.1%	(21)	0%	(0)
	Marketing & Sales	45.9%	(39)	54.1%	(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.

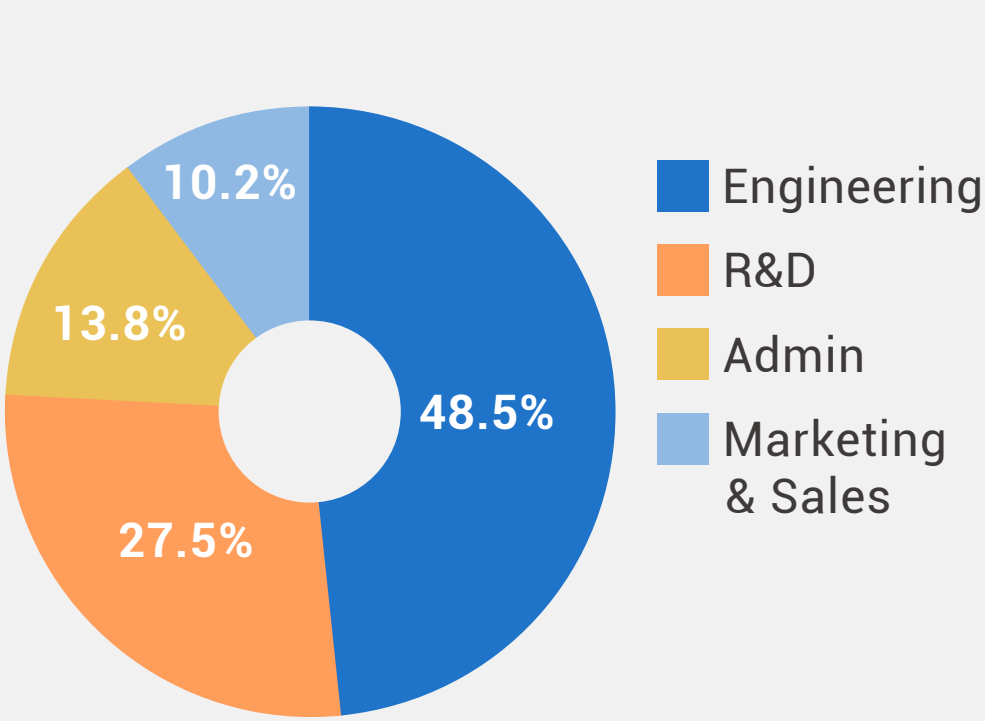
► Local Employment



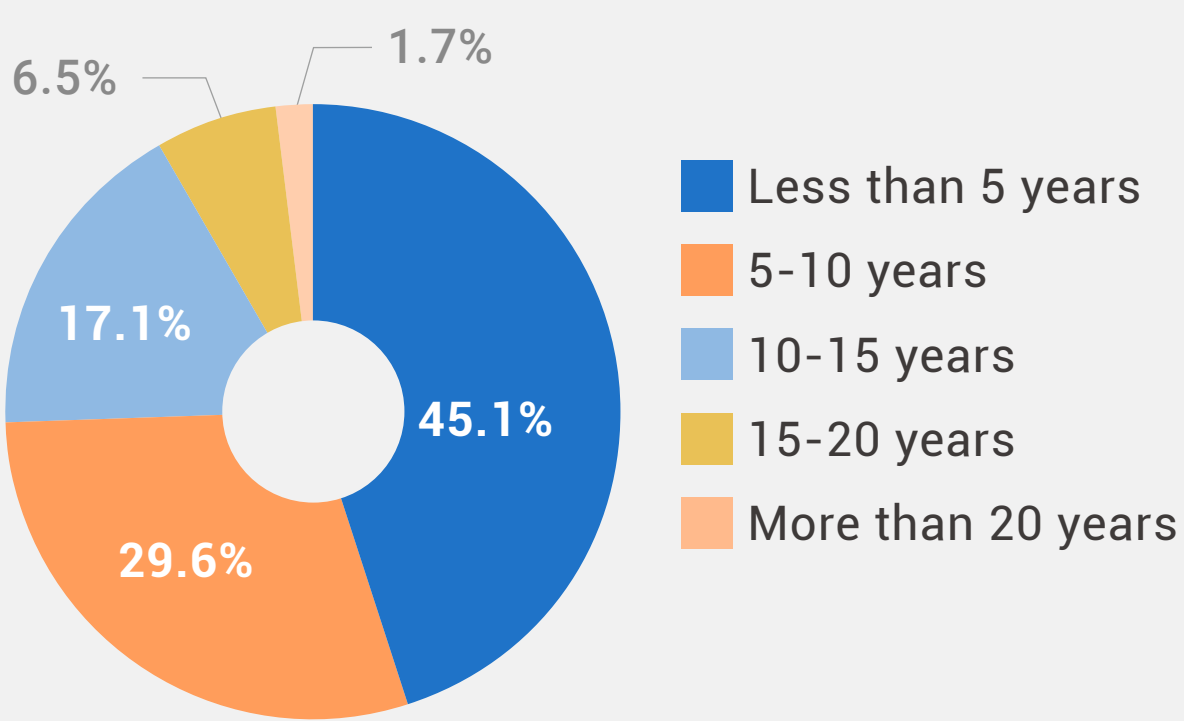
► Educational Background



► 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.

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 Engagement Survey Report [↓](#)

► Diverse Communication Channels

Real-time System



- iHome
- Human Rights Grievance Mailbox
- Electronic Bulletin

One-on-one Interviews



- Performance reviews (semi annually)
- Exit interviews (upon resignation)

Group Meetings



- iHome
- Human Rights Grievance Mailbox
- Electronic Bulletin

Questionnaire Survey



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



Manager Meetings



Employee Welfare Committee Meetings

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.

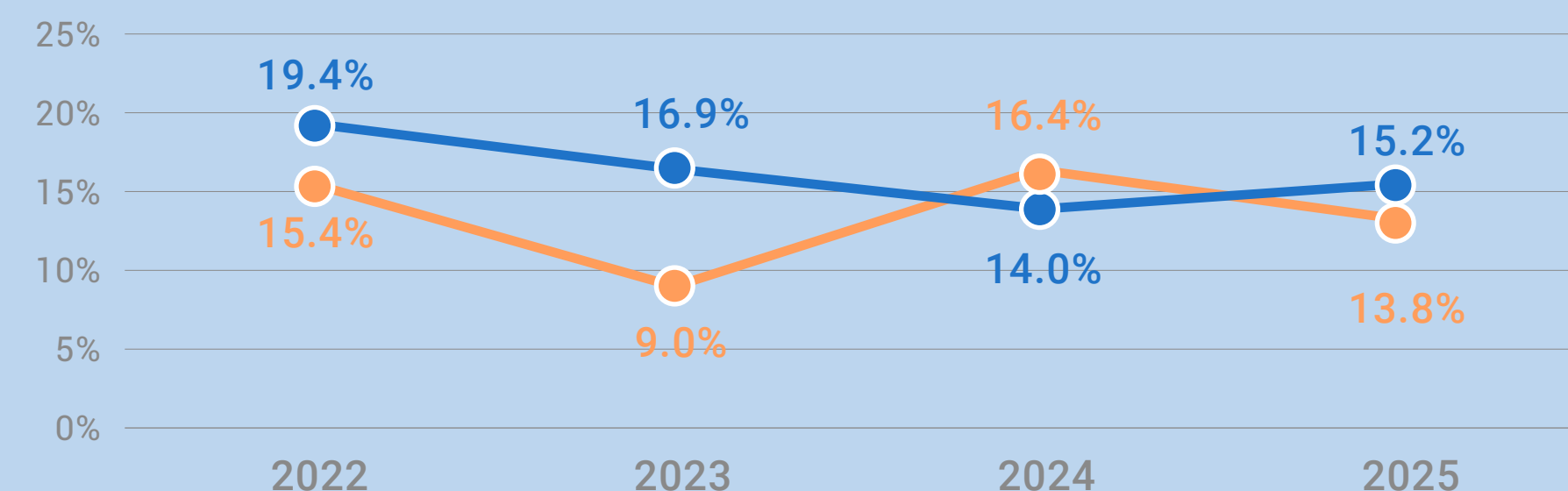
Through diverse two-way communication channels, Fitipower continues to care for each employee's work-life balance and retain suitable talent. In 2025, 127 employees resigned, with a female-to-male ratio of 1:3.4. The overall turnover rate was 15.2%, better than the annual target of 16%. We aim to maintain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



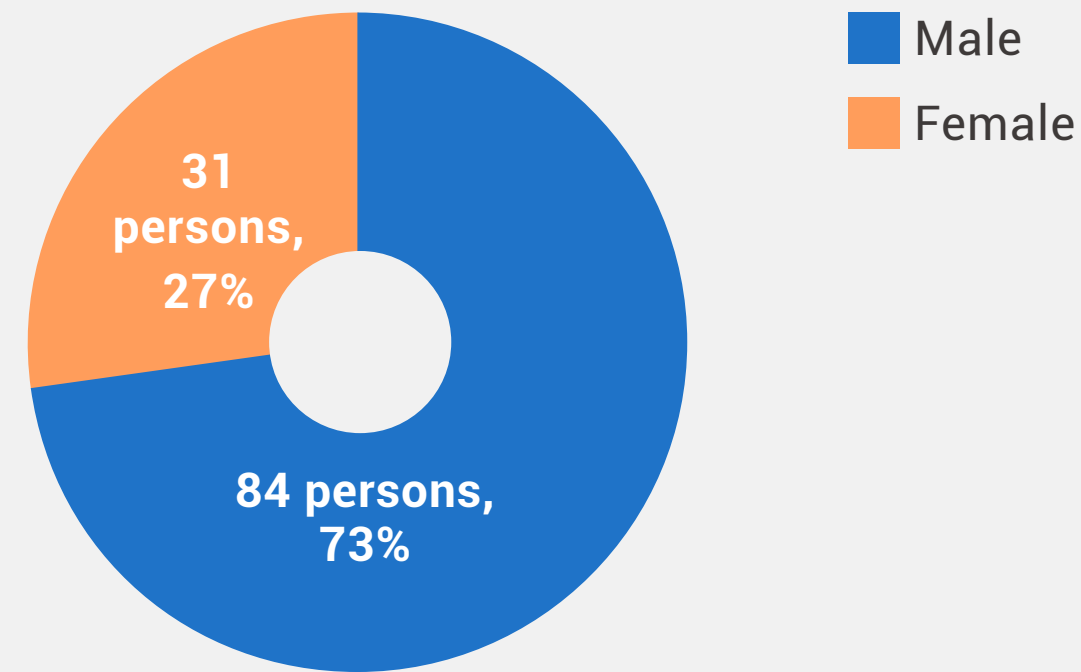
—●— New Hire Rate

—●— Turnover Rate

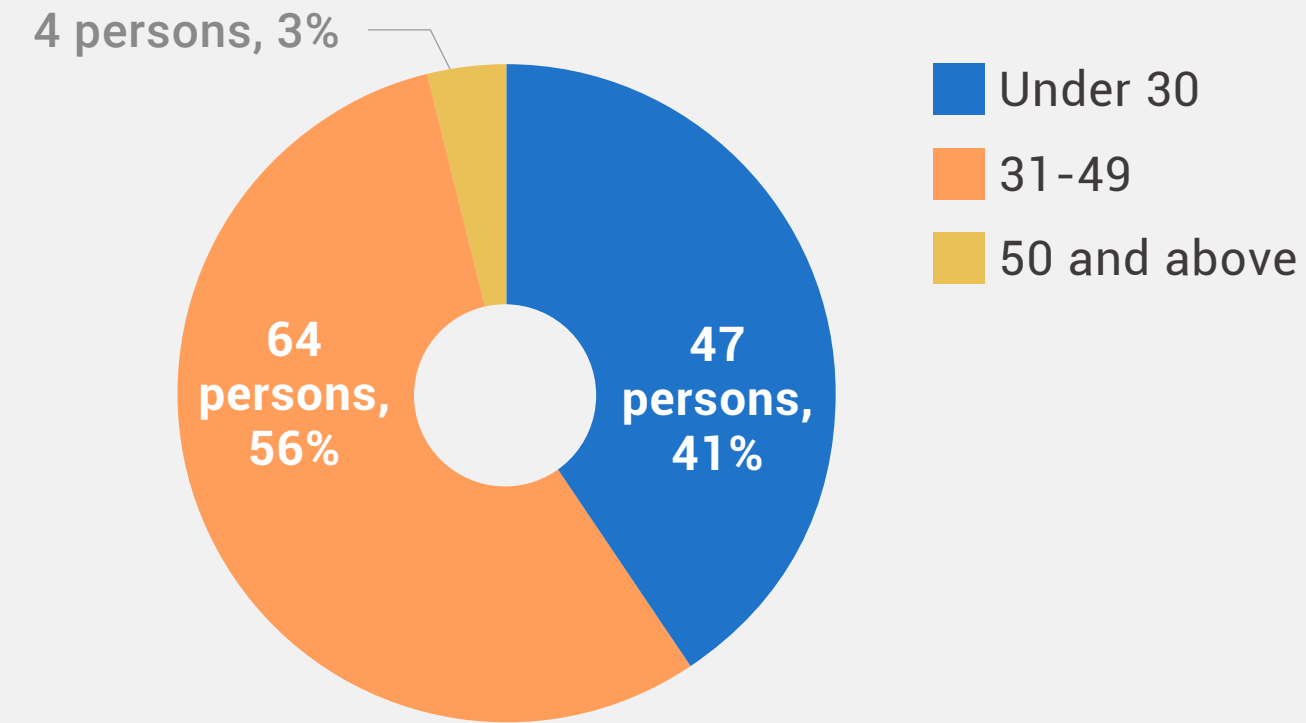
Note : Employee new hire / turnover rate =
Number of new hires / departures during
the year ÷ Number of employees at the end
of the year × 100%.

2025 Employee Hiring Overview

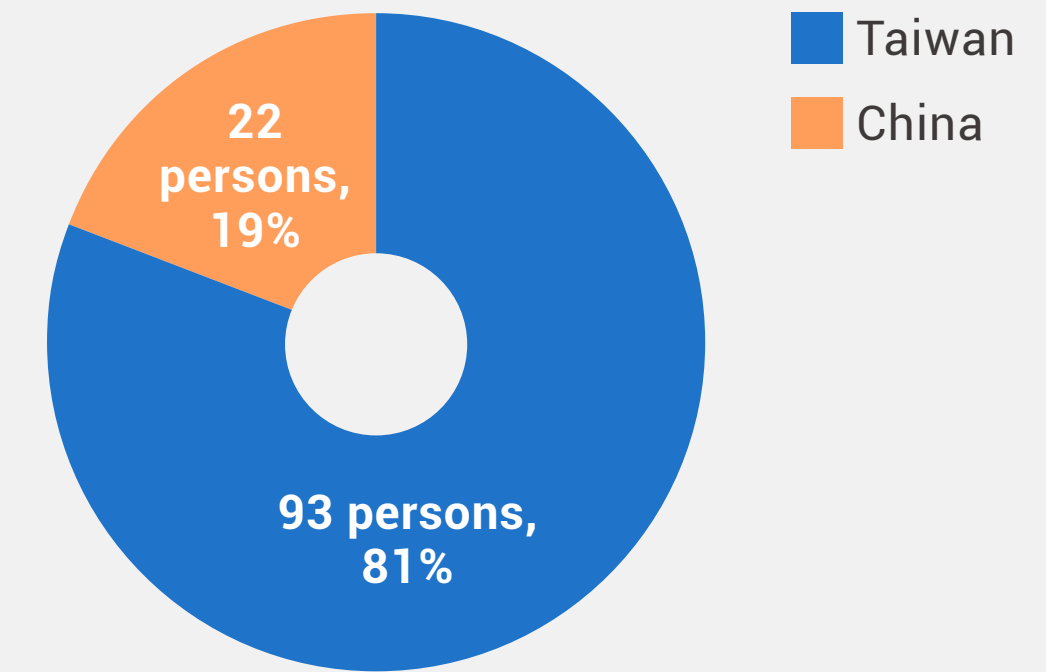
► Gender



► Age Group

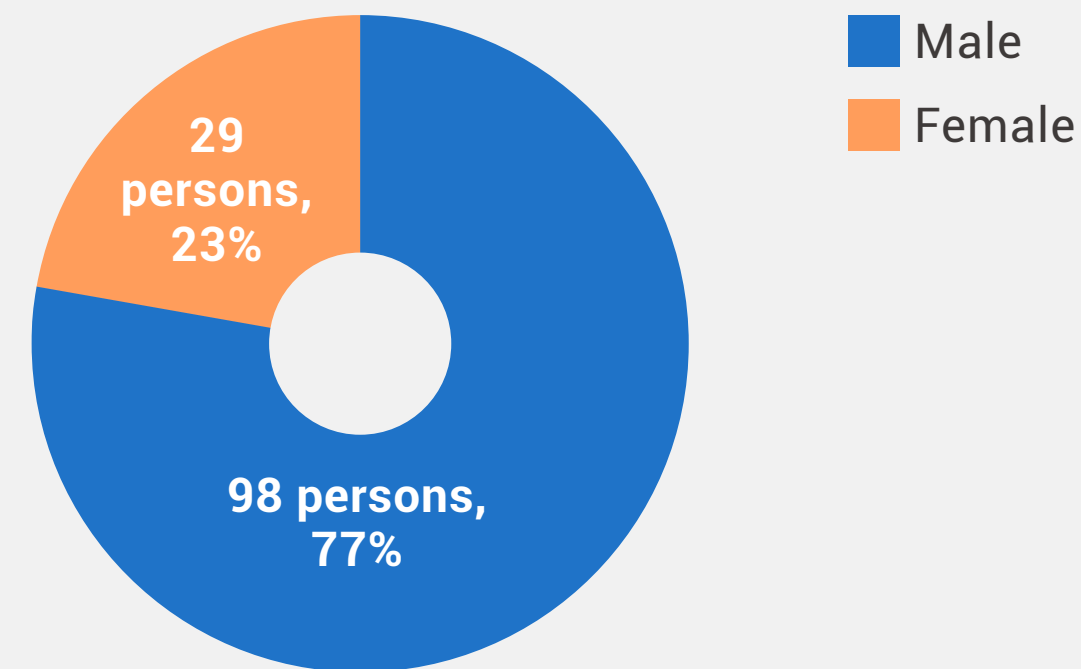


► Work Location

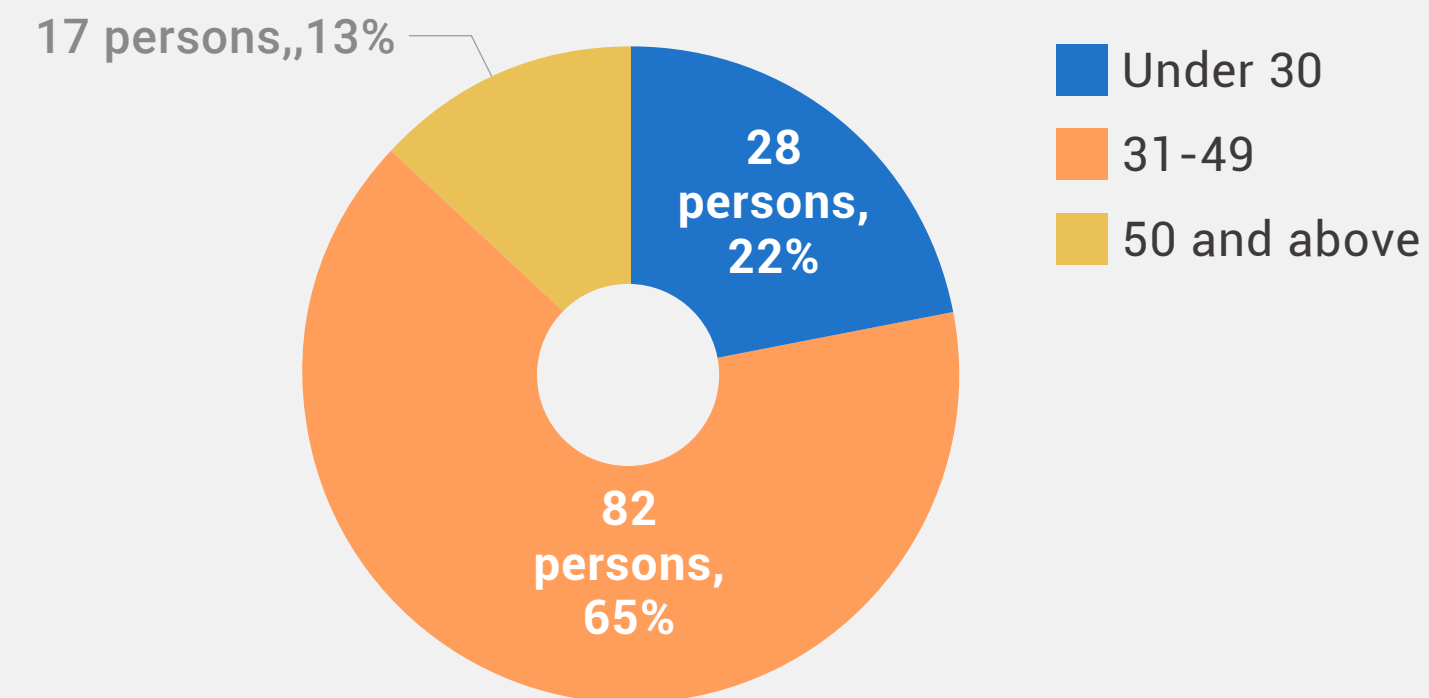


2025 Employee Turnover Overview

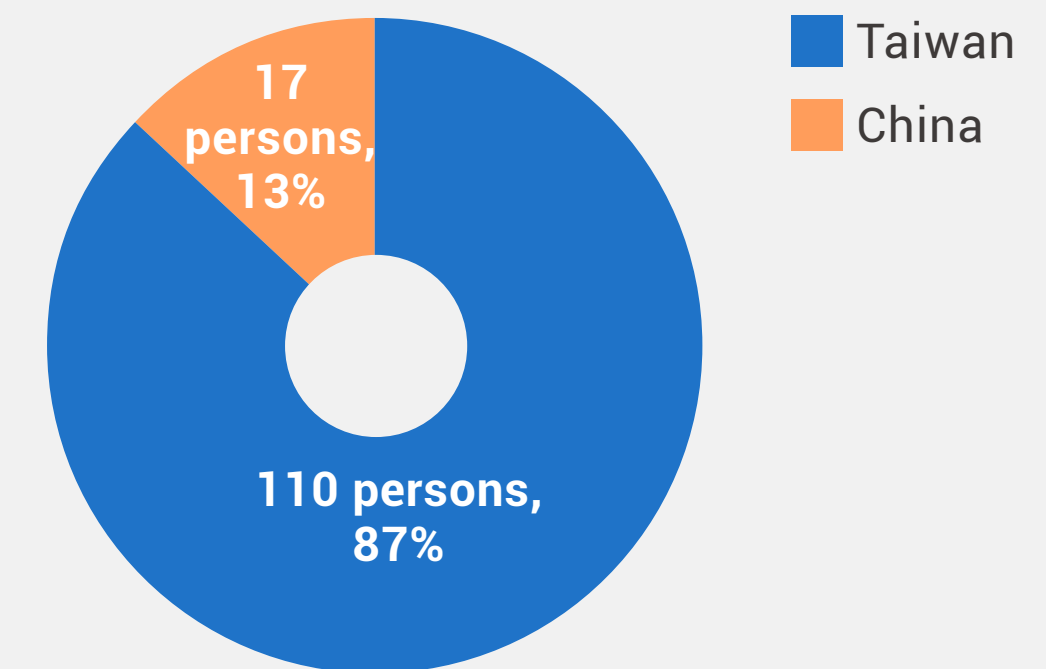
► Gender



► 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.

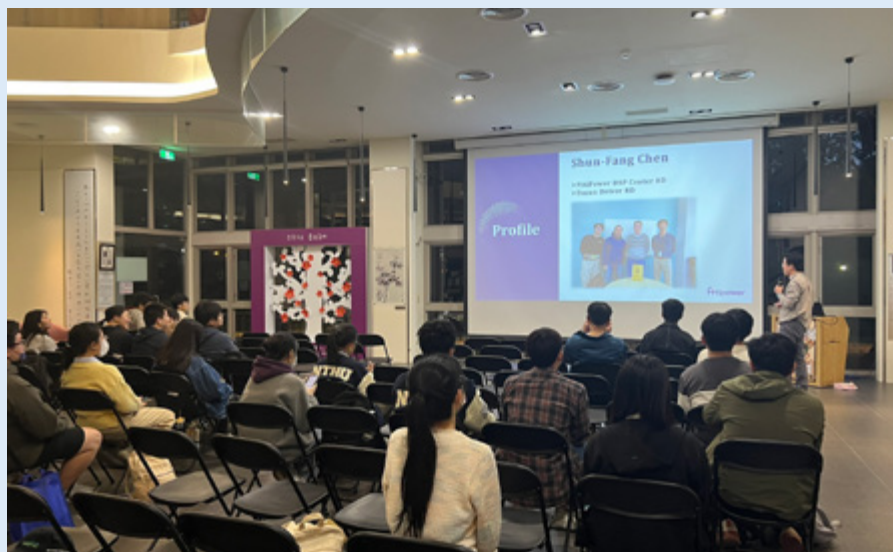
In terms of execution mechanisms, in addition to providing research funding and technical resources, the Company offers career guidance and care support for students during their studies through regular technical exchanges, project progress tracking, phased achievement management, and workplace mentoring. 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

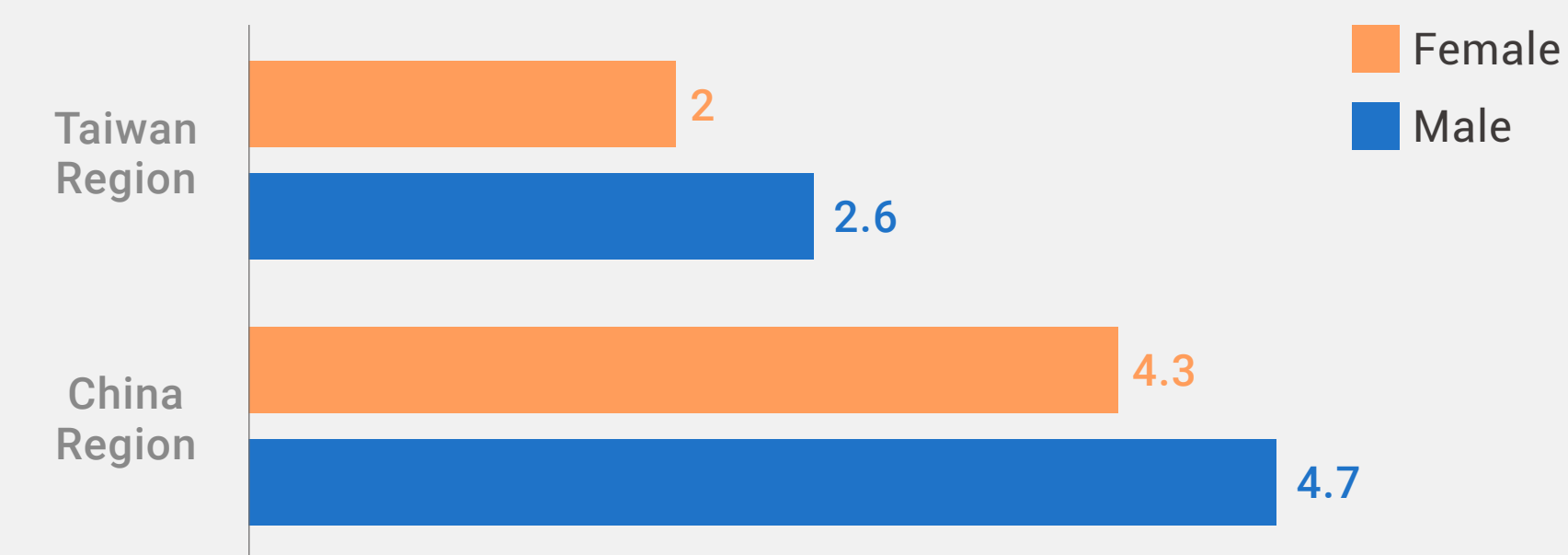
To provide reasonable and competitive compensation and benefits, attract and retain outstanding talent, and promote steady Company growth, Fitipower has established the Salary Management Regulations and Performance Bonus Regulations to define the structural standards and systems for performance goals 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.

► 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

► 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.

► 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.







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

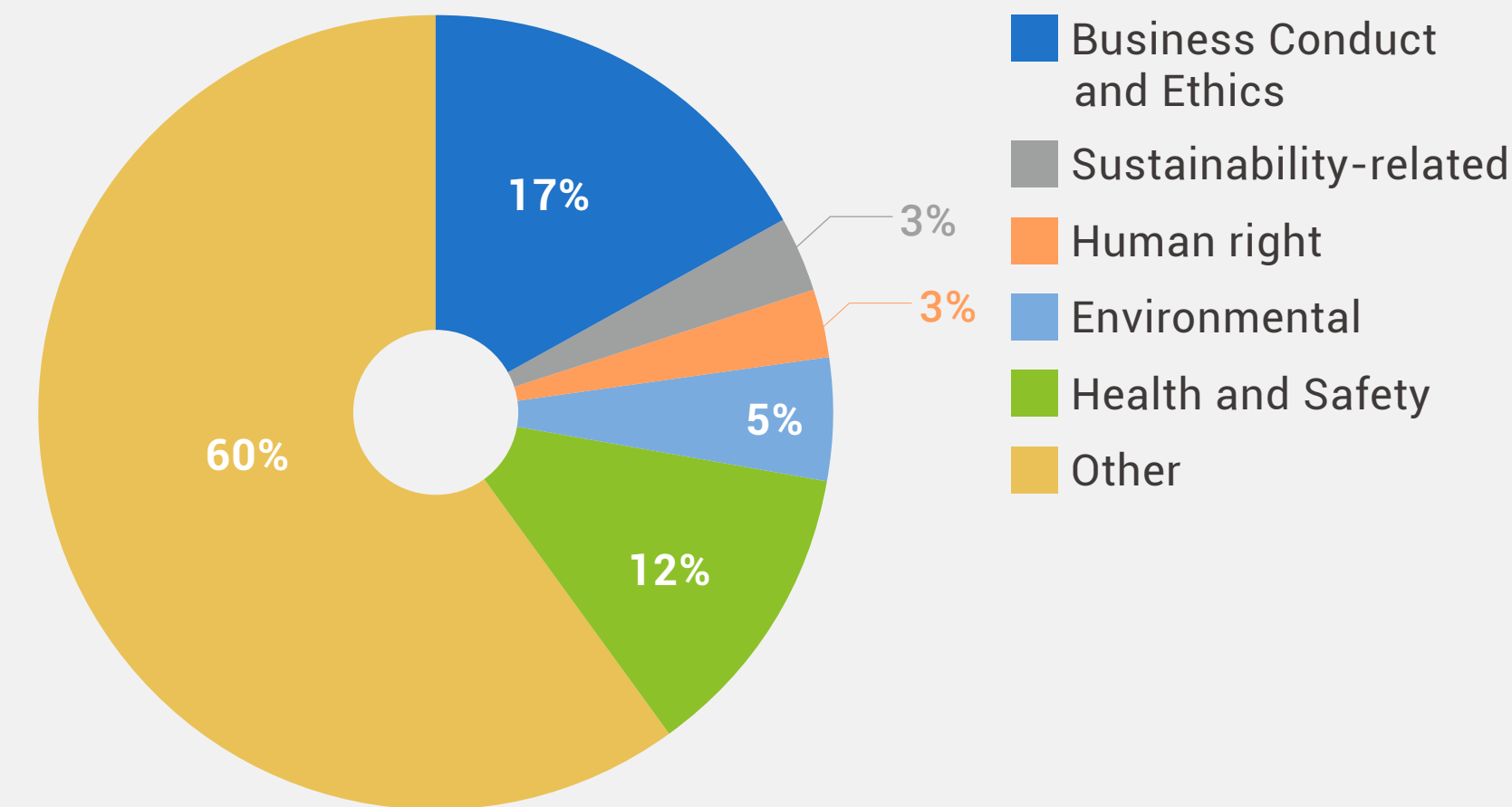
iLearn Learning Platform and Training Hours

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



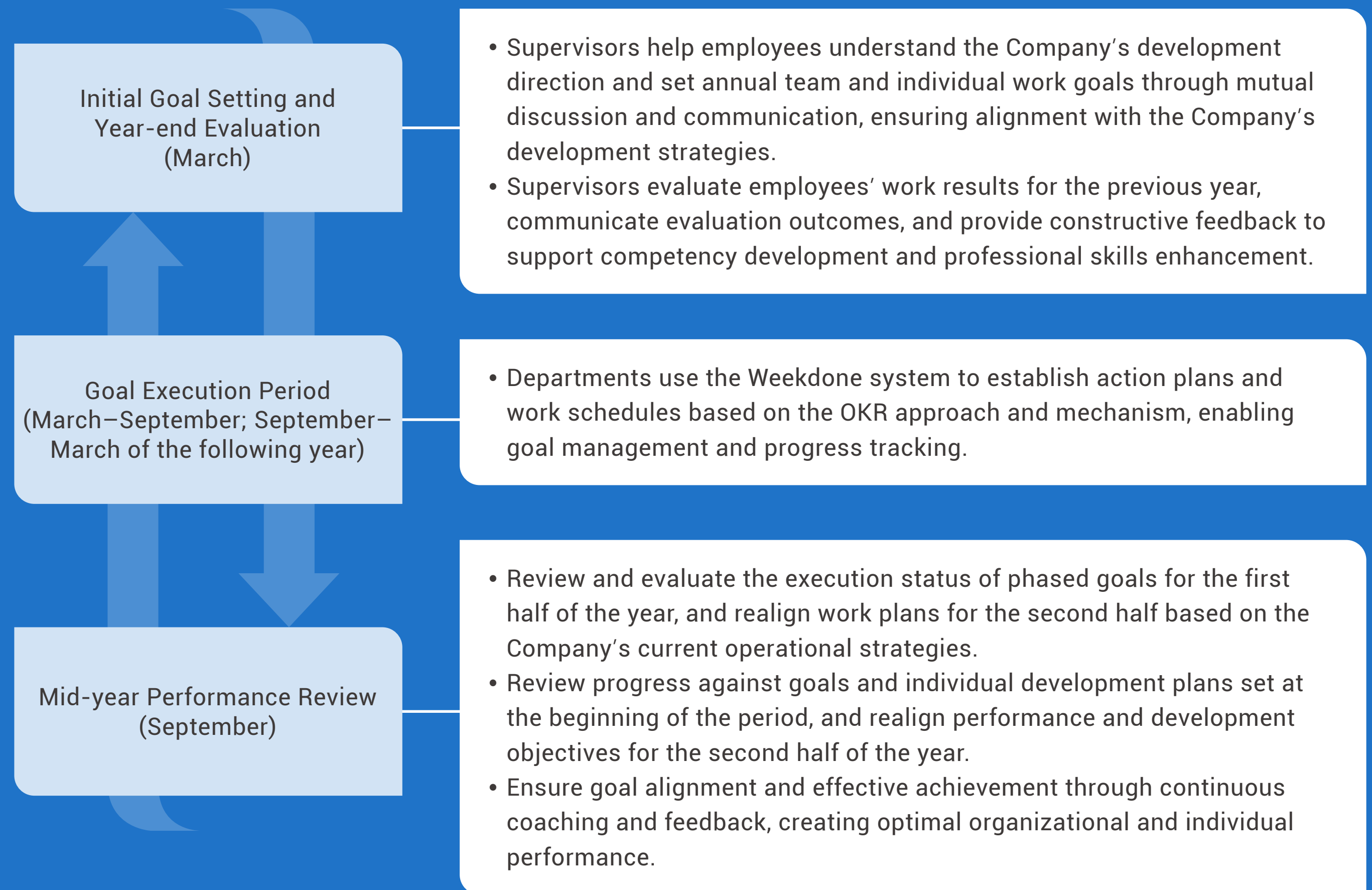
► 2025 Average Annual Training Hours per Employee

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



► 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 [View 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 [View 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 work. Note 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.