

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

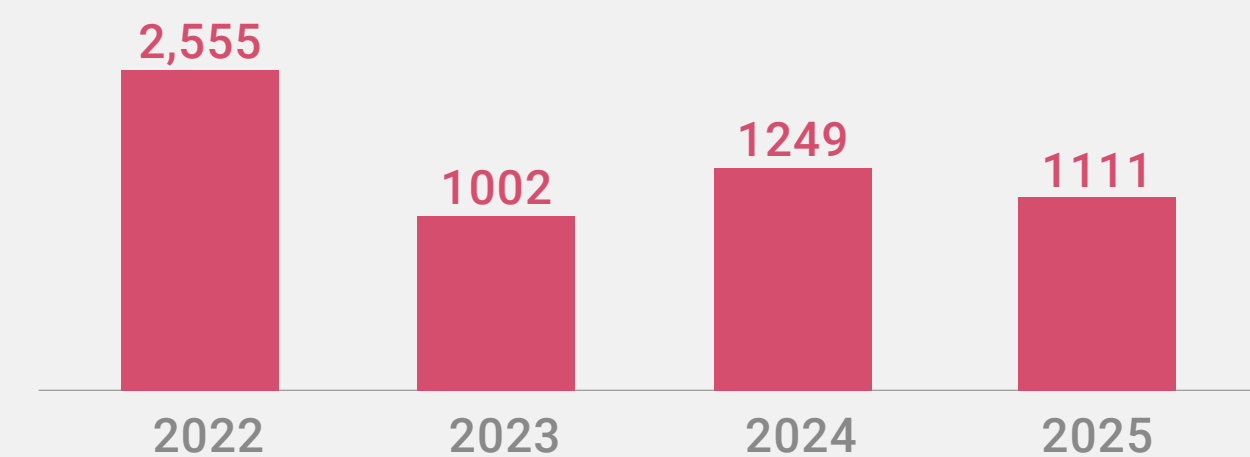
- Human resources unit
- Sustainability unit
- Fitipower Environmental Foundation

Communication Mechanism

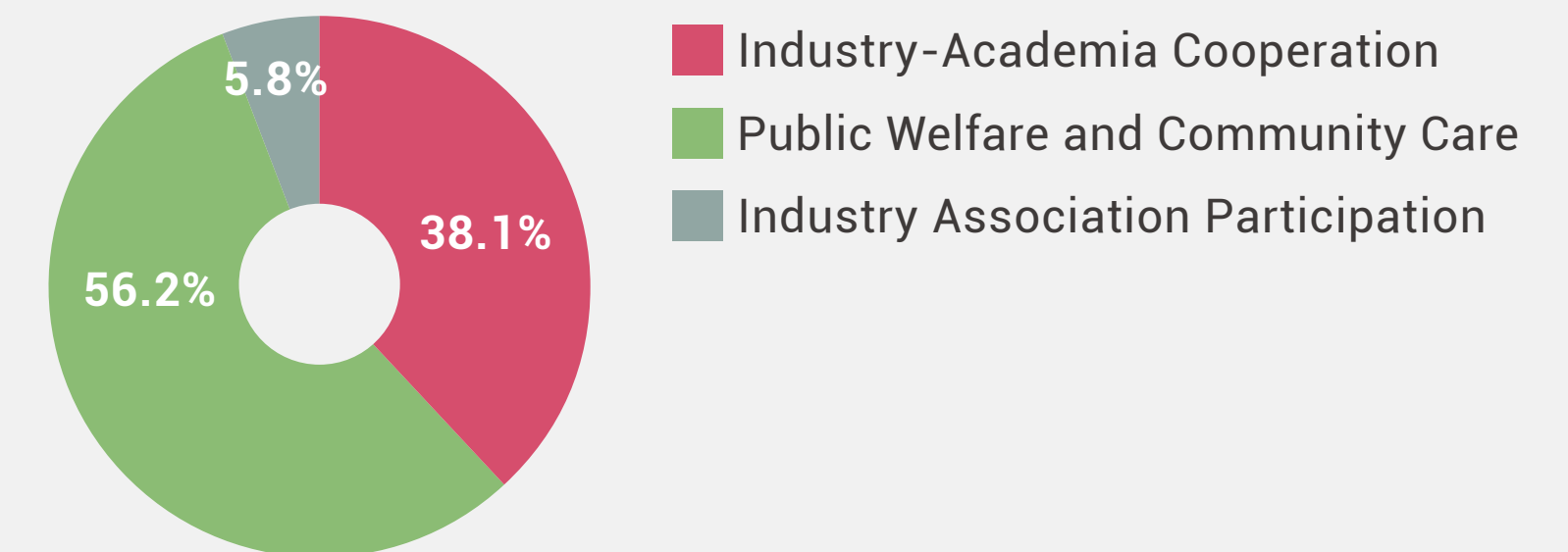
- Corresponding to the abovementioned stakeholders, please refer to the "Key Stakeholders Communication Comparison Table."

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



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.



Disaster 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. Neihs 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 CO₂e 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.

