

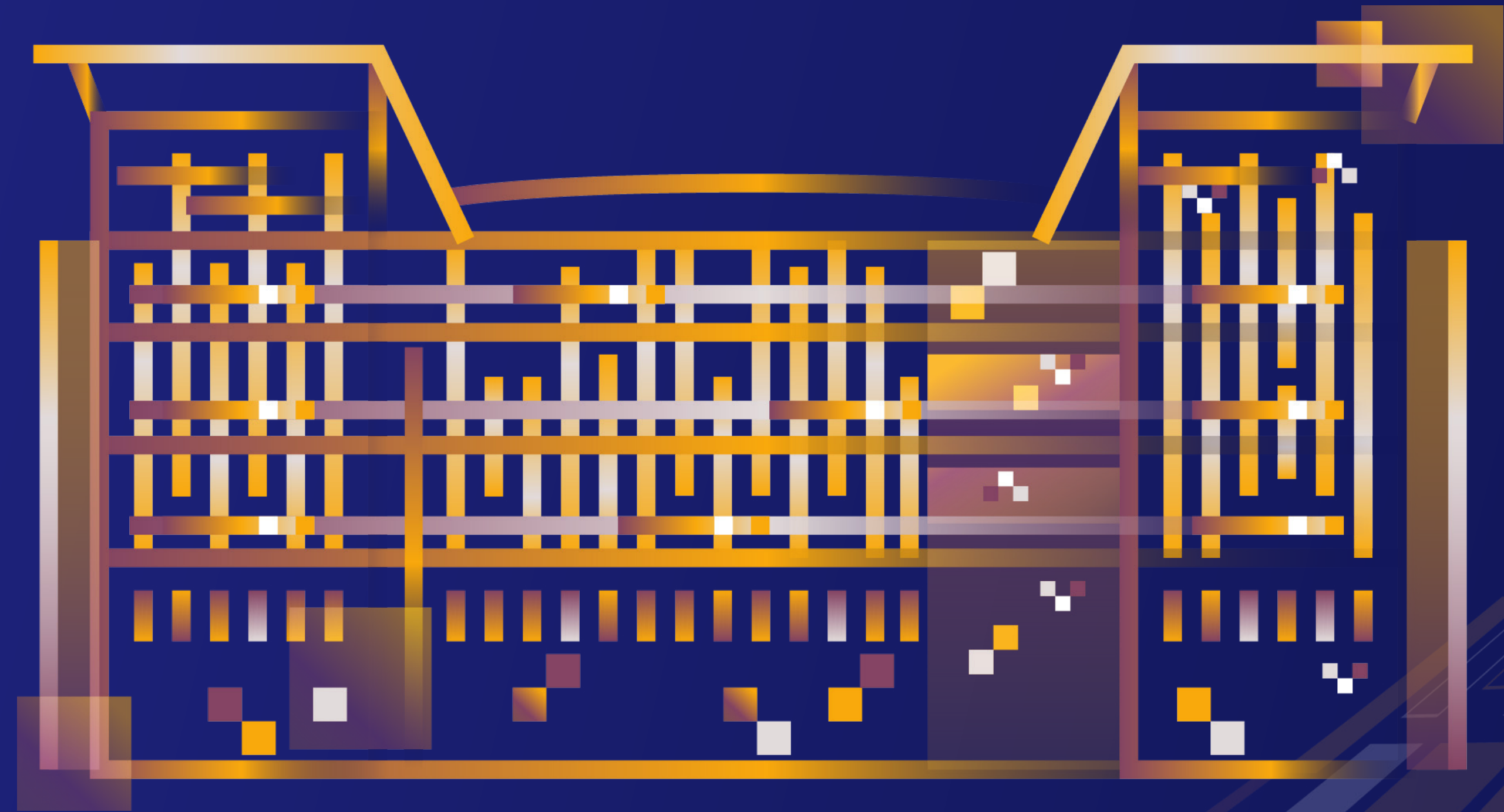


2024 Sustainability Report

TWSE:4961

Fitipower Integrated Technology Inc.

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Introduction and Overview

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About this Report

I Report Overview and Publishing

This is the fifth Sustainability Report published by Fitipower Integrated Technology Inc. The report is publicly available in the Corporate [Sustainable Development section](#) of our corporate website for stakeholders to download and review, responding to stakeholder expectations and requirements. We remain committed to regularly disclosing our environmental, social, and governance performance to external audiences, demonstrating our commitment to sustainable business practices. The next report will be published in July 2026.



I Editing Principles

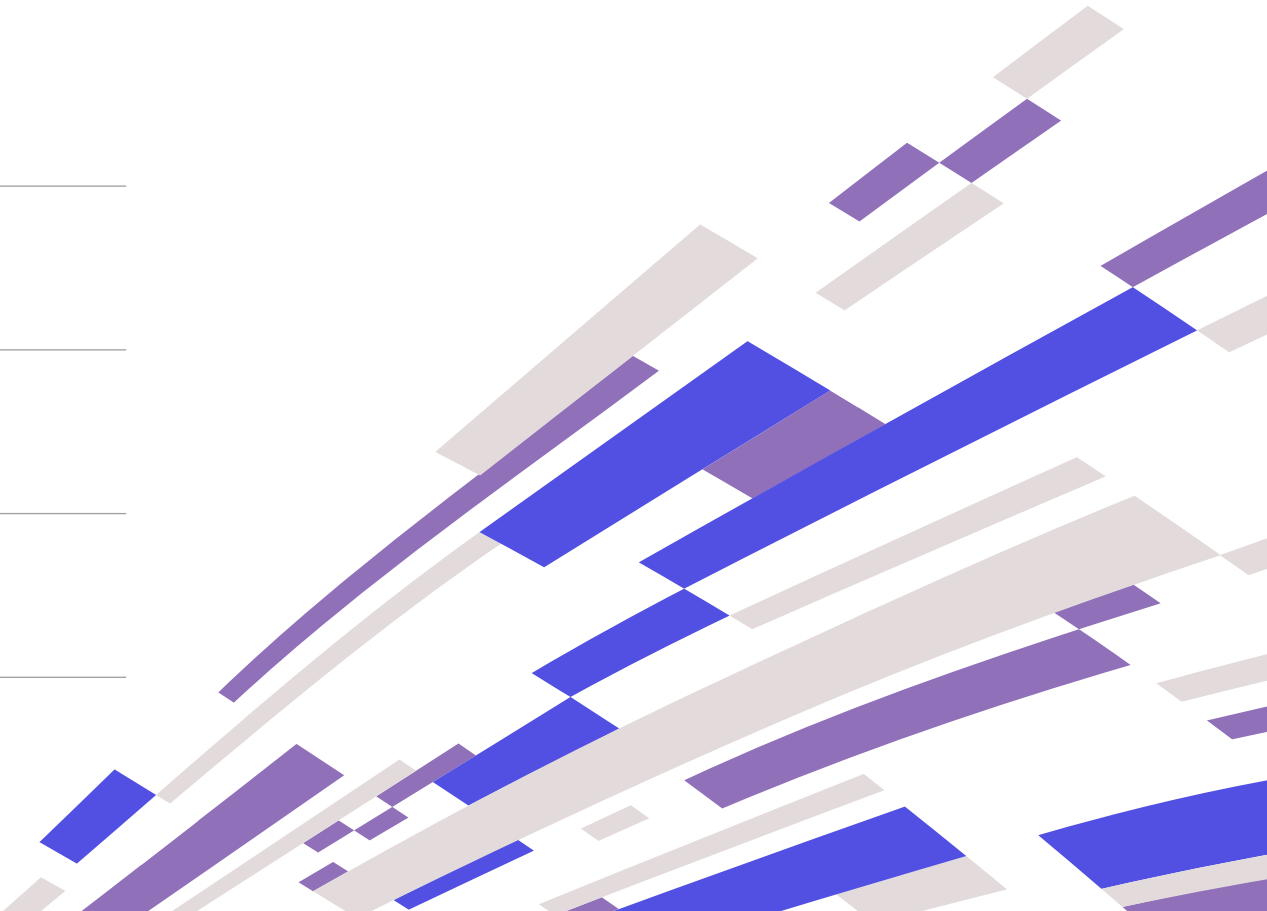
This report has been prepared in accordance with the GRI Standards published by the Global Sustainability Standards Board (GSSB). We adhere to the eight GRI Standards content reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability) as our disclosure framework. Certain disclosures also follow the Sustainability Accounting Standards Board Semiconductors Standard, Taiwan Stock Exchange Sustainability Disclosure Indicators (Semiconductor Industry), and the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Content indices for these standards are provided in the Appendix to this report for reference. Additionally, monetary figures in this report are presented in New Taiwan Dollars (TWD), while other non-financial quantitative metrics are presented using internationally recognized measurement standards.



I Reporting Boundary and Scope

This report covers the period from January 1, 2024, to December 31, 2024. The information scope encompasses the Fitipower Group (including subsidiaries), representing 100% of consolidated net revenue. Accordingly, comparative information has been restated retrospectively (previous sustainability reports covered Fitipower Integrated Technology Inc. on a standalone basis). In subsequent chapters, the Fitipower Group is referred to as "the Group"; Fitipower Integrated Technology Inc. as "Fitipower"; and JADARD TECHNOLOGY INC. and its subsidiaries are collectively referred to as "JADARD."

Fitipower Integrated Technology Inc. (Parent Company)	3F., No. 6-8, Duxing Rd., Hsinchu Science Park, Hsinchu City, Taiwan (R.O.C.) (Headquarters) 3F., No. 180, Sec. 2, Gongdao 5th Rd., East Dist., Hsinchu City 30046, Taiwan (R.O.C.) 5F., No.73, Zhouzi St., Neihsu Dist., Taipei City 11493, Taiwan (R.O.C.) - No. 1-148, Zhonghua Rd., Yongkang Dist., Tainan City, Taiwan (R.O.C.) - Room 923, Fiyta Technology Building, High-tech Park, Nanshan District, Shenzhen City, China
JADARD TECHNOLOGY INC. (Subsidiary)	Room 901, Fiyta Technology Building, High-tech Park, Nanshan District, Shenzhen City, China
Hefei Jadard Technology Co., Ltd. (JADARD subsidiary)	1F, No.3 Plant, Comprehensive Bonded Zone, Xinzhan District, Hefei City, Anhui Province, China.
Jadard Technology Limited (JADARD subsidiary)	No. 1-146 and 1-147, Zhonghua Rd., Yongkang Dist., Tainan City, Taiwan (R.O.C.)



Information Assurance

The content of this report has been published following internal review and external assurance.

Internal review

This report was confirmed by members of the Company's Sustainable Development Task Force, reviewed by the Sustainability Committee, and approved by the Board of Directors before publication.

External assurance

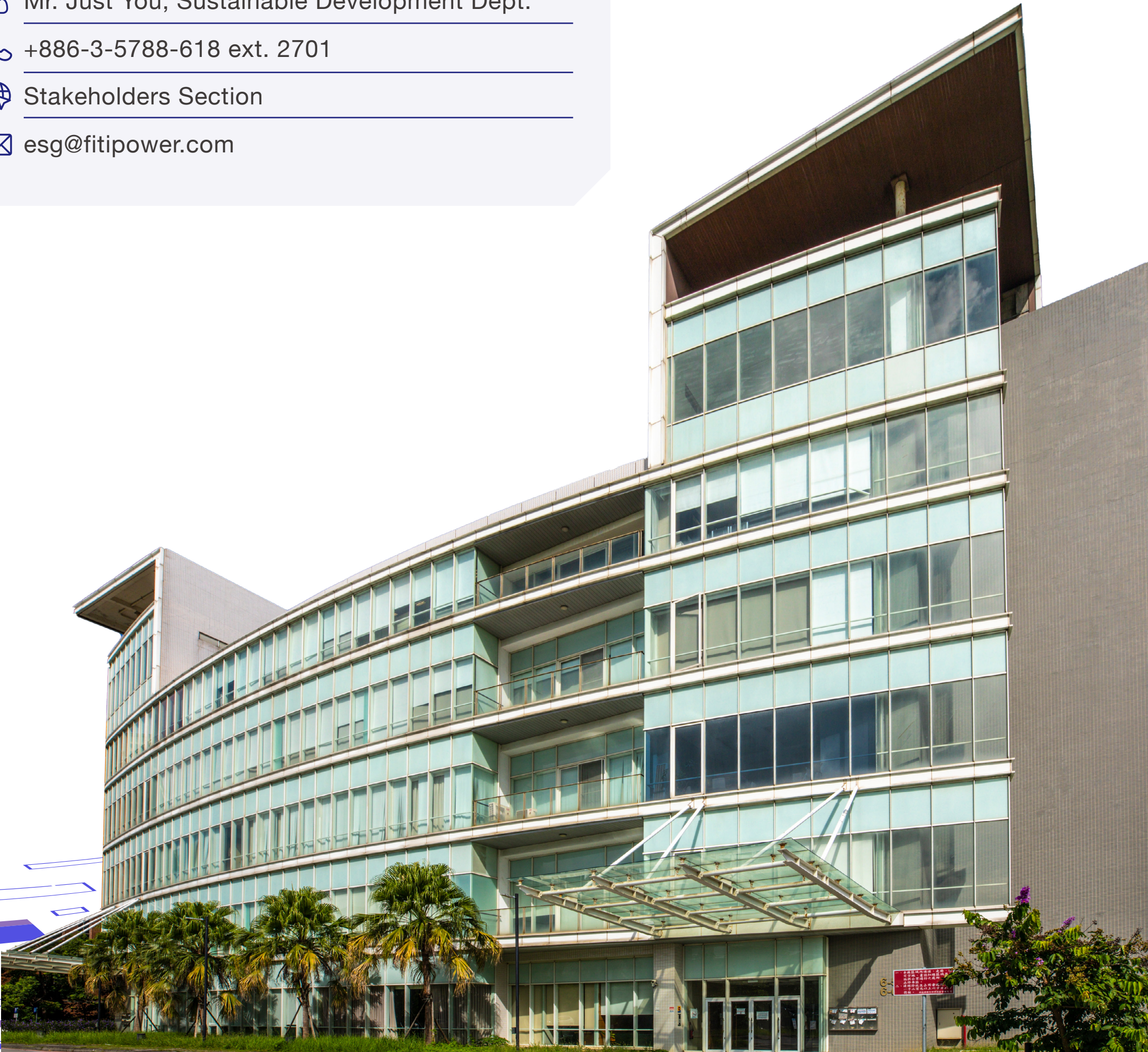
- Non-Financial information: We have commissioned an independent third-party verification organization, AFNOR Asia Ltd., to provide external assurance for the information disclosed in this report. The assurance was conducted in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3) Type 2 Moderate Level assurance, as established by AccountAbility, a global non-profit organization. External assurance covered the inclusivity, materiality, responsiveness, and impact of information disclosed in this report. Please refer to the "[Third-Party Assurance Statement](#)" in the Appendix for detailed assurance declaration.
- Financial information: The consolidated financial report has been audited in accordance with the International Financial Reporting Standards (IFRSs) by KPMG Taiwan. The financial reporting period covers the annual period from January 1 to December 31.

Contact Us

We value the feedback from all stakeholders. If you have any recommendations or inquiries regarding Fitipower’s sustainable practices or the content of this report, we sincerely welcome you to contact us through the following channels.

Fitipower Integrated Technology Inc.

- 📍 3F., No. 6-8, Duxing Rd., Hsinchu Science Park, Hsinchu City, Taiwan (R.O.C.)
- 👤 Mr. Just You, Sustainable Development Dept.
- ☎ +886-3-5788-618 ext. 2701
- 🌐 Stakeholders Section
- ✉ esg@fitipower.com



Message from the Chairman

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

The year 2024 presented a complex landscape of interconnected risks, including inflation, interest rate volatility, war, geopolitical conflicts, and trade restrictions, which collectively sustained weak market demand and extended inventory adjustment cycles. Simultaneously, the emergence of generative AI and continued advancement in IoT technologies are driving both structural and long-term semiconductor demand. We recognize that building greater flexibility and resilience is essential to navigate these dynamic conditions and capture future growth opportunities.

Corporate resilience extends beyond strategic foresight—it requires systematic problem-solving capabilities. We have therefore implemented a market-driven agile organization with results-oriented management, strengthening team focus, cross-functional collaboration, and vertical alignment while establishing real-time response mechanisms and multi-level problem resolution processes.

Beyond strengthening our business operations and management framework, we maintained balanced ESG progress throughout 2024:

- We completed comprehensive climate risk and opportunity assessments, developed corresponding strategies, conducted financial impact evaluations, and published our first independent TCFD report, marking a new milestone in climate governance.
- We achieved our first greenhouse gas inventory and verification under ISO 14064-1, covering Scope 1 and 2 as well as Scope 3 emission Categories 3 through 6. This establishes the foundation for our path to decarbonization (carbon neutrality for Scope 1 and 2 emissions by 2035; full scope carbon neutrality by 2050).
- We maintained 100% compliance with international green standards including RoHS during the procurement phase and operated our energy-efficient design platform

effectively during the design phase. In 2024, we further developed our "Product Transportation Carbon Emission Platform" to strengthen carbon footprint assessments during the transportation phase, enhancing lifecycle carbon management.

- Recognizing growing international focus on ecological conservation, we formally published our Biodiversity and No Deforestation Policy, committing to achieve No Net Loss (NNL) and Zero Net Deforestation (ZND) by 2040. Through our "avoid, reduce, offset, and creative conservation" strategy, we are working toward Net Positive Impact (NPI).
- We implemented comprehensive group sustainability management as our subsidiary JADARD completed its sustainability organization, policies, and target framework. The subsidiary will publish its first sustainability report in 2025, positioning itself as an industry leader in third-party verification. Notably, this report achieves 100% information scope coverage of consolidated net revenue for the first time! This demonstrates Fitipower Group's sustainability commitment while strengthening investor confidence.
- The Fitipower Environmental Foundation collaborated with professional teams across sectors to expand our corporate impact. Through initiatives including the "Sustainability Book List Promotion" with the National Taiwan Library, "Little Green Theater" with National Taichung Theater, "Knowing Horseshoe Crabs and Coral Conservation" with the National Museum of Marine Science & Technology, "Little Reading Nurses" with Fu Jen Catholic University Hospital, and our proprietary "Fitipower AI Green Technology Sustainable Innovation Competition," we have built partnerships across diverse professional fields including industry, academia, healthcare, and national cultural institutions. These efforts extend from households and campus life to every remote corner, further promoting "environmental sustainability" and "social inclusion."

Reflecting on our 2024 performance, despite operating within an industry adjustment cycle, Fitipower achieved continued

growth with revenues approaching NT\$19.2 billion and earnings per share of NT\$16.08! The Company also received recognition from various organizations: the Ministry of Economic Affairs' "7th Taiwan Mittelstand Award," the Taiwan Institute of Directors' "Taiwan FINI 100," HBR's "Taiwan Top 100 Best Performing CEOs," selected as a constituent stock of the "TWSE RAFI® Taiwan High Compensation 100 Index," ranked in the top 20% of Corporate Governance Evaluation, TCSA's "Sustainability Report Award - Gold," Sustainalytics ESG Risk "Low Risk Enterprise" rating, and multiple A-level recognitions in various ESG assessments.

While acknowledging our progress and growth, we also recognize that external challenges continue to intensify. In addition to navigating the accelerating and interlinked forces of deglobalization and green transformation, evolving tariff policies are set to take effect in 2025. Fitipower is proactively adjusting our operational footprint and regionalizing supply chains while monitoring international and local sustainability regulatory trends, including the U.S. SEC's new climate disclosure rules, Malaysia's NSRF, and the implementation of the EU's CBAM and CSRD.

Sustainability is a long-term journey requiring continuous commitment and gradual improvement. Each change prepares us for the next phase of growth. Through culture-driven initiatives and continuous improvement, we accumulate incremental successes that transform into lasting competitive advantages. Fitipower, Fly Further!



Chairman and Sustainability Committee Chair

Annual Honors and Recognition

I Fitipower

Rated as a "Low Risk" enterprise in ESG risk by Sustainalytics



Taiwan Corporate Sustainability Award (TCSA) - Sustainability Report Award "Gold"



Achieved an A-level rating from SinoPac+ ESG.

Achieved an A-level rating in Taiwan Sustainable Evaluation

Awarded the 7th Taiwan Mittelstand Award

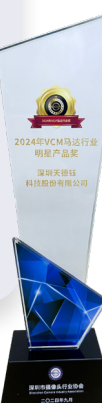


Selected as one of the Taiwan FINI 100 for 2024

Chairman Young Lin has been selected as one of the Taiwan Top 100 Best Performing CEOs by the HBR

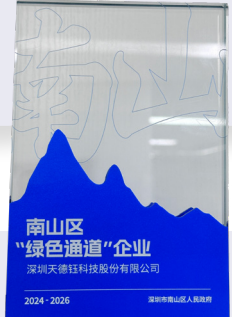
Ranked in the top 6%-20% of the 10th Corporate Governance Evaluation

Selected as a constituent stock of the TWSE RAFI® Taiwan High Compensation 100 Index



I JADARD

Specialized, Refined and Innovative "Little Giant" Enterprise



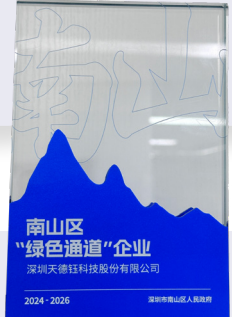
High-tech Enterprise



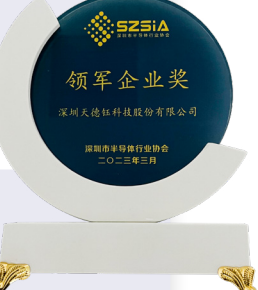
Innovative Small and Medium-sized Enterprise

Specialized, Refined and Innovative Small and Medium-sized Enterprise

Nanshan District "Green Channel" Enterprise



The 18th China's Top 100 Growing Listed Companies during Value Evaluation of Chinese Listed Companies



The 2023 Golden Bull Award for New Quality Enterprises

VCM Industry Star Product Award

Leading Enterprise Award



Sustainable Vision and Management

 Targets

 Achieved

2024 Targets

- Participate in at least one domestic sustainability evaluation to identify ESG maturity 

Short-term Goals (2025-2026)

- Participate in at least one domestic sustainability evaluation to identify ESG maturity
- Achieve 70% sustainability information disclosure coverage for consolidated entities (revenue ratio, 100% by 2025)

Medium to Long-term Goals (2027-2030)

- Conduct EcoVadis evaluation (2027-)
- Increase market visibility and improve Fitipower's ESG ratings from credit rating agencies

 Evaluation Indicators

- Sustainability score or evaluation status
- Sustainability targets completion rate

 Responsibility

- Board of Directors
- Sustainability Committee
- Sustainability unit

 Key Stakeholders

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

 Communication Mechanism

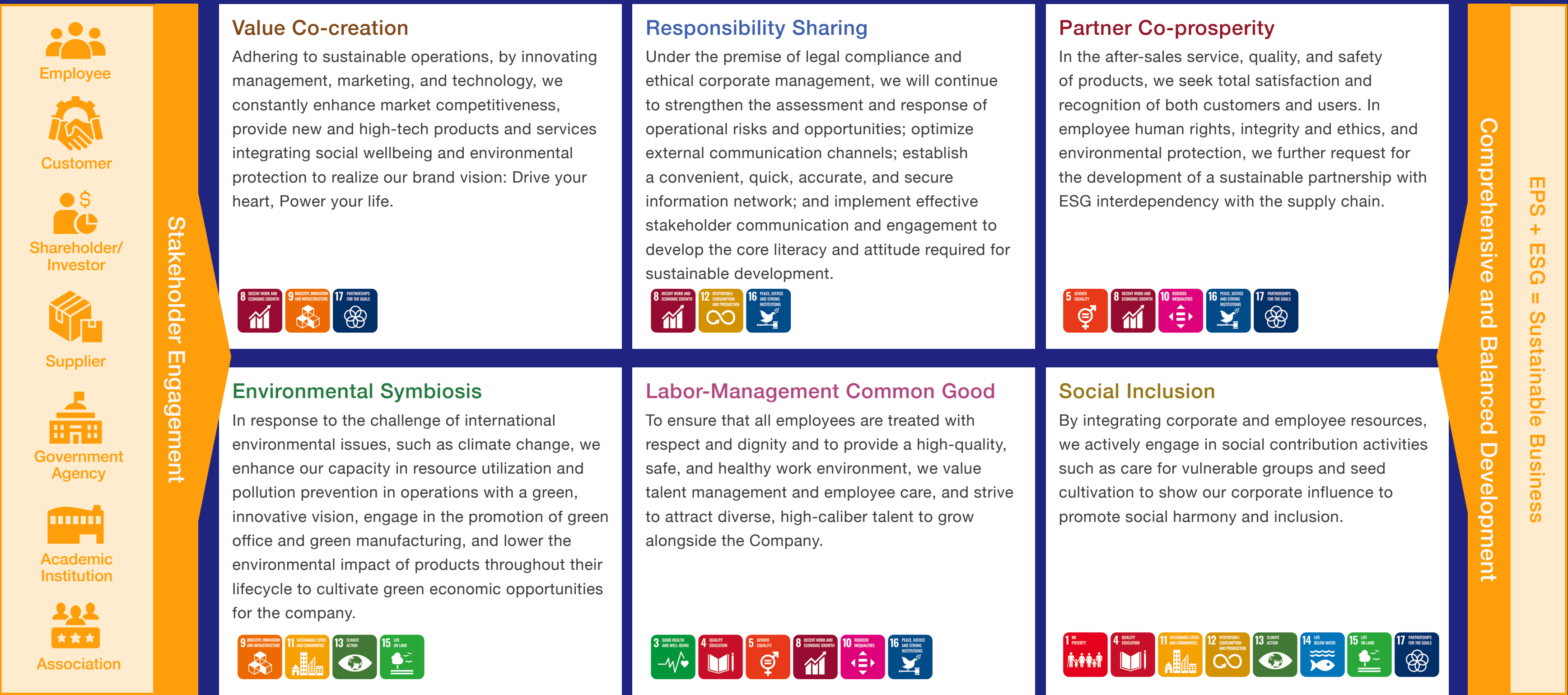
- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

I Sustainable Policy and Strategy

Fitipower recognizes that while pursuing rapid business expansion and economic development, we must also strengthen non-financial management to achieve sustainable long-term growth. Therefore, during the Company's explosive growth in 2021, the Board of Directors approved and the Chairman signed the "Fitipower Sustainability Policy," establishing it as the Company's highest principle for sustainable operations. Concurrently, we hosted a sustainability forum to exchange insights on sustainability trends with academic experts. During this forum, the Chairman led senior executives in pledging support for the United Nations Sustainable Development Goals (UN SDGs), connecting them to our corporate sustainability vision and establishing our sustainability direction.

Our sustainability policy encompasses comprehensive sustainability management across six core pillars: "Value Co-creation," "Responsibility Sharing," "Partnership Co-prosperity," "Environmental Symbiosis," "Labor-Management Common Good," and "Social Inclusion."

We continuously improve through the cyclical management of our 3E strategy: "Engage," "Execute," and "Evaluate." Additionally, we communicate policy content to employees through daily advocacy and new employee training, while suppliers receive guidance through regular business meetings and are required to sign our Supplier Code of Conduct to ensure compliance with our sustainability policy. Our sustainability policy is published on the Company's official website and is available for download by all relevant stakeholders.



7 Key Stakeholders

→ See "Stakeholder Communication" for details

6 Major Sustainability Missions

Download "Fitipower Sustainability Policy"

13 SDGs We Respond To

→ Fitipower's actions in support of the SDGs

20 Financial and Non-Financial Issues

→ See "Materiality Analysis" for details.

3E Strategy



Internal and External Communication

Understand stakeholders' needs and expectations.

Internal and External Execution

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

External Evaluation

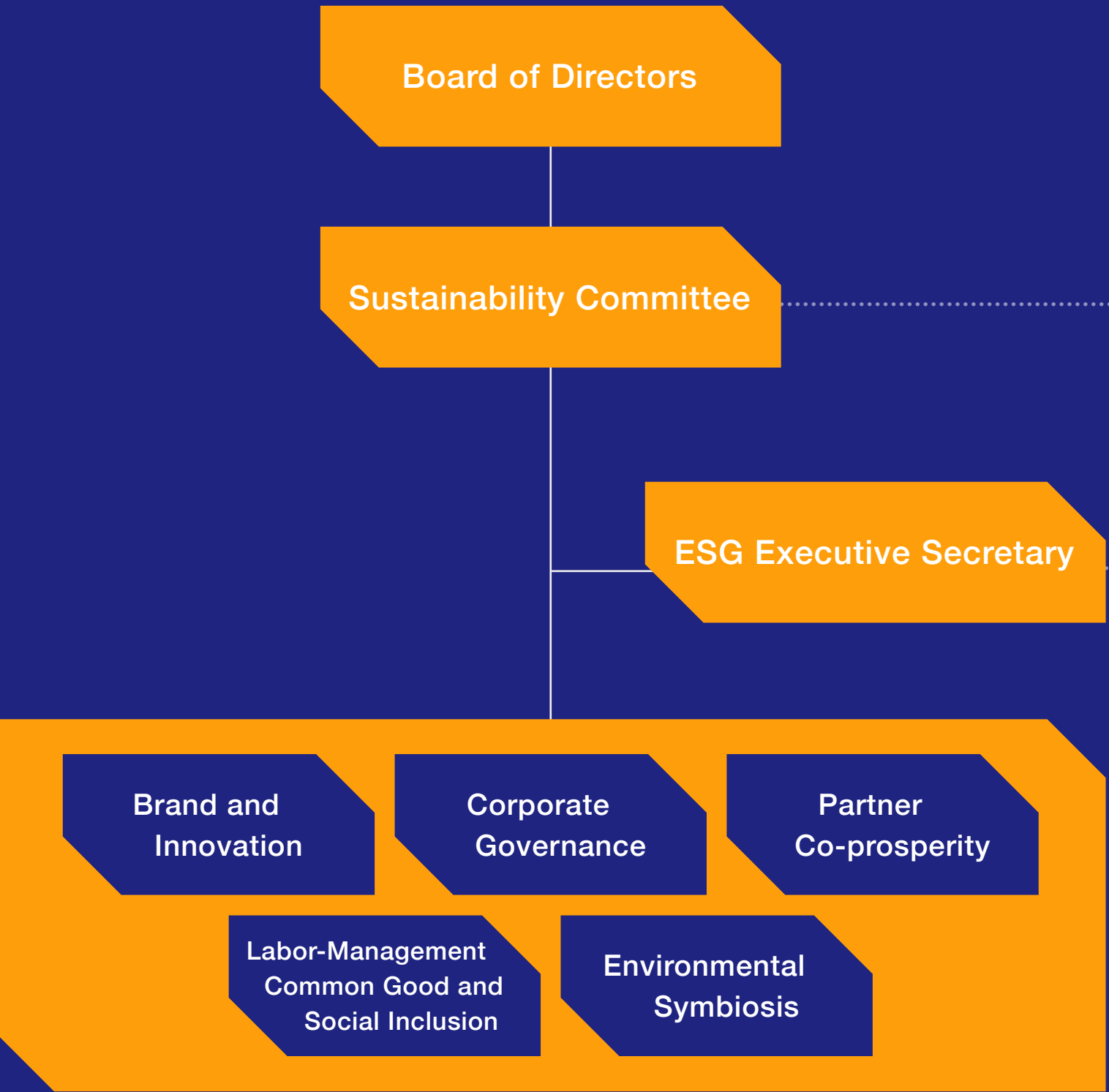
Review management effectiveness and continuously improve.

I Sustainable Management Framework

In a bid to achieve the vision of sustainability, Fitipower has established a dedicated unit for ESG (Sustainable Development Department), and a systematic sustainability management organization (as shown in the figure below) pursuant to its “Sustainable Development Best-Practice Principles” and “Sustainability Committee Charter.” The “Fitipower Sustainable Development Committee,” a functional committee under the Board of Directors, is chaired by the Chairman and includes the General Manager and four independent directors as members. It holds at least two meetings annually to strategize and plan future sustainable goals and actions, reporting the progress of sustainability initiatives to the Board of Directors. Sustainability-related disclosure information is also released after the review and approval of the Board of Directors. In 2024, the Sustainability Committee held two meetings. Beyond reviewing annual

achievements and future objectives, the committee approved and published our "Biodiversity and No Deforestation Policy," responding to heightened global awareness of ecological risks and TNFD framework trends, further establishing Fitipower's core principles and practical direction for natural capital management.

To further effectively implement and communicate matters related to sustainable development, we have established a responsible team (ESG Executive Secretary) and five task forces under the Sustainability Committee, namely “Brand and Innovation,” “Corporate Governance,” “Partner Co-Prosperity,” “Labor-Management Common Good and Social Inclusion” and “Environmental Symbiosis.” Through cross-departmental vertical integration and horizontal specialization, each team plays its role, ensuring the Company’s balanced development in environmental, social, and governance dimensions.



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

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

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

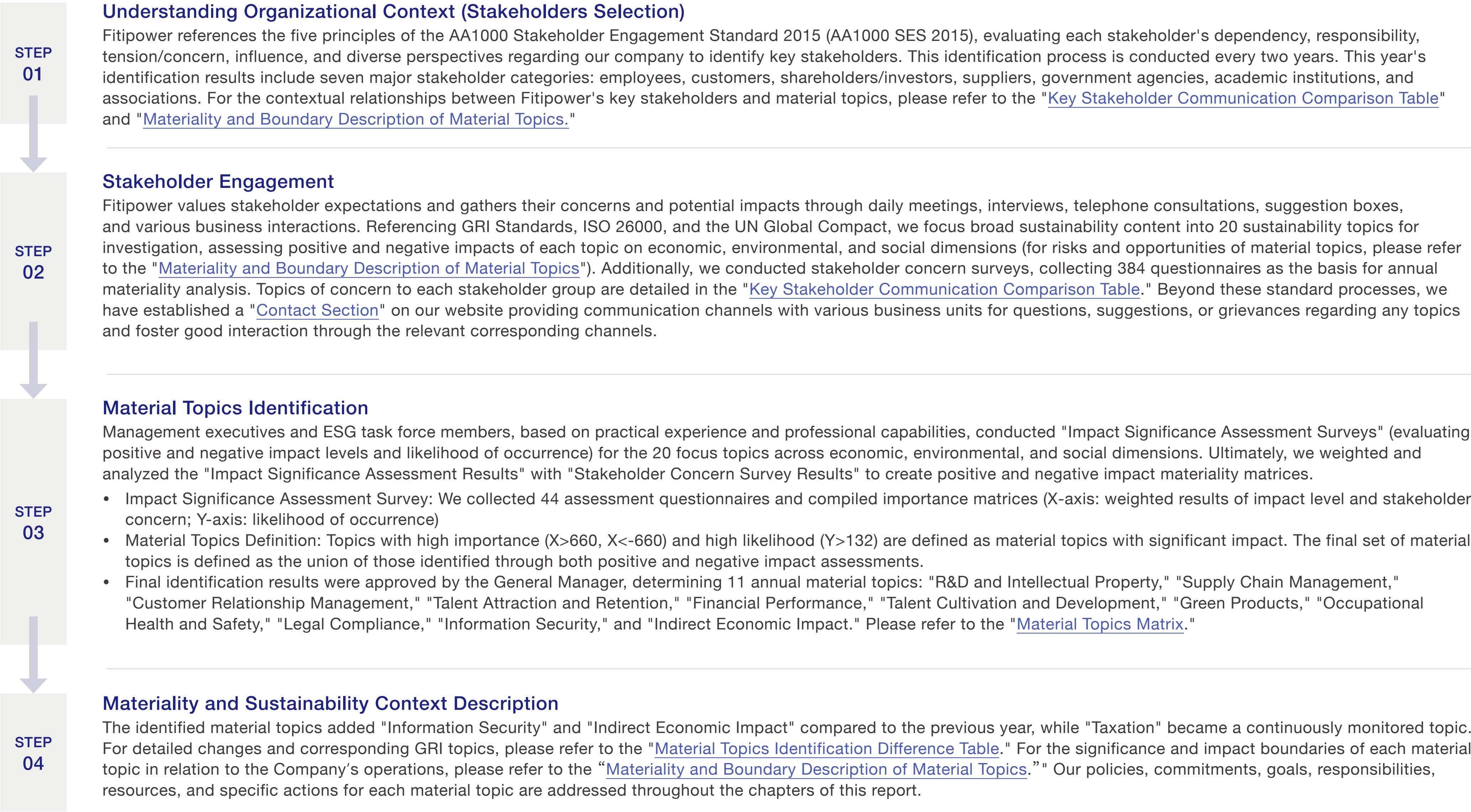
I Responding to the United Nations Sustainable Development Goals

SDG	Fitipower's Response to SDG Practices
	- When ordering meals and gift boxes, we prioritize purchasing products from "Children Are Us Foundation bakeries and lunch services," supporting employment needs for the disadvantaged and positively impacting the vulnerable employment market. - We employ visually impaired staff to provide massage services for employees, simultaneously meeting employment needs for the disadvantaged and caring for employee physical and mental health. In 2024, we provided 2,366 massage sessions for employees.
	- For employee meals and holiday gift boxes, we purchase agricultural products from local small farmers, embodying local care while increasing small farmer income. - We provide employee meal subsidies (including lunch and dinner), with employees paying only minimal fees.
	- Beyond legally required labor insurance and National Health Insurance, we provide additional employee group insurance (including life insurance, accident insurance, hospitalization medical insurance, accident medical insurance, cancer medical insurance, etc.) and travel insurance coverage. - We hire physicians and nurses to regularly provide one-on-one professional consultations for employees. In 2024, 228 consultation sessions were requested. - Exceeding local legal requirements, we provide annual health check-up services for employees, caring for employee physical health. In 2024, 751 employees participated in health examinations. - Beyond irregularly held health lectures, we also provide NT\$20,000 annual travel subsidies for employees to promote physical, mental, and spiritual health.
	- We require Board members to continuously participate in continuing education courses and provide succession planning courses for senior managers. - We maintain robust career development paths and diverse training, continuing education channels and resources. In 2024, colleagues averaged 13.3 training hours with per capita training costs of NT\$367.6 and 100 internal instructors. "Horseshoe Crab Conservation Action" series activities, including "Artificial Re-population and Teacher Workshops," "Horseshoe Crab Caregiver School Visits NMMST," and "Releasing Juvenile Horseshoe Crabs to the Sea" projects, involved 18 horseshoe crab caregiver schools across levels, training 38 horseshoe crab caregiver teachers; 713 people learned at the National Museum of Marine Science and Technology (NMMST); ultimately over 200 students, volunteers, and local residents participated in juvenile horseshoe crab releases. "Campus Promoters for Environmental Sustainability" series activities involved 9 university departments, organizing 2 environmental lectures and 8 student-led environmental education activities (targeting children from rural areas and university freshmen). - The "SDGs Promotion Project – Making the World Better" and the National Taiwan Library have released a sustainable reading list in response to the United Nations SDGs, serving as a reference for book selection for domestic primary and secondary school students. This year continued related promotion activities, extending to the medical field to assist sick children's education. In 2024, we organized 5 activities accompanying sick children's guided reading and sustainability development image solicitation activities, sustainability development lesson plan design workshops, picture book reading camps, sustainability theme film festivals and book exhibitions. - We responded to our e-paper partner E Ink Holdings Inc.'s "e-Reading Future" event, supporting fair education for children in rural areas.
	- We are committed to Board diversity and inclusion, with women comprising 42.9% of Board positions. - We published human rights and diversity inclusion policies, sexual harassment prevention measures, etc., prohibiting unequal treatment of female employees. - We promote the "Maternal Health Protection Program," including birth allowances, dedicated parking spaces for pregnant women, guaranteed parental leave rights, and dedicated breastfeeding spaces.
	- Regular drinking water equipment testing, filter replacement, and cooling tower sterilization. - Continuous employee education on water conservation and procurement of water-saving certified equipment.

SDG	Fitipower's Response to SDG Practices
8 DECENT WORK AND ECONOMIC GROWTH 	- We provide employees with generous compensation. According to Taiwan Stock Exchange 2024 data, Fitipower's non-supervisory employee salary median and average were NT\$2.176 million and NT\$2.612 million respectively, ranking among the top listed companies. - Diverse recruitment channels include online recruitment platforms, social media, headhunting companies, referrals, industry-academia internship programs, R&D alternative military service, job fairs and talent matching events. In 2024, employee hiring rate was 16.4%, turnover rate was 14.0%, and key talent retention rate was 86.4%. - We actively participate in government-promoted talent development and training programs (Youth Employment Flagship Program), not only returning all government subsidies but providing additional double bonuses. Colleagues participating in this program and working for two full years can receive a total of NT\$216,000.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	- We continuously strengthen R&D capabilities, expanding product applications in communications, automotive, IoT, and artificial intelligence fields. In 2024, Fitipower Group's total R&D investment was NT\$2.49 billion, representing 13.0% of total revenue. - We focus on developing modular, highly integrated, low-power, high-efficiency technological breakthroughs, potentially providing significant energy saving and carbon reduction benefits for end electronic products. Based on 2024 chip shipment volume estimates, approximately 170,000 tons of carbon emissions can be reduced annually, including 2 new energy-saving design products. - We provide patent bonuses, including patent application bonuses, patent licensing bonuses, and patent utilization bonuses, encouraging colleagues to participate in patent proposals. In 2024, the entire group had 22 newly approved patents, with a total of 154 valid patents. - Fitipower organized the "Fitipower AI Green Technology Sustainable Innovation Competition," combining our chip design expertise to inspire student creativity and sustainability thinking, integrating learning information and resources to implement smart green living product applications.
10 REDUCED INEQUALITIES 	Responding to international human rights norms and initiatives such as the UN Universal Declaration of Human Rights, we published human rights and diversity policies, clearly stipulating that recruitment, employment, promotion, compensation, and benefits shall not discriminate based on race, language, blood type, religion, political affiliation, origin, gender, age, marital status, appearance, or other discriminatory factors.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	- Electronic components, scraps, and defective products (including wafers and packaging materials) generated during operations are transported and disposed of by qualified vendors. Other cardboard recycling and household waste are properly sorted and handled by park cleaning teams for recycling and subsequent processing. In 2024, total waste generation was approximately 47.0 tons with an overall recycling rate of 61.7%. - We ensure all company products contain no prohibited or restricted hazardous substances or chemicals and comply with RoHS and REACH directive standards regulated in different countries. - In response to green procurement initiatives, we prioritize purchasing ICT equipment with green labels. In 2024, green procurement ratio for ICT equipment reached 52.4%. - We continuously publish sustainability reports and improve information disclosure quality. - Through the Fitipower Foundation's "Campus Promoters for Environmental Sustainability" project, we launched circular economy series activities. In 2024, we organized "Environmental Protection Booths," "Non-Pollution Materials Week," "Environmental Volunteers during Electrical Engineering Week," "Circular Second-hand Market," "Environmental Promotion for Children in Rural Areas," "Environmental Education Promotion for Senior High School Students," "Non-native Species Removal," and 1 "Energy Economics Campus Lecture."
13 CLIMATE ACTION 	- We established the "Fitipower Environmental Foundation" to unite social forces and expand influence, launching environmental sustainability actions across the four pillars of "Ecological Conservation," "Climate Change," "Circular Economy," and "Disaster Relief," in our commitment to the "Circularity to Restore the Earth" mission. - Employee lunch offerings provide diverse choices, including vegetarian meals and fruit meals beyond meat and noodle dishes, caring for employee dietary health while reducing CO2 emissions. - We announced the Company's greenhouse gas inventory planning schedules, gradually establishing the Company's operational carbon emission databases as management basis for subsequent net-zero carbon emission goals and actions. - We implemented comprehensive Task Force on Climate-related Financial Disclosures (TCFD), understanding specific financial impacts for subsequent operational strategy planning considerations and publishing on the Company's official website. - We implemented greenhouse gas inventory systems (ISO 14064-1) as the Company's basis for carbon reduction management. - We established product carbon reduction benefit platforms, evaluating carbon reduction benefits from company energy-saving chips during end-use as chip design reference. - We established product transportation carbon emission platforms, integrating procurement, customs clearance, and shipping business systems with Robotic Process Automation (RPA), achieving automated calculation of transportation carbon emissions for all product categories and improving lifecycle carbon emission assessment.

SDG	Fitipower's Response to SDG Practices
	- The "Campus Promoters for Environmental Sustainability" series activities included 1 student-organized "Nanliao Beach Cleanup" activity, 1 marine ecological education camp for children from rural areas, and 1 simulated beach cleanup and marine conservation presentation in 2024. - Collaborating with National Museum of Marine Science & Technology on "Knowing Horseshoe Crab – Protecting the Horseshoe Crab" series activities, combining environmental education with juvenile horseshoe crab breeding and release. In 2024, we bred 1,500 juvenile horseshoe crabs and released them to natural habitats. - Collaborating with National Museum of Marine Science & Technology on "Coral Rescue Operation" series activities, organizing four sessions of parent-child picture book reading camps in 2024, including guided reading and lectures, with hands-on coral and marine life encounters at the museum. - Collaborating with National Taiwan Library and Taichung Opera House on "Sustainability Book List Promotion - Fazi Riverway Story," helping children learn about water resources, green buildings, and SDG objectives.
	- We promote "green office culture," saving office paper use through second-hand paper reuse, gradually implementing online approval systems replacing document operations, digitized payroll systems, and primarily online training materials, reducing printed material distribution. - We invest in R&D for e-paper and electronic tag product applications, accelerating paperless promotion and reducing deforestation. - In the Campus Promoters for Environmental Sustainability series activities, students of National Tsing Hua University organized "Invasive Species Removal - Red Swamp Crayfish," protecting native species and biodiversity. - We support "e-Reading Future" reading activities, promoting e-book use to not only reduce paper consumption and environmental resource impact but also care for the educational equity of children from rural areas.
	- Responding to Responsible Minerals Initiative (RMI), we ensure 3TG in products sourced from RMI-approved qualified smelters. In 2024, 71 suppliers provided materials containing 3TG, with 100% using 3TG metals from RMI-approved smelters according to survey results. - We provide ethical corporate management and business integrity courses, enhancing employee competencies and establishing corporate culture; employee training totaled 4,216 hours in 2024. - We strictly comply with requirements including "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," "Personal Data Protection Act," "Trade Secrets Act," and "Fair Trade Act," publishing internal company regulations and conducting regular audits and reports. In 2024, we received no reports of ethical corporate management and integrity violations; no violations of related regulations occurred; internal audits found no related deficiencies. - We maintain professional regulatory identification departments and dedicated personnel to address legal needs. - Internal audit personnel maintain independent spirit and objective, fair positions, faithfully executing duties and regularly reporting audit operations to the Audit Committee. - We established comprehensive performance evaluation systems, beyond biannual employee performance reviews, clearly stipulating "Board of Directors Performance Evaluation Regulations" to ensure proper Board operations.
	- We participate in 9 industry-academia organizations, promoting semiconductor industry cooperation and healthy industry system development. In 2024, we invested approximately NT\$780,000. - We collaborate with domestic elite university electronics-related graduate schools, accelerating R&D speed and effectiveness through combined industry-academia resources and knowledge technology exchange, providing students future employment development opportunities. In 2024, we invested NT\$7 million. - Through the Fitipower Foundation, we connect with domestic academic, medical, and educational institutions, investing resources in related project activities to promote the vision of social inclusion and environmental sustainability. In 2024, we invested approximately NT\$4.71 million.

Stakeholder Communication and Materiality Analysis

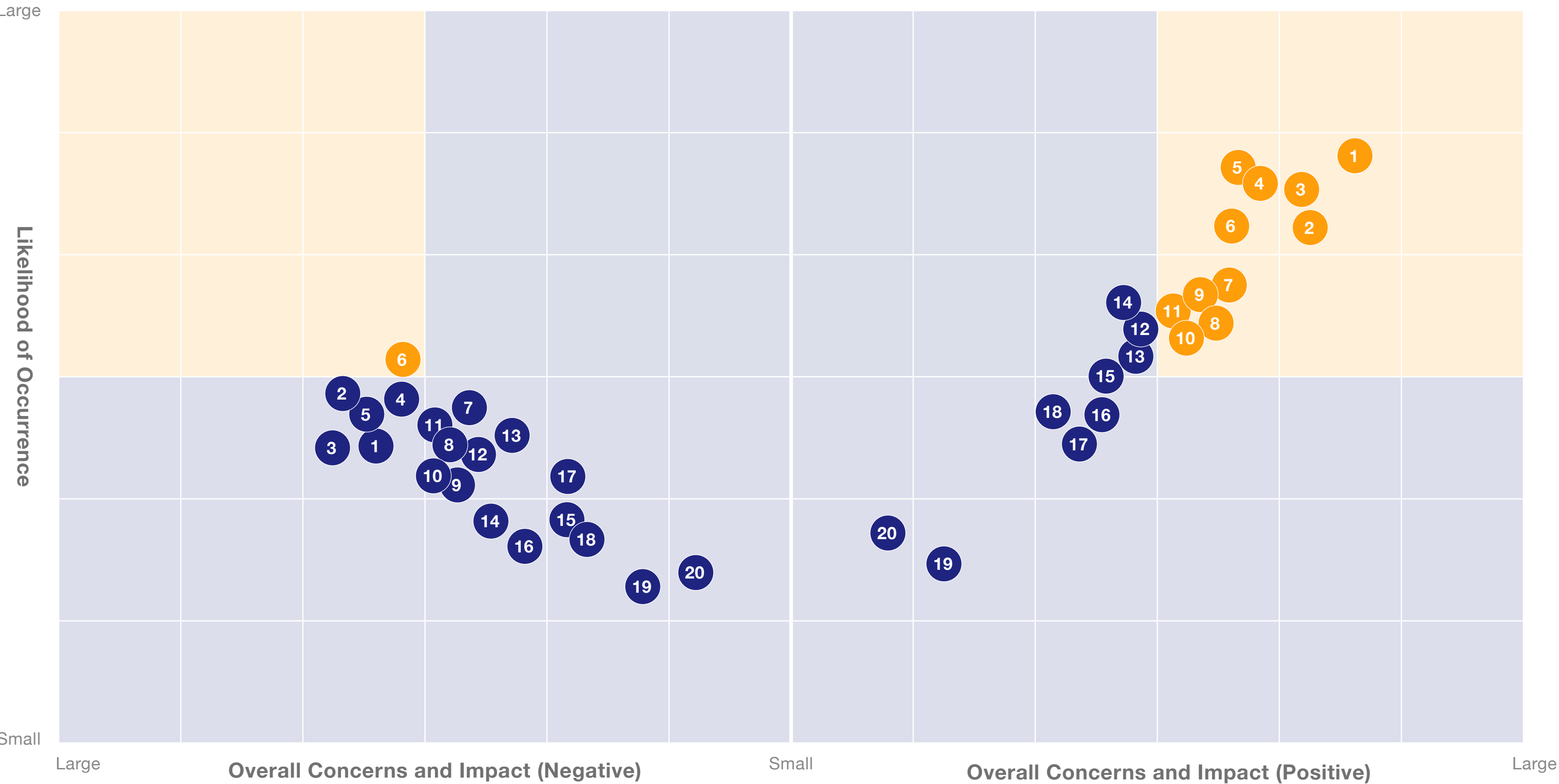


► Fitipower Key Stakeholders Communication Comparison Table

Stakeholder	Topics of Concern	Communication Methods and Frequency		Communication Performance
 Employee	- Talent Attraction and Retention - Talent Cultivation and Development - Occupational Health and Safety - R&D and Intellectual Property	Please refer to "Multiple Communication Channels" in Chapter " Labor-Management Communication "		- Provided online and in-person training with total employee participation reaching 8,960 participants. - Held quarterly labor-management meetings, Welfare Committee meetings, and Occupational Health and Safety Committee meetings. - Conducted 1 evacuation drill and 4 fire drills. - Published the annual intellectual property management plan and implementation status on the Company's official website
		Customer relationship management (CRM) system	Customer relationship management (CRM) system	
 Customer	- Green Products - R&D and Intellectual Property - Customer Relationship Management - Supply Chain Management - Energy and Climate Change - Human Rights and DEI	Fitipower website	Fitipower website	- Major customer satisfaction scores of 93.29 (DDI) and 86.41 (PMIC), both achieving annual targets. 100% customer complaint resolution rate.
		External communication mailbox	External communication mailbox	
		Quarterly business meetings	Quarterly business meetings	
		Customer satisfaction surveys	Customer satisfaction surveys	
		Customer meetings	Customer meetings	
 Shareholder/ Investor	- Customer Relationship Management - Supply Chain Management - Financial Performance - Taxation - Information Security - Energy and Climate Change	Investors section on the Company's official website	Real-time	- Held 1 shareholders' meeting and 4 investor conferences. - Held 18 foreign and domestic brokerage public forums. - Conducted 60 small-scale institutional investor meetings.
		Annual financial reports	Annually	
		Annual shareholders' meetings	Annually	
		Investor conferences	Quarterly	
		Market Observation Post System (MOPS)	Real-time	

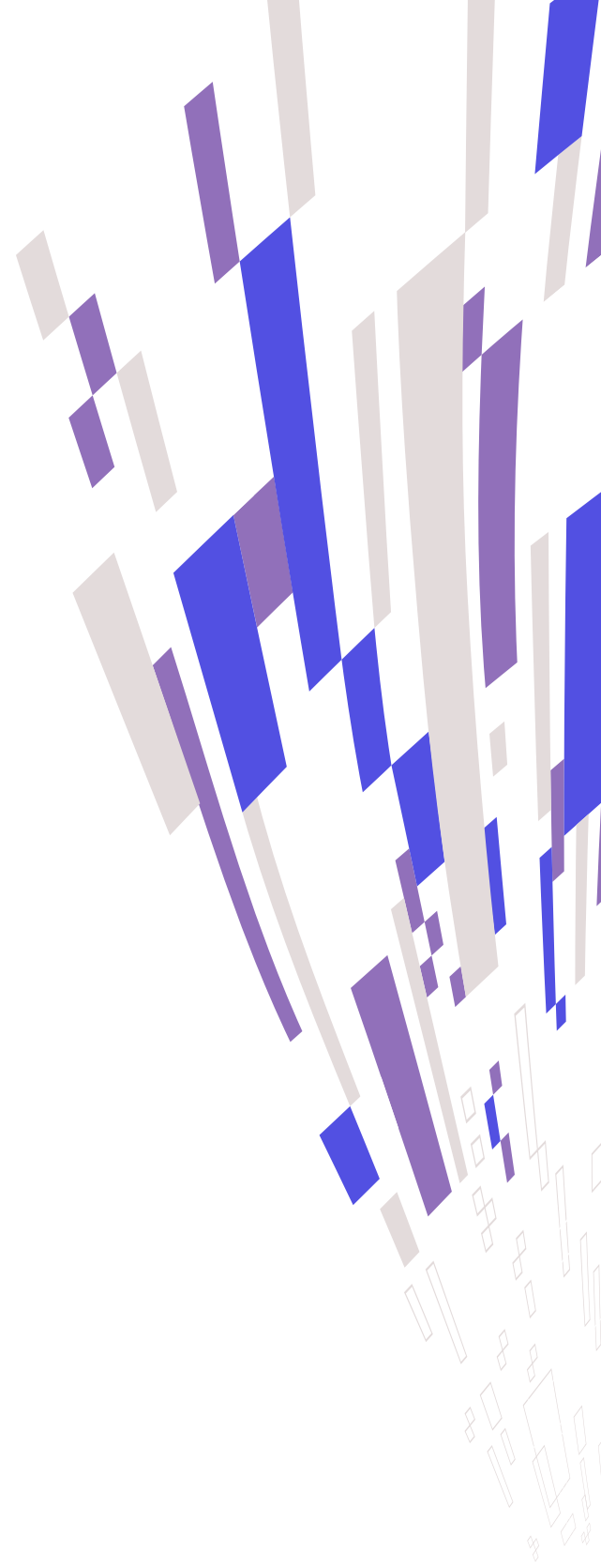
Stakeholder	Topics of Concern	Communication Methods and Frequency		Communication Performance
 Supplier	- Customer Relationship Management - Supply Chain Management - Risk Management - R&D and Intellectual Property	Quality meetings	Annually	- Planned audits for 44 major suppliers in 2024, with a 100% completion rate. 100% of suppliers signed the "Restricted Substances Commitment Letter." 100% of suppliers completed CMRT surveys, all compliant with responsible mineral sourcing. - No supplier complaints received regarding ethical corporate management or integrity violations.
		Supplier audits	As needed	
		Daily meetings	As needed	
		Whistleblower mailbox (wb@fitipower.com)	Real-time	
 Government Agency	- Legal Compliance - Taxation - Social Involvement and Public Policy	Market Observation Post System (MOPS)	Real-time	- Established the Fitipower Environmental Foundation and launched a series of environmental protection activities with national public educational institutions. - Published corporate governance and material information on the Market Observation Post System (MOPS) for public disclosure. - Cooperated with the Financial Supervisory Commission (FSC) in corporate governance evaluation operations. - Complied with FSC requirements for TCFD framework disclosure, providing quarterly climate-related information reports to the Board of Directors and announcing the company's greenhouse gas inventory plans and progress. - Participated in the Ministry of Labor's Youth Employment Flagship Program.
		Official documents	As needed	
		Regulatory supervision and audits	As needed	
		Policy/thematic seminars, forums, public hearings	As needed	
 Academic Institution	- Talent Cultivation and Development - Talent Attraction and Retention - Occupational Health and Safety	Fitipower website	Real-time	- Conducted 17 campus recruitment or information sessions with total student consultations reaching 912 students. 4 industry-academia cooperation projects benefiting 65 students - Collaborated with 9 student organizations and departments on 8 environmental sustainability activities, plus 2 sustainability lectures
		External communication mailbox	Real-time	
		Campus recruitment	Annually	
		Industry-academia cooperation projects	As needed	
 Association	- R&D and Intellectual Property - Green Products - Indirect Economic Impact	Member assemblies	Varies by org.	- Participated in 9 industry association organizations (Fitipower: 5; JADARD: 4) - Active participation in association activities
		Thematic seminars and others	As needed	

► Material Topics Matrix



Material Topics	
1 R&D and Intellectual Property	6 Talent Cultivation and Development
2 Supply Chain Management	7 Green Products
3 Customer Relationship Management	8 Occupational Health and Safety
4 Talent Attraction and Retention	9 Legal Compliance
5 Financial Performance	10 Information Security
	11 Indirect Economic Impact

Topics for Continuous Monitoring	
12 Risk Management	16 Anti-corruption
13 Human Rights and DEI	17 Energy and Climate Change
14 Taxation	18 Waste Management
15 Social Involvement and Public Policy	19 Biodiversity
	20 Water Resource Management



► Material Topics Identification Difference Table

Change from Previous Year	Material Topics	Corresponding GRI Topics
No Change	- R&D and Intellectual Property (Self-defined topic, no corresponding GRI theme) - Supply Chain Management - Customer Relationship Management - Talent Attraction and Retention - Financial Performance - Talent Cultivation and Development - Green Products - Occupational Health and Safety - Legal Compliance	- GRI 204 Procurement Practices - GRI 308 Supplier Environmental Assessment - GRI 414 Supplier Social Assessment - GRI 201 Economic Performance - GRI 206 Anti-competitive Behavior - GRI 302 Energy - GRI 416 Customer Health and Safety - GRI 202 Market Presence - GRI 401 Employment - GRI 404 Training and Education - GRI 403 Occupational Health and Safety
Newly Included	- Information Security (Self-defined topic, no corresponding GRI theme) - Indirect Economic Impact	GRI 203 Indirect Economic Impacts
Reclassified as Continuous Monitoring	Taxation	GRI 207 Tax

Note 1 : For detailed indicators and report chapters corresponding to material topics and GRI topics, please refer to the "[GRI Standards Index](#)."

► Materiality and Boundary Description of Material Topics

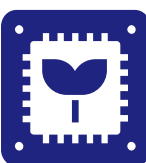
\$: Economic

🌿 : Environmental

👤 : Social

● : Direct Impact ○ : Indirect Impact

Material Topic	Significance to Fitipower Operations (Importance)	Significant Impact (Actual !/Potential ?)								
		Positive	Negative							
 R&D and Intellectual Property	As a professional IC design company, providing diverse and comprehensive solutions to customers is Fitipower's core operational driver. We continuously invest in innovative R&D through collaboration and knowledge exchange with industry and academia, along with effective intellectual property management, maintaining our products' competitive advantage in the market.	\$ National economic growth ! \$ Enhanced corporate market competitiveness ! \$ Improved corporate brand value ! 🌿 Enhanced product efficiency ! 👤 Enhanced quality of life !	\$ Cost pressure and losses ! \$ Market share decline ? \$ Legal penalties ? 👤 Technological unemployment ?	●	●	○	○	○	○	○
 Supply Chain Management	As a fabless semiconductor company, Fitipower's backend manufacturing and testing are outsourced to professional contractors. Supply stability, delivery schedules, quality, and material control directly affect operational costs and revenue. Facing increasing supply management uncertainties, Fitipower must establish robust management systems to ensure products and services meet stakeholder expectations and regulatory requirements, creating sustainable product value chains.	\$ Enhanced industry competitiveness ? \$ Reduced production costs ? \$ Expanded market share ? 🌿 Reduced carbon footprint ? 👤 Promotion of local employment ? 👤 Enhanced corporate identity ?	\$ Increased operating costs ! \$ Supply chain disruption risks ! 🌿 Environmental impact of supply chain extension ! 👤 Social criticism ?	○	○	○	●	○	○	
 Customer Relationship Management	Proactive customer relationship management helps us understand customer needs and maintain competitive advantages. Customer privacy directly relates to corporate reputation, legal risks, and customer relationships, significantly impacting operations. Fitipower should protect customer information security, strengthen cooperative trust, and promote long-term stable partnerships.	\$ Enhanced customer trust ! \$ Expanded market share ? 🌿 Promotion of green products ! 👤 Enhanced corporate identity ?	\$ Customer loss ? \$ Increased costs ! \$ Legal litigation ? 👤 Impact on company reputation ?	○	●	○	○			
 Talent Attraction and Retention	Employees are an organization's most important asset, particularly crucial in the rapidly evolving semiconductor design industry pursuing innovative breakthroughs. Through diverse workforce planning and competitive compensation and benefits, Fitipower attracts key talent to inject continuous operational momentum.	\$ Increased productivity ! \$ Enhanced competitiveness ! 👤 Creation of fulfilling lives ! 👤 Improved social stability ? 👤 Enhanced company reputation and local employment ?	\$ Increased labor costs ! \$ Operational disruptions ? 👤 Labor disputes ?	●	○			○	○	
 Financial Performance	Corporate financial performance directly reflects operational efficiency, financial health, and competitiveness. Strong financial health provides resilience against unknown risks and enables corporate transformation. As a listed company on Taiwan Stock Exchange, Fitipower indirectly affects shareholder and investor confidence and rights, potentially creating operational challenges. Therefore, we must pursue continuous financial growth.	\$ Increased investment value ? \$ Enhanced economic vitality ? 👤 Promotion of employee welfare ? 👤 Promotion of social investment ?	\$ Investment losses and distrust ? \$ Economic instability ? 🌿 Reduced environmental investment ? 👤 Employment uncertainty ?	○	○	●	○	○		

Material Topic	Significance to Fitipower Operations (Importance)	Significant Impact (Actual ! /Potential !)								
		Positive	Negative							
 Talent Cultivation and Development	Employee development is the foundation of knowledge transfer and breakthrough innovation. Fitipower values practical training and skill enhancement for every employee. We believe providing excellent training resources, learning environments, and promotion systems supports our robust R&D capabilities.	\$ Enhanced corporate competitiveness ! \$ Enhanced corporate productivity ! 🌿 Green transformation development ! 👤 Reduced unemployment rate ! 👤 Enhanced social stability !	\$ Increased training costs ! \$ Increased employment costs ! 👤 Social inequality !	● ○ ○ ○ ● ●						
 Green Products	With increasingly strict environmental regulations and rising green consumption and sustainability awareness, brand customers are committing to climate transition challenges. For Fitipower, focusing on green product R&D design is both our responsibility and opportunity. Beyond meeting market expectations and improving product competitiveness, it reduces environmental impact and costs throughout product lifecycles.	\$ Innovation and market opportunities ! 🌿 Reduced product CFP ! 🌿 Increased resource efficiency ! 👤 Enhanced health and safety ! 👤 Promotion of green education !	\$ Increased production costs ! \$ Competitive pressure ! 👤 Industry transformation pressure !	● ● ○ ● ○ ○ ○						
 Occupational Health and Safety	Fabless semiconductors rely heavily on employee input and output. Providing a safe and healthy work environment not only ensures normal operations but can also attract and retain excellent talent with positive reputational impacts.	👤 Enhanced workforce stability !	\$ Increased operating costs ! \$ Legal fines ! \$ Production losses ! \$ Medical cost burden ! 👤 Impact on corporate reputation !	● ○ ○ ● ● ○						
 Legal Compliance	Business operations must comply with fair trade, sales, environmental, safety and health, labor conditions, and listed company regulations. Violations bring financial and reputational losses, potentially affecting operational continuity. Legal compliance is not only employees' basic competency but also core to corporate sustainability, maintaining good trust with stakeholders and promoting long-term development.	\$ Enhanced business cooperation and investment ! 🌿 Environmental protection implementation ! 👤 Product and service safety ! 👤 Improved labor rights !	\$ Legal penalties ! 👤 Impact on company reputation !	○ ○ ○ ○ ●						
 Information Security	Beyond personal data protection, information security concerns company confidential technology and customer data protection, directly affecting market competitiveness and product value chain trust. Strengthening information security management and obtaining international certifications can reduce operational risks, prevent cyberattacks, and ensure R&D results and stable corporate development.	\$ Enhanced customer trust ! \$ Promotion of digital transformation ! 🌿 Reduced carbon footprint !	\$ Increased operating costs ! \$ Business interruption ! 👤 Social controversy !	● ● ○ ○						
 Indirect Economic Impact	Corporate investment and operations not only drive supply chain development but also affect industry transformation and local economies. Responding to policies and global economic changes while ensuring technological innovation, supply chain stability, and compliant operations helps enhance market competitiveness and long-term corporate growth.	\$ Creation of business opportunities ! \$ Industry transformation and economic growth !	\$ Investment cost pressure ! \$ Losses or low returns !	○ ○ ○ ● ○						

Note : For main stakeholder icon correspondence, please refer to the "[Key Stakeholder Communication Comparison Table](#)."

1

Value Co-Creation

1.1 About Fitipower

1.2 Product and Technology Innovation

Corresponding Stakeholders and Material Topics



Employee



Customer



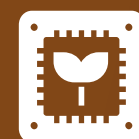
Academic
Institution



Association



R&D Innovation and Intellectual
Property Management



Green
Products

Policy and Response to SDGs

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

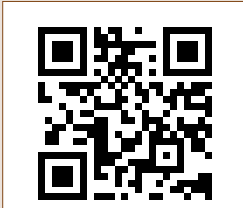


1.1 About Fitipower

Fitipower Group specializes in IC design and semiconductor technology innovation, encompassing Fitipower Integrated Technology Inc. and JADARD TECHNOLOGY INC., jointly committed to developing key chips for panel displays, power management, mobile intelligent terminals, and IoT applications. Fitipower Integrated Technology was established in 1995 with headquarters in Hsinchu, Taiwan, and listed on the Taiwan Stock Exchange in 2018 (TWSE: 4961). We possess sophisticated analog, digital, and mixed-signal R&D capabilities, with core products and services including comprehensive solutions for display driver ICs and power management ICs, along with various chip products such as timing controller ICs and motor driver ICs. JADARD (SSE: 688252) focuses on key chips for mobile intelligent terminals and smart IoT applications. Its products encompass display driver ICs (including touch and display driver integration), camera voice coil motor chips, fast charging protocol chips, and electronic label driver chips. Through continuous research, development, improvement, and validation, our products have gained the favor of customers worldwide. Export sales account for nearly 90% of our business, with the core market concentrated in Asia. Beyond our Hsinchu headquarters, we maintain operational bases in Neihu (Taipei), Tainan, and Shenzhen, China, providing customers with real-time technical services and business support. Looking forward, Fitipower Group will continue deepening R&D and technological innovation, advancing high-performance chip solutions to address global semiconductor industry transformation and market demands. Through steady operations and global deployment, the Group is committed to becoming a world-class IC design leader, providing customers with superior products and services.



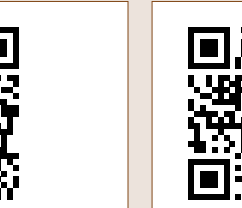
Our official website incorporates comprehensive architecture and diverse interactive functions, including multimedia sections, surveys, and product inquiry forms, enabling stakeholders to more conveniently access needed information and directly interact with us. Website content covers the Company's vision and mission, development strategies and policies, products and services, talent recruitment and benefits, and ESG-related information to enhance corporate transparency and digital communication efficiency.



Fitipower
Website



Fitipower Foundation
Website



JADARD
Website

Name	Fitipower Integrated Technology Inc.
Date Established	1995
Company Type	Publicly listed company (TWSE: 4961)
Main Business	Professional driver IC and power management IC design integration services
Headquarters	3F., No. 6-8, Duxing Rd., Hsinchu Science Park, Hsinchu City, Taiwan (R.O.C.)
Chairman	Mr. Young Lin
President	Ms. Sophia Chiu
Paid-in Capital	NT\$1.213 billion (2024/12/31)
Revenue	NT\$19.199 billion (2024)
Number of Employees	842 people (2024/12/31)

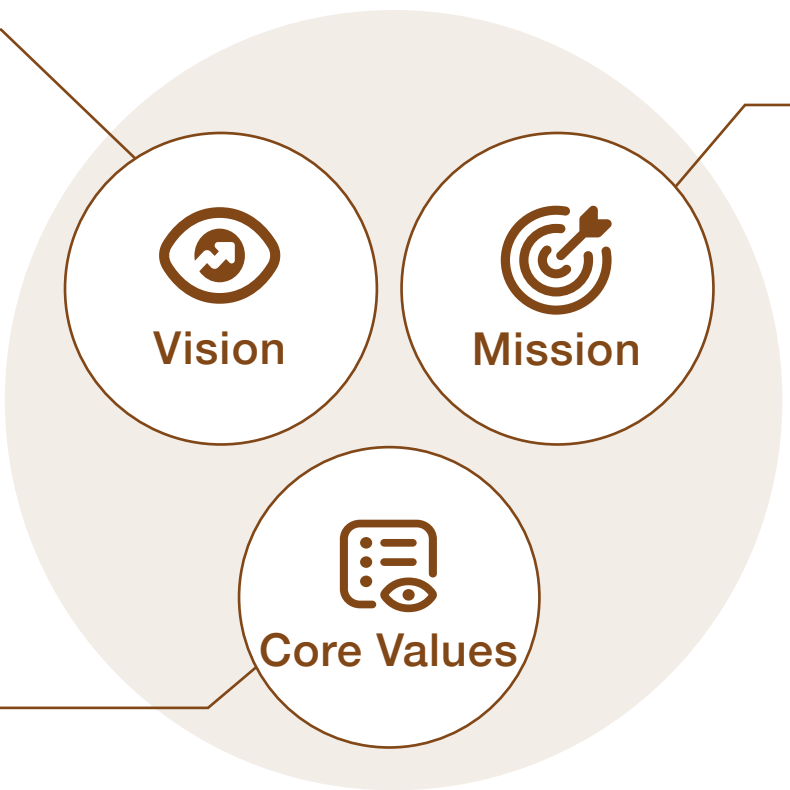
Our Vision and Mission

Leading Smart Living · Driving the Carbon Reduction Era

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

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

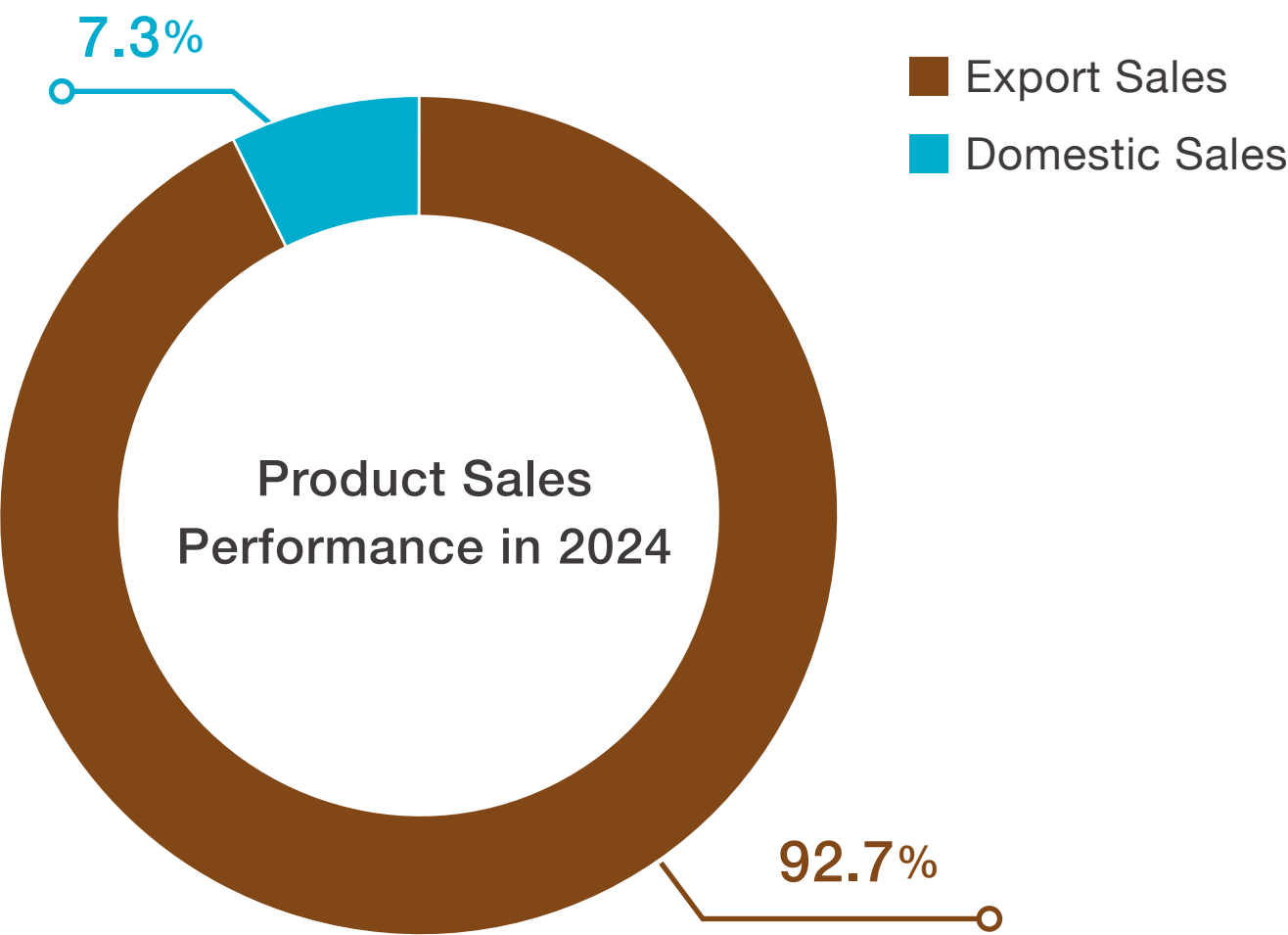
Fitipower is committed to developing various chips including display drivers and power management ICs. We will continue to consolidate R&D capabilities, developing diverse product applications and comprehensive one-stop services in edge computing, IoT, artificial intelligence, automotive electronics,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



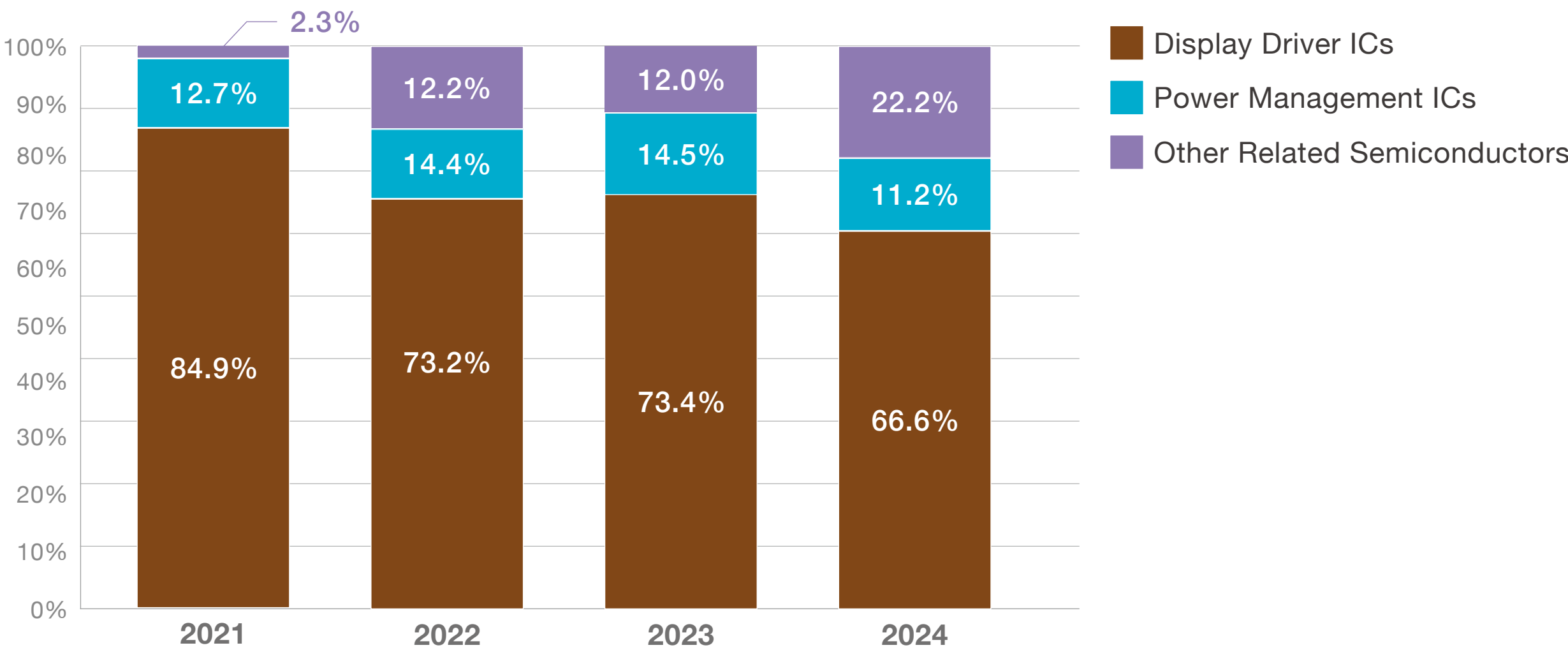
Customer-Oriented, Integrity & Accountability, Proactivity, Continuous Improvement, Communication & Coordination

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

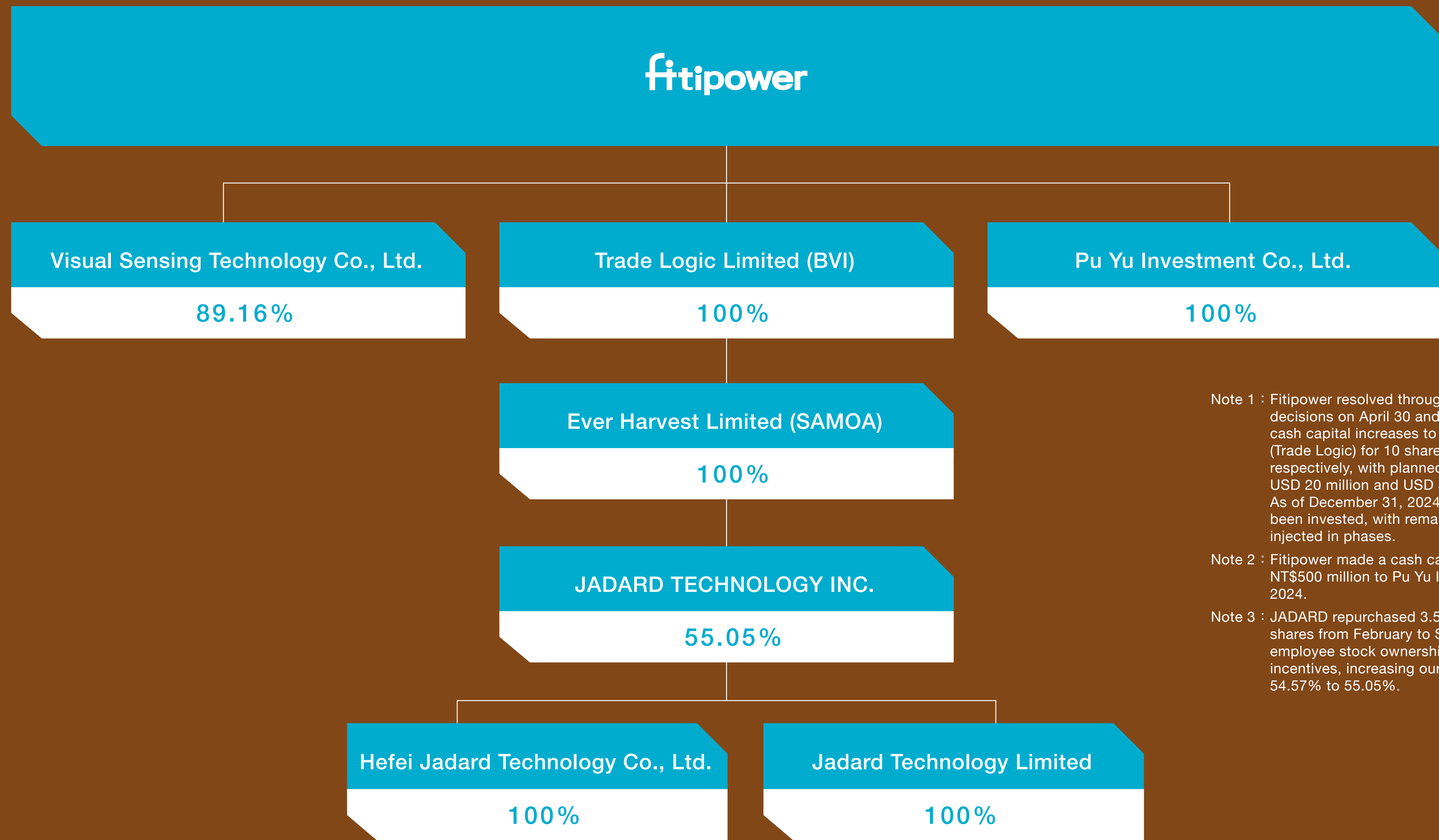
Product Sales Performance in 2024



Main Product Revenue



► Organizational Chart of Affiliates



Note 1 : Fitipower resolved through Board of Directors' decisions on April 30 and July 24, 2024, to make cash capital increases to Trade Logic Limited (Trade Logic) for 10 shares and 25 shares respectively, with planned capital increases of USD 20 million and USD 50 million respectively. As of December 31, 2024, USD 46 million has been invested, with remaining funds to be injected in phases.

Note 2 : Fitipower made a cash capital increase of NT\$500 million to Pu Yu Investment in March 2024.

Note 3 : JADARD repurchased 3.561 million treasury shares from February to September 2024 for employee stock ownership plans or equity incentives, increasing our shareholding from 54.57% to 55.05%.

1.2 Product and Technology Innovation

🎯 Goal

✔️ Achieved

Short-term Goals (2024-2026)

Display Driver ICs

- Mini/micro LED, AMOLED product applications ✔️
- Color e-paper technology product applications ✔️
- High-resolution, high refresh rate product applications ✔️
- Small-size driver IC product development for integrated systems ✔️
- High-integration panel power management IC product applications ✔️
- NB universal pgamma technology, flexibly adaptable to various panels ✔️

System on Chip (SoC)

- Develop high-quality, high refresh rate, low-power timing controller ICs ✔️
- Develop high-efficiency PMIC for color e-paper applications ✔️
- Develop micro LED PMIC for AR glasses applications ✔️

Power Management ICs

- Develop high-performance computing (HPC) applications ✔️
- DDR5 series PMIC development ✔️
- Develop compact, high-efficiency integrated converters

Sensor ICs

- Provide higher performance, lower power products for smart appliances/robot vacuums
- Develop low-power detection products for smart homes ✔️

HCITA

- Develop AI chips and applications supporting CNN-based and transformer architectures ✔️
- Develop AIoT-related edge AI applications ✔️

Other

- 12 new patent applications annually ✔️
- 2 industry-academia collaboration projects annually ✔️
- Digital optimization levels: 82%/84%/85% ✔️

Medium to Long-term Goals (2027-2030)

- Develop diverse product applications and comprehensive one-stop services for artificial intelligence (generative AI), edge computing, IoT, automotive electronics, and e-paper to rapidly meet various customer and potential customer needs
- Aspire to promote smart and green living through human-machine interface innovation and five-senses interactive integration
- 12 new patent applications annually
- 2 industry-academia collaboration projects annually
- TIPS/ISO 56005 certification
- 90% digital optimization level (2030)

🔑 Evaluation Indicators

- Product development and mass production
- Patent acquisition and protection

🔧 Responsibilities

- Employee
- Customer
- Academic Institution
- Association

👤 Key Stakeholders

- R&D Unit
- IP Unit

💬 Communication Mechanism

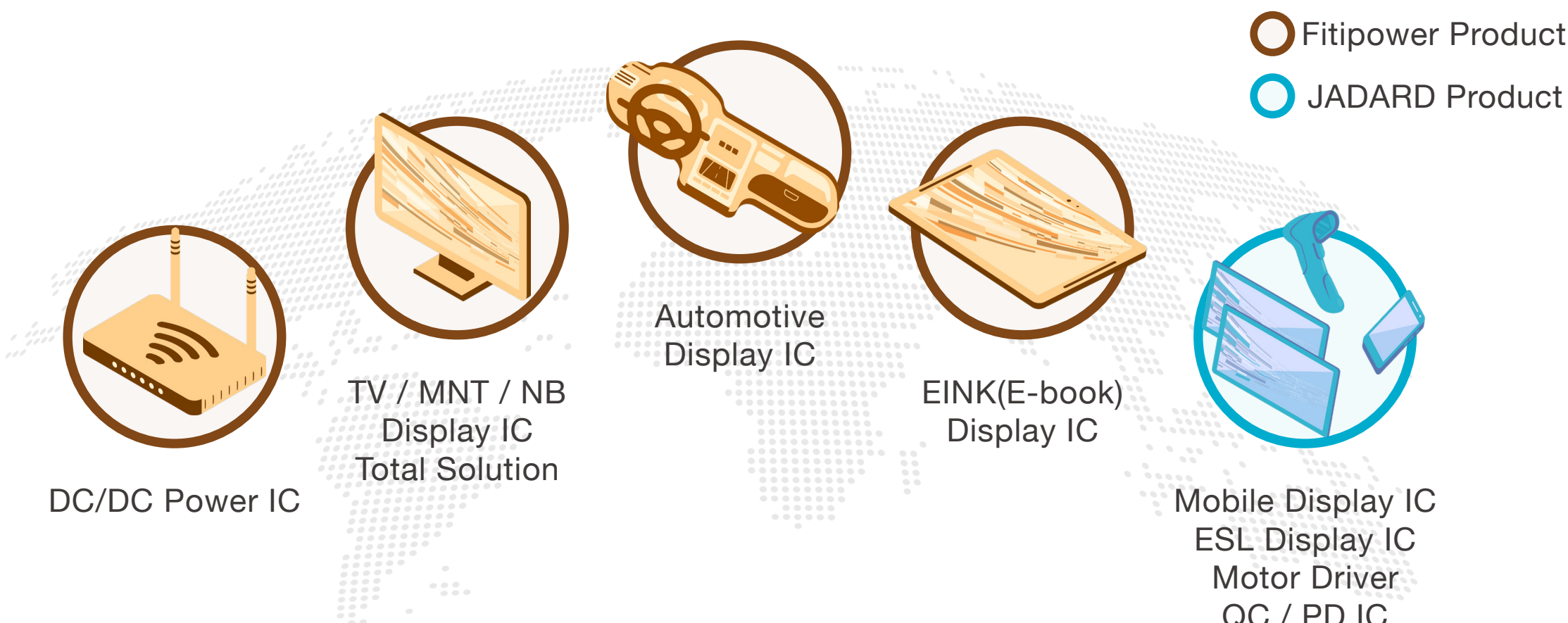
- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

Driving the Evolution of Global Smart Living —
Drive Your Heart

With the maturation and expansion of 5G technology, Internet of Things (IoT) application domains are expanding, bringing unprecedented breakthrough growth to display, sensing, and power control equipment markets. Facing future IoT human-machine interaction requirements for panel technologies—high resolution, diversified screen sizes, and growing experiential application demands—Fitipower has deeply cultivated the panel driver IC field. Our product end applications cover numerous domains including smartphones, smart wearable devices, smart retail, smart services, smart manufacturing, smart security, and digital homes, earning recognition and adoption from international industry leaders. As a leading enterprise in integrated driver single-chip R&D technology, we possess autonomous design capabilities. Combining years of technological accumulation and R&D investment while balancing company product development and industry connections, we collaborate with professional semiconductor manufacturing and packaging facilities to lead the artificial intelligence and IoT era, continuously pursuing human welfare through core product technologies.

Product Applications and Leading Technologies

Fitipower has deeply cultivated panel display IC and power management IC fields, with product end applications covering smart home TVs, high-end commercial computer monitors, laptop computers, and extensive power management IC domains. Product types include display driver ICs, timing control and power management ICs, and network device power management ICs. Looking forward, we will commit to expanding low-power smart IoT (AIoT) and high-performance electric vehicle-related IC products.



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

Fitipower's main products in the power management IC field primarily include switching regulator ICs, linear regulator ICs, and power management integrated components, widely applied in desktop/laptop computers, smartphones, smart TVs, set-top boxes, network communication equipment, and security monitoring equipment. In 2007, our company pioneered Taiwan's first 600V high-voltage white light-emitting diode (WLED) driver IC and became one of the major suppliers of power solutions for laptop computers, LCD TV components, and network device ICs. As environmental consciousness receives increasing attention, power usage efficiency in electronic products has become an actively improved priority. We actively develop high-performance power management ICs for various electronic product applications, hoping to balance power supply growth with environmental protection while fully supporting government energy conservation policies. Subsequently, we will also develop high-voltage, high-current, and high-reliability product lines targeting electric vehicle development trends.

► R&D Achievements in 2024

R&D Achievement	Application Field
Low-power eDP 1.5 Timing Control	Laptop panels
VividX Next-generation Color Processing eDP 1.2 Timing Control	Laptop panels
Color E-paper Power Management IC	E-readers
Ultra-large Display UD 165Hz High Refresh Rate Timing Controller IC Development	TV panels
FHD/QHD High Refresh Low Heat Driver IC	Surveillance monitor panels
High PSRR LDO, effectively reducing power noise impact on images and improving image quality	Smartphone CCM/AR/VR applications
Front Light LED Driver IC	E-readers
High Performance BLDC MCU Mass Production and Shipment	High-speed hair dryers
New COT Low Vin Buck 1A/2A/3A	Networking, smartphones, TVs
Low Iq Boost converter	Remote controls, mice, keyboards

Comprehensive Display Panel IC Solutions

As AI computing accelerates integration into personal computers and mobile devices, consumer demand for high-performance, high-resolution, low-power 3C products continues rising, driving brand manufacturers to actively launch innovative products to promote market upgrades. Smart display technologies, high refresh rates, HDR, Variable Refresh Rate (VRR), and AI image enhancement have become key market development trends. Fitipower provides customers with comprehensive solutions for various panel driver ICs and commits to developing multi-IC energy-saving solutions to optimize end-product power consumption, achieving a balance between high performance and low energy consumption to meet market demands for smart display technology.

- Industry-leading complete solutions for ENERGY STAR 8.0 and 9.0 mass production
- Low-voltage, high-frequency, low-power driver IC mass production for monitors, and FHD dual gate/L-driver low-power, high-integration complete solution development for laptops
- TV driver IC supporting tri-gate complete solutions, and P2P high-speed interface direct connection to SoC supporting Tconless design, reducing chip count per LCD TV
- TV and monitor driver ICs supporting low-power heat sink-free solutions, reducing power consumption and simplifying thermal design
- Small and medium-sized AV products corresponding to WVGA, WSVGA, WXGA, FHD resolutions all have single driver solutions, and 4K resolution provides solutions requiring only two drivers, reducing chip count for small and medium-sized panels
- AMOLED smartphone driver ICs^{Note 1} with built-in power, logic, and output circuit noise reduction design effectively improve image quality; simultaneously supporting multiple compensation algorithms for panel defect voltage and uniformity compensation, including data line coupling compensation and pixel drive voltage adjustment, ensuring display consistency and stability

Note 1 : AMOLED smartphone driver ICs are products of subsidiary JADARD

E-Book Display Driver Chips

Fitipower is a major global supplier of e-paper driver chips. E-paper technology offers significant energy and environmental benefits due to its paper-like display effects, reduced eye fatigue reading, and zero power consumption for static images, widely applied in e-book readers, notebooks, and electronic tags. The rise of remote education has driven overall e-paper reader demand growth. In response to market trends toward larger and colorized display screens, development has expanded from mainstream 6-inch to comprehensive sizes including 10.3-inch and even 13.3-inch, with color e-paper chip development. These changes drive our efforts to reduce required driving voltage while maintaining page-turning speed, achieving more environmentally friendly and power-saving designs.

- Zero power consumption display characteristics for static images with fast power-up/down design
- Industry-first multi-power switching color e-book driver chip
- Industry-first low-power multi-power switching cost-reduction four-color display driver chip
- Industry-first 7-level voltage driving technology providing contrast and detail far exceeding 2-bit, presenting clear text and vivid images

Various Power Management ICs^{Note 2}

Fitipower develops high-performance LDO and power management IC solutions for laptop, camera, smartphone CCM, AR, and VR markets. LDO products feature low-noise characteristics, effectively reducing power interference with image quality, and adopt compact WLCSP packaging to meet modern equipment demands for high performance and miniaturization. Additionally, power ICs use BCD processes integrating MOS switches, mixed signals, and analog components, maintaining high efficiency even under light loads, supporting 100% duty cycle operation, achieving low dropout operation, helping customers reduce energy consumption and costs, and improving end-product energy efficiency and system stability.

- Reduced output noise, improved output stability and high power supply rejection ratio (PSRR)
- Ultra-low quiescent current, power-saving mode and deep sleep mode, reducing power consumption and extending battery life
- Dynamic voltage regulation adjusts power voltage based on actual system usage; reducing power voltage during system idle or low-speed operation significantly reduces circuit power consumption
- High operating frequency enables smaller inductor components, reducing circuit board area, high integration and internal compensation circuits save more external components (MOS switches, compensation capacitors, etc.)
- Comprehensive range of products for high-voltage automotive power, HPC high-current requirements, and multi-phase high-wattage power applications, plus optimal design solutions for next-generation color e-ink displays

Note 2 : Including DC/DC buck and boost ICs, low dropout linear regulators, USB power switches, LED drivers, brushless DC motor drivers, e-paper power management ICs

Electronic Label Display Driver Chips^{Note 1}

With smart retail development, online-offline integration and real-time information synchronization have become core retail industry needs. Electronic Shelf Labels (ESL), due to their low-power characteristics, are widely applied in IoT, edge computing, and logistics fields, significantly reducing energy and resource waste and promoting rapid demand growth. We provide complete solutions from 1.54 to 3.5 inches and actively develop new products integrating energy harvesting technology, promoting battery-free, consumable-free sustainable product development.

- Pioneering anti-fragment detection and active feedback mechanism providing real-time label damage alerts to merchants, reducing manual inspection costs
- Industry-leading sub-3-inch high-resolution driver IC significantly improving display effects and customer satisfaction
- Cutting-edge development of driver ICs integrating energy harvesting technology for battery-free applications
- Industry-first mass production four-color electronic label driver chip with six-color version under development
- AI technology development for electronic label automatic waveform adjustment technology; upon maturity, significantly reduces manpower and time for electronic label mass production preparation
- AI technology introduction for electronic label color correction functions, reducing inter-chip color differences
- VividInk™ Scoring technology development using AI to automatically select dithering effects most aligned with human visual aesthetics

Note 1 : Electronic labels are products of subsidiary JADARD

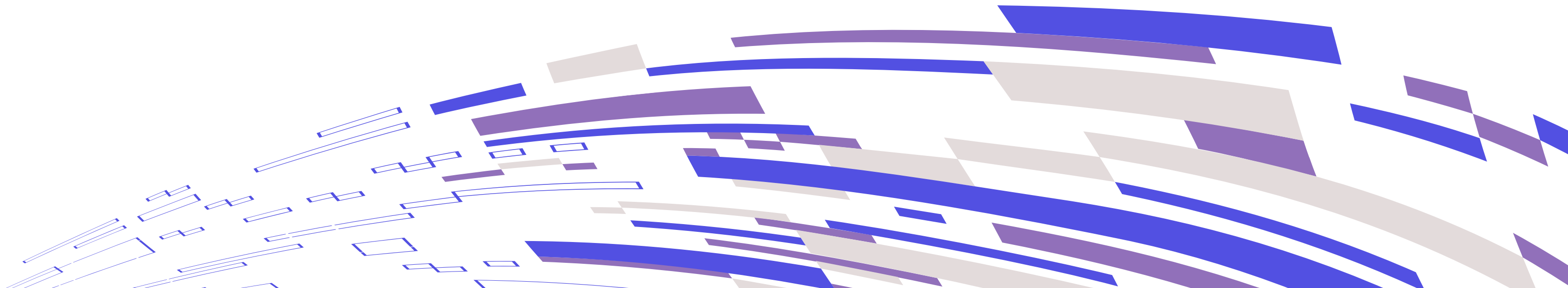
AI Application Chips

Fitipower's development roadmap targets AI algorithm and hardware co-design and co-optimization, focusing on TinyML applications and markets. To master TinyML key technologies, Fitipower has engaged ITRI and Cadence for TVM and System C technology training and guidance in recent years. In 2021, we successfully developed a TVM NN Compiler prototype design solution In 2022, we successfully developed a low-power multi-core architecture general-purpose AI accelerator (supporting CNN neural networks primarily). In 2025, AI chips are progressively being sampled to AIoT customers.

- Lightweight AI models: Optimizing AI models for specific application scenarios (such as voice recognition, environmental sensing) to reduce computational complexity
- Hardware acceleration: AI accelerators improving computational efficiency while reducing power consumption
- Low-cost implementation: Application-specific ICs optimizing key functions without pursuing excessive additional features, significantly reducing costs
- Self-developed IP: Leveraging existing IP modules for self-design or optimization, saving IC area while mastering key technologies for continuous evolution

Sensor Chips

Fitipower utilizes laser light sources and CMOS sensing technology to develop high-performance laser ranging modules, overcoming traditional infrared sensor limitations of environmental light and target color interference and inability to measure distance accurately. Through precise energy and activation time control, power consumption is significantly reduced, extending sensor battery life from weeks to years. This module achieves high-precision ranging within 5% under average power consumption lower than infrared sensors, suitable for faucet, toilet water sensing, and foot kick switch applications. Additionally, customers can utilize ranging functions for advanced controls like smart water volume and temperature management, achieving more energy-efficient smart living.



I Research & Development and Patents

Facing rapid technological advancement and changing market demands, Fitipower continuously accumulates R&D capabilities based on existing comprehensive technology, consistently providing customers with comprehensive design services and products. In 2024, Fitipower Group had 232 R&D personnel with total R&D investment of NT\$2.494 billion, representing 13.0% of total revenue. Additionally, to incentivize patent development, we established "Procedures for Patent Proposal Incentive." In 2024, 22 new patents were approved (Fitipower: 14; JADARD: 8). Cumulatively through the reporting period end, Fitipower Group holds 154 valid domestic and international patents. Fitipower will continue expanding patent portfolios, increasing R&D investment and encouraging patent creation to protect Fitipower's R&D achievements and intellectual property rights. We will also continue actively participating in industry-academia organizations, promoting semiconductor industry cooperation and healthy industry system development. Fitipower's driver ICs are primarily applied in large display



Fitipower Intellectual Property Management Plan
and Implementation in 2024

systems (laptops, monitors, and TVs). These systems use multi-chip discrete architectures requiring processing of multi-chip driver IC data reception synchronization to achieve correct sectioned pixel capacitance data, while considering similar driving voltage capabilities between different ICs at connection points to ensure consistent display performance^{Note 1}. Additionally, inter-system IC compatibility is a key design consideration, as different manufacturers and specification transmission interfaces show different signal integrity performance in various size applications, requiring appropriate circuit compensation techniques for complete data reception and diverse compatibility applications. For power management ICs, primarily targeting networking and 3C markets, recent products pursue high efficiency, low standby power consumption, and energy-saving oriented new product series; also developing high-voltage, high-current, and high-reliability product lines targeting electric vehicle development trends.

Display Driver ICs		Power Management ICs	
- Multi-chip discrete architecture - Inter-system IC compatibility		- High-voltage constant on-time buck architecture - Multi-phase high-current buck architecture	
 Computers and monitors	 TVs	 Network communication devices	 Electric vehicles
- Low power consumption - Anti-noise (GSM noise) and reduced noise emission (Touch noise)^{Note 2}	- Larger sizes - High resolution (8K/4K) - High refresh rates - Enhanced buffer driving capability and narrow bezel applications^{Note 3} - Improved transmission interface speeds^{Note 4} - Electric vehicles	- Compact size - High efficiency - Low power consumption - High integration	- High voltage - High current - High reliability

Note 1 : Circuit technologies include multi-drop/P2P data transmission interfaces, high-strength gamma buffers, offset cancellation to reduce channel buffer deviation, sectored time-division driving, and gamma string layout symmetry optimization.

Note 2 : Circuit technologies include charge recycle, dynamic on/off switching, high PSRR bandgap LDO circuits, differential mode noise suppression, and dynamic signal swing adjustment.

Note 3 : Circuit technologies for enhanced driving capability and narrow bezel applications include output impedance reduction technology, fast gamma charging, fan-out compensation (FOC), and gate delay compensation (GDC).

Note 4 : Transmission interface circuit technologies include adaptive EQ, offset calibration, automatic frequency band selection, and high PSRR LDO to enhance interface anti-noise interference capability.

► New Patents Obtained in 2024 (Fitipower)

Patent No.	Name	Description
TWM650145U	Chip Package and Lens Module	Provides a chip package and lens module, where the chip package includes a package body and multiple solder points. The package body includes a mounting surface with multiple solder points disposed thereon. At least one of the solder points has a mounting axis, with asymmetric shape relative to the mounting axis, and the mounting axis forms a specific angle with the first direction of the package body. This application improves product yield and production efficiency by changing solder point shapes and positioning angles on chip packages, making the mounting surface directionally identifiable to avoid incorrect orientation during processing and production.
TWI831526B	Bandgap Reference Circuit and Method for Simultaneously Generating Reference Voltage and Reference Current	Provides a bandgap reference circuit including: common circuit, current compensation circuit, voltage lock circuit, and current mirror circuit. The common circuit includes a first resistor, second resistor, and first transistor connected in series from an output terminal for outputting reference voltage. The current mirror circuit's first branch connects to the output terminal to provide parallel current, while the second branch outputs reference current. The current compensation circuit ensures the current generated has opposite temperature coefficient to the common circuit current; the voltage lock circuit ensures the voltage difference across the second resistor has opposite temperature coefficient to the first transistor's emitter voltage. This case also provides a method for simultaneously generating reference voltage and reference current.
CN112036325B	Fingerprint Recognition Module and Display Device	A fingerprint recognition module for under-display fingerprint recognition, including optical sensor module, at least two light-emitting elements, at least two first polarizers, second polarizer, and at least two polarization rotators. Each light-emitting element is positioned around the optical sensor module periphery. The optical sensor module collects light emitted by light-emitting elements and reflected by fingers to form fingerprint images. Each light-emitting element's light exit surface has a first polarizer. The second polarizer faces the optical sensor module on the side where it acquires fingerprint optical signals, with first and second polarizer axes perpendicular to each other. Polarization rotators are positioned opposite each first polarizer on the side away from light-emitting elements, rotating polarized light from first polarizers to change polarization states. This invention also provides a display device applying the fingerprint recognition module.
TWD230851S	Chip Package	This design's key point lies in the product's overall appearance and shape. The chip package design includes a package body and multiple solder points disposed on the package body's mounting surface. The design's characteristic feature is solder points with asymmetric shapes composed of curved and straight edges (as shown in front view) with specific positioning angles, creating an overall appearance with distinctive visual effects.
CN112530338B	Amplifier Circuit	This invention provides an amplifier circuit including: input amplifier module with first and second output terminals; output amplifier module with first input terminal, second input terminal, and output terminal; and overshoot suppression module electrically connected to the input amplifier module's first and second output terminals, output amplifier module's first and second input terminals and input terminal, controlling voltages within preset ranges based on output amplifier module output voltage and stacked bias circuit voltage. The overshoot suppression module includes stacked bias circuit and wide-swing clamp circuit, with the wide-swing clamp circuit electrically connected to both ends of the stacked bias circuit. The bias circuit receives bias signals, while the wide-swing clamp circuit controls the overshoot suppression module's conductive or open circuit state based on bias signals and output amplifier module output signals.
US11972587B2	Method for Establishing Semantic Distance Map and Related Moving device	An establishing method of semantic distance map for a moving device, includes capturing an image; obtaining a single-point distance measurement result of the image; performing recognition for the image to obtain a recognition result of each obstacle in the image; and determining a semantic distance map corresponding to the image according to the image, the single-point distance measurement result and the recognition result of each obstacle of in the image; wherein each pixel of the semantic distance map includes an obstacle information, which includes a distance between the moving device and an obstacle, a type of the obstacle, and a recognition probability of the obstacle.
CN112201189B	Level Shift Circuit and Display Device with Level Shift Circuit	A level shift circuit and display device including differential input circuit, current limiting circuit, latch circuit, and voltage shielding circuit. The voltage shielding circuit includes first through fourth shielding transistors. First and second shielding transistors are connected in series between the differential input circuit and second output terminal, while third and fourth shielding transistors are connected in series between the differential input circuit and first output terminal. First and third shielding transistor gates receive first voltage, while second and fourth shielding transistor gates receive second voltage lower than the first voltage. First and third shielding transistor substrates receive third voltage, while second and fourth shielding transistor substrates receive fourth voltage higher than the third voltage.
CN221008939U	Chip Package and Lens Module	Provides a chip package and lens module, where the chip package includes a package body and multiple solder points. The package body includes a mounting surface with multiple solder points disposed thereon. At least one of the solder points has a mounting axis, with asymmetric shape relative to the mounting axis, and the mounting axis forms a specific angle with the first direction of the package body. This application improves product yield and production efficiency by changing solder point shapes and positioning angles on chip packages, making the mounting surface directionally identifiable to avoid incorrect orientation during processing and production.
CN308669802S	Chip Package Solder Points	1.This industrial design product name: Chip package solder points.
TWD231747S	Chip Package Solder Points	2.This industrial design product application: Chip packages and chip package solder points applied to semiconductor components
TWI846510B	Voltage Conversion Circuit, Control Method, and Voltage Conversion System	3.This industrial design product's design key point: The shape and spatial distribution of chip package solder points.
TWI847587B	Test Program Development Method, System and Electronic Equipment	This design's key point lies in the shape and spatial distribution of chip package solder points.
KR30-1271144-0004	칩 패키지 CHIP PACKAGE	The combination of "chip package" shape and form is the key point of design creation content.
KR30-1273393-0001	칩 패키지 CHIP PACKAGE	The combination of "chip package" shape and form is the key point of design creation content.

Note : For JADARD patent details, please refer to the "[JADARD 2024 Sustainability Report.](#)"

I Digital Transformation and Automation Competition

Facing the rapid advancement of digital technology, we conducted a company-wide digital optimization inventory in 2022, comprehensively evaluating each department's operations and encouraging colleagues to propose appropriate digital initiatives for their work. By the end of 2024, our overall digitalization level reached 86%, with 75 work items identified for further enhancement and planning. In response to AI transformation trends in 2024, the Company planned to establish an AI platform integrating various daily operations to provide rapid solutions and real-time responses to external user feedback.

We improve internal organizational management processes and costs while enhancing work efficiency and ensuring quality management. Fitipower regularly hosts the "Golden Opening Awards," encouraging colleagues to develop automation concepts from their responsible operations and projects. From conceptualization, proposal, execution to widespread application as cross-departmental benchmarks, the competition is divided into "Design," "Office Automation," and "Verification & Engineering" categories and has been held for six consecutive years. In 2024, we organized 4 sessions (2 sessions for Verification & Production), with a total of 48 participating teams, 19 award-winning projects, and total prize money of NT\$580,000.

► Award-Winning Projects in 2024

Category	Award	Project Name	
Design	 Champion	• AI-Assisted Automated IP Design Language Conversion (Verilog to C)	
	 Distinctive	• CI/CD Fully Automated Development Platform	
Validation and Production	 Champion	• STD cell Re-K Library • One-Click, Highly Integrated Universal Power IC Verification Platform	• EMI Near-Field Measurement Automation Platform Development • Auto-generation of LEF & DEF for APR
	 Distinctive	• All-in-one Closed Loop/OIS VCM Adjustment Automation • TCON Systematic Fast Verification V2.0 (Module FT) • Automatic Generate Initial code for TDDI IC • Neural Network Database Construction QFN Prediction Platform • JDTool Sensor Mapping • Multi-Platform Data Analysis System • Panel Power Level Shifter IC Input Verification Automation	• Neural Network Database Construction SPICE MODEL Behavior Prediction Platform • AI Auto ESL Font Sharpness Tuning • FRC Image Quality Automated AI Recognition System
Office	 Champion	• Organizational Chart of the Group's Chain of Command	
	 Distinctive	• Issue Tracking System • Last Time Buy One-Stop Shop	

2

Responsibility Sharing

2.1 Business Performance and Taxation

2.2 Governance Regulations and Framework

2.3 Regulatory Compliance and Professional Ethics

2.4 Risk Management

2.5 Information Security

Corresponding Stakeholders and Material Topics



Shareholder/
Investor



Employee



Government
Agency



Supplier



Customer



Financial
Performance



Information
Security



Information
Security

Policy and Response to SDGs

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



2.1 Business Performance and Taxation

🎯 **Goals and Achievements** ✔️ **Achieved**

2024 Goals

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

Short-term Goals (2025-2026)

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

Medium to Long-term Goals (2027-2030)

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

🔍 **Evaluation Indicators**

- Financial indicators and stock value
- Management strategy

🔧 **Responsibilities**

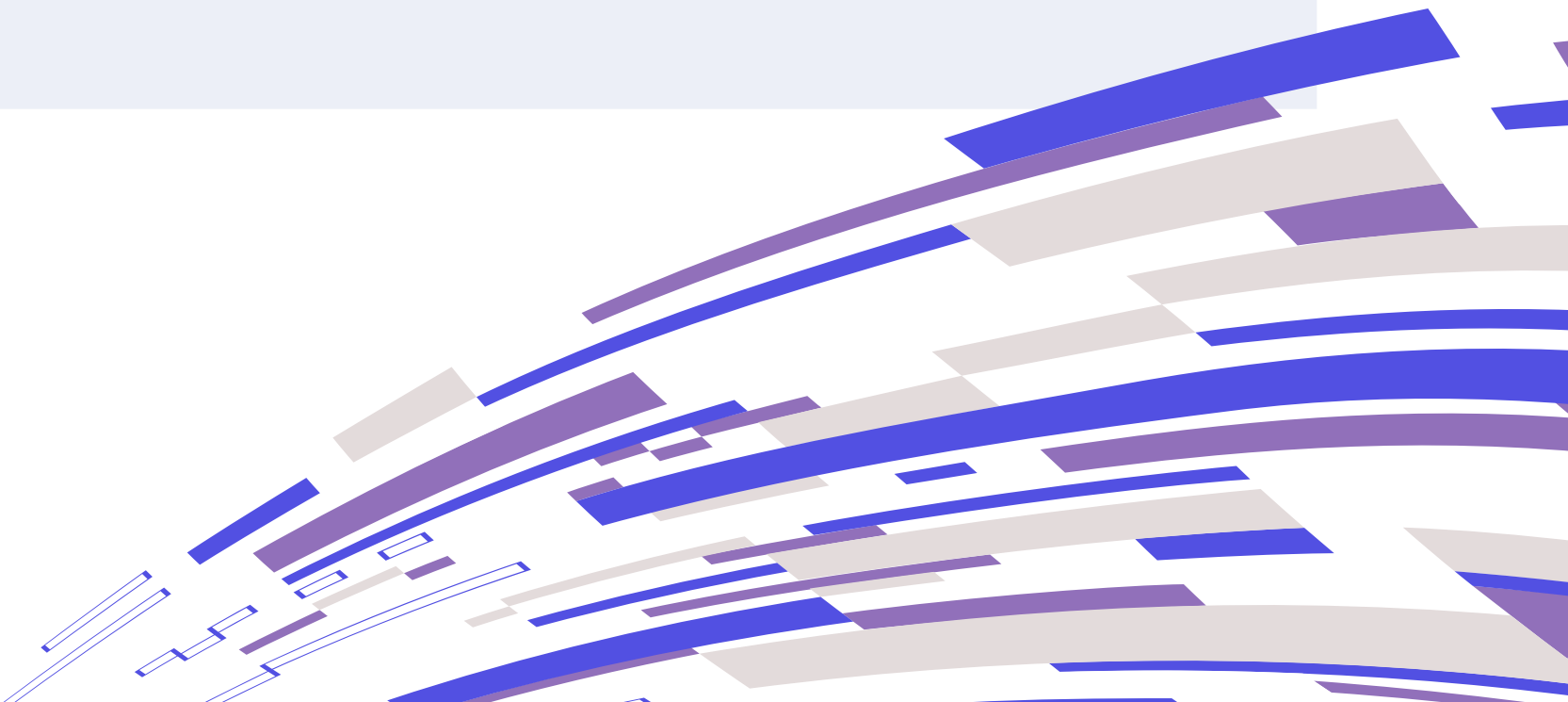
- Management Team/Board of Directors
- R&D Unit
- Finance Unit
- Sustainability Unit

👤 **Key Stakeholders**

- Shareholder/Investor

💬 **Communication Mechanism**

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.



I Financial Performance

In 2024, despite the gradual easing of inflationary pressures, major global economies maintained high interest rate policies, combined with geopolitical conflicts and supply chain uncertainties, making the global market recovery process challenging. The consumer electronics market showed moderate recovery, but demand recovery momentum varied, with the industry in the early stages of restocking cycles following inventory adjustments. Facing multiple external risks and market volatility, Fitipower continued its strategy of organizational deployment and flexible resource allocation, extending related management approaches to the entire group and overall product value chain, establishing a foundation for stable operations in an uncertain environment.

Through vertical integration and horizontal division of labor across domestic and international subsidiaries, we developed supply localization and regionalization to respond to deglobalization and product carbon reduction trends. On the customer side, we developed diversified innovative products, expanding product applications in AloT, automotive, electronic paper, communications and other fields to align with market trends. In 2024, Fitipower provided 2.04 billion product services (680 million display driver chips; 1.05 billion power management chips; 310 million other chips). The consolidated revenue for 2024 was NT\$19.199 billion, with earnings per share of NT\$16.08.

Item	Sub-item	2021	2022	2023	2024
Direct economic value generated	Net sales (NT\$ thousands)	22,868,238	19,680,425	16,286,520	19,199,740
	Income from financial investments (NT\$ thousands)	59,555	84,410	343,492	302,631
	Income from asset sales (NT\$ thousands)	43	0	1,118	1,544
Economic value distributed	Operating costs (NT\$ thousands)	12,794,460	13,272,318	11,757,297	14,658,922
	Employee compensation and benefits (NT\$ thousands)	2,337,095	2,532,201	2,175,538	2,323,394
	Payments to capital providers (NT\$ thousands)	415,549	3,164,997	1,582,499	1,288,127
	Payments to the government (NT\$ thousands)	214,877	1,061,572	702,881	656,107
	Community investments (NT\$ thousands)	200	20,000	3,000	4,500
Economic value retained	(NT\$ thousands)	7,165,655	(286,253)	409,915	572,865
Investment value	Return on equity	60.39%	19.67%	13.64%	14.14%
	Return on assets	38.14%	13.22%	9.42%	9.69%
	Gross profit margin	46.63%	36.31%	32.43%	28.61%
	Operating margin	33.75%	19.66%	14.40%	11.48%
	Net profit margin	27.94%	16.61%	14.53%	12.98%
	Earnings per share (NT\$)	33.83	16.49	13.29	16.08
	Cash dividend per share (NT\$))	17	8.5	10.64	12.87
	Market capitalization (NT\$ hundred millions)	526	215	312	282
	Capital expenditure (NT\$ thousands)	544,939	748,490	465,492	733,939
Other	Government subsidies (NT\$ thousands)	45,218	26,591	95,366	185,426

Note 1 : "Economic value retained" represents "direct economic value generated" minus "economic value distributed"

Note 2 : Market capitalization calculated based on stock price as of December 31 of respective year

Note 3 : Financial consolidation scope covers all entities in the "Organizational Chart of Affiliates"

Note 4 : "Income from financial investments" and "Payments to the government" have been restated for 2021-2023 due to definitional differences; "Economic value retained" information adjusted accordingly

Note 5 : 2023 "Government subsidies" information was misleading and has been restated

I Tax Management

Fitipower proactively monitors tax regulatory changes and potential tax risks in all operational jurisdictions. To further ensure effective operation of tax management mechanisms, we have established tax policies and a tax management unit to effectively control tax risks. Routine tax administration and management are delegated to the chief accounting officer, assisted by professional and experienced accounting personnel to fulfill the Company's tax obligations. The chief financial officer bears ultimate responsibility for tax management, and relevant tax disclosure information is reviewed by certified public accountants for accuracy. Additionally, we strengthen professional knowledge through professional services provided by external tax consulting institutions and actively participate in various innovation and investment tax credit incentives and subsidies.



Tax Policy

- All operational activities are conducted in compliance with relevant regulations.
- Transactions between affiliated enterprises are based on arm's length principles and comply with internationally recognized transfer pricing guidelines published by the Organization for Economic Co-operation and Development (OECD).
- Important operational decisions consider tax implications.
- We do not use tax havens for planning purposes or deliberately transfer profits to low-tax countries or regions for tax avoidance.
- Financial report information is transparent, and tax disclosures are handled in accordance with relevant regulations and standards.
- We maintain good communication channels with tax authorities.

Fitipower and its subsidiaries' main operational bases are located in Taiwan, Hong Kong, and China. We continuously monitor tax risks in all operational regions and formulate response strategies to ensure operations are not affected.

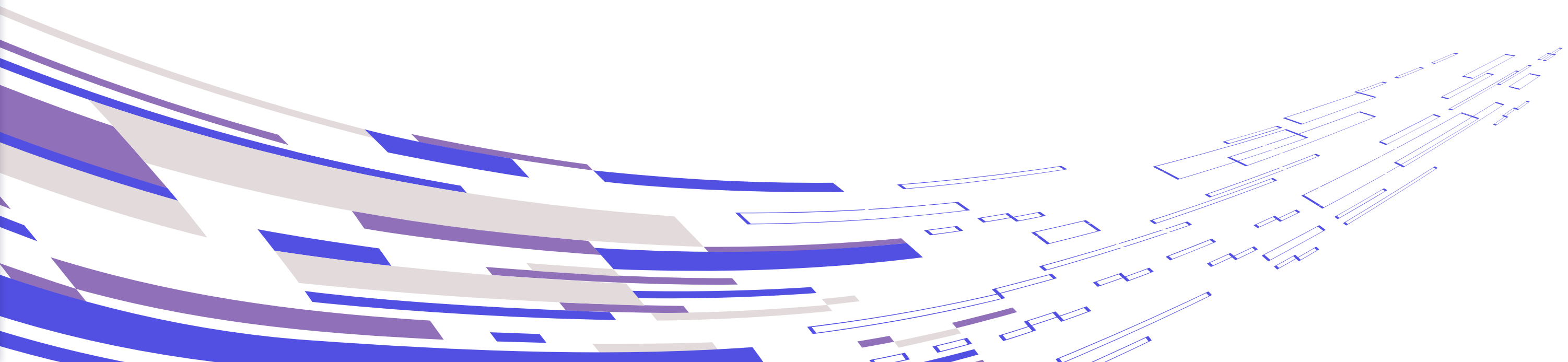
Main tax risks include:

- Changes in tax regulations may adversely affect business performance and increase corporate tax costs.
- Changes in tax regulations or incentive measures may affect existing corporate tax planning.
- Variable economic environments, such as US-China trade tariff conflicts, affect changes in international investment locations and related tax implications.

► Recent Tax Payments

Year	2021	2022	2023	2024
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Tax payments (NT\$ thousands)	214,877	1,061,572	702,881	656,107
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2.2 Governance Regulations and Framework

Goals and Achievements

 **Achieved**

2024 Goals

- Corporate Governance Evaluation ranking within top 20% 
- Board meeting attendance rate >90% 
- Independent directors account for 1/2 of the board seats; female directors account for 1/3 
- No significant deficiencies in internal control audits 

Short-term Goals (2025-2026)

- Corporate Governance Evaluation ranking within top 20%
- Board meeting attendance rate >90%
- Independent directors account for 1/2 of the board seats; female directors account for 1/3
- No significant deficiencies in internal control audits

Medium to Long-term Goals (2027-2030)

- Corporate Governance Evaluation ranking within top 5%
- Selection for one corporate governance-related index
- Board meeting attendance rate >90%
- Independent directors account for 1/2 of the board seats; female directors account for 1/3
- No significant deficiencies in internal control audits

Evaluation Indicators

- Board of Directors performance evaluation
- Annual internal audit reports
- Corporate Governance Evaluation

Responsibilities

- Board of Directors and related functional committees
- Internal Auditing (IA)
- Management Team

Key Stakeholders

- Employee
- Government Agency

Communication Mechanism

- Board of Directors and Functional Committee Meetings (Compensation Committee, Audit Committee, Sustainability Committee)
- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

Since our first participation in the "Corporate Governance Evaluation," we have recognized Fitipower's deficiencies in information disclosure and institutional frameworks, and have since undertaken improvements. Through the redesign of the Company's official website, we enhanced the completeness of governance-related information disclosure and established the Sustainability Committee and related regulations to improve management processes and mechanisms. Under continuous improvement in corporate governance, Fitipower's Board composition demonstrates high diversity. In 2024, female directors comprised 43%, significantly higher than the average level of listed companies, while independent directors reached 71%, ensuring independence and professionalism in corporate decision-making. These efforts are reflected in governance evaluation performance, with Fitipower achieving progressive improvements year by year, obtaining a ranking of 6%-20% in the 10th Corporate Governance Evaluation in 2024, demonstrating steady progress in corporate governance. Facing dramatic global upheavals and unknown challenges, Fitipower will continue to strengthen governance systems, enhance information transparency and board diversity, ensuring the Company advances steadily on the path of sustainable operations.

We understand that transparent corporate governance systems and organizational composition and operations are crucial. To

ensure that the responsibilities of various governance organizations and individuals align appropriately, the Company has established relevant "Internal Regulations" and through supervision and checks and balances by the management team, reasonably defines and allocates the rights and responsibilities among all shareholders, operational teams, and stakeholders to implement corporate governance. Regarding employee and director compensation regulations, we comply with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange," clearly stipulated in the Company's articles of incorporation: "If the Company is profitable, it shall allocate no less than 5% for employee compensation and no more than 1% for director compensation. However, if the Company still has accumulated losses, it shall reserve amounts for compensation in advance."

► Corporate Governance-Related Continuing Education Courses

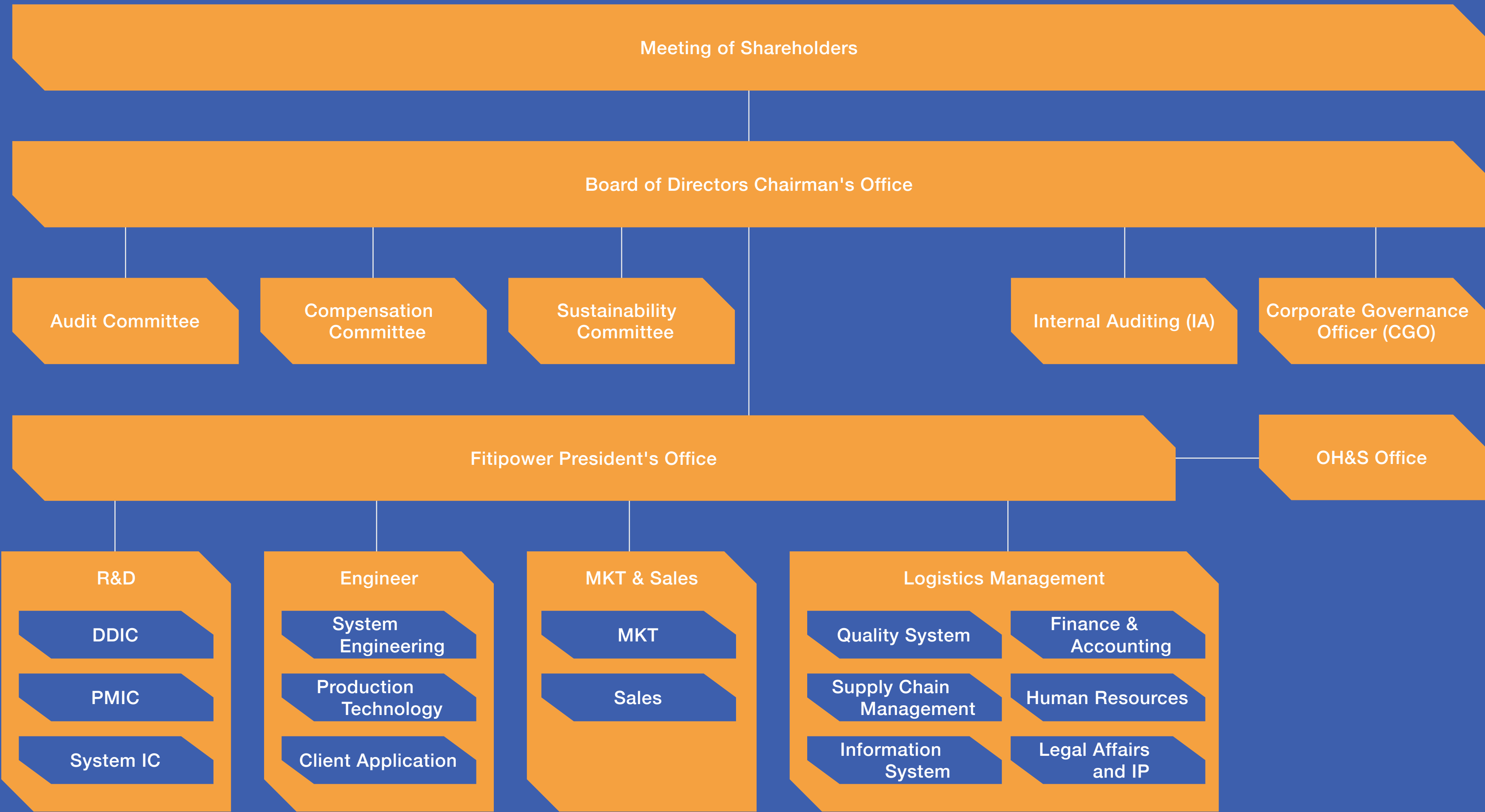
Participants	Course Title	Total Training Hours
Members of the Board of Directors	- The ESG Legal Issues Faced by Board of Directors - Impact of Export Controls on Corporate Operations and Risk Management & Control - pplication of Modern Enterprise Risk Management Strategies in Corporate Governance - Listed Company Director Training Course - Application of Generative AI and ChatGPT - Corporate Sustainability Governance Gender Equality and Diverse Decision-making - Trade Secrets Protection and Prevention of Insider Trading - Analyzing Corporate Performance and Risk Prevention through Financial Statements - How to Adjust the Internal Control System to Adapt to New ESG Regulations?	42
	- GHG Protocol Corporate Standards and Scope 3 Standards Training Course 2024 Insider Equity Trading Legal Compliance Briefing - Listed Company - Using Derivatives to Expand Asian Asset Management Territory Seminar	13
Accounting Officers	Continuing Development Course of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	24
Internal Audit Officer	- Using "Intellectual Property Management" to Improve Corporate Governance and Internal Control Law Compliance - Legal Responsibility and Internal Control/Internal Auditing Practices for Employee Fraud - Information Governance and Internal Control & Audit (Personal Data, Business Secret Protection, and Artificial Intelligence)	24
	The Latest Regulations on "Annual Report/Sustainability Information/Financial Report Compilation" and Practice of Internal Control Management	

This protects the interests of all stakeholders and advances toward sustainable corporate operations. In 2024, the ratio of the highest individual compensation to the median compensation of other employees was 10.82. To further strengthen corporate governance, we revised the "Board of Directors Performance Evaluation Regulations," clearly stipulating that at least once every three years, an external professional independent team shall conduct Board performance evaluation, and we conducted the first external evaluation of Board performance in 2024. At the same time, we also regularly conduct internal evaluation operations annually. The overall performance score for 2024 was 4.98 out of 5, indicating good board operations. Additionally, we encourage members of the Board and colleagues to actively participate in relevant continuing education courses to ensure that the highest governance team's judgment and decision-making, as well as various unit colleagues, truly align with Fitipower's operational purposes and understand international and industry trend changes and responses.

Fitipower's governance organization is structured as follows, with a Corporate Governance Officer and one Corporate Governance personnel appointed by board resolution. Primary responsibilities include legally handling meetings related to the Board of Directors, Audit Committee, Compensation Committee, and Shareholders' Meeting; preparing meeting minutes

for the aforementioned meetings; assisting directors with onboarding and continuing education; providing directors with necessary information for business execution; and assisting directors in legal compliance. The responsibilities and execution status of the relevant units are described as follows:

► Fitipower Organizational Chart



I Board of Directors



Duty

- Establish important regulations, contracts, and procedures (including governance organization charters and meeting rules, asset acquisition or disposal, derivative transactions, lending funds to others, endorsements or guarantees for others, and procedures for major financial business activities, internal control systems and effectiveness assessments)
- Resolve major matters (including management decisions and operational plans, capital increases/decreases, reinvestments, major donations)
- Supervise company operations and execution (such as financial performance, non-financial advancement)
- Performance evaluation and appointment/dismissal of financial, accounting, and internal audit officers



Member

Following the 2024 director election, Fitipower's Board of Directors comprises 7 directors with terms expiring in May 2027. The selection and succession of board members follow the provisions of the "Articles of Incorporation" and the "Procedures for Election of Directors" using a candidate nomination system. Beyond considering professional and diverse core competency capabilities, we emphasize behavioral conduct, ethical reputation, and independence assessment to achieve proper planning and effective supervision. The Company has seven directors, all of whom possess diverse backgrounds, including various industries, finance and accounting, and legal backgrounds. Additionally, we have established "Board of Directors Performance Evaluation Regulations" through internal and external evaluations and multiple measurement items to ensure proper board operations and serve as reference for director selection. For detailed information on the diverse composition of the Board of Directors members' academic and professional backgrounds and capabilities, please refer to the Company's official website under the "[Board of Directors](#)" section.



Women account for 43%



All directors are over 50 years old



Ratio of directors who are employees is 29%

Ratio of independent directors is 71%

Meeting Frequency

At least quarterly, with a total of seven meetings held in 2024.

Attendance Rate

100%

I Functional Committees of the Board

Audit Committee



Duty

- Supervise appropriate expression of company financial statements
- Establish or revise internal control systems and effective implementation of internal controls
- Selection (or dismissal) and independence assessment of CPAs
- Management authority for existing or potential company risks
- Company compliance with relevant laws and regulations
- Material transactions involving assets, derivatives, fund lending, and endorsement guarantees
- Matters involving directors' personal interests



Member

Fitipower's Audit Committee comprises five independent directors elected by the shareholders' meeting, with terms concurrent with the Board of Directors.



Women account for 40%



All committee members are over 50 years old



Ratio of independent directors is 100%

Meeting Frequency

At least quarterly, with a total of six meetings held in 2024. For detailed information, please refer to the "[Audit Committee](#)" section on the Company's official website.

Attendance Rate

100%

Compensation Committee



Duty

- The primary function is to evaluate the compensation policies and systems for the Company's directors and managers from a professional and objective position, and provide recommendations to the Board of Directors for decision-making reference.
- Establish and regularly review annual and long-term performance targets and compensation policies, systems, standards, and structures for the Company's directors and managerial officers.
 - Regularly evaluate achievement of performance targets for the Company's directors and managerial officers and determine individual compensation content and amounts.



Member

Fitipower's Compensation Committee comprises three independent directors appointed by the Board of Directors, with terms concurrent with the Board of Directors.



Women account for 33%



All committee members are over 50 years old



Ratio of independent directors is 100%

Meeting Frequency

At least twice annually, with additional meetings convened as needed. A total of four meetings were held in 2024. For detailed information, please refer to the "[Compensation Committee](#)" section on the Company's official website.

Attendance Rate

100%

I Sustainability Committee



Duty

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

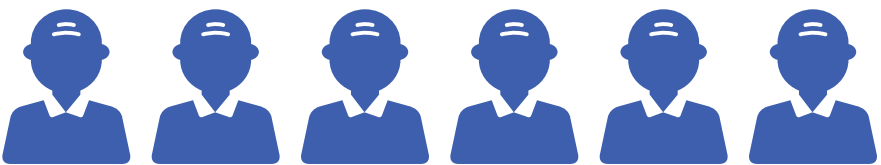


Member

Fitipower's Sustainability Committee comprises the Chairman, President, and four independent directors, with terms concurrent with the Board of Directors.



Women account for 50%



All directors are over 50 years old



Ratio of directors who are employees is 33%

Ratio of independent directors is 67%

Meeting Frequency

The Comimittee shall convene at least twice annually, with extraordinary meetings convened as needed. A total of 2 meetings were held in 2024. For detailed information, please refer to the "[Sustainability Committee](#)" section on the Company's official website.

Attendance Rate

100%

I Internal Auditing (IA)



Duty

- Evaluate the soundness, reasonableness, and effectiveness of the Company's internal control systems and various management systems.
- Evaluate the efficiency of various units within the Company in executing plans or policies and their designated functions (ensuring appropriate personnel organization for each unit, branch, or department; maintaining proper records for all transaction cycles; and appropriately preventing waste, fraud, or inefficient use of cash, securities, or other assets, while conducting comparative analysis of operational performance and reviewing business results to implement effective strategies for efficiency improvement).
- Review audit reports and self-assessment reports submitted by various units and subsidiaries, and track improvements in internal control deficiencies and abnormal matters.



Member

The Company employs one internal audit officer appointed by resolution of the Board, dedicated to internal audit-related operations.

Internal Audit Process and Frequency

Audit personnel conduct regular inspections according to the annual audit plan, and ad-hoc project audits are conducted according to instructions from the Company's top management or authorized personnel. For internal control deficiencies and abnormal matters discovered during audits, in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," audit reports and audit tracking reports are submitted to the Company's Audit Committee by the end of the month following completion of audit reports. In addition to regularly reporting audit operations to the Audit Committee, the internal audit officer shall attend Board meetings to report.

Internal Audit
Management
Process

STEP 1

Regulation and system
establishment and
updates



STEP 2

Annual audit
planning



STEP 3

Audit notification
and implementation



STEP 4

Audit reports and
improvement
tracking



STEP 5

Results
reporting



Proportion of Deficiencies Completed for
Improvement

No internal deficiencies were identified in 2024.

2.3 Regulatory Compliance and Professional Ethics

Goals

✔ Achieved

2024 Goals

- No major legal violations ✔
- 100% completion rate for mandatory annual courses on business ethics and regulatory compliance ✔

Short-term Goals (2025-2026)

- No major legal violations
- 100% completion rate for mandatory annual courses on business ethics and regulatory compliance

Medium to Long-term Goals (2027-2030)

- No major legal violations
- 100% completion rate for mandatory annual courses on business ethics and regulatory compliance

Evaluation Indicators

- Violations and litigation matters

Responsibilities

- Internal Auditing (IA)
- Legal Affairs Unit
- Human Resources Unit

Key Stakeholders

- Employee
- Government Agency
- Supplier

Communication Mechanism

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

To strengthen corporate business conduct, business ethics, and compliance culture, Fitipower has established internal ethical standards based on national regulations including the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," "Personal Data Protection Act," "Trade Secrets Act," "Fair Trade Act," and "Securities and Exchange Act" (available for download and review under "Major Internal Rules" on Fitipower's official website). The administrative management unit is responsible for formulating and supervising the implementation of integrity management policies and prevention programs, reporting implementation results to the Board of Directors annually. In addition to requiring board members and company colleagues to comply with relevant regulations, we also conduct employee training and assessments to enhance colleagues' awareness of integrity management and business ethics. In 2024, total employee training hours reached 4,216 hours.

Regarding conflict of interest management, Fitipower has established interest avoidance provisions in the Rules of Procedures for the Board of Directors and organizational regulations of committees such as the Audit Committee. Committee members must disclose important content of their interests regarding meeting matters that involve themselves or legal entities they represent. If there is potential harm to company interests, they may not participate in discussions and voting, must recuse themselves during discussions and voting, and may not exercise voting rights on behalf of other directors. The Company has established the "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct," and "Regulations Governing Finance and Business-Related Affiliates between Affiliated Parties," which clearly stipulate interest avoidance for relevant stakeholders.

Additionally, Fitipower has established an independent whistleblower mailbox (wb@fitipower.com) for use by internal and external personnel. When the responsible unit receives a report, it shall process the reported matter according to procedures specified in the Company's "Ethical Corporate Management Operating Procedures and Code of Conduct," reporting to department heads or independent directors based on the subjects involved in the reported matter to investigate relevant facts. After investigation and processing, the reported matter, its handling method, and subsequent review and improvement measures shall be reported to the Board of Directors. We encourage internal and external personnel to report dishonest or inappropriate behavior, offering rewards of up to NT\$10,000 based on the severity of the situation, and commit to protecting whistleblowers from inappropriate treatment due to reporting matters. Regarding legal compliance, responsible units for various management procedures and regulations promptly update relevant internal regulations in accordance with the law, and the Internal Auditing (IA) examines regulatory compliance according to the internal audit system. In 2024, we did not receive any reports related to violations of integrity management, nor did we discover any violations of regulations (including laws related to environment, health and safety, labor, marketing promotion and product labeling, unfair competition, etc.).

2.4 Risk Management

🎯 Goals ✔️ Achieved

Short-term Goals (2025-2026)

- Implement Company-wide Enterprise Risk Management (ERM)
- Conduct in-depth climate risk identification and align with TCFD framework ✔️
- Introduce Business Continuity Planning (BCP)

Medium to Long-term Goals (2027-2030)

- Conduct in-depth nature-related risk identification and align with TNFD framework (2030)

🔍 Evaluation Indicators

- Annual risk reports

👤 Responsibilities

- Risk Management Unit

👥 Key Stakeholders

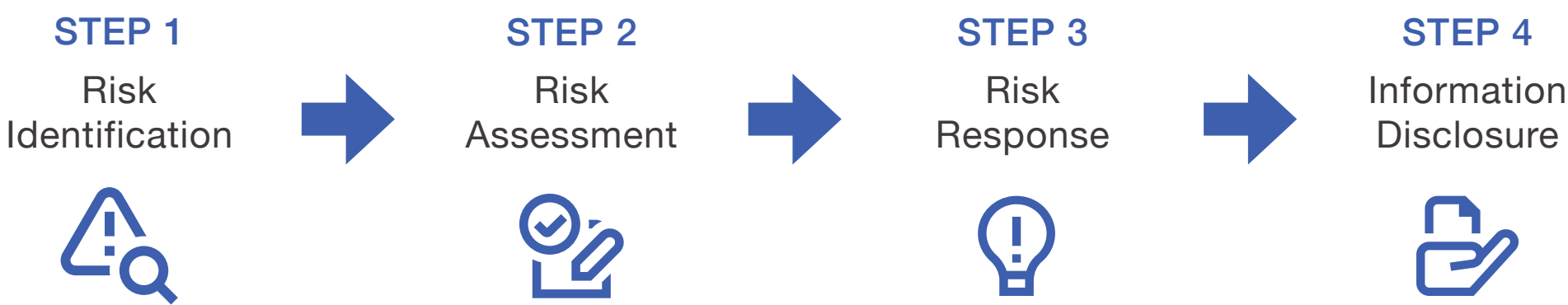
- Shareholder/Investor
- Customer
- Supplier
- Employee
- Government Agency

💬 Communication Mechanism

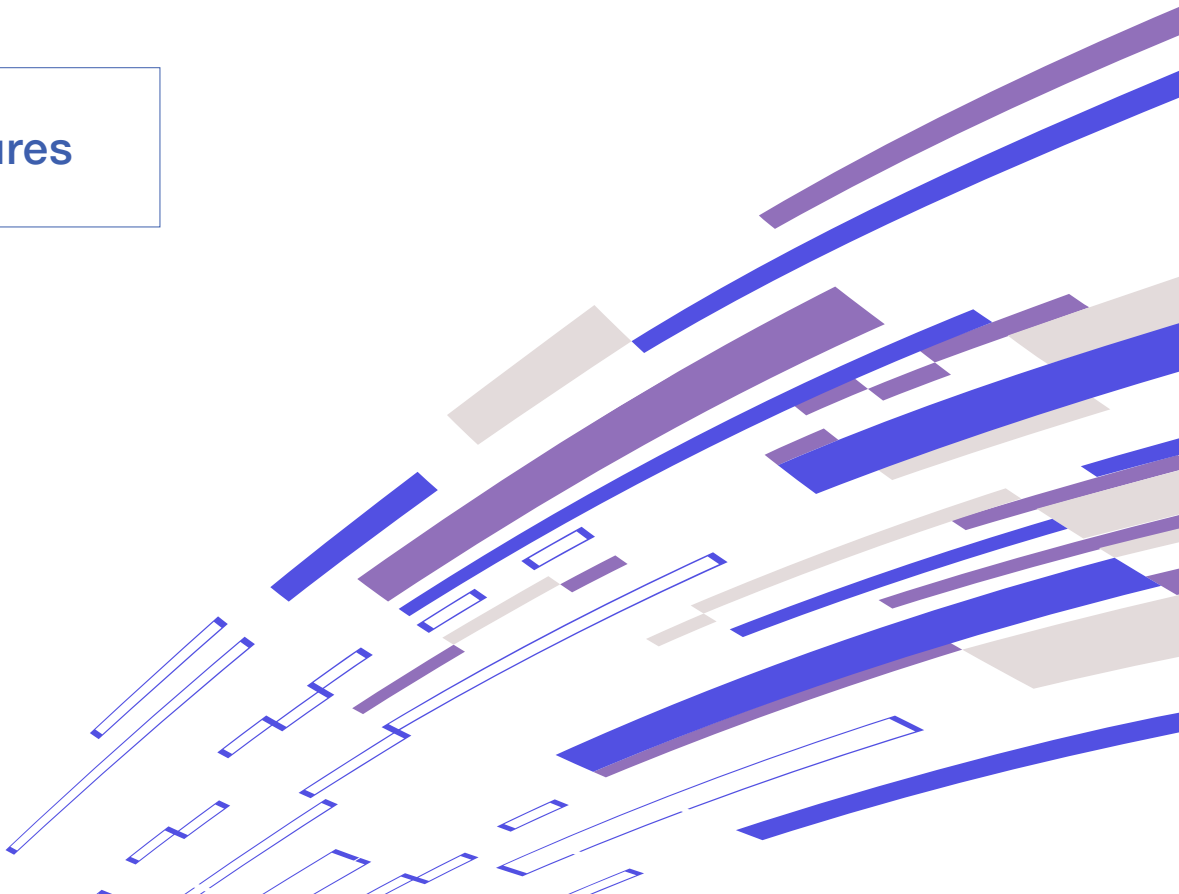
- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

To implement Fitipower's sustainable business objectives, we are committed to appropriately assessing, effectively identifying, measuring, monitoring, and managing potential risks in all business operations, maintaining risks within acceptable ranges. To this end, the Company has established the "Fitipower Risk Management Policy and Procedure" as the highest guiding principle for all units to promote risk management work.

Risk management operations should follow the Company's overall business strategy and objectives, comprehensively considering factors such as business growth, risk tolerance, and return potential to establish risk tolerance standards, regularly assess and monitor risk exposure, and establish risk indicators and early warning mechanisms. Furthermore, we simulate possible future scenario changes as reference for risk response. The Company's risk management is based on relevant company policies and internal control systems, with each operational unit conducting risk identification, analysis, measurement, monitoring, response, and reporting according to their business characteristics and degree of risk impact, continuously reviewing and improving response measures. The risk management process includes the following four core procedures:



↓ [Risk Management Policy and Procedures](#)



Each management unit must regularly assess and review risk issues. The President, based on extensive operational experience and senior professional judgment, consolidates these into major risk matters and regularly reports to the Board of Directors on prevention, control, and establishment of relevant early warning measures for various risks during business management processes.

Risk Category	Risk Item	Risk Description	Response Strategy
Environmental	Climate Change	In response to climate change, major global countries have declared net-zero targets, with many international brands and enterprises responding and setting their action targets. As one of the major suppliers of chip integration solutions, Fitipower will directly face customer and government requirements, leading to increased related costs and potential risk of cooperation termination.	Fitipower continuously monitors international trends, customer orientations, and domestic policy requirements, planning related targets and actions. In the short term, we further improve internal related management systems and databases for climate risks and carbon emissions, such as implementing TCFD, ISO 14064-1, ISO 14067, and continuously promoting related energy-saving and carbon reduction measures like green office culture and green procurement. In the medium to long term, we will further plan and evaluate the use of renewable energy and carbon offset measures. In 2024, we completed comprehensive assessment of climate risks and opportunities with financial impact estimation and completed ISO 14064-1 greenhouse gas inventory as the basis for future carbon management.
Human Resources	Long Talent Development Period and Turnover	Power management IC R&D talent requires a longer development period, and with a late start domestically, the overall environment still focuses primarily on developing digital design R&D personnel. Compared to overseas, there are fewer engineers with practical mass production experience in power management IC design and manufacturing.	The Company has sound welfare and compensation systems to attract excellent talent and enhance employee loyalty, thereby reducing turnover rates. In addition, the Company actively exchanges information with domestic and international academic institutions and research units, accumulating and establishing product R&D technology databases.
	Semiconductor Manufacturing Process Improvements	Domestic semiconductor processes required for high-end power management ICs, such as high voltage, BCD (Bipolar-CMOS-DMOS), and BiCMOS processes, are still immature at domestic wafer fabs and await development to compete with overseas manufacturers.	The Company maintains close cooperation with leading wafer manufacturers to obtain first-hand technology and support. In addition to currently having excellent process development personnel, we actively assist wafer fabs in collaborative new process development and process stability optimization. Ultimately, this can enhance product specification competitiveness, stable production yield, and vertical integration of front-end wafer and back-end production outsourcing, ensuring adequate and stable capacity to generate price-competitive power management ICs.
Operations	Rising Complexity of Product Functionality Requirements	Future smart lifestyle trends will emphasize interaction and connectivity, personalization, and convenience in information access. Therefore, future display requirements include characteristics such as thin, robust, portable, easy information reading, and multi-functional integration. Additionally, with green energy efficiency gradually becoming a major issue in human life, IC product design must evolve accordingly.	The Company will stay current with the most advanced technical information and market demand trends, ensuring accurate understanding of future development trends and actual customer needs through good interactive communication relationships with customers.
	Capacity Supply	As Fitipower's cultivation in various product lines gradually takes effect, revenue growth will be supported. However, due to current industry supply-demand tensions, to avoid shipment impacts from wafer and assembly/test capacity shortages.	Fitipower will also maintain close strategic cooperation with upstream and downstream manufacturers, bringing positive benefits for long-term business expansion.

Risk Category	Risk Item	Risk Description	Response Strategy
Operations	Impact of Interest Rate Fluctuations	Interest rate changes may cause capital flows toward investment targets with rising interest rates and increase the Company's borrowing costs.	The Company maintains good interactive relationships with banks to obtain more favorable interest rates and will adjust capital utilization according to financial interest rate changes to reduce the impact of interest rate changes on company profit and loss. Interest expenses for 2024 were NT\$8,047 thousand, representing only 0.042% of operating revenue for that year, with no significant impact.
	Impact of Exchange Rate Fluctuations	The currency pricing of the Company's imports and exports directly affects financial performance. For highly export-oriented enterprises, effectively using exchange rate hedging tools and enhancing forecasting and judgment capabilities is indispensable.	The Company's import and export business activities are primarily denominated in US dollars. For sales and procurement transactions denominated in currencies other than the functional currency, exchange rate risks arise. Through net assets and liabilities in the same currency denomination and derivative financial instruments such as forward foreign exchange and currency swap transactions, foreign exchange risk management is conducted. Transaction amounts are limited to not exceed net foreign currency positions generated by operations, ensuring achievement of financial hedging strategic objectives. Exchange gains for 2024 were NT\$136,249 thousand, contributing positively to the Company's finances.
	Impact of Inflation	Due to inflation, material costs have increased.	Fitipower continuously monitors raw material market price fluctuations and maintains good interactive relationships with suppliers and customers to mitigate the impact of inflation. The Company was not significantly affected by inflation in 2024.
	Procurement Concentration	Procurement concentration increases supply disruption risks.	Actively establish long-term cooperative relationships with various contract manufacturers, constantly monitor product production status, maintain close contact, and maintain relationships with two or more suppliers to achieve production risk diversification.
	Sales Concentration	Over-dependence on a few customers or markets can have immediate and significant impacts on business operations when they are affected by market volatility.	The Company will continue to actively expand diversified markets and new customers to reduce excessive dependence on single customers. In 2024, only one customer accounted for more than 10% of total sales. Overall, the Company does not face significant sales concentration risks.
	Capital Utilization and Financial Operations	Engaging in high-risk, high-leverage investments, lending funds to others, endorsements and guarantees, and derivative transactions	1. Based on conservative and prudent business principles, the Company does not engage in high-risk, high-leverage investment operations. 2. The Company has established "Fund Lending and Endorsement Guarantee Operating Procedures" and "Asset Acquisition or Disposal Processing Procedures" as compliance basis for the Company and its subsidiaries in related activities. During this reporting period, except for endorsement guarantees provided by subsidiaries to other subsidiaries due to operational needs, there were no instances of lending funds to others.
	Information Security	With the rapid advancements in technology and extensive use of mobile devices, IoT, cloud services, remote work infrastructure, and corporate digital transformation responses, information security risks are increasingly growing with broader scope of impact. Beyond causing damage to our own interests, this may also affect cooperative relationships with business partners.	Fitipower signs mutual confidentiality agreements with all customers and establishes comprehensive information security risk assessment and management systems (ISO 27001) to ensure achievement of related objectives and continuous improvement. We continuously invest resources in strengthening information security management across three major areas: "external defense," "internal control," and "information security awareness."

2.5 Information Security



Goals



Achieved

2024 Goals

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

Short-term Goals (2025-2026)

- Maintain ISO 27001 effectiveness
- Subsidiary (JADARD) obtains ISO 27001 certification
- 100% completion rate for information security education and training
- Zero major information security incidents

Medium to Long-term Goals (2027-2030)

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



Evaluation Indicators

- Information security training and drills
- Customer information leakage incidents



Key Stakeholders

- Customer
- Employee



Communication Mechanism

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.



Responsibilities

- Information Unit

With the rapid advancements in technology and extensive use of mobile devices, IoT, cloud services, remote work infrastructure, and corporate digital transformation responses, information security risks are increasingly growing with broader scope of impact. Beyond causing damage to our own interests, this may also affect cooperative relationships with business partners. Therefore, we sign mutual confidentiality agreements with all customers and protect both parties' sensitive data through rigorous operational processes. To strengthen information security management and ensure the confidentiality, integrity, and availability of information assets, providing an environment for continuous operation of the Company's information services while protecting against internal and external intentional or accidental threats, Fitipower has established information security policies.



Information Security Policy

Vision

Strengthen personnel awareness, prevent data breaches, implement routine maintenance, and ensure service availability

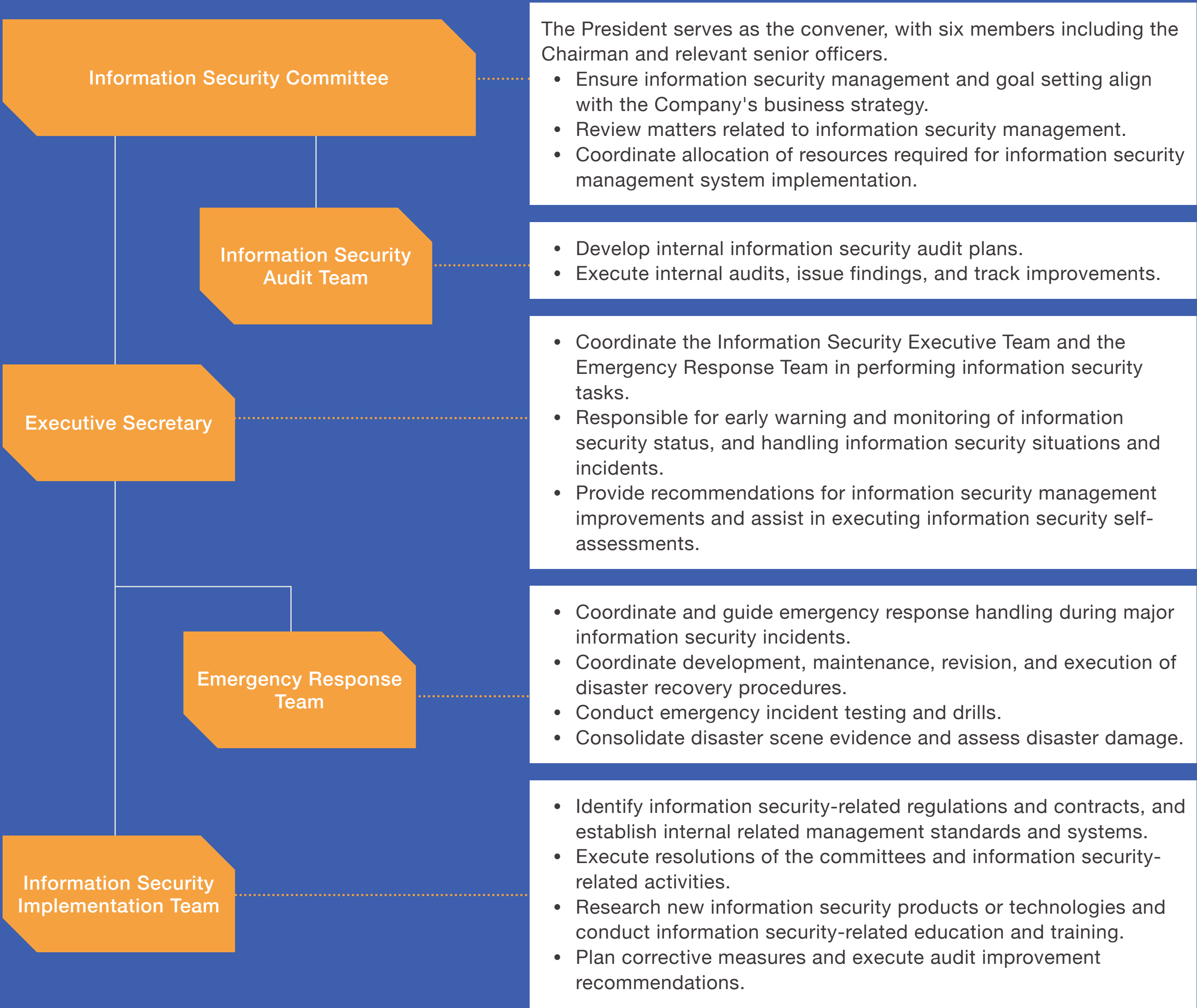
Goals

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

To ensure effective operation and execution of Fitipower's various information management systems and address potential risks, we began establishing comprehensive information security risk assessment and management systems (ISO 27001) and a Security Operation Center (SOC) in 2022, and established an Information Security Committee that regularly reports operations and planned actions to the Board of Directors to ensure goal achievement and continuous improvement. In 2024, the Company introduced Managed Detection and Response (MDR) services provided by Trend Micro, leveraging external professional teams for 24-hour security monitoring and real-time threat response, effectively strengthening overall security protection capabilities and improving incident response efficiency and system resilience. Fitipower continuously implements management across three major areas: "external defense," "internal control," and "information security awareness." During the reporting period, the Company had no complaints related to customer privacy violations, information theft, leakage, or loss, and conducted one security drill (phishing simulation). Colleagues with insufficient security awareness received retraining and testing, and all colleagues who participated in post-testing passed the qualification standards to ensure effective implementation of information security policies.



ISO 27001 Certification





External Defense

Hacker attack defense, virus threats



Internal Control

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



Information Security Awareness

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

Information Security Aspect	Information Security Control Items	Related Operations	Audit and Verification
External Defense	Network Security Management	- Establish firewalls to separate internal, external, and DMZ networks - Regularly review/adjust firewall policies - Control internal and external network access behavior (IPS, URL filter, sandbox) - Remote connection HIP detection, 2FA authentication - Implement Trend Micro's MDR	Strengthen internal and external network access security
	Computer Virus Protection	- Comprehensive protection mechanisms from gateway to endpoints - Mail spam filtering and antivirus scanning - Regular vulnerability detection and system updates for servers/computers - Virus protection and malicious program behavior monitoring	Strengthen internal information environment and service security
Internal Control	Data Protection and System/Application Access Control	- Internal data access permission control - Internal data export/transmission control - Personnel account permission management and review - Personnel change account permission review and adjustment	Ensure company internal data protection mechanisms
	Information Record Protection	- Establish SOC & DLP systems with the following measures - Internal and external system access control/records - Operational behavior control/trail records - Abnormal event control/records/alerts - Protection and preservation of related records	Ensure record effectiveness and evidence capability while complying with regulations
	Information Security Incident Management	Establish information security incident handling procedures	Strengthen information security incident handling procedures, reduce occurrence probability and operational impact
Information Security Awareness	Information Security Policy and Training	- Regular review, formulation, approval, and publication of information security policies by management - Enhance colleague information security literacy through education training, e-learning, and information security awareness campaigns	Confirm applicability and effectiveness of information security policies; enhance colleague information security awareness

3

Partner Co-prosperity

3.1 Customer Service

3.2 Supply Chain Management

Corresponding Stakeholders and Material Topics



Customer



Supplier



Customer Relationship
Management



Supply Chain
Management

Policy and Response to SDGs

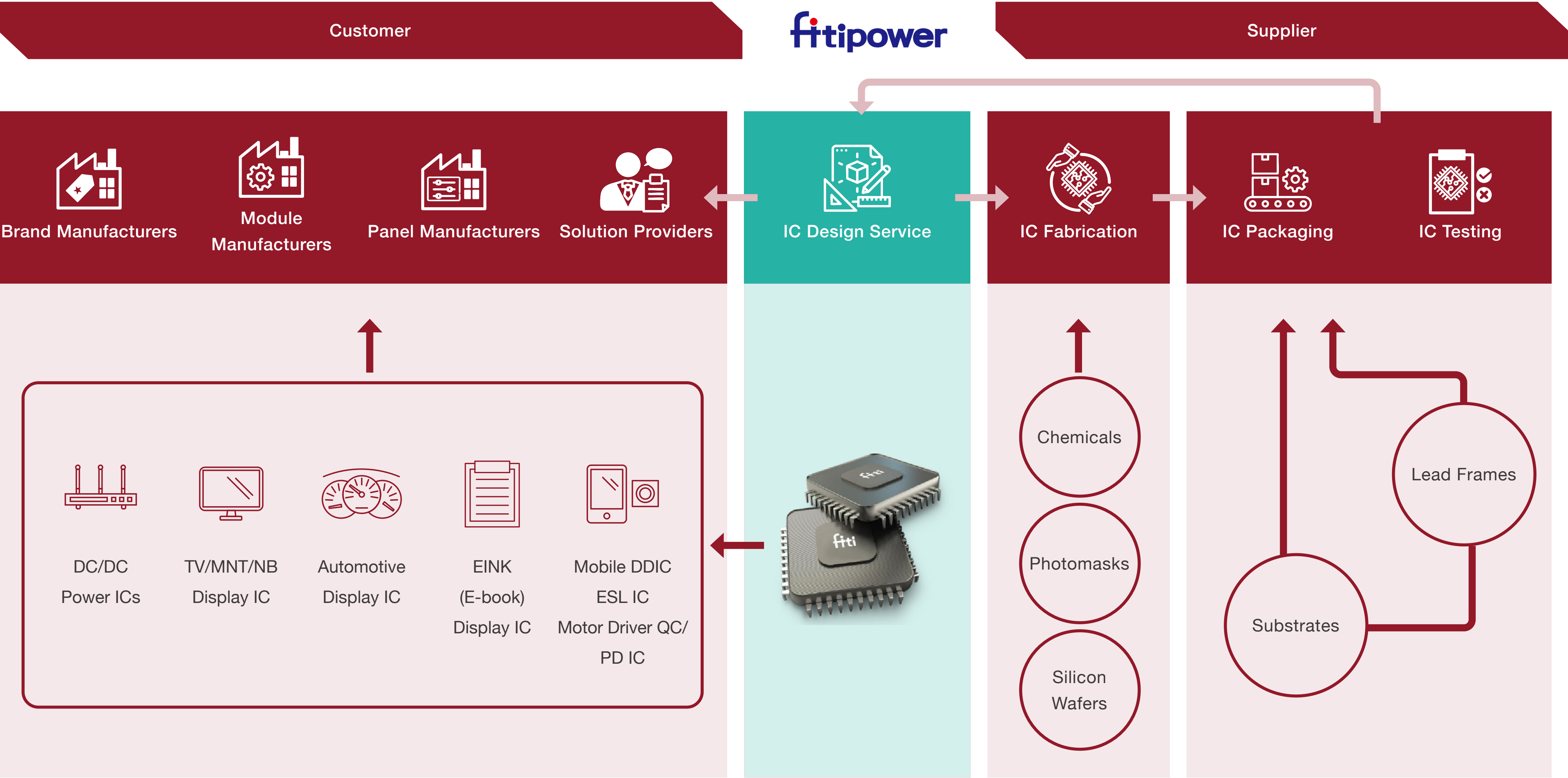
In the after-sales service, quality, and safety of products, we seek total satisfaction and recognition of both customers and users. In employee human rights, integrity and ethics, and environmental protection, we further request for the development of a sustainable partnership with ESG interdependency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



I Fitipower Product Value Chain

Fitipower is a fabless IC design company, occupying an important position as an upstream manufacturer in the IC industry. IC product manufacturing includes IC circuit design, photomask production, wafer manufacturing, IC packaging, and IC testing processes. Compared to IC manufacturing and testing, fabless IC design companies typically feature low capital investment and high value output, primarily responsible for specification development,

layout design, sales, and after-sales service. Backend processes including photomask production, wafer manufacturing, wafer testing, IC packaging, and final testing are outsourced to specialized contract manufacturers such as photomask manufacturers, professional foundries, and assembly and test service providers.



3.1 Customer Service

🎯 Goals✔️ Achieved

2024 Goals

- Customer satisfaction >85 points ✔️
- Customer complaint resolution rate 100% ✔️
- Zero incidents of customer privacy violations or information leakage ✔️

Short-term Goals (2025-2026)

- Customer satisfaction >85 points
- Customer complaint resolution rate 100%
- Zero incidents of customer privacy violations or information leakage

Medium to Long-term Goals (2027-2030)

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

🔍 Evaluation Indicators

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

🏢 Responsibilities

- Sales Unit
- Marketing Unit
- R&D Unit
- Engineer Unit
- Quality Control Unit

👤 Key Stakeholders

- Customer

💬 Communication Mechanism

- Please refer to t“[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

Customers are Fitipower's key partners, and quality is the greatest foundation of customer trust. Fitipower operates under the principle that "'Integrity' is our commitment to customers, 'Innovation' is our requirement for ourselves, and 'Quality' is our persistence in products," providing comprehensive solutions from display driver chips to power management chips. Our main product applications cover televisions, laptops, tablets, commercial displays, e-books, electronic shelf labels, and various sizes of displays and power management applications. Our customer categories include domestic and international brand manufacturers, panel manufacturers, module manufacturers, and solution providers. To ensure product quality and safety and continuously provide stable and reliable product solutions, we follow ISO 9001 quality management system requirements, implementing quality policies through the PDCA methodology and strictly controlling the entire product process. All IC products designed by Fitipower undergo electrostatic discharge (ESD) verification for systems and equipment, featuring high-intensity anti-static capabilities to prevent environmental or material charge accumulation from affecting IC products, ensuring product electrostatic protection safety. Additionally, depending on product characteristics or customer requirements, we comply with other certification requirements such as AEC - Q100 and UL Product iQ. Through two-way communication channels including online feedback, technical exchanges, face-to-face visits, and annual questionnaire surveys, we understand customer needs and suggestions to further improve and optimize product offerings. Regarding the protection of customers' sensitive information, please refer to the "[Information Security](#)" section.

To fulfill our product quality assurance responsibilities, we fully implement ISO 9001 international standards and establish the following quality policy:



Quality Policy

"**Innovation**" Excellent design to enhance product competitiveness

"**Quality**" Superior quality to improve product stability

"**Service**" Professional service to enhance customer satisfaction



Fitipower Quality Policy



ISO 9001 Certification

I Quality Management Process

Fitipower has established a quality management plan, adhering to the belief that continuous improvement is the most important aspect of quality management. Beyond the Company's products and services, this includes all steps and support that contribute to these outputs. Our quality management plan covers the development, production, and after-sales service resources needed to implement quality plans, achieving continuous improvement in quality management objectives through a series of process cycles. We also implement comprehensive quality training activities, including customer complaint management procedures, internal audit management procedures, and corrective and preventive management procedures, responding to customer requirements for continuous improvement of high-quality specification products and encouraging employees to maintain quality output as frontline guardians.



Development

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



Production

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

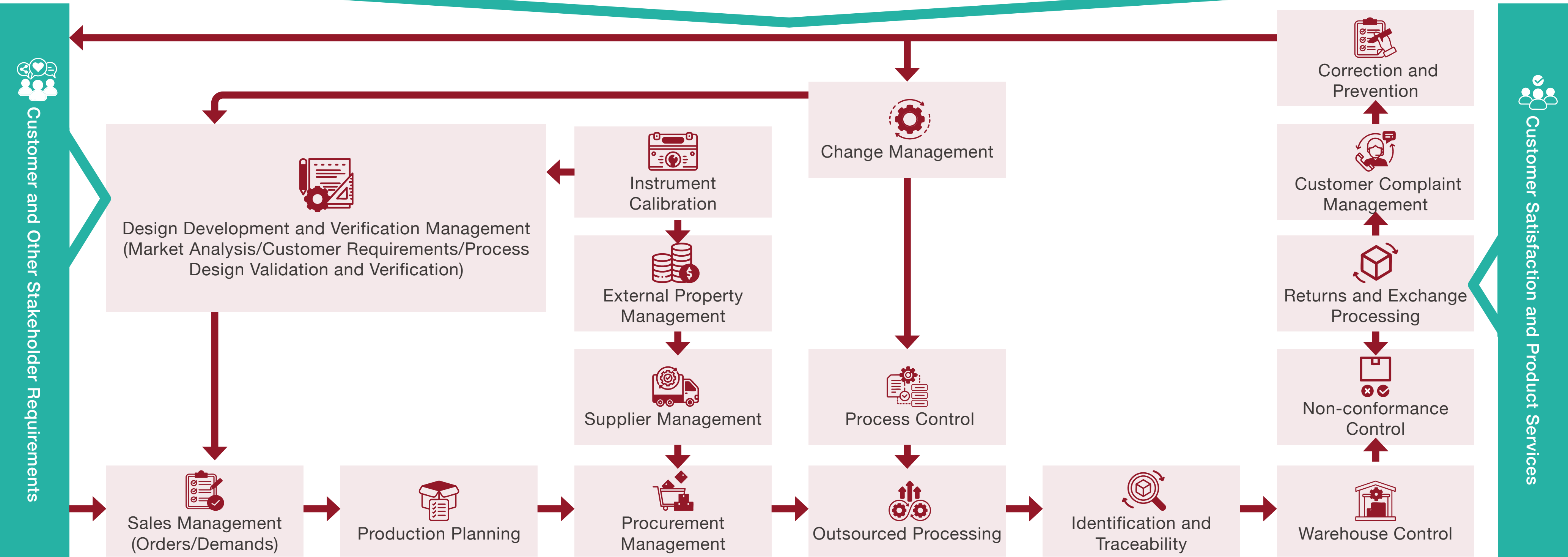


After-sales Service

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



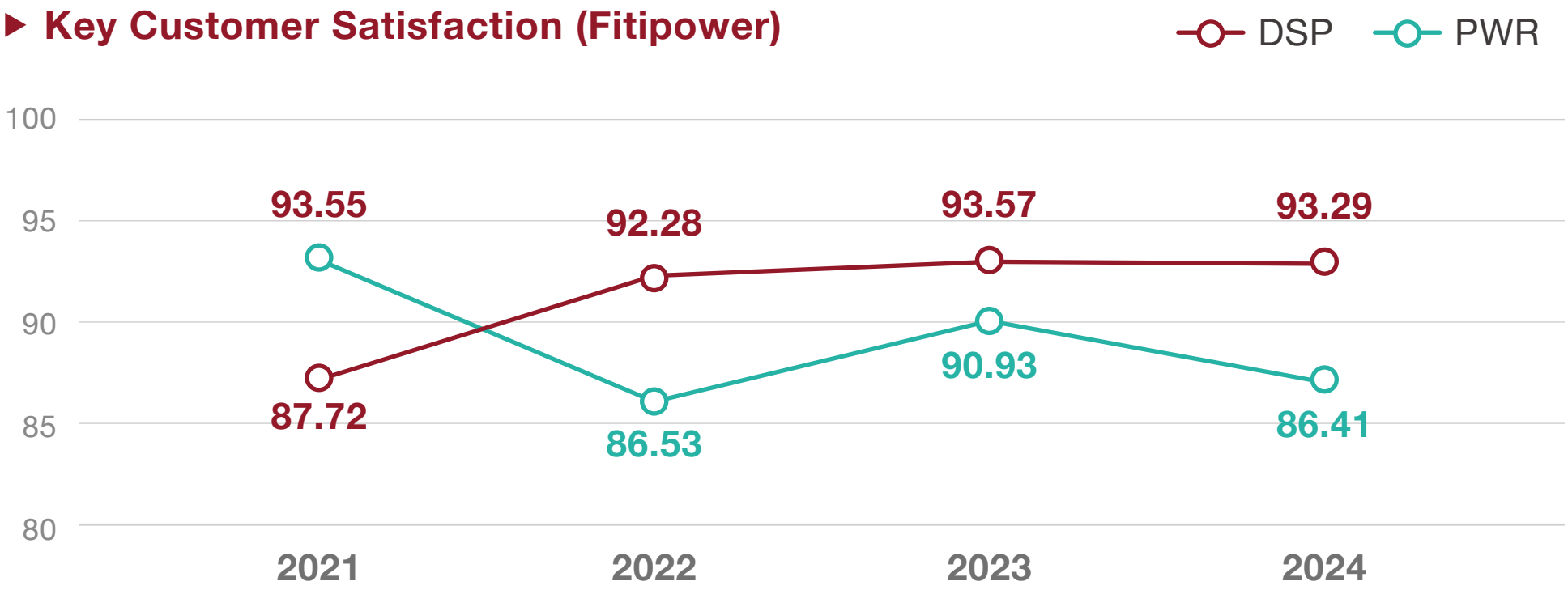
Management Support (Operations/Organizational Responsibilities/Internal Audits/Document Control/Data Backup/Education and Training, etc.)



I Customer Satisfaction and Feedback

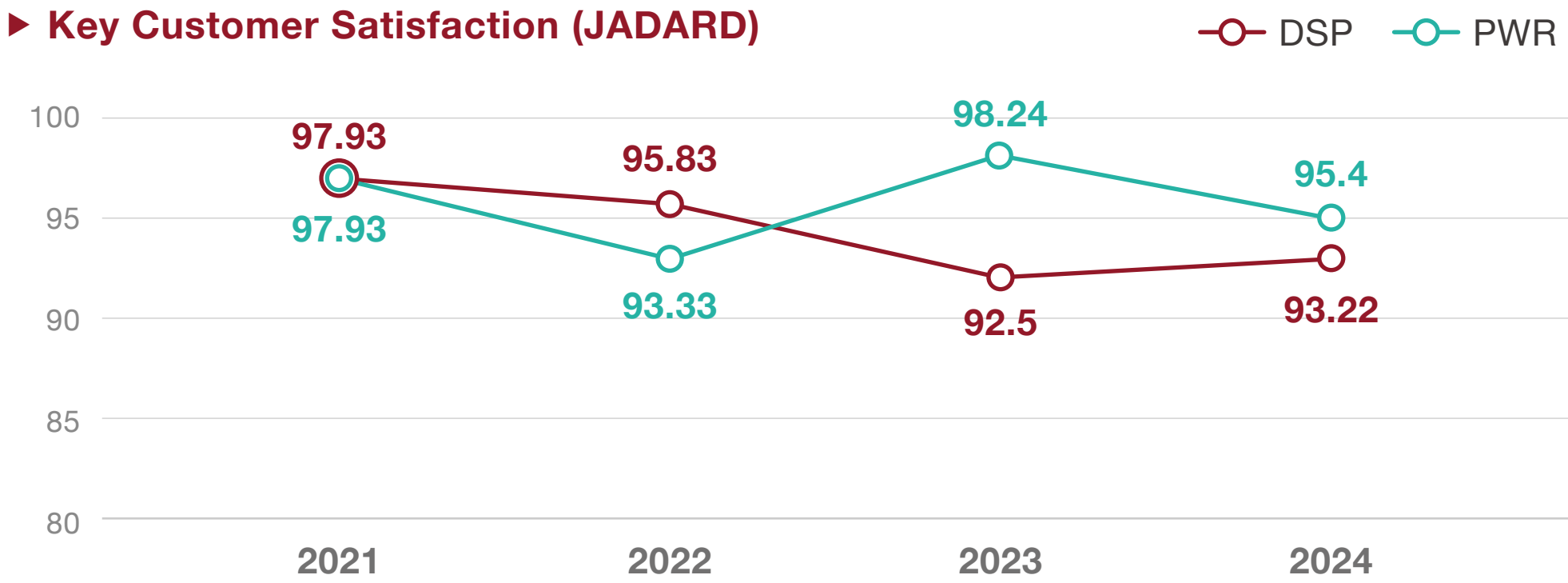
To ensure our products and services meet customers' immediate needs and expectations while maintaining sustainable cooperative relationships, we have established a comprehensive response processing procedure. Through daily meetings, emails, quarterly business reviews (QBR), and satisfaction surveys, our product project teams comprehensively review product concerns and implement improvements. We conduct annual customer satisfaction surveys covering four major areas: sales service, technical service, customer service complaints, and product quality. In 2024, the main customer satisfaction survey results showed that both Fitipower and JADARD achieved the satisfaction performance goal of 85 points.

► Key Customer Satisfaction (Fitipower)



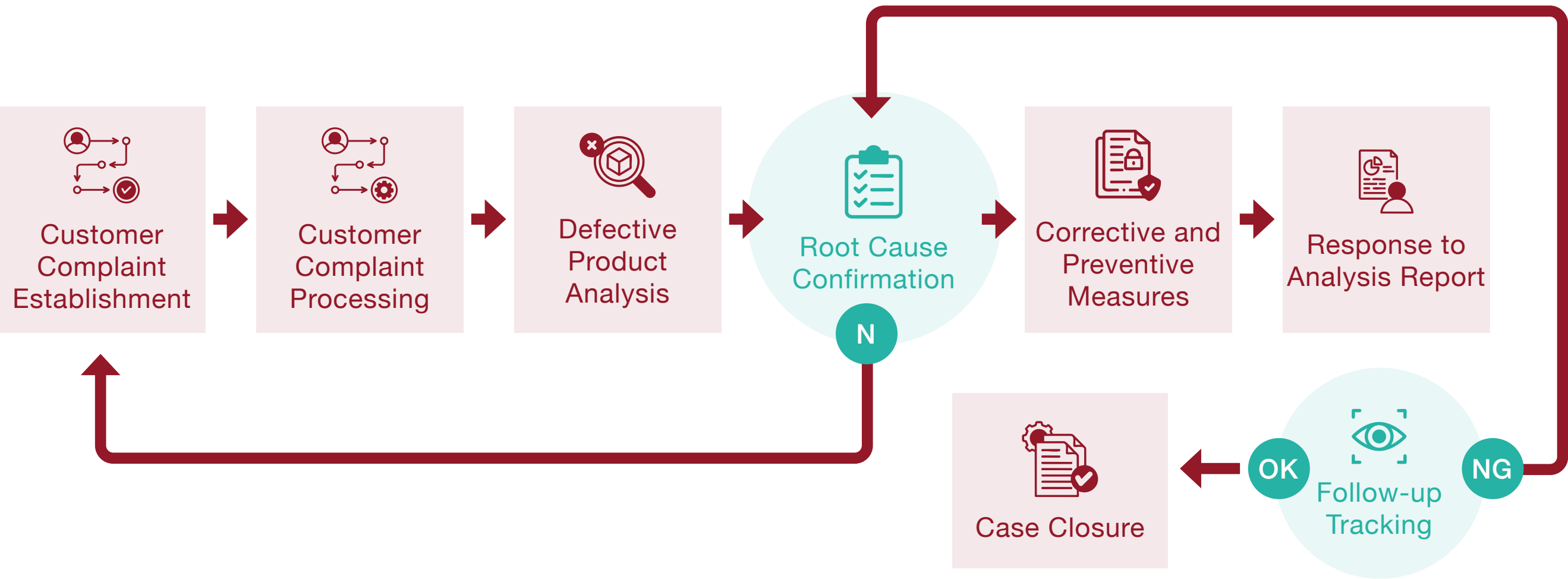
Note : DSP refers to display driver IC; PWR refers to power management IC

► Key Customer Satisfaction (JADARD)



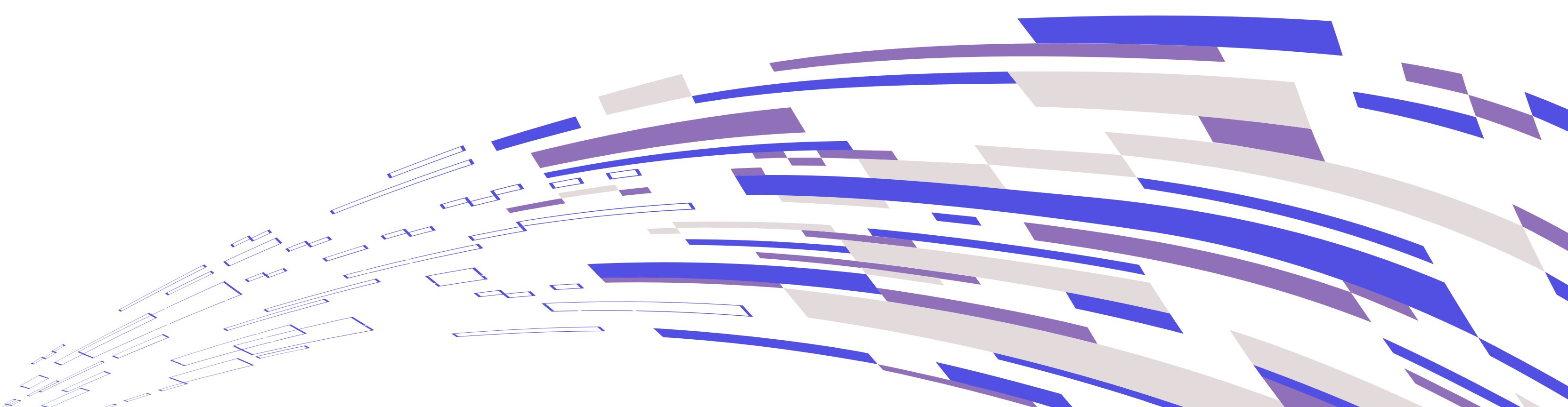
Fitipower recognizes that customer feedback is the important foundation for customer relationship development. We have established standard operating procedures for customer complaints. The applicable scope includes all activities related to product quality shipped by the Company, including product quality, packaging, shipping, and customer usage failures. Complaint channels include email or telephone contact directly to responsible personnel for immediate feedback. Upon receiving complaint information, we proactively contact customers to clarify complaint content, conduct defective product analysis, and subsequent procedures, handling complaint cases under the principle of resolving customer problems and needs in the shortest time possible. In 2024, we actively communicated and improved based on customer feedback, with all feedback cases completed (100% resolution rate). A summary of the main feedback content is presented on the following page.

► Customer Complaint Handling Process



► 2024 Major Complaints and Improvements

Complaint	Corresponding Improvement Measures	Improvement Benefits
Process particle improvement (wafer manufacturing)	- Continued communication with wafer fab and proposed Particle CIP - Replaced equipment component materials and improved equipment structure	In-line monitor results showed significant decrease of 10%-20% on average
Process particle improvement (assembly and test)	- Continued communication with assembly/test facility and proposed Particle CIP - Outsourced facility optimized cleaning frequency, mechanisms, protection, process flow, and appearance inspection	After implementing improvement measures, no customer returns occurred; continued requesting assembly/test facility to implement Particle CIP
Process improvement (assembly and test)	- Requested assembly/test facility to improve mini pad etching - Increased PVD Cu thickness to 6000 - expanded to other suppliers	Improvement measures significantly reduced abnormal phenomena
Process improvement (wafer manufacturing)	- Requested wafer fab to improve STI corner thinning - FAB proposed improvement actions through in-line SPC control and process optimization	- After process optimization, IC cross-section results confirmed STI corner oxide thickness improvement - Enhanced inline monitoring to prevent recurrence



3.2 Supply Chain Management

🎯 Goals

✔️ Achieved

2024 Goals

- 100% of suppliers comply with conflict-free procurement ✔️
- 100% of new suppliers sign the Sustainable Supplier Commitment, with 75% of existing suppliers signing said letter
- 100% of suppliers conduct sustainability assessments

Short-term Goals (2025-2026)

- 100% of suppliers comply with conflict-free procurement
- 100% of new suppliers sign Sustainable Supplier Commitment, with 75%/85%/95% of existing suppliers signing said letter
- 100% of suppliers conduct sustainability assessments

Medium to Long-term Goals (2027-2030)

- 100% of suppliers comply with conflict-free procurement
- 100% of suppliers sign Sustainable Supplier Commitment
- 100% of suppliers conduct sustainability assessments (including subsidiaries)

🔍 Evaluation Indicators

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

🏢 Responsibilities

- Purchase Unit
- Production Management Unit
- Engineer Unit
- Quality Control Unit

👤 Responsibilities

- Supplier

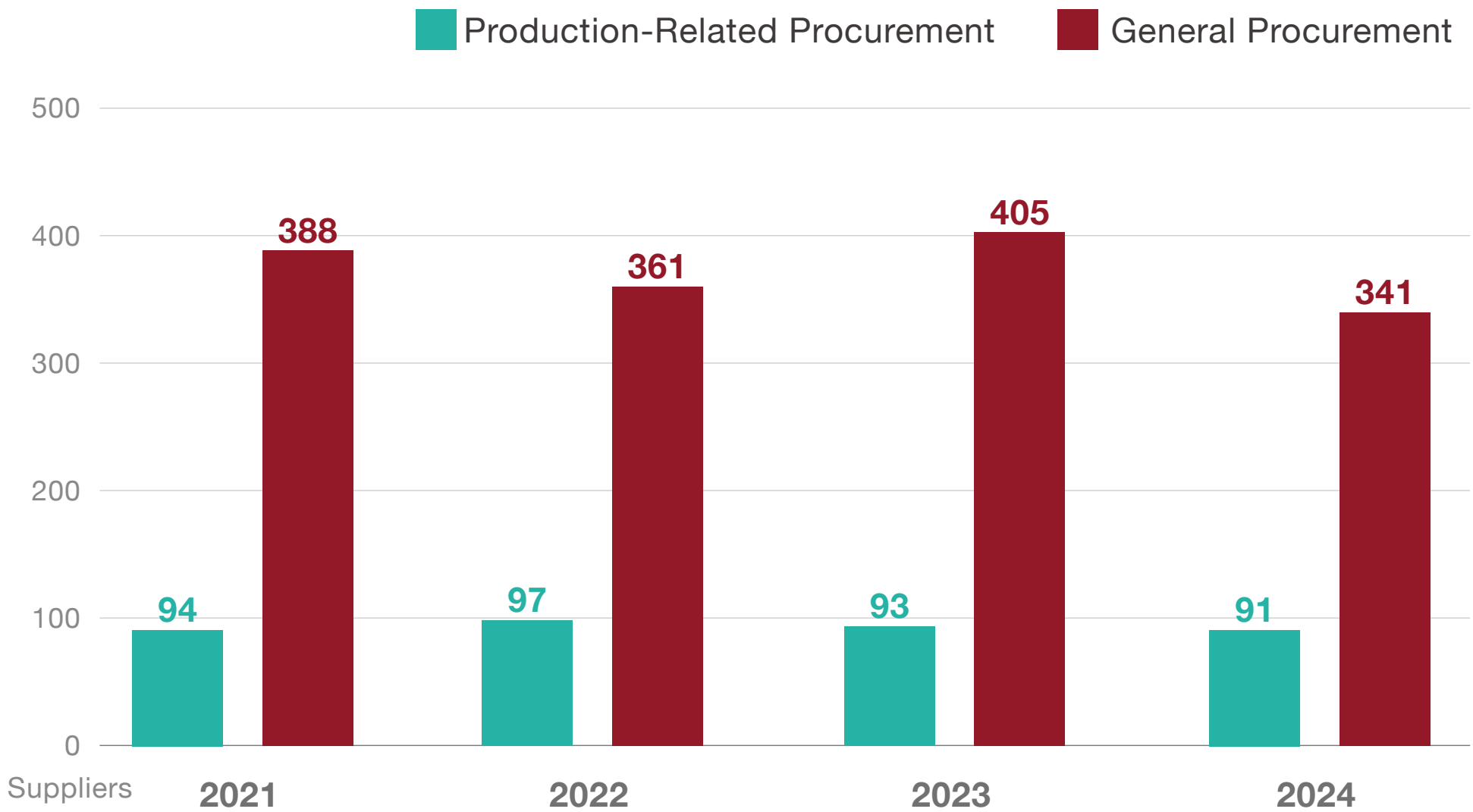
💬 Communication Mechanism

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

I Procurement Practices

Fitipower's key suppliers are outsourced manufacturers specializing in packaging and testing. For details on raw material management, please refer to the sections "[Responsible Mineral Procurement](#)" and "[Green Materials](#)." To reduce supply risks for key raw materials, when conducting procurement negotiations, we make decisions based on specifications, quantity, delivery schedule, shipping conditions, payment terms, product quality, and delivery speed rather than simply selecting the best supplier based on "lowest unit price." Beyond maintaining stable cooperation with existing vendors, we actively develop high-quality new suppliers with sustainable development concepts (please refer to the "[Supplier Evaluation](#)" section) to avoid single-source supply risks. Through weekly production and sales meetings and business discussions about future market conditions and demand changes, we prepare for factory transfers and material backup when shortages or foundry capacity constraints occur. We sign long-term cooperation contracts with foundries, photomask manufacturers, and other suppliers to ensure capacity and delivery schedules. Conversely, by accurately understanding customer feedback and market trends, we adjust inventory levels promptly. At the same time, Fitipower is also committed to improving supply and production efficiency through local procurement, which can reduce product carbon footprint and enhance local employment opportunities. In 2024, we conducted transactions with 432 suppliers, including 341 general procurement suppliers and 91 production-related procurement suppliers. Local procurement accounted for 68.2% (total procurement includes both general and production-related procurement), an increase from the previous year. This increase is primarily due to supply chain deglobalization trends and the Company's continued adjustment of procurement strategies to enhance operational resilience and supply diversification.

► Overview of Supplier Transactions

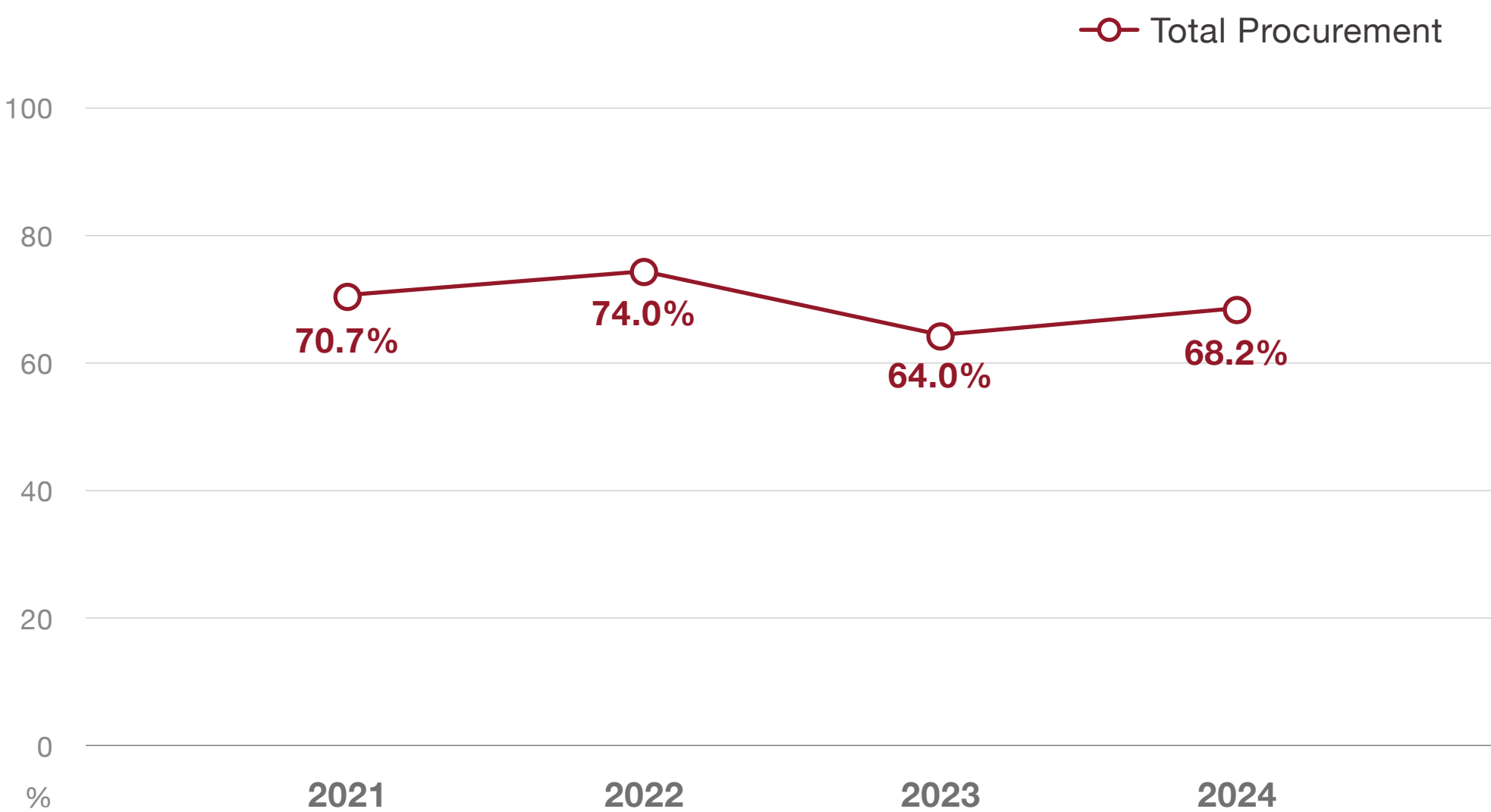


Note 1 : General Procurement: Includes instruments and equipment, hardware facilities and maintenance, parts and consumables, application software, testing services, etc.

Note 2 : Production-Related Procurement: Wafer manufacturing, IC packaging and testing, flexible tape manufacturing

Note 3 : Local Procurement: Statistical analysis based on supplier company registration location

► Local Procurement Status



I Responsible Mineral Procurement

Fitipower respects the fundamental human rights of all stakeholders and has established a "Human Rights and Diversified Inclusion Policy" and "Conflict-Free Minerals Policy." We recognize and support the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Responsible Minerals Initiative (RMI) standards, and have published a "Statement of Conflict-Free Minerals" and "Conflict-



Statement of Conflict-Free Minerals

Fitipower is committed to thoroughly investigating the supply chain to ensure that metals such as gold, tantalum, tungsten, and tin are not obtained through ungoverned armed groups or illegal organizations from conflict zones in the Democratic Republic of Congo or through illegal smuggling channels.



Conflict-Free Minerals Policy

- We do not purchase conflict minerals from conflict zones.
- We require suppliers to refuse to use conflict minerals from conflict zones.
- We require suppliers to manage their upstream and downstream suppliers and must comply with conflict-free mineral requirements.
- We exercise maximum control over material sources and refuse to use conflict minerals from conflict zones.

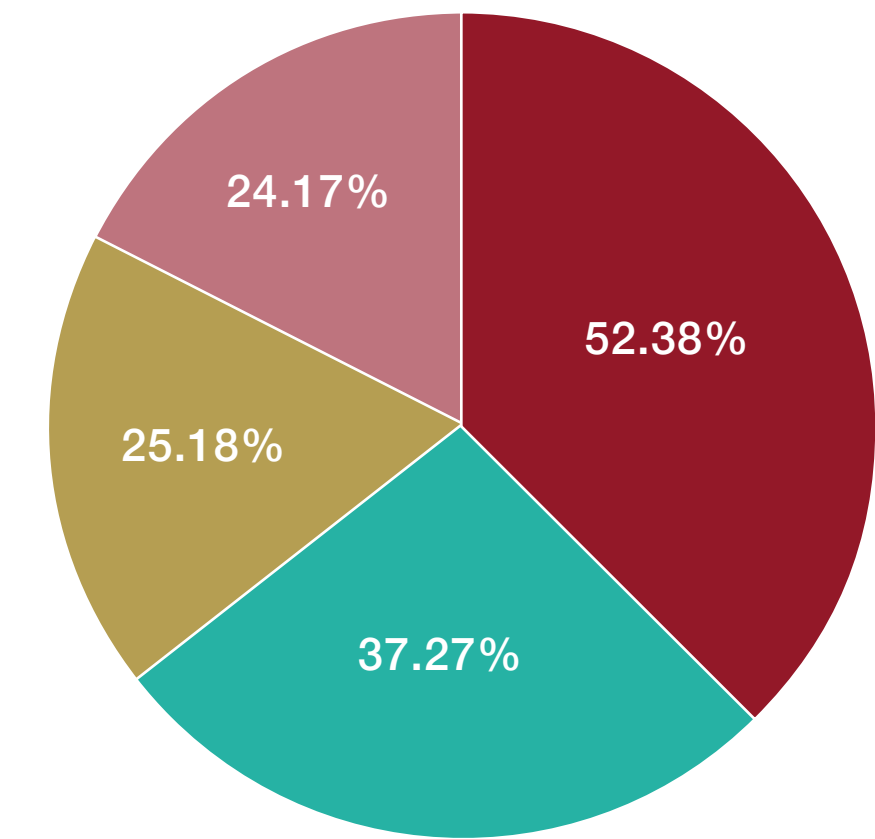
Free Minerals Policy." To understand supplier responsible procurement status, we require all suppliers to sign the "Fitipower Sustainable Supplier Commitment" and accept the Conflict Minerals Reporting Template (CMRT) and due diligence (Note 1) to ensure that 3TG minerals (gold, tin, tantalum, tungsten) are sourced from RMI-approved smelters. In 2024, we investigated production-related procurement suppliers: 36 for Fitipower and 35 for JADARD,

achieving a 100% response rate. According to survey results, all suppliers (100%) use 3TG metals sourced from RMI-approved smelters. Fitipower's metals were sourced from 138 qualified smelters, while JADARD's were sourced from 134. For detailed information, please refer to the chart below.

Note 1 : Due Diligence: Through various control measures to identify, verify, and assess supply chain risks, ensuring that conflict minerals from conflict-affected and high-risk areas are not used in the supply chain, avoiding contributions to human rights violations, money laundering, and terrorism.

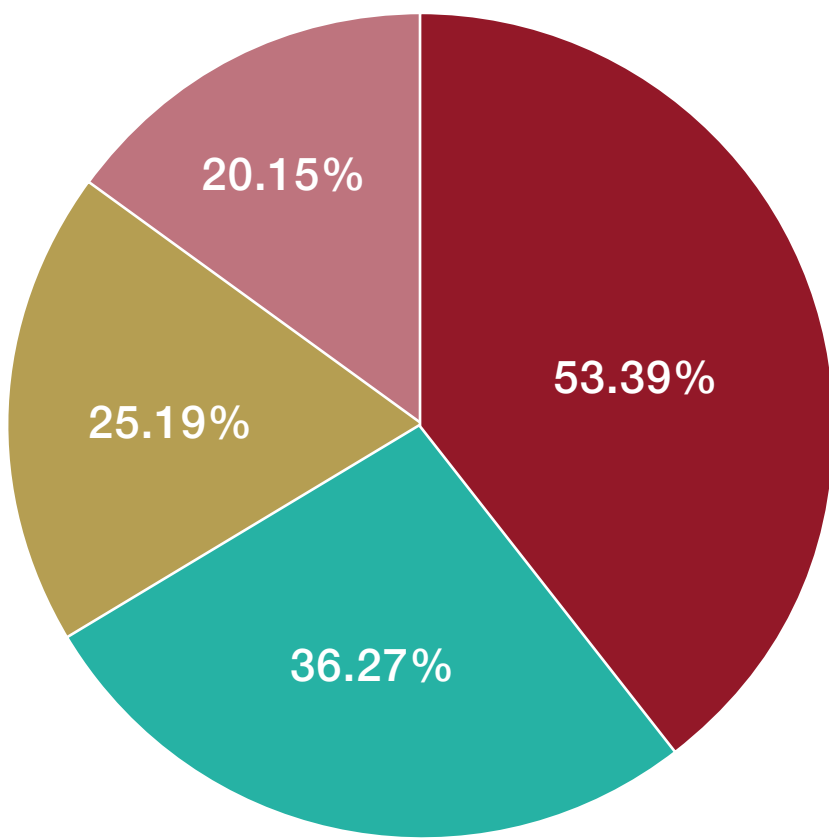
► 2024 Qualified Smelter Status

Fitipower



■ Gold ■ Tin ■ Tantalum ■ Tungsten

JADARD



■ Gold ■ Tin ■ Tantalum ■ Tungsten



[Fitipower Conflict-Free Minerals Policy and Statement](#)



[Fitipower Supply Chain Smelter List \(2024\)](#)

I Supplier Evaluation

To ensure that outsourced process quality meets requirements, Fitipower has established "Supplier Management Procedures" as the principle basis for supplier management. According to regulations, Fitipower must conduct annual regular audits and irregular audits of suppliers and contractors, with evaluation teams formed by quality and production management departments conducting online or physical audits. Audit items include 13 major categories: management systems, documents and contract content, design and material control, process and equipment control, supplier material control, corrective measures, human rights-related matters, and green products. For new supplier cooperation evaluation, trial production must be qualified and pass the above evaluation before registration as a qualified supplier (100% of new suppliers use environmental and social standards screening). Using new supplier evaluation as an example, evaluation results are divided into four grades: A, B, C, and D. Suppliers rated as Grade D are considered non-compliant, and cooperation with such suppliers will be terminated. Re-certification can only be conducted after six months. For existing supplier management, Fitipower understands our partners' internal management situations through supplier visits, communication, and regular evaluation surveys. Except for suppliers under specific conditions^{Note 1}, we conduct continuous regular evaluations annually and quarterly for qualified suppliers related to production procurement, and arrange irregular audits as needed. Using the annual evaluation as an example, evaluation results are divided into three grades: A, B, and C. Suppliers rated as Grade C are considered non-compliant, cooperation is terminated, and after improvement completion, they are treated as new suppliers for re-certification. In 2024, we planned 44 suppliers for annual assessment (20 for Fitipower; 24 for JADARD), achieving a 100% completion rate. Audit evaluation results found no major deficiencies or risks among cooperating suppliers (all 44 suppliers received Grade A evaluations).

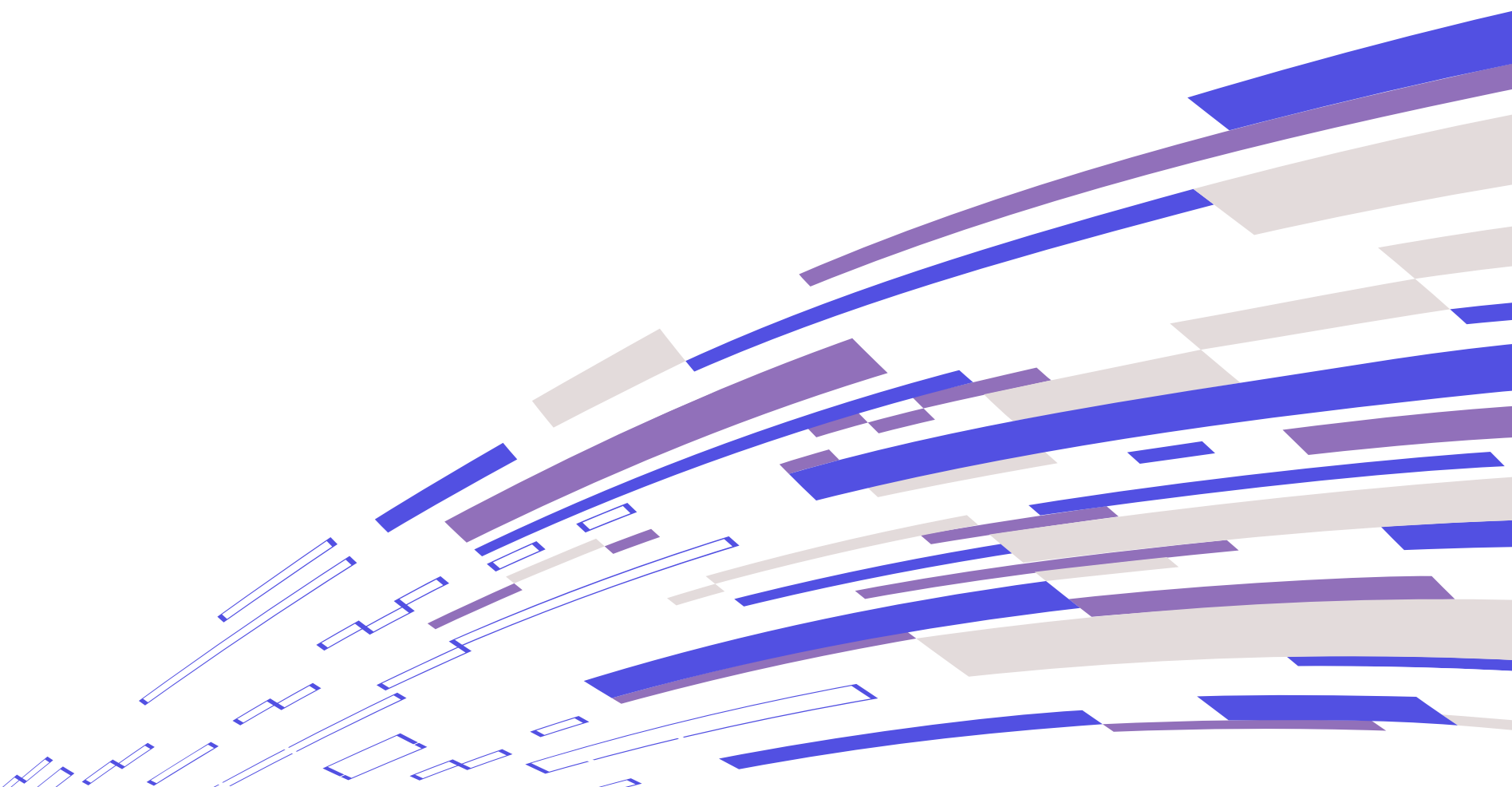
Note 1 : Suppliers with average monthly outsourcing volume in the past year below 50% of the average monthly outsourcing volume of all suppliers in the same process and no quality abnormalities may be assessed as not requiring inclusion in the annual audit for that year.

► Recent Supplier Audit Status (Fitipower/JADARD)

Audit Method (No. of Suppliers)		2021		2022		2023		2024	
		DDIC	PMIC	DDIC	PMIC	DDIC	PMIC	DDIC	PMIC
Paper-based Audits		5/0	0	0	0	0	0	0	0
On-site Audits		0	7/0	2/12	12/7	12/12	12/10	10/10	10/14
Online Audits		9/7	2/12	10/0	0	0	0	0	0
Total Audits Conducted	Grade A	13/7	1/12	12/12	12/7	12/12	12/10	10/10	10/14
	Grade B	1/0	8/0	0	0	0	0	0	0

Note 2 : DDIC refers to display driver ICs; PMIC refers to power management ICs

Note 3 : No suppliers with major deficiencies or high risks in recent years (no suppliers with Grade C evaluation results)



I Supplier Sustainability Evaluation

In response to international trends and social concerns, Fitipower continuously adjusts policies to strengthen supplier sustainability management. In recent years, we have continuously revised "Supplier Management Procedures" to improve assessment and management beyond quality items. In 2023, we formulated the "Fitipower Sustainable Supplier Commitment," "Fitipower Sustainable Supplier Code of Conduct," and "Fitipower Supplier Sustainability Risk Assessment Form," which were published and implemented in early 2024. We require suppliers to thoroughly understand our Supplier Code of Conduct and sign the commitment letter. We also regularly conduct supplier sustainability assessment questionnaires to comprehensively investigate supplier economic, social, and environmental risks, continuously tracking supplier sustainability development and using this as evaluation consideration for Fitipower's supplier procurement. Supplier evaluation items include ESG-related certifications and Responsible Business Alliance (RBA) requirements. Through active communication and management, supplier ESG-related certification achievement in 2024 improved across all dimensions compared to the previous year.



Fitipower Sustainable Supplier Code of Conduct

► Suppliers' ESG Certification Status

Aspect	Evaluation Standards	New Supplier Overall Achievement Rate (%)	Existing Supplier Overall Achievement Rate (%)
Economic	Quality Management Systems (ISO 9001)	100%	100%
	Other related quality certifications (IATF 16949, ISO 26262, ANSI/ESD S20.20)		
Environmental	Environmental Management Systems (ISO 14001)	100%	95%
	Other green certifications (Sony GP, QC080000, ISO 14064)		
Social	Occupational Health and Safety Management Systems (ISO 45001)	100%	86%
	Other social responsibility-related certifications (SA 8000, RBA)		

Note 1 : Data scope covers Fitipower only

Note 2 : Any certification obtained in each dimension is included in statistics

Note 3 : Statistical scope covers 2024 production-related procurement suppliers, excluding non-direct order production manufacturers and agents

4

Environmental Symbiosis

4.1 Green Policy and Management Framework

4.2 Green Products

4.3 Green Office and Energy Resource Management

Corresponding Stakeholders and Material Topics



Shareholders/
Investors



Employee



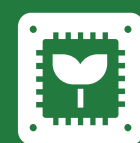
Government
Agency



Supplier



Customer



Green
Products

Policy and Response to SDGs

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



4.1Green Policy and Management Framework

🎯 Goals✔️ Achieved

2024 Goals

- Maintain ISO 14001 certification effectiveness ✔️
- Publication of the Biodiversity and No Deforestation Policy ✔️

Short-term Goals (2025-2026)

- Publish the TCFD independent report (2025)

Medium to Long-term Goals (2027-2030)

- Conduct related information disclosure following IFRS S2 framework (2028)
- Integrate TNFD framework disclosure in sustainability reporting (2030)

🔍 Evaluation Indicators

- | | |
|---|------------------------|
| • International standard management system certifications | • Customer |
| • Implementation of mainstream disclosure frameworks | • Employee |
| | • Investor/Shareholder |

🏢 Responsibilities

- | | |
|----------------------------------|---|
| • Administrative Management Unit | • Please refer to the “ Key Stakeholders Communication Comparison Table ” and match it with the key stakeholders mentioned above. |
| • Sustainability Unit | |

👤 Key Stakeholders

- Government Agency

💬 Communication Mechanism

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

Since the publication of the "[Fitipower Sustainability Policy](#)" in 2021 as the overall guiding principle for the Company's sustainable operations, Fitipower has continuously deepened its sustainability governance framework, focusing on advancing environmental sustainability and green operations. Following approval by the Sustainability Committee, we have successively published our "Environmental, Health, and Safety Policy" and further expanded our policy coverage in 2024 by releasing the "Biodiversity and No Deforestation Policy," expressing our commitment to ecological protection, resource sustainability, and responsible supply chain management. These policies serve as important foundations for corporate operations and management practices, supported by the establishment and implementation of relevant management systems to realize policy objectives. With the establishment of the "Fitipower Environmental Foundation," we have further strengthened our internal cohesion and external influence in promoting environmental sustainability. To systematically control ESG operational risks across all dimensions, Fitipower has established "Risk Management Policy and Procedures." For detailed information, please refer to the "[Risk Management](#)" chapter of this report. In response to international trends and the investment market's heightened focus on climate issues, we actively assess the potential environmental impacts of our business activities, products, and services while strengthening our capacity to address future climate risks. Fitipower has implemented ISO 14001 Environmental Management Systems and ISO 9001 Quality Management Systems, utilizing standardized and documented processes as the core foundation for environmental risk management. Beyond ISO 14001 and ISO 9001 implementation, we continue to enhance environment-related management systems. In 2024, Fitipower further deepened environmental risk management and climate governance by formally implementing a comprehensive TCFD framework, completing identification of climate-related risks and opportunities, and further quantifying their potential financial impacts. Complete assessment results are available in our 2024 TCFD Report (published on the company website). Additionally, Fitipower has initiated greenhouse gas inventory operations based on ISO 14064-1 standards and plans to expand inventory scope to subsidiary JADARD in 2025, completing greenhouse gas inventory across the boundaries of Fitipower Group to strengthen group-wide carbon management foundations and respond to global net-zero trends and stakeholder concerns. Furthermore, comprehensive product carbon footprint inventory and nature-related financial disclosure are our next planned actions.

[🔗 Sustainability Policy](#)

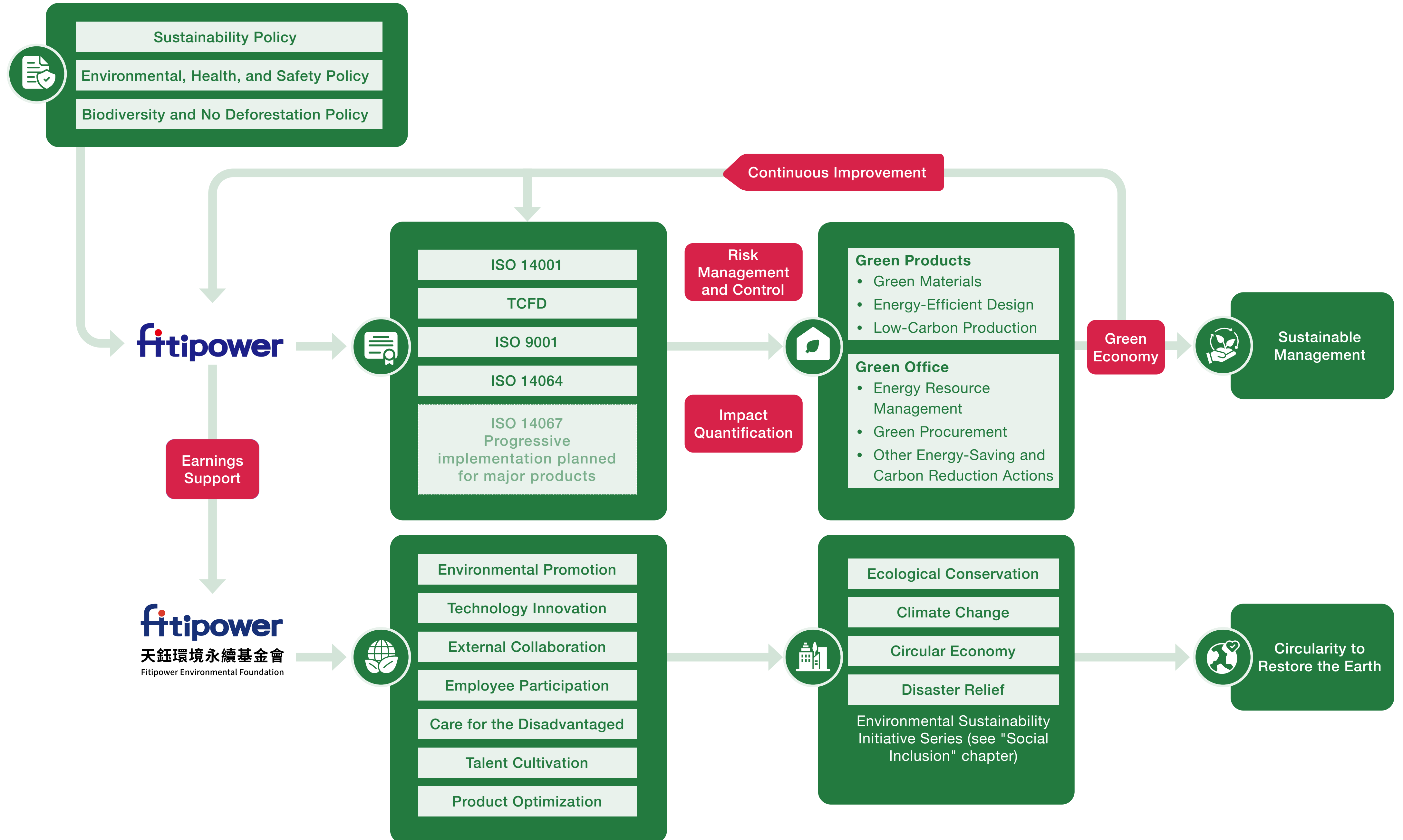
[🔗 Environmental, Health, and Safety Policy](#)

[🔗 Biodiversity and No Deforestation Policy](#)

[⬇️ ISO 14001 Certification](#)

[⬇️ ISO 14064-1 Certification](#)





I Task Force on Climate-Related Financial Disclosures

Facing increasingly severe climate change challenges, enterprises must not only pursue economic growth but actively participate in sustainability actions. According to WEF's Global Risks Report 2025, extreme climate events have been listed as the most significant long-term risk for consecutive years. Climate change has become an irreversible trend, with "climate tipping point" risks imminent. Thus, corporate acceleration of adaptation and movement toward net-zero emissions is urgent. Fitipower deeply recognizes the profound impacts of climate change on society, environment, and economy, making value chain carbon neutrality a core objective. We employ the TCFD (Task Force on Climate-related Financial Disclosures) framework for climate-related financial disclosures. In 2024, the Company conducted a comprehensive reassessment of climate risks and opportunities, including evaluating financial impacts of renewable energy costs and carbon credit market trends on carbon neutrality plans,

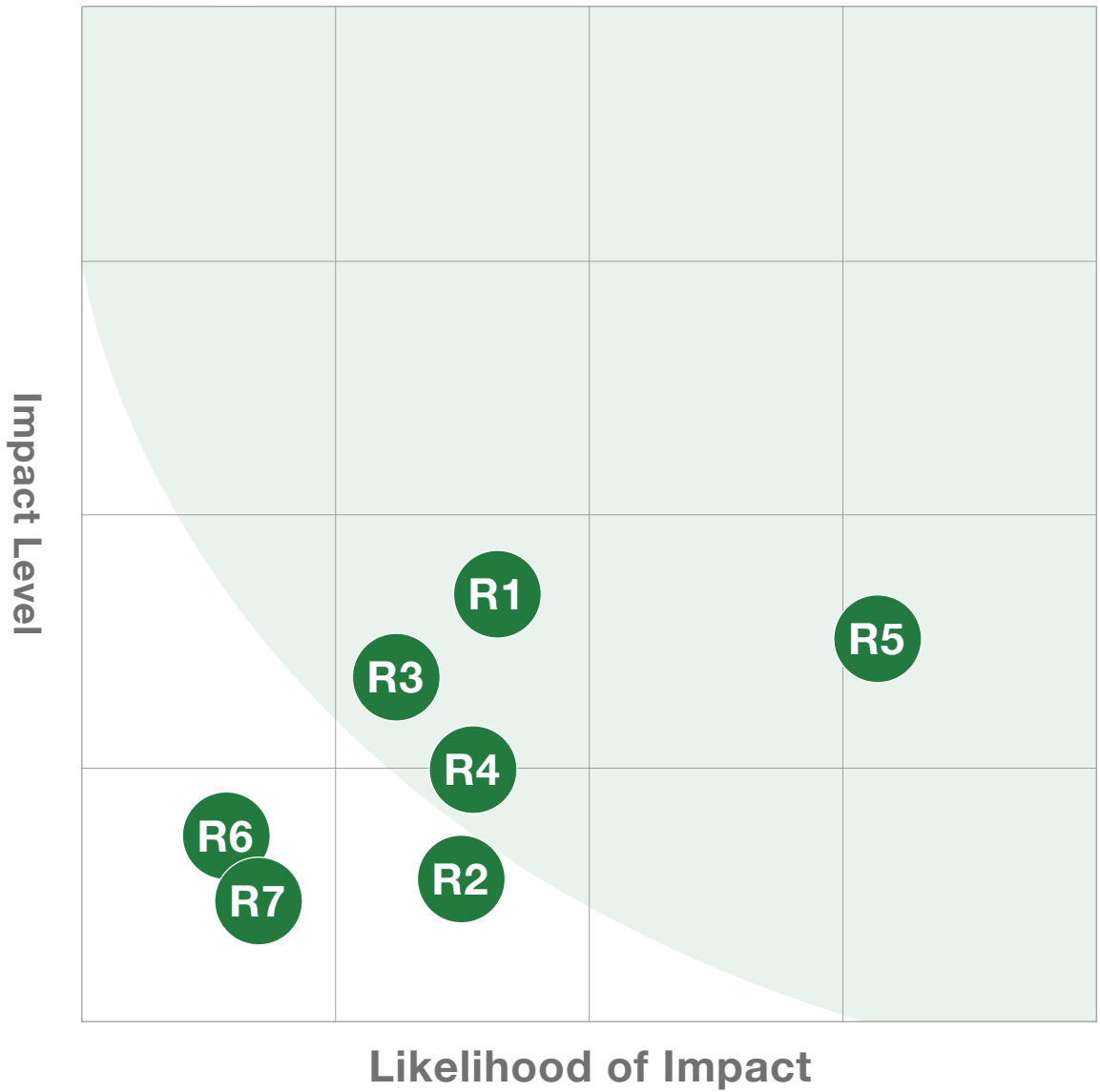
while capturing market opportunities from low-carbon products and sustainability ratings. At the same time, we further conducted scenario analysis to calculate related quantified financial impacts and develop adaptation strategies accordingly. Related analysis results are available in our annual TCFD Report (published on the Company's official website). Although Fitipower is a fabless semiconductor company with relatively low resource consumption and emissions, we actively engage in climate action, completing company-wide carbon inventory and third-party verification while planning medium to long-term carbon reduction and carbon offset strategies. Our target is to achieve Scope 1 and 2 carbon neutrality by 2035 and full-scope carbon neutrality by 2050.

[↓ Fitipower 2024 TCFD Report](#)

 Governance	 Strategy	 Risk Management	 Metrics and Targets
Fitipower establishes the Board of Directors as the highest supervisory body for climate governance, with a Sustainability Committee under the Board responsible for comprehensive climate-related matters, supervising climate change risks and opportunities, and formulating corresponding policies, strategies, and short, medium, and long-term objectives. The Sustainability Committee regularly tracks implementation effectiveness and reports to the Board of Directors at least annually.	Fitipower continues to establish comprehensive management systems focused on two strategic pillars : "Green Products" and "Green Office." For "Green Products," we continue to mitigate climate impacts throughout the product lifecycle. - Green Materials: Materials compliant with RoHS, REACH, HF, ENERGY STAR and other green standards for energy-efficient, non-toxic, and recyclable materials. - Energy-Efficient Design: Developing innovative products with high energy efficiency, low energy consumption, and compact design, while advancing environmentally friendly and smart living applications. - Low-Carbon Production: Collaborating with suppliers to complete comprehensive product carbon footprints and further propose emission reduction measures and targets. For "Green Office," we practice green procurement, replacing outdated low-efficiency equipment or facilities, and expanding the applications and introduction of digital systems. For detailed information, please refer to the "Green Office" chapter.	Fitipower follows the risk identification and assessment processes outlined in our "Risk Management Policy and Procedures" to conduct comprehensive analysis and internal discussions of climate-related risks and opportunities, regularly reporting implementation results to the Board of Directors to strengthen climate governance and decision-making transparency. We have incorporated climate risks into our financial impact assessment and disclosure framework and continuously review regulatory and market changes regarding climate transition risks and opportunities, adjusting management strategies and response measures as appropriate.	The following are Board-approved short, medium, and long-term goals published in 2023. For more details, please refer to our "2024 TCFD Report." - Green Standards Compliance - Greenhouse Gas Inventory (site coverage rate) - Product Carbon Footprint (product coverage rate) - Carbon Neutrality (Scope 1 & 2 by 2035; all scopes by 2050) - Green Procurement - Digital Transformation (e-management platforms and processes) - Information Disclosure (mainstream management framework implementation)

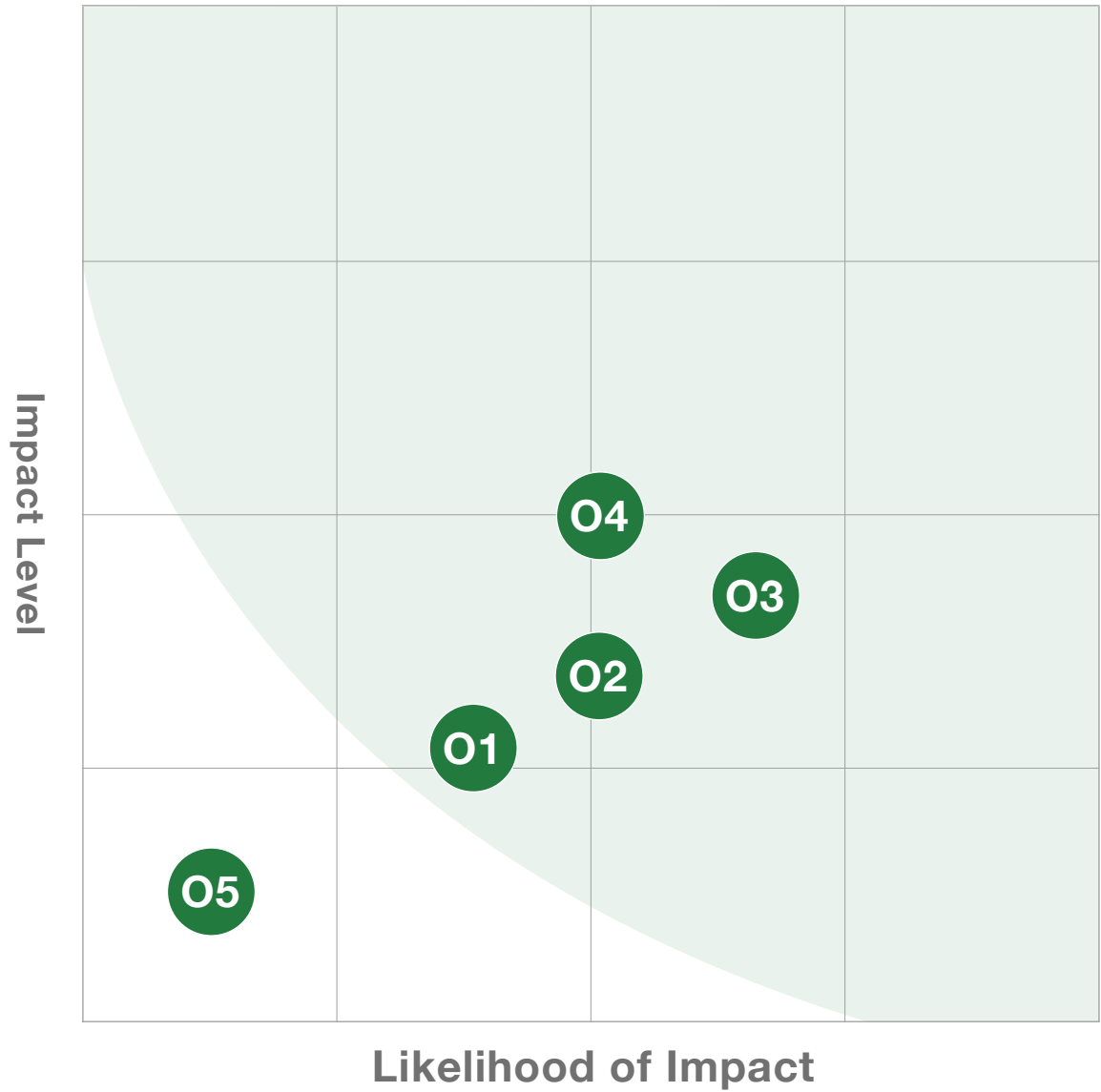
Climate Risk and Opportunity Materiality Matrix

► Climate Risk Materiality Matrix



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

► Climate Opportunity Materiality Matrix



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

► Material Climate Risks and Response Measures

Risk Category	Issue	Impact Description	Operational or Financial Impact	Impact Scope	Timeline	Response Measures
Transition Risk "Policy & Regulation"	GHG Reduction Commitments and Requirements	As countries propose net-zero targets and renewable energy policies, international brands respond by requiring supply chains to increase renewable energy ratios and achieve greenhouse gas reduction targets. To comply early with national policies and meet customer requirements, Fitipower will need to adopt relevant emission reduction actions and supplier engagement, and evaluate purchasing renewable energy, green electricity certificates, or carbon credits, resulting in increased operational costs.	Increased operational costs: energy, carbon reduction actions	Upstream supply chain, own operations	Long-term (5-10 years)	1. Closely monitor international trends and domestic regulatory changes, conduct corporate greenhouse gas inventory, and assess the impact of related costs on financial performance.
						2. Reference benchmark companies, establish early renewable energy and carbon credit procurement strategies, and build connections with relevant industry players.
						3. Promote green office practices, including replacing outdated equipment, implementing paperless operations, and procuring recycled consumables.
	Emerging Climate Regulations	According to the sustainability development roadmap for listed companies published by regulatory authorities, Fitipower must comply with consolidated company greenhouse gas inventory information and assurance requirements, and follow International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards for annual report preparation starting from 2029. For this purpose, Fitipower plans to begin internal education and training and information collection in the short term to proactively address regulatory disclosure obligations.	Increased operational costs	Own operations	Short-term (1-3 years)	4. Develop green manufacturing by collaborating early with major manufacturing suppliers to plan renewable energy or other energy-saving and carbon reduction transformation solutions.
						1. Arrange dedicated personnel to study relevant international standards and disclosure requirements, and establish related education and training programs to enhance overall employee professional competence.
Physical Risk "Long-Term"	Energy Supply Instability	In recent years, extreme weather has caused natural disasters affecting power equipment, or high temperatures have increased electricity demand, causing power shortages. Fitipower headquarters previously experienced large-scale power outages, causing partial communication equipment in the server room to stop operating, briefly affecting operations. Although this outage did not cause complete operational interruption, it still exposed the Company to risks of equipment damage or data loss.	Operational disruption	Own operations	Short-term (1-3 years)	2. Reference practices of benchmark companies to establish information collection and disclosure frameworks that meet stakeholder requirements and expectations.
						1. Expand uninterruptible power supply (UPS) systems and implement monthly regular facility equipment inspections and laboratory power usage monitoring to prevent problems.
						2. Although Fitipower headquarters is located in Hsinchu Science Park where large-scale power restrictions are unlikely, we still need to negotiate cooperation with power supply or energy storage vendors to quickly obtain emergency power support during outages.

fitipower Introduction and Overview 1 Value Co-Creation 2 Responsibility Sharing 3 Partner Co-prosperity 4 Environmental Symbiosis 5 Labor-Management Common Good 6 Social Inclusion Appendices 2024 Sustainability Report 066	Risk Category	Issue	Impact Description	Operational or Financial Impact	Impact Scope	Timeline	Response Measures
	Physical Risk "Long-Term"	Average Temperature Rise	Global warming increases air conditioning power consumption and equipment wear rates. Combined with aging air conditioning equipment, this not only increases electricity bills and maintenance costs but may even cause equipment damage and inability to operate normally, resulting in office overheating and affecting employee work patterns or efficiency.	- Increased operational costs: energy, equipment maintenance - Increased expenditure: equipment asset acquisition - Reduced assets: equipment damage - Operational interruption: employee inability to work	Own operations	Medium-term (3-5 years)	- Implement regular maintenance for air conditioning equipment in operational office areas and assess related asset service life, timely replacement to reduce electricity costs and equipment maintenance expenses. Additionally, install temperature control systems that can automatically shut off during non-working hours. - Evaluate feasibility of leasing instead of purchasing and equipment financing leases.
	Transition Risk "Market"	Increased Low-Carbon Product Demand	Global semiconductor brand manufacturers' carbon reduction commitments drive demand for low-carbon products and services from supply chains, increasing requirements for low-power consumption and high-efficiency IC products. Based on past experience, multiple customers have already requested development of lower power consumption IC chips. In response to customer needs, when developing low-carbon chips in the past, from optimized design, manufacturing, procurement, testing to complete replacement usage, the company needed to invest significant experimental time, R&D resources, and labor costs, and may face risks of yield maintenance or technical failure.	- Increased operational costs: R&D - Reduced revenue: fewer orders, lost customers	Own operations	Current (occurring)	- Research low-carbon product technology projects and assess low-carbon product costs and technology improvement risks. - Analyze low-carbon product structure and demand, collaborate and exchange technology with low-carbon industry customers in the market to confirm R&D targets and optimize technology costs. - Simplify design verification processes, reduce equipment usage, and lower R&D testing costs.
	Physical Risk "Long-Term"	Energy Supply Instability (Supply Chain)	Global warming causes high temperatures that dramatically increase air conditioning power consumption. Combined with Taiwan's promotion of green electricity and reduction of nuclear power usage, grid resilience is still insufficient, with frequent power outage problems in recent years, especially in summer. When outsourced chip manufacturing contractors encounter power outages or even blackouts, it may cause production delays and directly affect company deliveries.	- Reduced revenue: fewer orders, lost customers, delivery delays - Operational interruption: supply chain disruption - Reputation damage: stock price decline, brand value decrease	Upstream supply chain, downstream customers	Current (occurring)	- Inventory whether suppliers have auxiliary power systems configured to reduce blackout risks. - Collaborate with suppliers to deploy more diverse green electricity usage and sign long-term green electricity cooperation agreements to improve energy usage structure and enhance energy supply stability.
		Drought and Water Shortage (Supply Chain)	Under the influence of climate change, typhoons bring stronger wind and rain but in fewer numbers, and rainfall during rainy seasons is relatively insufficient, causing frequent water shortage problems during non-rainy season. When chip manufacturing outsourcers experience water restrictions or even water stoppages, it may cause production delays and directly affect company deliveries.	- Reduced revenue: fewer orders, lost customers, delivery delays - Operational interruption: supply chain disruption - Reputation damage: stock price decline, brand value decrease	Upstream supply chain, downstream customers	Current (occurring)	- Request suppliers to increase water storage mechanisms, discuss water resource conditions with suppliers quarterly to understand water shortage situations. - Deploy suppliers in low water shortage risk regions to reduce impacts from water shortages.

► Material Climate Opportunities and Response Measures

Opportunity Category	Issue	Impact Description	Operational or Financial Impact	Impact Scope	Timeline	Response Measures
Resource Utilization Efficiency	Resource Utilization Efficiency	Implementing equipment with higher energy efficiency ratings or using environmentally friendly refrigerants not only reduces equipment wear rates and decreases electricity costs and equipment maintenance expenses, but also reduces environmental impacts from traditional refrigerants.	Cost savings: energy, equipment maintenance	Own operations	Short-term (1-3 years)	- Implement green procurement and replace outdated equipment. - Consult with competent authorities to pursue energy-saving subsidies.
Products and Services	R&D Expansion of Low-Carbon Products	In response to international carbon reduction trends, providing low-carbon products has become one of the key indicators for customers selecting suppliers. If we can lead the industry in developing low-carbon energy-efficient products, we can capture low-carbon business opportunities. Multiple Fitipower customers have committed to achieving Scope 3 reductions and have made product carbon footprint an evaluation factor in procurement decisions, increasing demand for low-carbon products. Fitipower has begun investing in the "Product Carbon Reduction Benefit Platform" in recent years, including product emission tracking records, low-carbon material selection, and process optimization, gaining first-mover advantage and competitiveness in the low-carbon demand market and expanding order opportunities to create revenue growth.	Increased revenue: more orders, new customers	Own operations, downstream customers	Current (occurring)	- Establish internal low-carbon product classification standards and management strategies, define low-carbon products for market energy-saving trends and advanced process design products (such as mobile IC, power management IC, electronic shelf labels and electronic paper display technology), prioritize management for major customers and products. - Analyze and assess feasibility of expanding existing and new products as low-carbon products. - Plan product lifecycle assessment to understand product carbon footprint. Beyond the "Product Carbon Reduction Benefit Platform" established in the design phase, complete the "Product Transportation Carbon Emission Platform" construction in the shipping phase by 2025. In the manufacturing phase, communicate and coordinate with suppliers to gradually complete carbon footprint inventory for each product.

Opportunity Category	Issue	Impact Description	Operational or Financial Impact	Impact Scope	Timeline	Response Measures
Market	Investment in Transition to Improve Sustainability Ratings	To actively practice ESG sustainable development, we rely on capital market funding support. Fitipower actively invests in sustainability transformation to improve sustainability ratings and market competitiveness, seeking institutional investor favor to become part of sustainable fund portfolios and inclusion in major sustainability indices and investment trust ETF constituent stocks, expanding diversified fundraising tools.	Value enhancement: increased asset value	Own operations	Medium-term (3-5 years)	1. Actively invest in balanced ESG development and participate in various sustainability assessments. 2. Consult with credit rating agencies to achieve credit rating upgrade objectives.
	Entering Emerging Markets	In response to climate impacts, corporate demand for climate mitigation and resilience solutions is rapidly growing. If Fitipower invests in technological innovations needed for new markets, such as electronic tag products for IoT applications and wireless energy harvesting electronic tags, providing customers with more efficient energy-saving solutions will maintain company competitiveness while exploring new customer groups and expanding product application scope, increasing revenue sources and market share. If design is successfully introduced in emerging fields, there is opportunity to enhance Fitipower's visibility and influence, strengthening reputation to attract more customers and partners. °	Increased revenue: more orders, new customers, new investment/market income	Downstream customers	Short-term (1-3 years)	1. Analyze emerging market low-carbon product projects and assess feasibility of entering emerging markets. 2. Discuss with customers and attempt to develop new product applications, such as wireless power supply logistics applications.
	Operational Resilience	In response to climate change causing increased frequency of global extreme rainfall, with more concentrated rainfall periods leading to water shortage and restriction problems during non-rainy seasons. Fitipower requires all outsourcers to establish water resource treatment and reuse facilities to increase recycled water ratios and reduce drought impacts. Simultaneously, in response to the increase in air conditioning power consumption due to high temperatures, insufficient power grid resilience, and green energy development trends, we actively advise outsourcers to establish solar power generation, replace lighting fixtures, and implement energy-saving equipment measures to ensure suppliers can maintain stable production and on-time delivery.	- Increased revenue: more orders, new customers - Enhanced resilience: improved climate adaptation capacity	Upstream supply chain, downstream customers	Short-term (1-3 years)	1. Request suppliers to develop wastewater recycling and reuse measures, regularly review water resource supply, renewable energy construction, and process energy-saving planning progress at manufacturing facilities to ensure stable production and delivery.

4.2 Green Products

 Goals

Achieved

2024 Goals

- 100% of product materials comply with RoHS, REACH, HF green standards
- Carbon assessment for 5% of main products

Short-term Goals (2025-2026)

- 100% of product materials comply with RoHS, REACH, HF green standards
- Carbon assessment for 10%/20% of main products

Medium to Long-term Goals (2027-2030)

- Carbon assessment for 100% of main products (2029-)
- 5% annual carbon reduction for main products (2030-)

 Evaluation Indicators

 Key Stakeholders

- Product compliance with green standards ratio
- Customer
 - Supplier
 - Employee

 Responsibilities

 Communication Mechanism

- Quality Control Unit
 - Administrative Management Unit
 - Information Unit
- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

Fitipower, as a professional IC design company specializing in display driver chips and power management chips, drives the advent of green living while leading smart living through innovative products. Responding to Fitipower's vision "Leading a Smart Life · Driving Carbon Reduction Era," Fitipower continuously maintains quality and environmental management systems (ISO 9001, ISO 14001), keeps abreast of the latest international environmental regulations and regional environmental directives, meets customer green development requirements, and commits to promoting green product design. Fitipower's green product design focuses on two main design pillars: "Green Materials" and "Product Energy Efficiency." We consider potential environmental impacts during the design stage and coordinate with project development units, customers, and suppliers to reduce negative environmental impacts throughout the product lifecycle. Driven by national policies and brand customers' "net-zero transformation," beyond Fitipower's own investment in the product design stage, we also plan carbon reduction management in outsourced production and manufacturing stages. In the short term, we will gradually inventory annual carbon emissions of main products and require relevant suppliers to implement product carbon footprint and carbon inventory mechanisms (ISO 14067, ISO 14064). Medium to long-term planning requires complete product assessment scope and continuous carbon reduction measures and carbon offset actions with partners, ultimately achieving product carbon neutrality (production and manufacturing) by 2050. Additionally, in the product usage stage, we conduct relevant safety standard certifications (IEC 62368, UL 2367) for some power management chips and implement product labeling to reduce potential safety risks in product usage.

I Green Materials

To ensure 100% compliance of all product materials with relevant international standards and customer requirements, including RoHS (RoHS 2), REACH, HF, PPW, TSCA, CP 65, etc., and execute product shipping labeling, Fitipower has established "Hazardous Substance Management Procedures." Beyond requiring all supplier partners to sign the "Environmental Restricted Substances Commitment and Guarantee," the Company maintains an internal professional regulatory identification unit and personnel to address different regulatory requirements and language difficulties. Before selling to export countries, we confirm that all company products contain no prohibited or restricted hazardous substances or chemicals and comply with different countries' green directive standards. We set hazardous substance management targets in the management system (ISO 9001) annual target management table, tracking them annually in management review meetings, reviewing target achievement rates and implementation status, and formulating next year's targets. During the reporting period, no violations of relevant green standard requirements occurred. Additionally, Fitipower provides training on green standards and requirements for relevant personnel. In 2024, a total of 488 participants attended the training sessions, with total training hours of 344 hours.

Note 1 : RoHS: Restriction of Hazardous Substances Directive (EU)

Note 2 : REACH: Registration, Evaluation, Authorization, and Restriction of Chemicals (EU)

Note 3 : HF: Halogen Free (halogen-free substances)

Note 4 : PPW: Packaging and Packaging Waste Directive (EU)

Note 5 : TSCA: Toxic Substances Control Act (US)

Note 6 : CP 65: California Proposition 65 (US)

I Energy-Efficient Design

Fitipower combines its chip design integration expertise to develop modular, highly integrated, low-consumption, high-efficiency technological breakthroughs and green innovation products, significantly contributing to energy saving and carbon reduction in end electronic products. We have established a Product Carbon Reduction Benefit Platform to record energy-efficient product designs and estimate carbon reduction achievements*, enabling further development of energy-efficient products through data review and management. In 2024, based on the shipment volumes of our energy-efficient products, we estimate approximately 169,658 metric tons of carbon emissions reduction, which includes two breakthrough innovative green designs.

Note : Annual carbon reduction is calculated based on typical consumer usage pattern scenarios and product shipment volumes, using the electricity emission factor of 0.494 kg CO2e/kWh announced by the Energy Administration, Ministry of Economic Affairs (2023).)



Fitipower's Requirements for Suppliers:

- Must obtain valid certifications for ISO 9001, ISO 14001, and ISO 45001 management systems
- Provide "Fitipower Materials Composition Sheet" (including third-party test reports and SDS data sheets)
- Sign the "Environmental Restricted Substances Commitment and Guarantee"

► 2024 Green Innovation Products

Innovation Product	Energy-Saving Description
Power Management ICs	Introduced energy-saving Pulse Skip Mode, reducing switching frequency of power regulators under light load conditions to decrease switching losses and effectively save energy consumption. Combined with downstream low dropout regulator (LDO) to absorb voltage fluctuations caused by reduced switching, ensuring output stability.
EPD	Utilized innovative high-voltage circuit design technology to achieve 70V gate voltage functionality using processes originally supporting 50V, successfully applied to Electronic Paper Display (EPD) systems. This design not only breaks through process voltage limitations but also reduces manufacturing costs and energy consumption, effectively improving energy utilization efficiency and achieving energy-efficient design.

4.3 Green Office and Energy Resource Management

Goals

 Achieved

2024 Goals

- Continue shaping green office culture and implementing related measures 
- Implement ISO 14064 
- IT equipment green procurement ratio 85%
- Waste recycling rate 55% 

Short-term Goals (2025-2026)

- ISO 14064-1 third-party verification (2025)
- IT equipment green procurement ratio 88%/90%
- Non-IT equipment annual green procurement ratio 100% (2025-)
- Waste recycling rate 55%
- Waste landfill rate <5%

Medium to Long-term Goals (2027-2030)

- ISO 14064 coverage 100% (including subsidiaries), Scope 3 assessment 100%
- Achieve carbon neutrality for Scope 1 and Scope 2 by 2035 (50% by 2030 with a 10% annual increase thereafter)
- Achieve carbon neutrality for Categories 3–6 by 2050 (with a 5% annual increase starting in 2031)
- IT equipment green procurement ratio 95%
- Non-IT equipment annual green procurement ratio 100%
- Waste recycling rate 60%
- Waste landfill rate <1%

Evaluation Indicators

- Carbon emission status
- Green procurement ratio
- Energy and resource usage

Responsibilities

- Administrative Management Unit
- Information Unit

Key Stakeholders

- Government Agency
- Customer
- Supplier
- Employee

Communication Mechanism

- Please refer to the “[Key Stakeholders Communication Comparison Table](#)” and match it with the key stakeholders mentioned above.

I Energy and Carbon Management

Fitipower Group's energy sources are entirely from purchased electricity, with no self-generation or fuel use. In 2024, following ISO 14064-1 greenhouse gas inventory standards, we completed our first full-scope greenhouse gas inventory and assessment for Fitipower (including Categories 4-6), with inventory boundaries covering all operational sites. We also conducted third-party data verification for the first time to ensure accuracy and transparency of inventory results. 2024 greenhouse gas inventory results show that Fitipower's Category 1 and Category 2 total carbon emissions were 1,370.5959 metric tons of carbon dioxide equivalent (tCO₂e), with emission intensity of 0.1400 tCO₂e per million NTD revenue; Categories 3-6 total emissions were 112,243.7536 metric tons of carbon dioxide equivalent

(tCO₂e). In Fitipower Group's short-term plan, we will extend the inventory to subsidiaries to establish a group-wide carbon management foundation; medium to long-term plans include implementing carbon reduction and carbon offset strategies, committed to achieving Category 1 and 2 carbon neutrality by 2035 and full-scope carbon neutrality by 2050. We have actively promoted "Green Office Culture" for many years, gradually reducing operational carbon emissions through energy management, green procurement, and daily energy usage optimization. In the future, we will continue strengthening energy management efficiency and evaluate computer room energy-saving renovation projects to further improve overall energy usage efficiency and fulfill low-carbon operational commitments.

► Fitipower Group Power Usage

Item	2021	2022	2023	2024
Electricity (GJ)	7,385.147	9,749.636	9,513.614	10,048.064
Energy Intensity (GJ/NT\$ million)	0.323	0.495	0.584	0.523

Note : Data scope covers all operational sites of Fitipower Group

► Fitipower Greenhouse Gas Emissions

Item	Emissions (tCO ₂ e)	Emission Ratio (%)
Category 1: Direct GHG emissions	245.3083	0.22%
Category 2: Indirect GHG emissions from imported energy	1,125.2877	0.99%
Category 3: Indirect GHG emissions from transportation	3,897.4183	3.43%
Category 4: Indirect GHG emissions from products used by the organization	108,346.3353	95.36%
Category 5: Indirect GHG emissions from use of the organization's products	No inventory check was conducted following materiality assessment.	Not applicable
Category 6: Indirect GHG emissions from other sources	Not applicable	Not applicable
Total Emissions	113,614.349	100%

Note 1 : Information scope covers all operational sites of Fitipower

Note 2 : Category 3 data covers "upstream raw material transportation and distribution," "employee commuting," and "downstream product transportation and distribution"; Scope 4 data includes "purchased products and services" and "waste disposal and transportation"

Note 3 : The materiality threshold is 5%



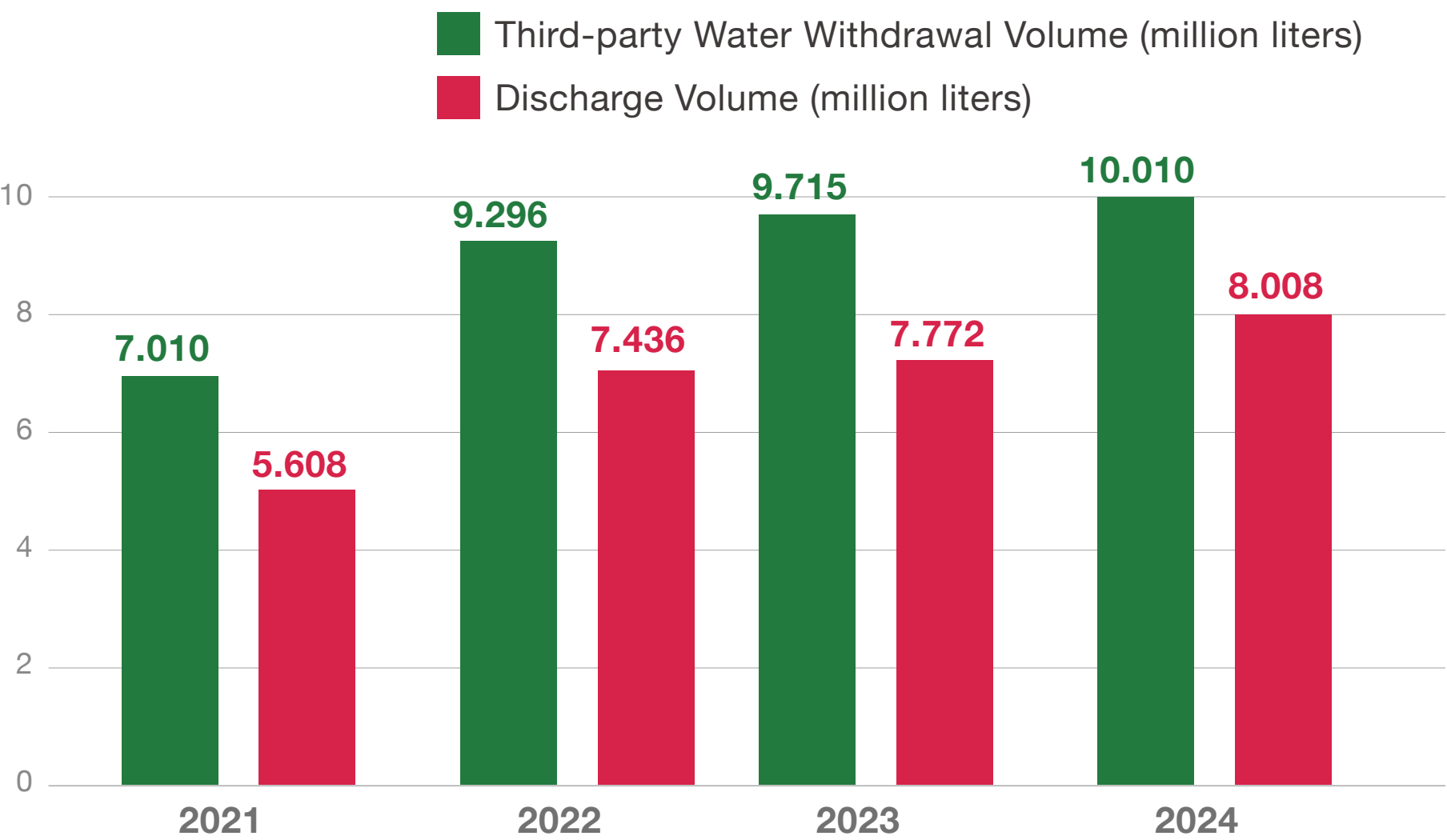
Initiatives to Promote Green Office Culture

- Equipment replacement projects (such as upgrading office area lighting to LED energy-efficient fixtures)
- IT equipment procurement complying with green certifications (2024 green procurement ratio was 52%)
- To save office paper usage, in addition to promoting second-hand paper reuse, gradually implementing online approval systems to replace document operations and digitizing payroll statement systems
- Adopting online materials as the principle for regular training courses
- Simultaneously promoting office greening programs
- Actively implementing waste sorting and resource recycling
- For employee lunch meals, also providing diverse vegetarian meals, fruit meals, etc., taking care of employee dietary health while reducing CO₂ emissions

I Water Resource Management

According to research published by the World Resources Institute (WRI), an American environmental think tank, in 2024, over one-fifth of the global population lives in areas with extremely high water stress. Uneven water resource distribution and increasingly competitive usage pose potential risks to corporate operations. Analysis using WRI's Aqueduct Water Risk Atlas tool shows that all Fitipower Group operational sites are not located in areas with high water stress risk or above. Although Fitipower is positioned in relatively favorable water conditions and does not engage in manufacturing operations, we still regularly monitor water usage to effectively understand impacts during water shortage periods. In 2024, the total water withdrawal for the Group was 10.01 million liters, all sourced from third-party supplied tap water (Taiwan Water Corporation). To ensure everyone has access to usable and sustainably managed water resources, we continuously educate employees on water conservation and procure water-saving certified equipment. In the future, we will plan appropriate water recycling actions based on water usage conditions.

► Water Withdrawal and Discharge



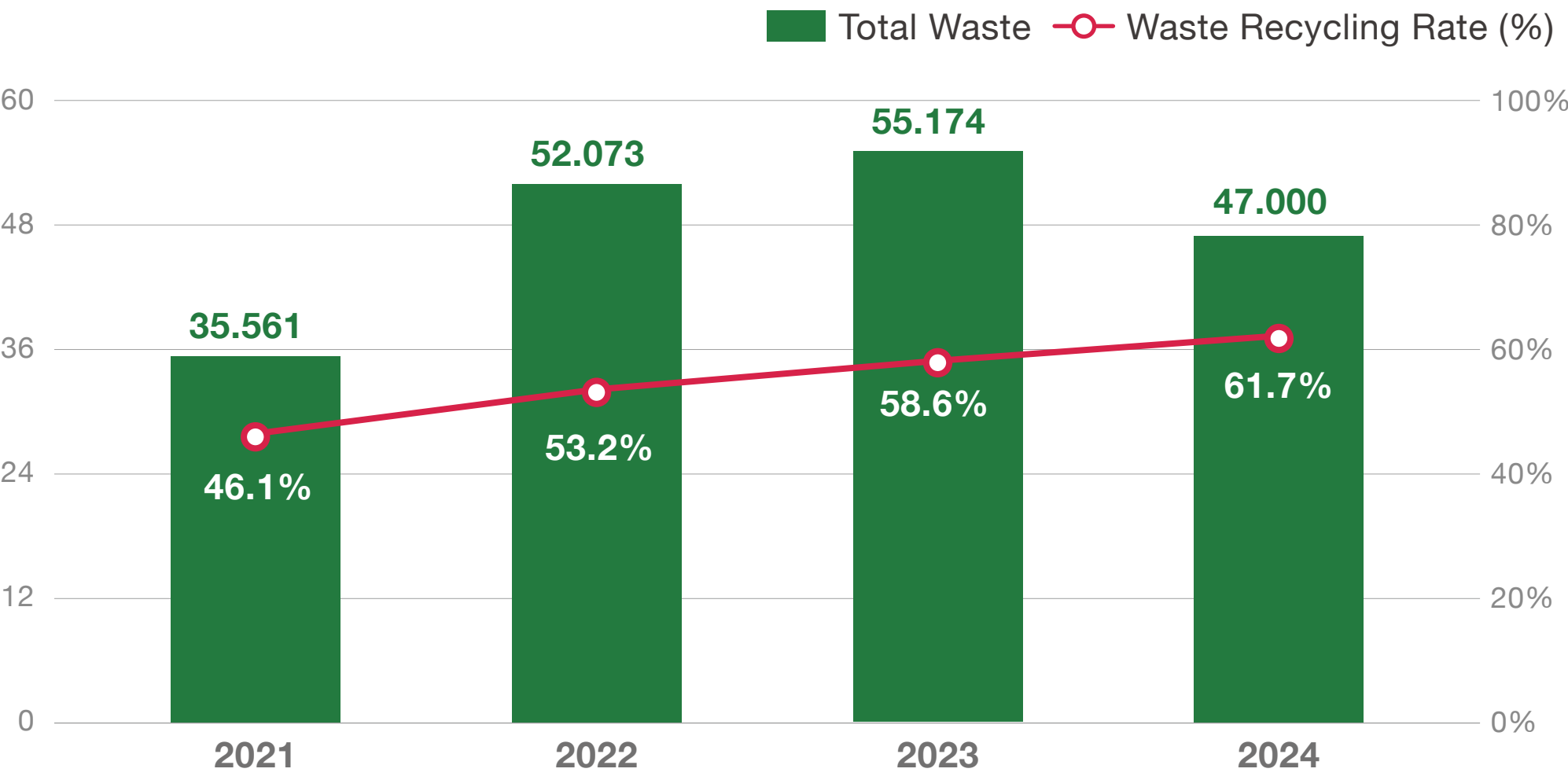
Note 1 : The aforementioned information scope covers Fitipower Group (including subsidiaries)

Note 2 : Based on industrial park wastewater pricing regulations, discharge volume equals 80% of water usage

I Waste Management

Fitipower Group adheres to the 4R circular economy principles (Reduce, Reuse, Recycle, Recovery) as the foundation for waste generation and control. We maintain strict control mechanisms for waste streams to ensure proper disposal and compliance with local regulations. In Taiwan, electronic component waste, scraps, and defective products (including wafers and packaging materials) generated during company operations are stored in on-site temporary storage areas per waste management plans and disposed of through qualified contractors with online reporting. Other cardboard recycling and municipal waste are properly classified and handled by industrial park cleaning teams for recycling and subsequent processing. In China, waste consists entirely of office-generated garbage, handled by the building management committee through qualified contractors. During 2024, no pollution leaks or environmental penalty incidents occurred. Total waste generation was approximately 47 metric tons, with an overall recycling rate of 61.7% (3.1% improvement from the previous year), achieving annual targets. Beyond continuing to promote source reduction and internal waste recycling, Fitipower utilizes green innovation technology and collaborates with the entire supply chain to avoid hazardous substance use and reduce raw material consumption, minimizing production environmental impact and implementing circular economy principles.

► Recent Waste Generation and Recycling Performance (Unit: Metric Tons)



Note 1 : Information scope covers Fitipower Group (including subsidiaries)

5

Labor-Management Common Good

5.1 Human Rights, Diversity, Inclusion, and Communication

5.2 Talent Aggregation and Welfare

5.3 Employee Development and Retirement

5.4 Workplace Safety and Health Promotion

Corresponding Stakeholders and Material Topics



Employee



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.



5.1 Human Rights, Diversity, Inclusion, and Communication

🎯 Goals ✔️ Achieved

2024 Goals

- The proportion of female employees reaches 20% ✔️
- Employee communication incident closure rate reaches 100% ✔️

Short-term Goals (2025-2026)

- Join RBA-ON and complete self-assessment and improvement (2026)
- The proportion of female employees reaches 20%
- First implementation of employee engagement survey (2025)
- Employee communication incident closure rate reaches 100%

Medium to Long-term Goals (2027-2030)

- 100% improvement of RBA SAQ non-conformities (2027)
- RBA VAP execution coverage reaches 100% (2028)
- Achieve RBA VAP ≥160 points (2030)
- The proportion of female employees reaches 23%
- Implementation of employee engagement survey (2028)
- Employee communication incident closure rate reaches 100%

🔍 Evaluation Indicators

- Employee engagement
- Employee complaints

🔧 Responsibilities

- Human Resources Unit

👤 Key Stakeholders

- Employee

💬 Communication Mechanism

- Please refer to the "[Labor-Management Communication](#)" chapter content

I Human Rights and Diversified Inclusion Policy

"Employees" are an organization's most important asset, making "people" management crucial for corporate sustainable development. Fitipower Group adheres to the core principle of "mutual tolerance and respect, leveraging the value of a diverse workplace" in team management. Therefore, we strictly comply with labor laws and regulations in all global operational locations and follow the United Nations Universal Declaration of Human Rights, UN Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our Chairman has signed and issued the "Human Rights and Diversified Inclusion Policy" applicable to our company and its related affiliated enterprises and partners. We also respond to the core spirit of the Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI), committing to treat all employees and business partners with dignity and requiring supply chain members to jointly comply with relevant standards and principles. In 2024, we published the "Fitipower Sustainable Supplier Code of Conduct," using the RBA principles and requirements as a blueprint to implement human rights management in the supply chain.

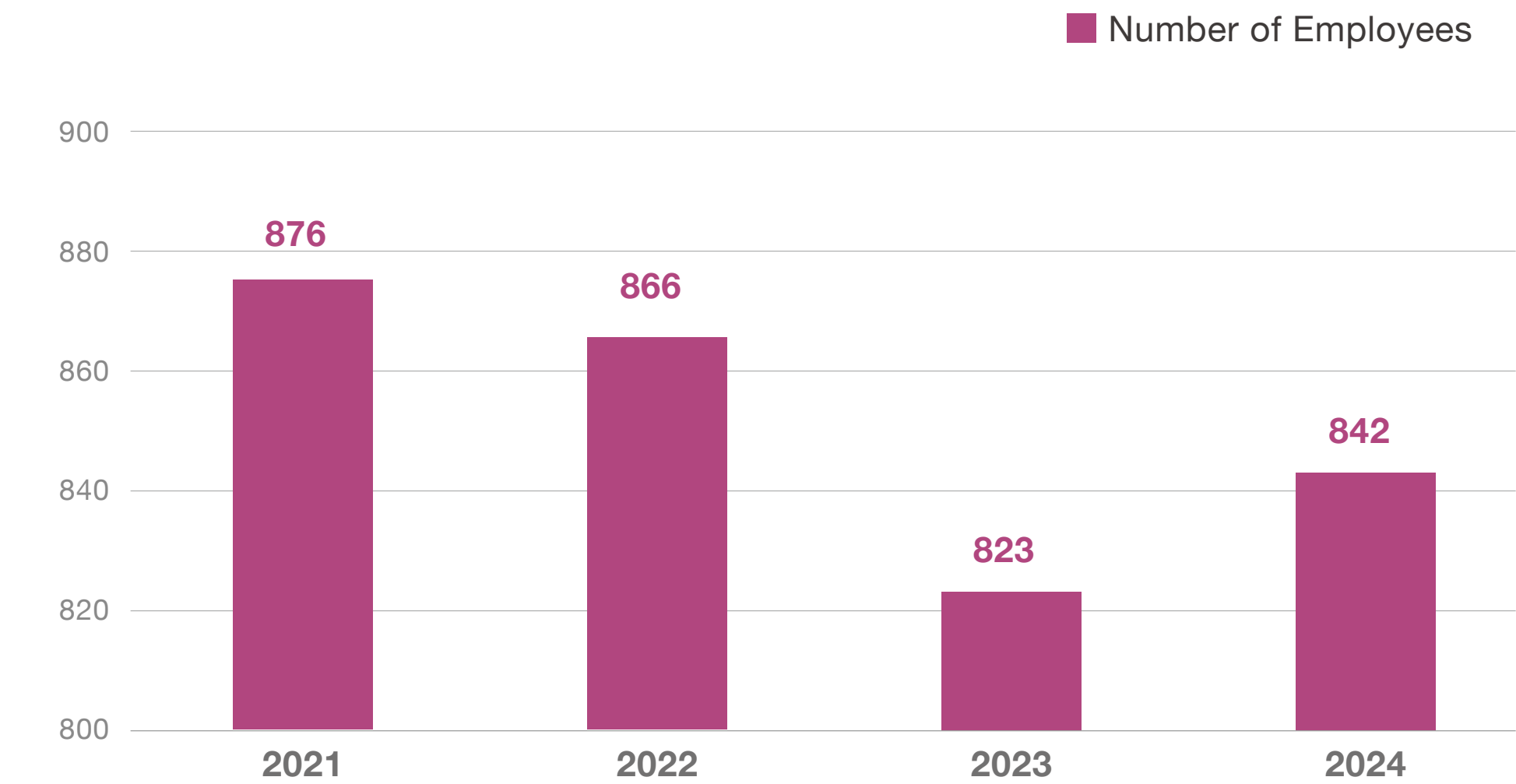


Human Rights and Diversified Inclusion Policy Commitments

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 attendance as well as supporting and helping 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 unions) to promote a harmonious and win-win labor-management relationship.
Collaborative and Win-Win Partnership	• 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.

I Workforce Diversity

Fitipower firmly believes that "diversity" is a key factor for an organization’s continuous growth and self-breakthrough. We are committed to embodying the values of DEI (Diversity, Equity, and Inclusion). Through systematic management and cultural advocacy, we create an inclusive, respectful, and equitable work environment where every employee can fully realize their potential within the organization. In senior leadership, we actively cultivate and support the development of female leaders, practicing a corporate culture of women's participation. From internal talent development and promotion opportunities to external professional recruitment, we emphasize the principles of gender equality and diverse participation. In terms of diverse governance of directors, the proportion of female directors is 42.9%, far higher than industry standards, demonstrating our commitment to gender diversity and professional governance. Female directors, with their cross-disciplinary professional capabilities and unique perspectives, bring more diverse viewpoints to company decision-making, continuously driving corporate innovation and value enhancement. For detailed information, please refer to the "[Governance Standards and Framework](#)" chapter.



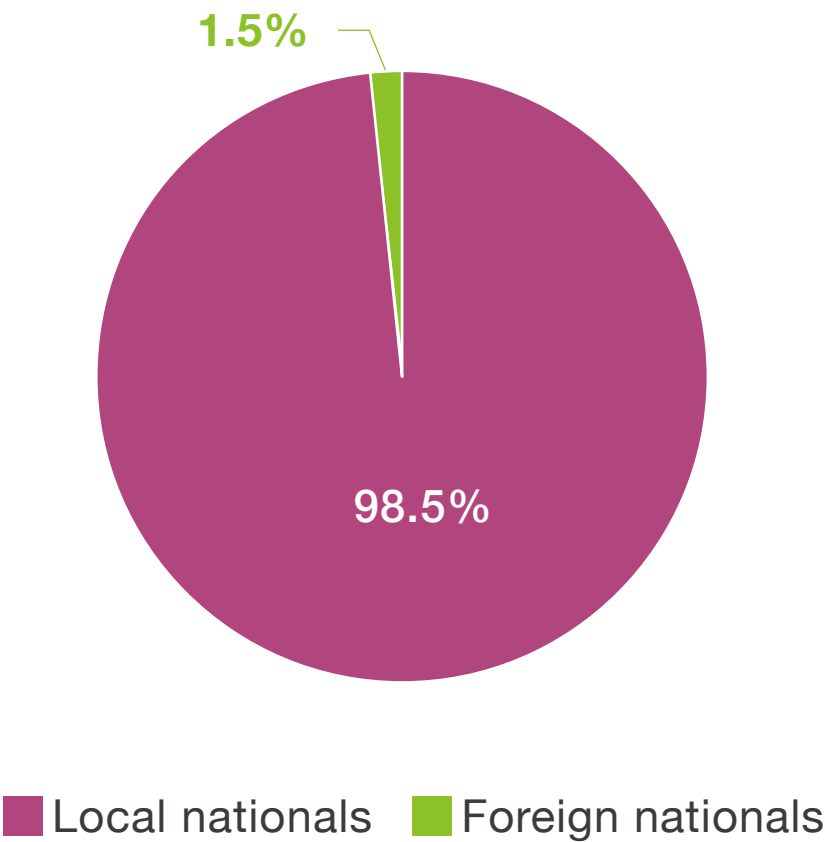
Fitipower Group values R&D innovation and diverse talent deployment. As of the end of 2024, our total workforce was 842 people, including 836 full-time employees and 6 contract employees. The average employee age is 38 years, with an average service tenure of 6.0 years, enabling rapid experience transfer and technical guidance. Additionally, there are 5 temporary staffing personnel (non-employee workers) primarily engaged in environmental cleaning and IT equipment maintenance. The employee composition is predominantly R&D innovation and engineering technical personnel, accounting for 75% of total employees. The overall female employee ratio is 24%, fully demonstrating our practical actions in diversity and inclusion for the IC design industry where the main workforce demand is in science and engineering disciplines (especially electrical and electronic related fields). Fitipower's talent deployment extends to Taiwan, China, and other regions, with overseas employees accounting for 17.3%. We hire excellent local talent, creating employment opportunities locally, with a local employment rate of 98.5%, including a senior management local employment rate of 95.6%. Furthermore, we plan appropriate positions to provide more employment opportunities for people with disabilities. During the reporting period, Fitipower Group employed a total of 7 people with disabilities (in compliance with local regulations in Taiwan).

Employment Contracts	Employment Type	Gender		Work Region		Ratio
		Male	Female	Taiwan	Other	
Permanent	Full-time	637	197	688	146	99.3%
	Part-time	1	1	2	0	
Temporary	Full-time	0	2	2	0	0.7%
	Part-time	2	2	4	0	

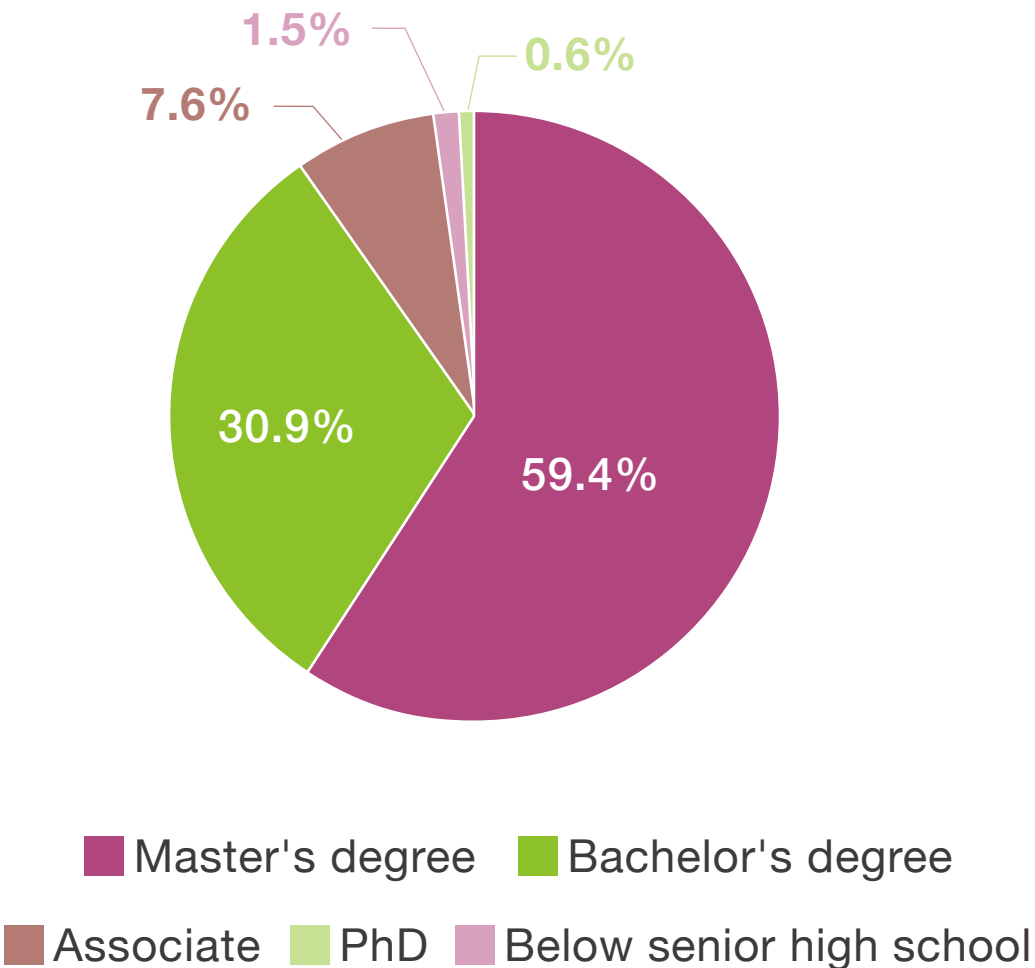
Category	Job Category	Gender Distribution (Persons)		Age Group Distribution (Persons)			Proportion of Disadvantaged Groups (Persons)
		Male	Female	18 to 30	31-49	50 and above	
Position	R&D	93.1% (216)	6.9% (16)	29.7% (69)	64.7% (150)	5.6% (13)	0.4% (1)
	Marketing & Sales	45.9% (39)	54.1% (46)	12.9% (11)	74.1% (63)	12.9% (11)	0%
	Engineering	86.0% (345)	14.0% (56)	26.2% (105)	69.3% (278)	4.5% (18)	0.4% (1)
	Admin	32.3% (40)	67.7% (84)	12.9% (16)	67.7% (84)	19.4% (24)	4% (5)
Position Level Distribution	Senior Management	91.2% (62)	8.8% (6)	0%	55.9% (38)	44.1% (30)	0%
	General Management	78.6% (103)	21.4% (28)	0.8% (1)	90.8% (119)	8.4% (11)	0%
	Non-Management	73.9% (475)	26.1% (168)	31.1% (200)	65.0% (418)	3.9% (25)	1.1% (7)
Total		842 individuals					7 individuals

Note 1 : Senior management refers to deputy director and above (including executive assistants); general management refers to management personnel other than senior management positions

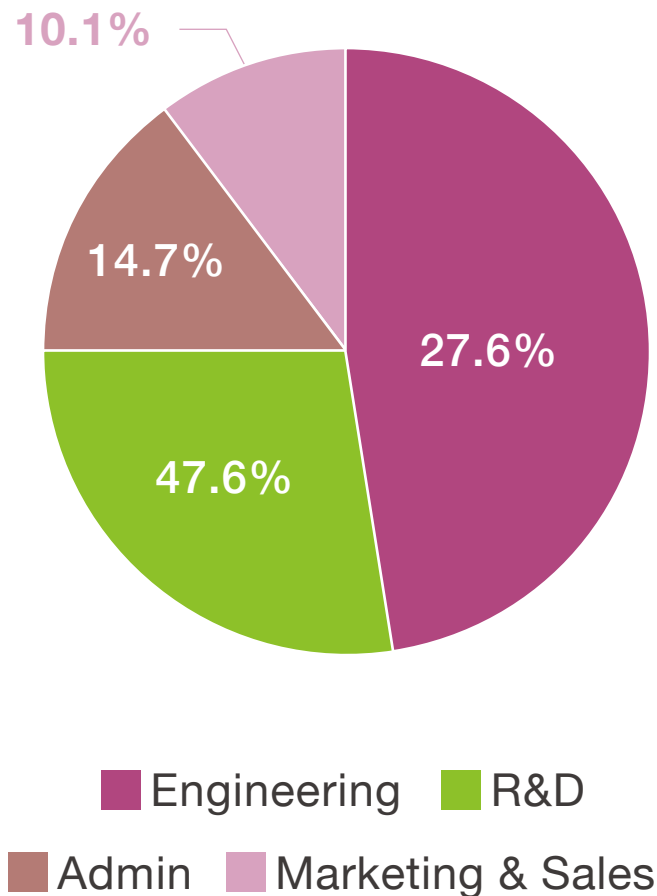
► Local Employment



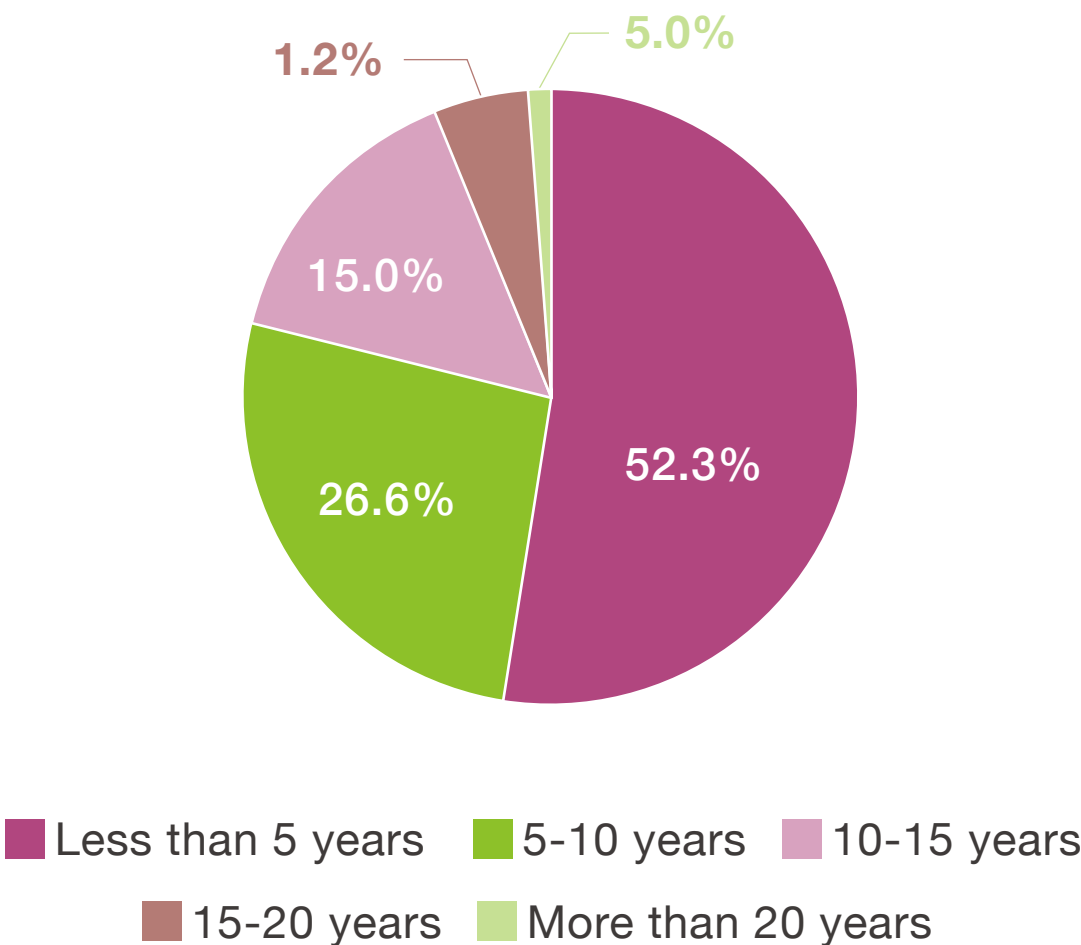
► Educational Background



► Employee Category



► Years of Service



I Labor-Management Communication

Although Fitipower has not established a union, we have built comprehensive and diverse two-way communication channels to facilitate smooth exchanges between labor and management. Fitipower is committed to creating harmonious labor relations and building a dynamic and diverse workplace environment where employees can utilize their strengths and continuously improve while helping everyone find passion and balance between work and life. During this reporting period, we have achieved the goal of protecting workers' human rights, including no discrimination incidents and related complaints, no violations of freedom of association and 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 and grievance incidents. Furthermore, to protect employee employment rights and various labor conditions, we commit that when the Company faces significant operational changes, we will exercise the minimum notice period ^{Note 1} for contract termination according to local regulations, ensuring that impacts on company operations and employee employment are minimized.

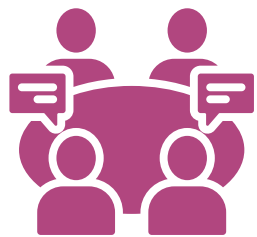
Note 1 : For Taiwan region, those employed 3 months or more but less than 1 year, 10 days' notice; 1 year or more but less than 3 years, 20 days' notice; 3 years or more, 30 days' notice. For China region, during probation period, 3 days' notice; after probation period, 30 days' notice.

► Diverse Communication Channels



Real-Time Systems

- iHome
- Human Rights Grievance Mailbox
- Electronic Announcements



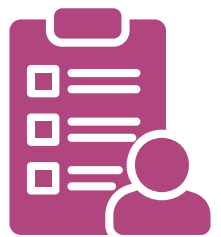
Multi-person Meetings

- CEO Talk (irregular)
- Manager meetings (semi-annually)
- Labor-management meetings (quarterly)
- Employee Welfare Committee meetings (quarterly)
- Occupational Safety and Health Committee meetings (quarterly)
- New employee orientation (each session)



One-on-One Interviews

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



Questionnaire Surveys

- Meal satisfaction surveys (monthly)
- Volunteer activity surveys (irregular)



Occupational Safety and Health Committee meeting



Employee Welfare Committee meeting

5.2 Talent Aggregation and Welfare

🎯 Goals ✔️ Achieved

2024 Goals

- Employee turnover rate 17% ✔️
- Key employee retention rate 86% ✔️
- Job offer acceptance rate 70% ✔️

Short-term Goals (2025-2026)

- Employee turnover rate 16%/15%
- Key employee retention rate 87%/88%
- Job offer acceptance rate 72%/74%

Medium to Long-term Goals (2027-2030)

- Employee turnover rate 15%
- Key employee retention rate 90% (2030)
- Job offer acceptance rate 75% (2030)

🔍 Evaluation Indicators

- Compensation surveys
- Talent recruitment and employee turnover status

🔧 Responsibilities

- Human Resources Unit
- Compensation Committee

👤 Key Stakeholders

- Employee

💬 Communication Mechanism

- Please refer to the "[Labor-Management Communication](#)" chapter content

I Talent Recruitment & Retention and Benefits

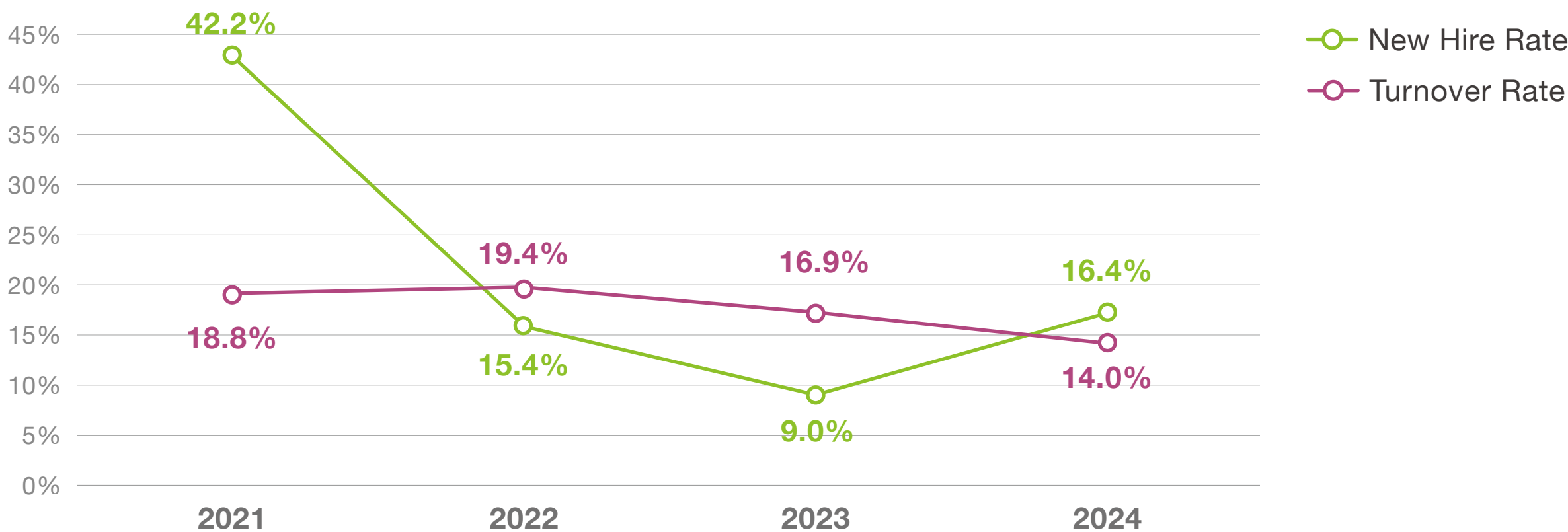
"Talent" is the driving force for technological R&D and operational growth, especially in the rapidly evolving IC design industry that pursues innovative breakthroughs. Therefore, Fitipower Group continuously attracts excellent talent through diverse recruitment channels, including online job platforms, social media, headhunting companies, referrals from friends and family, industry-academia internship programs, R&D alternative military service, job fairs, talent matching events, and participation in government-sponsored "Youth Employment Flagship Program," while offering competitive compensation packages. We also actively manage the Company's official website and social media to enable stakeholders interested in Fitipower to quickly access relevant information. In 2024, Fitipower hired 138 employees, with a female-to-male ratio of 1:3.6. The new employee hiring rate was 16.4%, and the overall job offer acceptance rate^{Note 1} reached 90.9%, demonstrating strong employer brand attractiveness. Under Fitipower's organizational deployment and resource allocation policies, we provide career opportunities with ample development space and challenging work content, welcoming young professionals to join us. In the reporting year, employees under 30 years old accounted for 52.9% of all new hires. Fitipower maintains the work-life balance of every employee through diverse two-way communication channels, retaining suitable talent. In 2024, 118 employees left the Company, with a female-to-male ratio of 1:4.6. The overall turnover rate was 14.0%, better than the annual target (17%). We aim to maintain a healthy turnover rate, regularly reviewing and strengthening retention measures while strengthening key talent^{Note 2} management. The 2024 key talent retention rate^{Note 3} was 86.4%.

Note 1 : Job offer acceptance rate = Total number of accepted offers in the year ÷ Total number of offers made in the year

Note 2 : Key talent refers to employees at deputy director level and above, and senior engineers and above in R&D

Note 3 : Number of key talents identified in the previous year still employed at year-end ÷ Number of key talents identified in the previous year

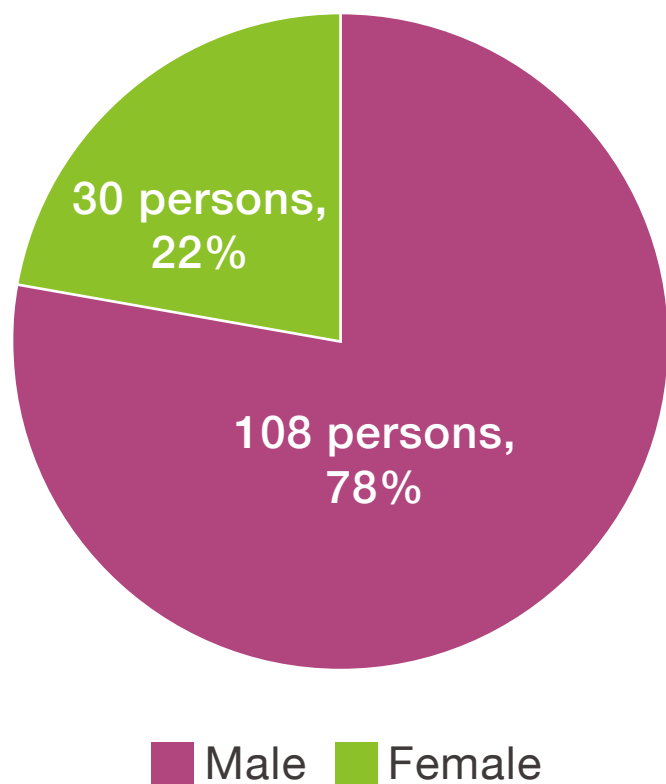
► New Hire and Turnover Status



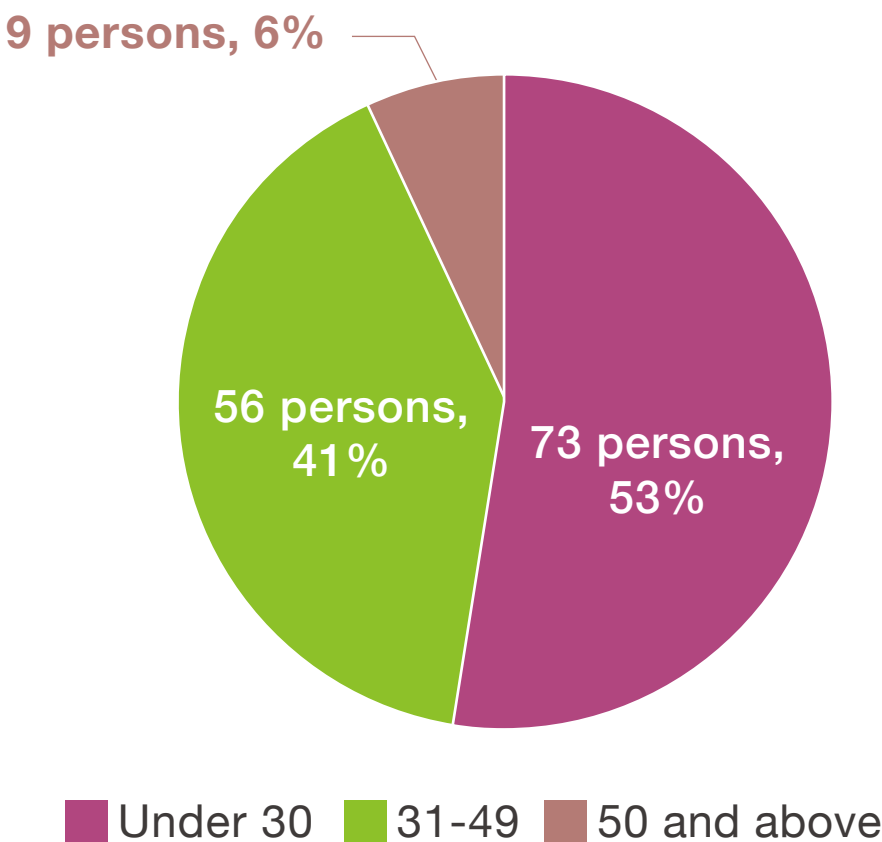
Note : Employee new hire/turnover rate = Number of new hires/departures in the year ÷ Number of employees at year-end × 100% ÷ Number of employees at year-end × 100%

I 2024 New Employee Status

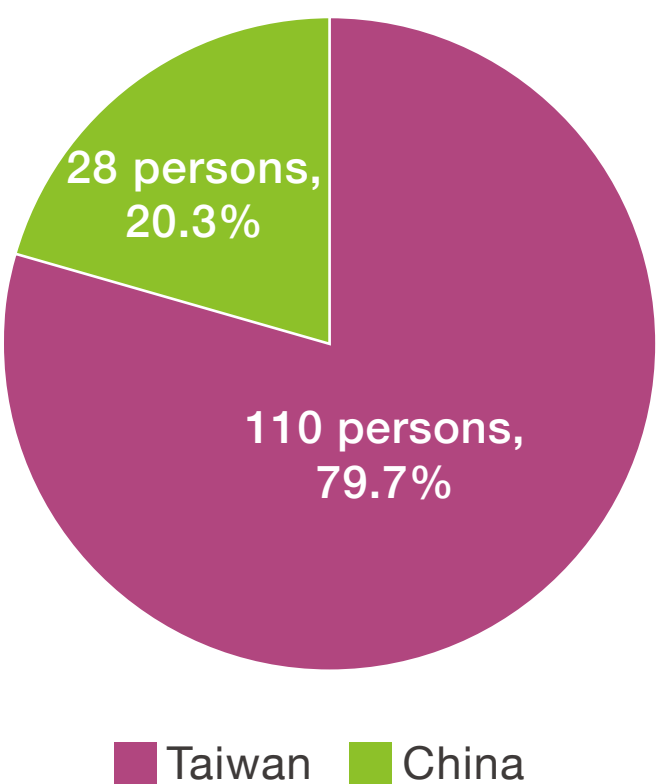
► Gender



► Age Group

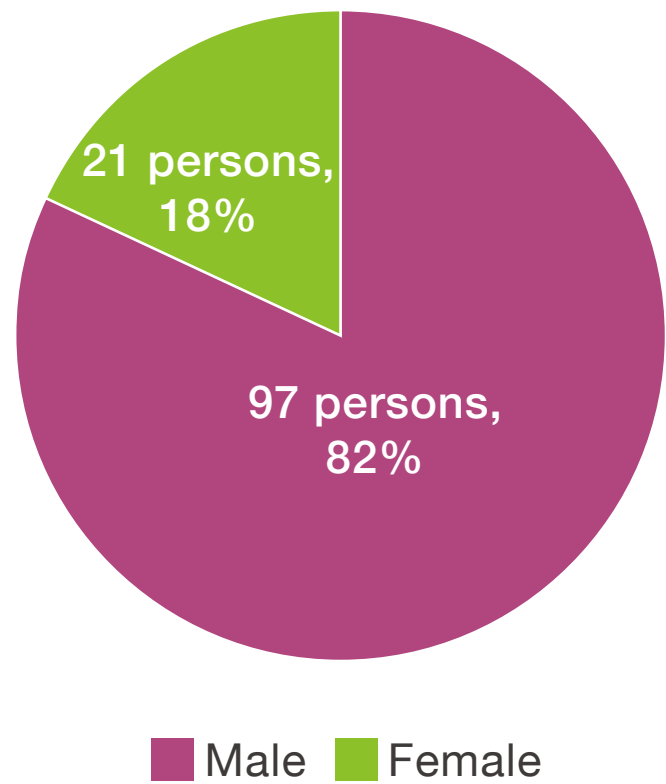


► Work Location

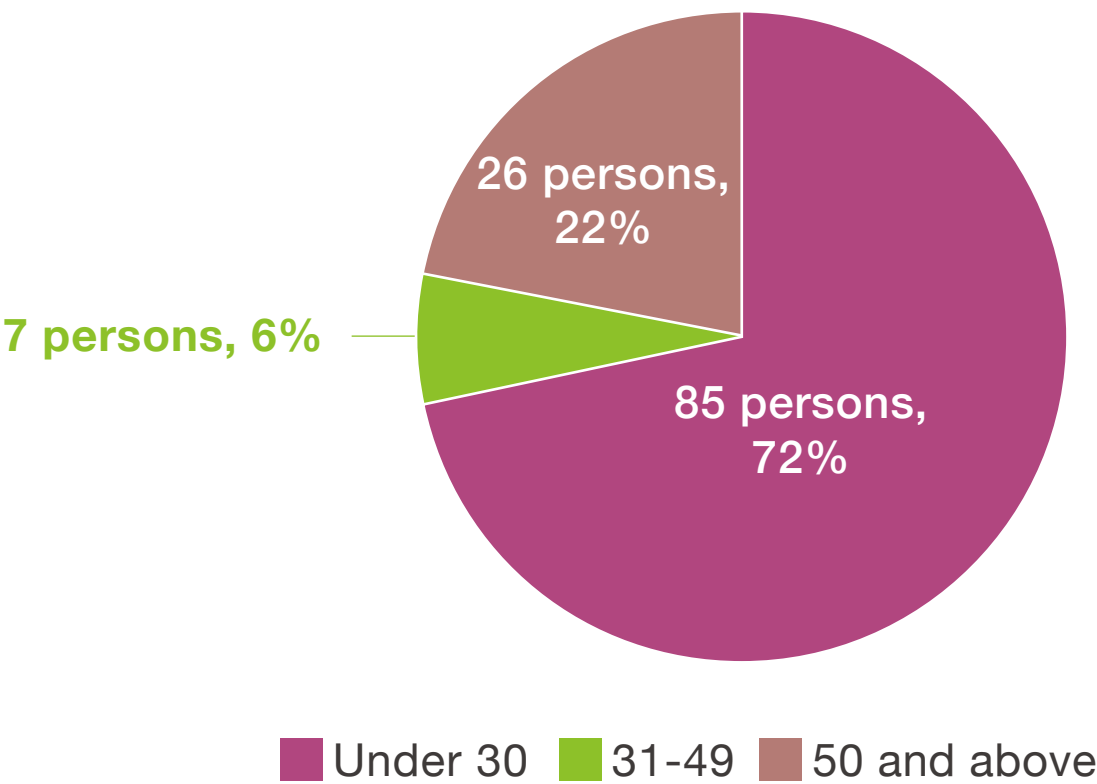


I 2024 Employee Departure Status

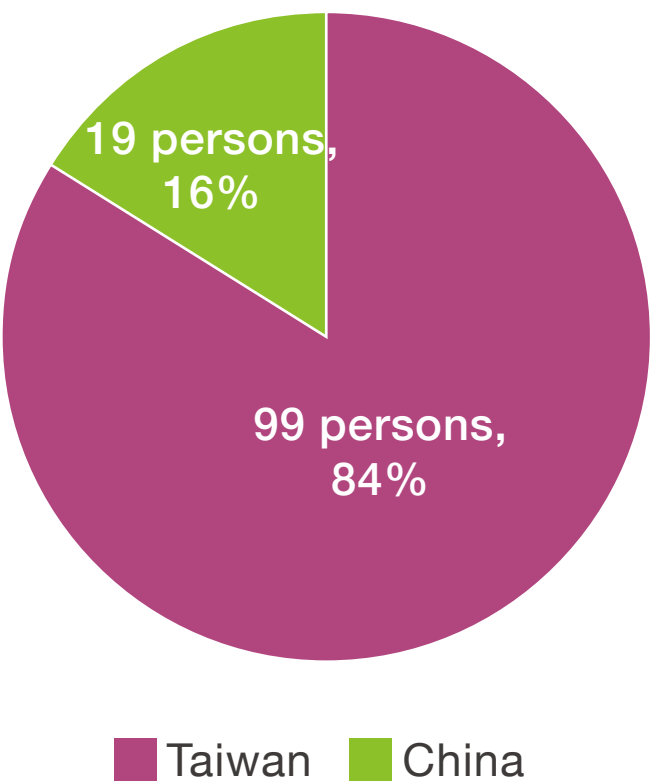
► Gender



► Age Group



► Work Location



I Recruitment Channels

High Referral Bonuses

Facing semiconductor talent imbalance and competition, Fitipower implements a referral system to attract top talent, providing substantial bonuses to encourage colleagues to actively recommend candidates. We introduced this system to our China operations during the reporting period. When a recommended candidate completes the interview process, the referrer receives a recommendation bonus of NT\$800-1,500 (RMB 200-400 for China operations). If the recommended candidate passes the probation period and is evaluated as suitable, depending on the position, the referring colleague can receive an introduction bonus of NT\$10,000-50,000 (RMB 2,000-10,000 for China operations). This system enables the Company to effectively reach suitable talent that matches organizational culture and professional needs, improving talent recruitment efficiency. In 2024, 67 recommended candidates passed interviews through this mechanism, with 12 evaluated as suitable after completing probation, resulting in total recommendation and introduction bonuses of NT\$399,000.

Industry-Academia Cooperation

Fitipower actively establishes exchange channels with schools, signing contracts with NTU departments, combining academic knowledge to strengthen R&D momentum. In 2024, we expanded cooperation with NTU College of EECS, deepening our talent deployment in the AI field. During industry-academia collaboration, Fitipower provides technical resources for technical cooperation with NTU. We also provide scholarship systems for outstanding students, with regular care through workplace mentorship, allowing students to familiarize themselves with industry culture early during their studies, explore career planning and future development, and achieve theory-practice integration. As of 2024, Fitipower has accumulated 6 technical cooperation projects with over 10 students participating in the scholarship system.



Key Achievements in 2024

- 1. Establishing technical cooperation mechanisms to accelerate solutions**
 - Regular technical discussion meetings led by professors with students and Fitipower internal experts for technical exchange and project tracking
 - Collaborating departments: National Taiwan University Graduate School of Advanced Technology, National Taiwan University College of Electrical Engineering and Computer Science
- 2. Scholarship programs to encourage student research and attract campus talent**
 - Cumulative scholarship recipients exceed 10 students, with internal supervisors serving as workplace mentors, providing relevant technical advice and industry perspectives to stimulate academic-industry exchange
 - The scholarship system encourages students to join Fitipower after graduation, with 6 industry-academia students joining to continue deep research in digital chip design and AI applications
- 3. Combining resources for theory-practice integration**
 - 66 participants (supervising professors and students)
 - Investment of NT\$7 million in 2024, continuing integration with campus talent and technology

Campus recruitment

Fitipower regularly organizes campus recruitment activities at National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, and National Cheng Kung University, with an average of over 300 students participating enthusiastically each year. Through on-site interviews with students, we help them better understand available career directions while discovering potential talent through close interaction, simultaneously enhancing their identification with Fitipower and building relationship seeds with target talent to prepare for future talent recruitment. In 2024, we organized 17 campus recruitment activities and information sessions (15 for Fitipower; 2 for JADARD). Each corporate information session includes company introductions and invites R&D supervisors from different departments to share technical knowledge and provide career advice and reminders as industry seniors, giving students greater understanding of the IC design industry.



Responding to the Government's Youth Employment
Flagship Program with Double Bonuses

The Ministry of Labor aims to enhance enterprises' willingness and proportion to hire youth while providing more practical workplace training for young people. For youth aged 15-29 lacking work experience or professional skills, the ministry organizes "job position training" through enterprise resources and employment needs, implementing hire-first-train-later approaches to promote job market matching rates. Fitipower responds to the government's youth talent training program with detailed curriculum content, establishing short, medium, and long-term learning objectives to help participants concretely measure their learning progress, ultimately adapting to Fitipower's industry ecosystem and pace, clarifying their professional advantages and producing corresponding value to contribute to the Company's goals. During this reporting period, 23 colleagues are still in training, and 28 colleagues completed training. We additionally provide "Fitipower Youth Incentive Award," fully returning government youth flagship subsidies plus providing double bonuses. Colleagues participating in this program and serving for two full years can receive a total of NT\$216,000.



I Compensation Competitiveness

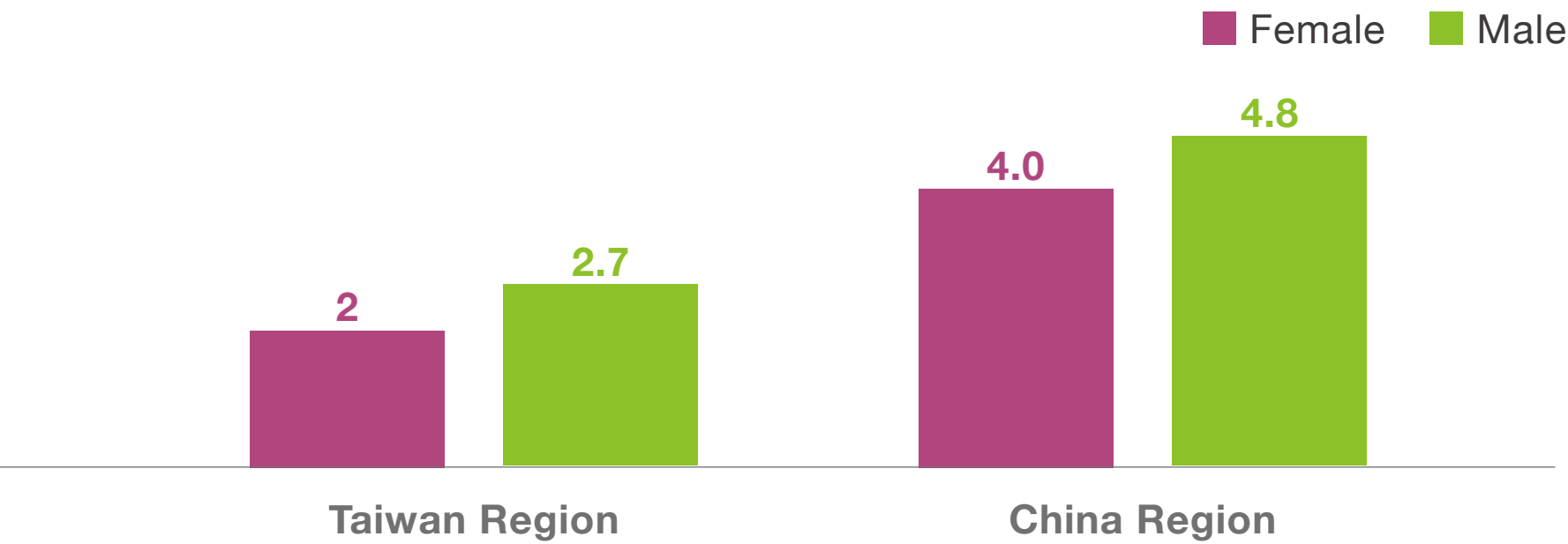
To provide reasonable and competitive compensation and benefits, aggregate and retain excellent talent, and promote stable company growth, Fitipower has established "Salary Management Regulations" and "Performance Bonus Regulations," standardizing performance objectives and compensation structure standards and systems. Through new employee orientation training and internal email announcements, employees fully understand the Company's compensation system. Executive compensation and benefits must be reviewed and approved by the Compensation Committee and Board of Directors before implementation to enhance corporate governance and compensation transparency. We implement the Company's "Human Rights and Diversified Inclusion Policy," emphasizing equal pay for equal work principles. Employee salaries differ based on professional capabilities, practical experience, and job nature, guaranteeing no gender-based disparities. The employee compensation at Fitipower consists of fixed and variable salary components. Fixed salary is paid monthly, with payment standards referencing industry peers' compensation and labor market statistics, while also considering position, work nature, professional capabilities, and workplace supply and demand. Variable salary includes year-end bonuses, employee profit sharing, and performance bonuses. Through the variable salary system, we link portions of compensation to operational performance to stimulate organizational momentum. In 2024, Fitipower employees' average total compensation was approximately NT\$2.49 million; entry-level employee salaries far exceed local minimum wage standards. According to information published on the Market Observation Post System, the average and median annual salaries of the Company's full-time non-management employees are NT\$2.612 million and NT\$2.176 million, respectively. Market survey results show that we provide highly competitive compensation levels, and in 2024, we were selected as a constituent stock of the "TWSE RAFI® Taiwan High Compensation 100 Index."

Note : Entry-level employees refer to personnel with titles of Senior Engineer or Senior Manager and below

► Fitipower Employee Compensation Distribution (Unit: NT\$ thousands)

Year	Average Employee Compensation (annual salary)	Full-time Non-Management Employees (annual salary)	
		Average Compensation	Median Compensation
2021	2,672	2,345	1,836
2022	2,736	2,958	2,225
2023	2,400	2,426	1,946
2024	2,490	2,612	2,176

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



Note : The minimum wage for Taiwan region is NT\$27,470; China region is RMB 2,360

► 2024 Male-to-Female Compensation and Salary Ratios

Employee Category	Taiwan Region		China Region	
	Male-to-Female Compensation Ratio	Male-to-Female Salary Ratio	Male-to-Female Compensation Ratio	Male-to-Female Salary Ratio
R&D	1.10	1.06	N/A	N/A
Marketing & Sales	1.68	1.69	1.57	1.67
Engineering	1.20	1.13	1.10	1.07
Admin	1.21	1.30	1.10	1.02

Note 1 : "N/A" indicates no employees of that category or gender at the location, making ratio calculation impossible.

Note 2 : The larger male-to-female ratio difference in marketing & sales is due to job nature and experience distribution, with entry-level positions mostly held by female colleagues and senior/management positions mostly by male colleagues.

I Comprehensive Welfare and Protection

To protect employee rights and enhance company cohesion, Fitipower provides comprehensive benefit systems for full-time employees. Beyond basic legal requirements such as labor and health insurance, special leave, maternity leave, and parental leave, we offer rich and diverse benefit policies and systems.

► Fitipower's Comprehensive Welfare System and Measures

Category	Welfare Measures	
Bonuses	Three-festival bonuses*	Guaranteed basic annual salary of 14 months: In addition to 12 months of salary, we provide 0.5 months each for Dragon Boat and Mid-Autumn festivals plus 1 month year-end bonus, totaling 14 months of 14 months of basic salary guarantee.
	Operational bonuses*	Beyond basic annual salary guarantee, we have profit-sharing systems, distributed based on the Company's operational performance and individual performance evaluations.
	Referral bonuses*	When internally referred personnel complete interview processes and join, recommendation bonuses of NT\$800-1,500 are issued based on position content. If referred new employees pass probation evaluation, referrers receive introduction bonuses of NT\$10,000-50,000; China region bonuses are RMB 200-400 and RMB 2,000-10,000, respectively.
	Patent bonuses	- Patent application bonus: NT\$10,000 upon receiving application number from the competent authorities. - Patent licensing bonus: NT\$22,000-46,000 based on patent jurisdiction, with maximum cumulative total of NT\$90,000 per patent. - Patent utilization bonus: 5% of net royalties when company patents are effectively used in cross-licensing negotiations.
	Learning bonuses	Up to NT\$2,800 annual department dining expenses after completing reading and sharing insights through internal learning platform.
Allowances	Employee Stock Ownership Trust	Employees can choose monthly salary contribution amounts (up to 20%) to purchase company stock, with company performance-based subsidies (up to 200% of employee contributions) and industry-leading early withdrawal systems.
	Meal allowance*	Workday meal allowance and diverse meal options to encourage balanced healthy eating habits.
	Afternoon tea*	Bi-weekly free afternoon tea for employees to relax and enjoy workplace moments.
	Holiday allowances*	In the Taiwan region, Labor Day bonus amount to NT\$1,000, with Dragon Boat, Mid-Autumn, and Christmas bonuses reaching NT\$2,000 each. In the China region, Mid-Autumn and Dragon Boat bonuses are RMB 200 each.
	Marriage subsidies	A subsidy of NT\$8,000 may be applied for.
	Maternity subsidies	A subsidy of NT\$1,200 is provided per birth.
	Funeral subsidies	NT\$7,100/5,100 based on relationship (first/second degree relatives).
	Hospitalization subsidies	A subsidy of NT\$2,000 may be applied for.
	Travel subsidies*	An annual subsidy of NT\$20,000 is provided. Employees who have been employed for less than one year will receive a subsidy proportional to the number of quarters they have worked.

Category	Welfare Measures	
Health	Various insurance	Group insurance (life, accident, hospitalization medical, accident medical, cancer medical, etc.), travel insurance.
	Health consultation	Nurses visit 4 times monthly, doctors visit quarterly for one-on-one professional consultation.
	Health examinations*	Annual free health examination services, monitoring employee health status.
	Stress relief massage	Employees can apply for stress relief massage services once every 20 days for appropriate relaxation during busy work schedules.
Activities	Club activities	Encouraging employees to form various sports and leisure clubs for physical and mental health and stress relief through appropriate exercise and interest development.
	Holiday activities*	Fitipower Family Day, Mid-Autumn evening parties, Christmas dinners, and year-end banquets to promote interaction and create closer partnerships.
	Team building	NT\$2,000 department activity expenses per employee.
Vacation and Leave	Original national memorial days	7 days of compensatory leave for the original national memorial days.
	Flexible clock-in	8:30-9:30 flexible work hours, adjusted to 8:00-9:30 on Fridays considering weekend traffic congestion, implementing humanized management systems.
	Fully paid sick leave	5 additional fully paid sick days annually beyond legal half-pay sick leave.
	Special leave advance	56 hours of annual special leave advance usage.

Note : Items marked with * are benefits also enjoyed by employees in China

Holiday activities



Public welfare and education



Club activities



Family Day



Team building



Employee travel subsidies



► 2024 Parental Leave Status

Item	Male	Female	Total
No. of eligible parental leave applicants in 2024 (a)	76	18	94
No. of actual parental leave applications in 2024 (b)	0	5	5
Parental leave application rate in 2024 (b/a)	0.0%	27.8%	5.3%
Projected return-to-work count for parental leave in 2024 (c)	0	1	1
Actual return-to-work count from parental leave in 2024 (d)	0	1	1
Parental leave return rate in 2024 (d/c)	0.0%	100.0%	100.0%
Actual return-to-work count from parental leave in 2023 (d)	1	0	1
No. of 2023 parental leave returnees retained for one year (f)	0	0	0
Parental leave retention rate (f/e)	0.0%	-	0%

Note : China region does not have parental leave

5.3 Employee Development and Retirement

🎯 Goals ✔️ Achieved

2024 Goals

- Annual average training hours per employee reach 10 hours ✔️
- The number of internal instructors reaches 90 ✔️
- Proportion of management positions filled by internal promotions reaches 70% ✔️

Short-term Goals (2025-2026)

- Annual average training hours per employee reach 12/14 hours
- The number of internal instructors reaches 95/100
- Proportion of management positions filled by internal promotions reaches 71%/72%

Medium to Long-term Goals (2027-2030)

- Average training hours per employee reach 20 hours (2030)
- The number of internal instructors reaches 110 (2030)
- Proportion of management positions filled by internal promotions reaches 75% (2030)

🔍 Evaluation Indicators

- Training hours and costs per employee
- Employee performance evaluations

👤 Responsibilities

- Human Resources Unit

👤 Key Stakeholders

- Employee

💬 Communication Mechanism

- Please refer to the "[Labor-Management Communication](#)" chapter content

I Diversified Training Systems for Employees

Fitipower firmly believes that "talent" is the key driving force for company operational growth! Beyond recruiting external elite talent, we highly value internal employee development. Fitipower respects colleagues' willingness to choose career development paths (vertical development ^{Note 1} in professional and management tracks, with horizontal job rotation to enrich personal job experience), creating personalized Individual Development Plans (IDP) through performance reviews based on colleagues' professional capabilities and learning characteristics. We also view "promotion" as part of practicing organizational diversity and inclusion, providing fair and transparent promotion channels and opportunities to every committed partner.

Note 1 : For outstanding colleagues willing to invest in management development, we provide new manager and senior management courses through dual internal and external training channels to enhance professional management competencies, effectively stimulate management leadership potential, and build first-class elite teams.

We use "Customer-Oriented," "Integrity & Accountability," "Proactivity," "Continuous Improvement," and "Communication & Coordination" as the five core competencies for employees, developing organizational learning and development strategies and individual competency evaluation indicators. We provide colleagues with rich on-the-job training, off-the-job training, and self-improvement opportunities to continuously enhance personal knowledge and skills, enabling colleagues to continuously breakthrough personal business goals in work tasks and achieve satisfying work accomplishments.



Customer-Oriented

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



Integrity & 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

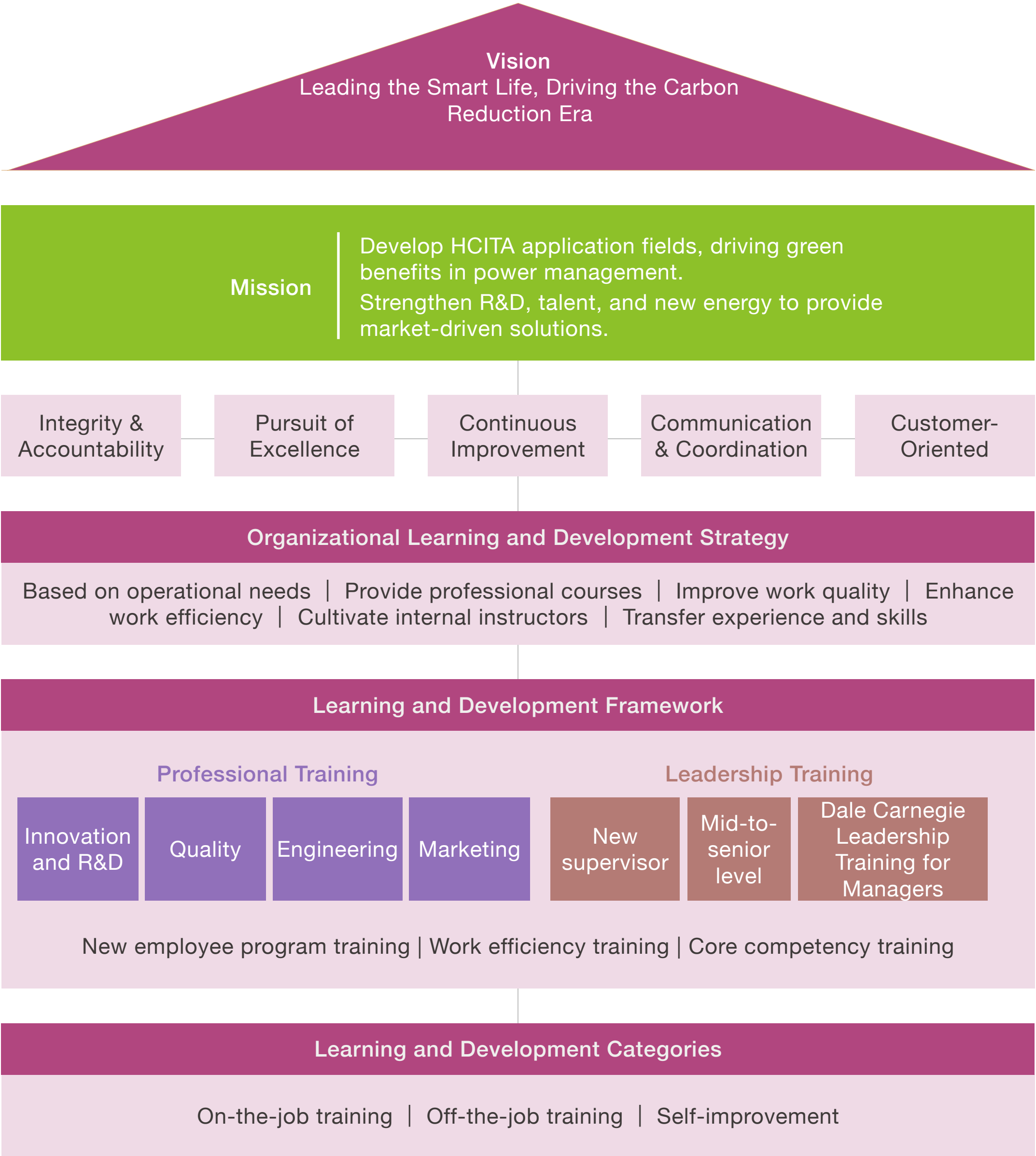
Able to identify deficiencies and find improvement methods, implementing them to improve work conditions.



Communication & Coordination

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

For management positions, we use "Communication & Coordination," "Care & Empathy," "Execution," and "Talent Selection" as common management competencies for supervisors. Each year we select annual key competencies as the training and development focus for management workshops, inviting supervisors to exchange and discuss practical management scenarios using Fitipower cases, providing supervisors with diverse feedback channels as important references for developing leadership. We expect that through effective supervisor leadership, teams will continue to achieve excellent results! In 2023, we selected "Performance Management" as the annual key competency, using blended learning models (online micro-courses and offline practical exercises) to reorganize internal performance systems and tool usage, achieving 100% completion rates for all colleagues and supervisors. Through the introduction of new performance management platforms, we transformed performance management knowledge points into practical management and feedback applications for supervisors, connecting the three major loops of goal achievement, competency demonstration, and personal development plans, helping supervisors and colleagues align with organizational development goals, strengthening performance expectation communication channels between supervisors and colleagues, and providing timely learning resources and work training through personal development plans to enhance organizational goal achievement.



I iLearn Learning Platform and Training Hours

Following the pandemic era and diversified training trends, beyond organizing face-to-face interactive physical courses, Fitipower provides the group digital learning platform - iLearn, offering more humanized, multi-functional interface operations for one-stop learning experiences for supervisors and colleagues. iLearn incorporates development blueprints including new employees, departmental expertise, and management competencies, autonomously cultivating and reserves organizational talent capabilities while providing relevant training resources and team project tasks based on colleagues' career development expectations, practicing the spirit of training-practice integration. Through iLearn's 3A characteristics (Anywhere, Anytime & Anyone), colleagues can utilize fragmented time for self-improvement anytime, promoting overall organizational learning effectiveness and atmosphere.

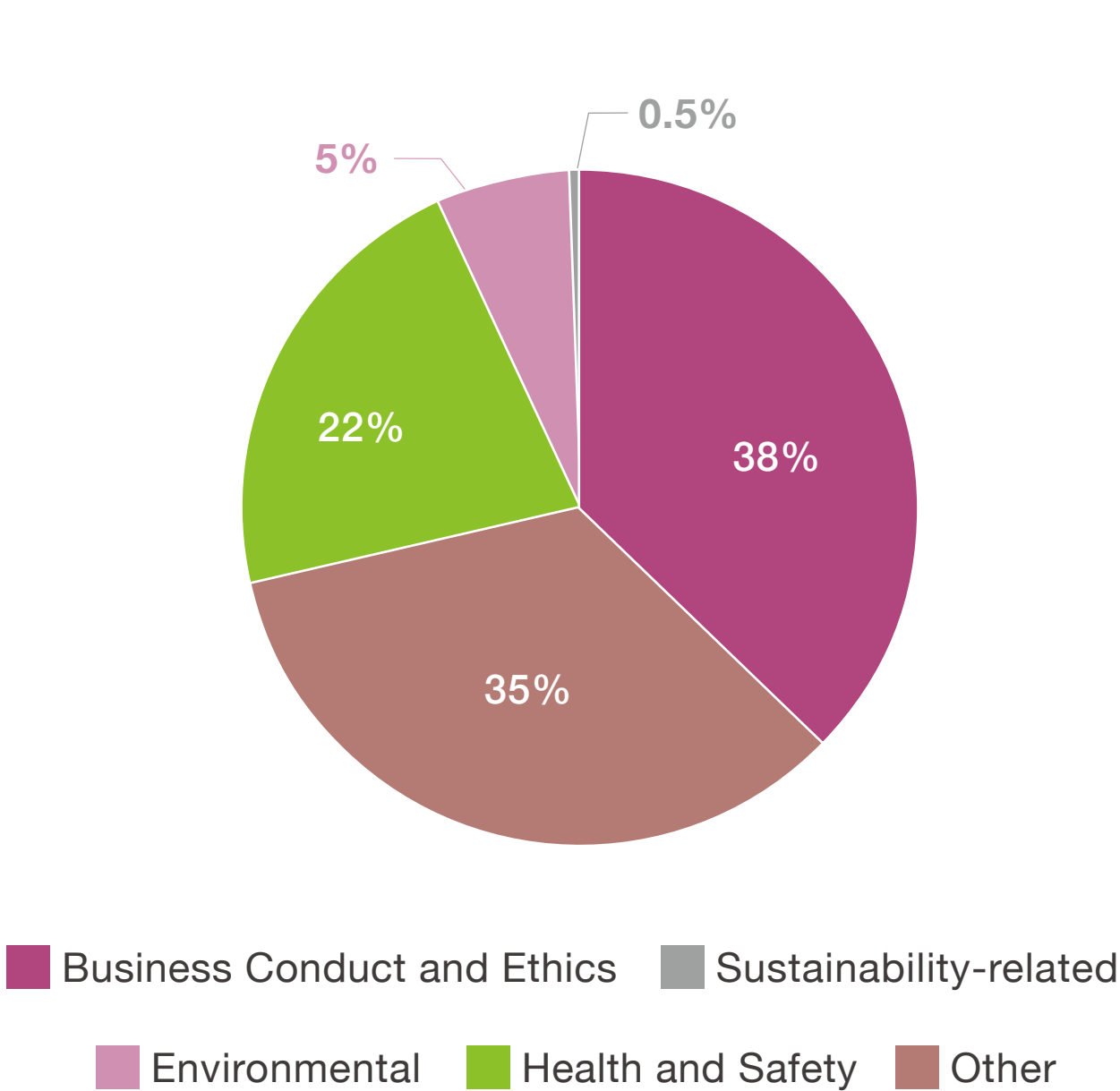
- Competitions: Our innovative momentum comes from work task processes. Through iLearn, we share automation competition and Golden OK Award-winning team results from each session, promoting cross-unit observation of best practices, spreading result methodologies to form organizational synergy, breaking down unit barriers and promoting cross-domain cooperation and brainstorming.
- Competency Dictionary: Fitipower's excellence comes from enterprise-specific talent DNA. Through the platform, supervisors and colleagues clearly understand core development competencies at all levels, using performance evaluations to implement organizationally valued competencies in work execution, gradually shaping Fitipower's culture and common values.
- Cultural Corner: Organizational culture is jointly created by every colleague. iLearn allows new employees to quickly review important company activities like CEO Talk and annual year-end appreciation videos, highlighting Fitipower's emphasis on employee interaction relationships and completely recording Fitipower's unique cultural imprint.

Beyond providing employees with rich and diverse internal educational training resources, we also encourage colleagues to participate in external training, such as subsidizing management-level practical management skills courses, enabling supervisors to use effective leadership techniques to guide teams to demonstrate high-performance professionalism. According to statistics, in 2024 we launched 304 technical practical courses for colleague advancement; total employee training hours reached 11,187 hours; average training hours per colleague was 13.3 hours; training cost per employee was NT\$368.

► Fitipower Annual Average Training Hours per Employee

Item		Total Training Hours	Number of Employees	Average Training Hours per Employee
Gender	Male	8,532	640	13.3
	Female	2,655	202	13.1
Employee Category	R&D	3,694	232	15.9
	Marketing & Sales	675	85	7.9
	Engineering	4,823	401	12.0
	Admin	1,995	124	16.1
Total		11,187	842	13.3

► 2024 Course Category Distribution



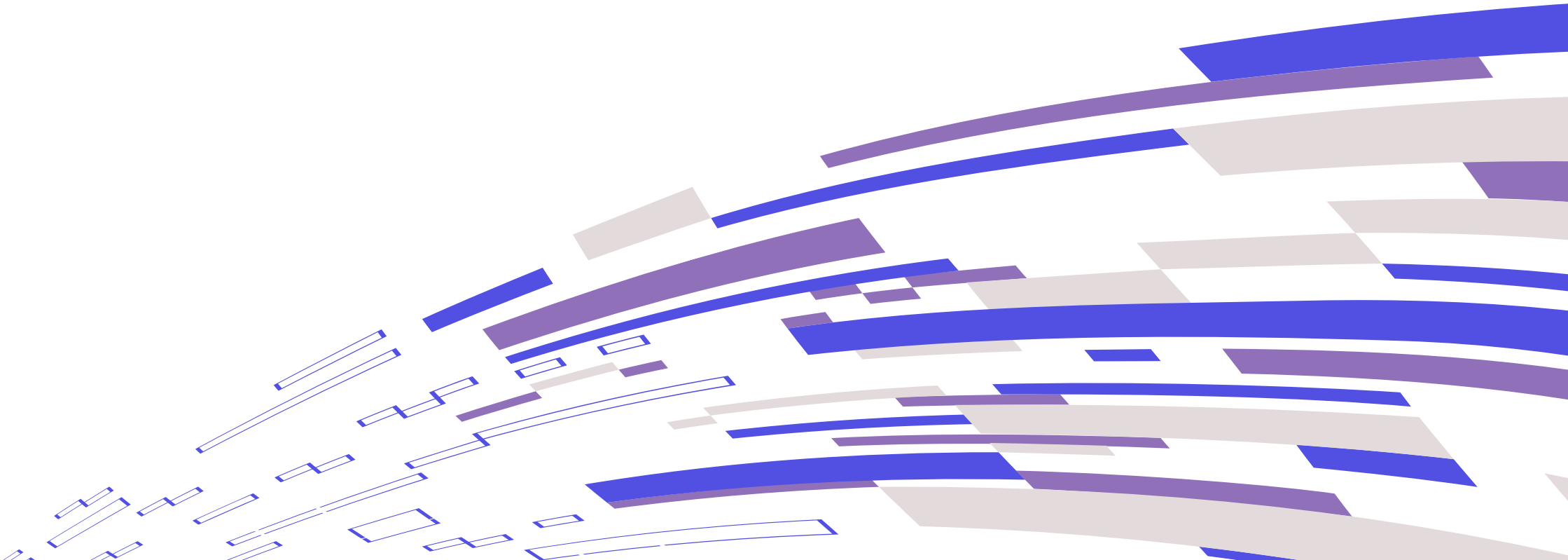
■ Business Conduct and Ethics ■ Sustainability-related
■ Environmental ■ Health and Safety ■ Other

I Performance Management

In 2024, Fitipower continued to deepen the "Performance Management" system, building a performance culture centered on goal management and behavioral orientation. The online micro-learning, thematic workshops, and performance system upgrade mechanisms established since 2023 have developed into normalized talent management models, helping all employees master OKR frameworks and performance management practices, strengthening alignment between organizational goals and personal career development. Online micro-learning courses continue to support new employees and all colleagues in quickly understanding key concepts and application focus of Fitipower performance management. Management positions participate in thematic performance workshops focusing on actual unit goals for discussion. Through instructor guidance and participant interaction, supervisors bring strategic thinking perspectives to reconstruct organizational goals, team tasks, and personal key indicators. The performance system continues to optimize application functions, supporting colleagues in tracking and reviewing annual goal achievement while emphasizing demonstration of organizational core values through "common competency behaviors." Through feedback mechanisms combining "Individual Development Plans (IDP)," supervisors and employees can engage in specific dialogue about career intentions, work challenges, and development needs during performance reviews, enhancing team cohesion and personal career satisfaction.

► Performance System

Initial Goal Setting and Final Evaluation (March)	- Supervisors help colleagues understand company development direction, discussing and communicating to set team and individual annual work goals linked to company development strategy - Supervisors evaluate colleagues' previous year work results, communicating evaluation results and constructive feedback to enhance colleagues' competency development and professional skill cultivation
Goal Execution Period (March-September; September-March of following year)	Each department uses the Weekdone system to establish action plans and work schedules based on OKR spirit and mechanisms, conducting goal management and progress tracking
Mid-term Performance Review (September)	- Review and evaluate first-half year phased goal execution status, refocusing second-half work planning based on current company operational strategy. - Review initial goal setting and personal development plan completion progress, refocusing second-half work performance and development goal plans. - Through continuous guidance and feedback, ensure goal alignment and effective achievement to create optimal organizational and personal performance.



► 2024 Employee Performance and Career Development Evaluation Status

Employee Category	Gender	Male	Female	Employee Category Total
R&D	Employees receiving performance and career development reviews	203	11	214
	Proportion of employees receiving performance and career development reviews	24.1%	1.3%	25.4%
Marketing & Sales	Employees receiving performance and career development reviews	30	42	72
	Proportion of employees receiving performance and career development reviews	3.6%	5.0%	8.6%
Engineering	Employees receiving performance and career development reviews	295	52	347
	Proportion of employees receiving performance and career development reviews	35.0%	6.2%	41.2%
Admin.	Employees receiving performance and career development reviews	32	70	102
	Proportion of employees receiving performance and career development reviews	3.8%	8.3%	12.1%
Total	Employees receiving performance and career development reviews	560	175	735
	Proportion of employees receiving performance and career development reviews	66.5%	20.8%	87.3%

Note 1 : Employees on unpaid leave, contract personnel, those employed for less than 3 months in the performance evaluation year, and management personnel at associate level and above are not included in performance evaluation targets.

I Succession and Retirement Planning

To ensure organizational operational management stability, Fitipower values the implementation of senior management succession plans, regularly organizing Dale Carnegie Leadership Training for Managers courses for senior managers^{Note 1}, actively developing core competencies needed by the organization. Through five major dimensions - "Leadership & Care," "Change & Innovation," "Communication & Negotiation," "Strategy & Planning," and "Performance & Supervision" - we comprehensively develop senior management succession talent pipelines. Beyond deepening vertical professional capabilities, through horizontal job rotation, we expand cross-team management breadth and enrich job experience, strengthening organizational team building and resource coordination capabilities. Additionally, to ensure succession candidates implement organizational vision, values, and mission, we use senior managers as succession coaches, regularly dialoguing with succession candidates to evaluate their management thinking and decision-making maturity, ensuring succession candidates can continue leading organizational growth and creating sustainable enterprise development value.

Note 1 : Senior managers refer to supervisors at deputy director level and above

Fitipower Group implements employee retirement systems according to local government labor regulations at each operational location. In Taiwan, according to the "Labor Pension Act," the Company contributes retirement funds based on the "Monthly Contribution Classification of Labor Pension" approved by the Executive Yuan, monthly contributing 6% to individual retirement accounts established by employees at the Bureau of Labor Insurance, with employees also able to voluntarily contribute 0% to 6%. The Company ensures all contributions are paid on time and in full to guarantee employees can stably receive retirement payments after retirement. In China, according to the "Social Insurance Law of the People's Republic of China" and local government regulations, we contribute basic pension insurance fees for employees at legal ratios based on approved salary bases, jointly shared by company and employees, ensuring full payment to establish stable retirement security foundations for employees. In 2024, the group contributed NT\$51,088 thousand in retirement funds in Taiwan and NT\$16,054 thousand in retirement funds and pension insurance expenses in China. Fitipower provides an employee stock trust plan superior to industry standards. Employees can select contribution amounts from monthly salaries (up to 20% maximum), with the Company providing performance-based rewards and subsidies (up to 200% of employee contributions) and favorable provisions guaranteeing trust property value not less than self-contributed principal plus company-contributed principal tax compensation after specified years (6 years). Beyond expecting to retain excellent employees, we help employees plan retirement through long-term, regular investment and financial management tools. As of the end of 2024, 45% of employees participate in the plan, demonstrating enthusiastic employee participation and recognition.

5.4 Workplace Safety and Health Promotion

🎯 Goals

✔️ Achieved

2024 Goals

- Maintain ISO 45001 certification ✔️
- 0 occupational injuries ✔️
- 0 occupational disease cases ✔️
- Abnormality rate of hypertension, hyperglycemia, and hyperlipidemia <13% ✔️

Short-term Goals (2025-2026)

- Maintain ISO 45001 effectiveness
- 0 occupational injuries
- 0 occupational disease cases
- Abnormality rate of hypertension, hyperglycemia, and hyperlipidemia <12%/11%

Medium to Long-term Goals (2027-2030)

- 100% ISO 45001 coverage (including subsidiaries)
- 0 occupational injuries
- 0 occupational disease cases
- Abnormality rate of hypertension, hyperglycemia, and hyperlipidemia <10%

🔍 Evaluation Indicators

- Occupational injury rate
- Employee health examination assessments

👤 Responsibilities

- Environmental Safety and Health Unit

👥 Key Stakeholders

- Employee

💬 Communication Mechanism

- Please refer to the "[Labor-Management Communication](#)" chapter content

I Environmental, Health, and Safety Policy

To achieve sustainable company operations while facing environmental disasters brought by civilization development, Fitipower is committed to creating a clean, safe, and healthy work environment, ensuring employee safety and happiness to continuously demonstrate productivity. We develop innovative business models to reduce negative environmental impacts during company operations and expand positive influence on environmental sustainability, further driving company green economic development and operational growth. Fitipower has established the "Environmental, Health, and Safety Policy," hoping to achieve the Company's environmental safety and health vision through six major missions: "Cultivating a culture of compliance and responsibility," "Creating a safe and healthy workplace," "Developing a circular and symbiotic business model," "Facilitating effective communication channels," "Fostering a culture of full participation," and "Building a system of continuous improvement," expanding 20 commitment actions. We also released a safety and health pledge video demonstrating the corporate culture and determination of all colleagues committed to promotion.

► Fitipower Safety and Health Declaration Video



🔗 See the video

I Occupational Safety and Health Management

Although Fitipower is a fabless semiconductor company with relatively low workplace safety accident risks, we still highly value workplace safety and health management. Beyond issuing "Occupational Safety and Health Work Rules" and "Employee Code of Conduct," we introduced the ISO 45001 Occupational Safety and Health Management System, establishing cross-functional safety and health promotion teams spanning audit, HR, production management, procurement, warehouse, IT, quality, and engineering departments, with management scope covering all workers in work areas. This management system clearly defines safety operation standards for colleagues at all levels, conducts safety hazard identification and emergency response processes for all department operations and on-site contractors, implements classification and priority management, and annually reviews implementation status for continuous improvement. Additionally, we legally establish an Occupational Safety and Health Committee chaired by the Chairman, regularly conducting quarterly labor-management communication and reviewing related implementation status. For highly infectious disease management, having been tested by the COVID-19 pandemic, Fitipower has established sound epidemic prevention measures to protect colleague health and company continuous operations, including assigning response responsibilities for departmental hierarchies, announcing standard response procedures, personnel training, resource allocation management, and remote work deployment. Looking forward, we will extend management systems to JADARD, planning to introduce ISO 45001 in 2025 with third-party verification.



We focus on workplace life details, carefully caring for every colleague's health and safety from "external protection" and "personal healthcare" aspects, promoting balanced development of employee life and work. External Protection includes regular maintenance inspections and irregular patrols. Personal Healthcare includes providing employees with free health examinations^{Note 1}, on-site physician consultation services, etc. Health examination results are implemented by factory nurses and specialist physicians for health education and health tracking examinations, with necessary on-site assessments for suspected work-related diseases, making the workplace not just a place to work but a platform for establishing deep interpersonal connections and developing excellent quality of life. In 2024, Fitipower Group invested NT\$92.83 million supporting safety and health-related measures^{Note 2}. Related regular testing found no safety hazard risks; for items discovered during irregular inspections, 100% improvement was completed; no injuries occurred due to job-related factors, and no events defined as "occupational diseases" under local laws (FR, SR, ODR all at 0). Employee absenteeism rate was 0.8% (female and male employee absenteeism rates were 0.7% and 1.2% respectively).

Note 1 : Fitipower provides employees with general health examinations (including senior executive health checks). Since employees do not engage in specially hazardous operations regulated by law, no special health examinations are conducted.

Note 2 : Include related training, regular testing, irregular inspection improvements, health examinations and promotions, purchasing personal protective equipment, physician/nursing consultation, employee health examinations, and related insurance.

External Protection	Personal Healthcare
• Building safety inspections - every 2 years • Electrical safety tests - annually • Fire safety maintenance - annually • Environmental monitoring (lighting, lead, carbon dioxide) - semi-annually • Cooling tower disinfection, filter replacement - monthly • Drinking water testing - quarterly • Irregular inspections	• Employee health examinations - annually (751 employees participated in health examination plans in 2024) • On-site physician and nurse consultation services 1 time/quarter and 4 times/month respectively (228 applications for one-on-one consultation services in 2024) • On-site massage services - twice weekly (2,366 massage services provided in 2024) • Diverse nutritional meal choices (meat, vegetarian, low-calorie, fruit meals) • Hand soap, paper towels, disinfectant alcohol, and other cleaning supplies • Earplugs, masks, isolation gowns, respiratory protection equipment, and other personal protective equipment

To further shape company-wide participatory corporate culture and enhance employee safety and health literacy and emergency response capabilities, we established safety-related courses on the iLearn learning platform for colleague learning and irregularly share health education information with colleagues through electronic bulletin boards. In 2024, total workplace safety and health-related training hours were 2,428 hours, including 1 evacuation drill and 4 fire drills.



I Four Major Employee Protection Plans



Illness Prevention Program for Abnormal Workloads

To prevent employees from developing illnesses due to abnormal workloads, we establish prevention plans for shift work, night work, and long working hours. Employees receive regular annual assessments. For high-risk assessment results, we arrange physician interviews and health guidance, assisting with related protective measures according to guidance. Final implementation effectiveness is reviewed at Occupational Safety and Health Committee meetings as indicators for continuous improvement. During this reporting year, no workers required interviews, but 34 with suspected potential risks were recommended for interviews based on assessment results, with 26 actually interviewed by medical personnel for related health education.



Maternal Health Protection Program

To protect female colleagues requiring maternal health considerations during pregnancy, postpartum, and breastfeeding, we establish this protection plan to assess workplace hazards and implement tiered management. During this reporting year, 2 maternal employees qualified and all received physician consultation assessments. After evaluation, no related colleagues required job adjustments. The Company also implements the "Gender Equality in Employment Act," protecting employee rights to apply for parental leave and smooth return to workNote 1. Beyond providing childcare subsidies, to show consideration for pregnant employees' hardships, we plan exclusive parking spaces for pregnant women to reduce commuting inconvenience and establish lactation spaces for colleagues returning to work post-delivery who still need breastfeeding.

Note 1 : All company employees can apply for unpaid parental leave after 6 months of employment, for each child until the child reaches 3 years old



Human Hazard Prevention Program

To prevent colleagues from experiencing work-related musculoskeletal hazards and injuries due to poor work environments, repetitive operations, or improper working postures, we establish this plan. Assessment surveys are conducted in conjunction with annual employee health examinations. Based on assessment results, relevant departments and medical personnel form improvement teams, formulating feasible improvement plans and conducting effectiveness evaluations. During this reporting year, 2 employees were assessed as "hazardous" workers, all received physician consultation, and their health conditions were confirmed unrelated to work, with related cases closed. Another 6 employees had "suspected hazard" assessment results, all completed physician consultation and evaluation, with no related colleagues requiring job adjustments. The Company also encourages colleagues to make good use of massage services to reduce related hazard risks.



Prevention Program Against Unlawful Violence in the Course of Performing Duties

When assessing possible or existing workplace violence or harassment behaviors, this plan is activated to protect company employees from unlawful harm causing physical or mental injury. Beyond arranging orientation for newly hired employees during new employee training, supervisors also conduct regular self-assessments. Follow-up placement and counseling are provided for personnel involved in incidents.

6

Social Inclusion

6.1 Social Involvement and Investment

6.2 Fitipower Environmental Foundation

Corresponding Stakeholders and Material Topics



Employee



Academic
Institution



Association

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.



6.1 Social Involvement and Investment

🎯 Goals ✔️ Achieved

2024 Goals

- Social investment to reach 0.1% of net profit ✔️

Short-term Goals (2025-2026)

- Social investment to reach 0.1% of net profit

Medium to Long-term Goals (2027-2030)

- Continuously expand social engagement activities and impact

🔍 Evaluation Indicators

- Social engagement costs
- Related awards and recognition

🔧 Responsibilities

- Human Resources Unit
- Sustainability Unit
- Fitipower Environmental Foundation

👤 Key Stakeholders

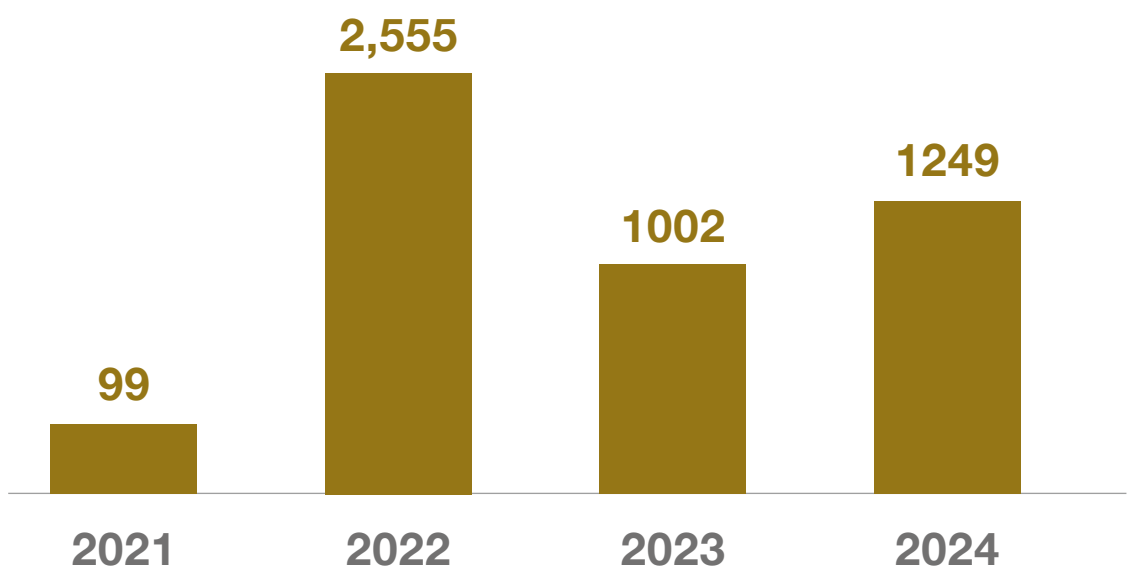
- Employee
- Academic Institution
- Association

💬 Communication Mechanism

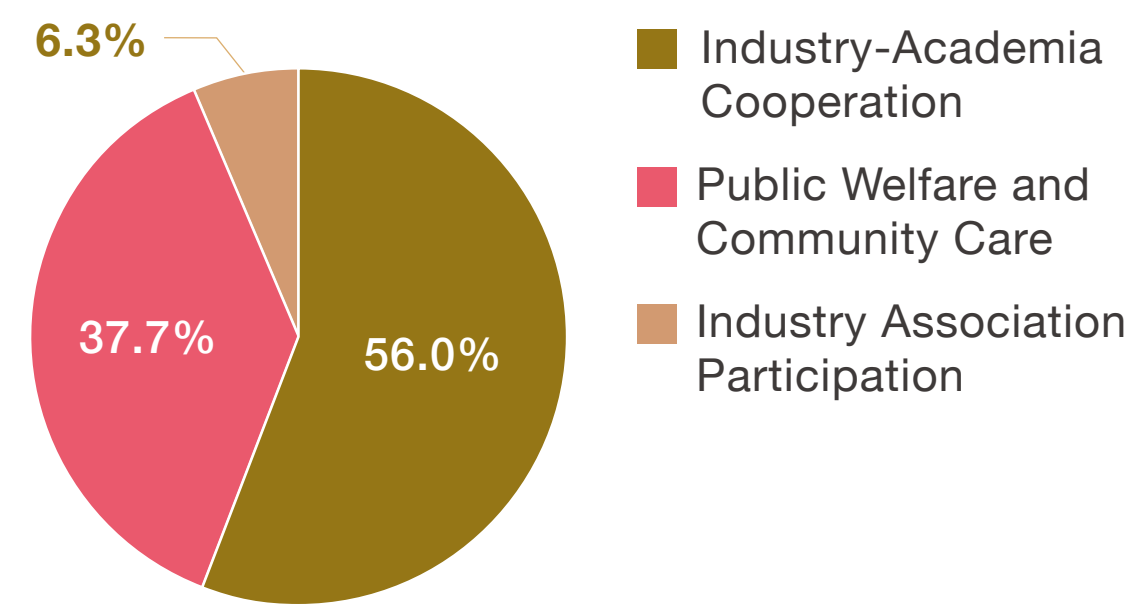
- Corresponding to the abovementioned stakeholders, please refer to the “[Key Stakeholders Communication Comparison Table](#).”

Fitipower aspires to unite forces across all sectors of society to achieve balanced development between operational growth and social inclusion. We continue to actively participate in industry-academia organizations, promoting semiconductor industry cooperation and healthy industry system development. In pursuit of social good, we have consistently supported disadvantaged groups and local communities, including employing persons with disabilities to provide employee massage services, which not only meets the employment needs of disabled individuals but also cares for our colleagues' physical and mental health. Additional initiatives include employee donations of receipts to disadvantaged groups, purchasing "Children Are Us Foundation bakeries and lunch services" to positively impact employment opportunities for disadvantaged individuals, and selecting local farmers' products for employee meals or holiday gift boxes, contributing to the sustainable development of Taiwan to the best of our ability. Furthermore, the establishment and operation of our foundation brings together like-minded partners committed to environmental sustainability.

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



► 2024 Social Involvement and Investment



► External Organization Participation



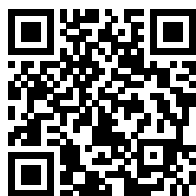
Note : Fitipower participates in external organizations as a general member; JADARD serves as a director of the ePaper Industry Alliance, with ordinary membership in other organizations

6.2 Fitipower Environmental Foundation

I Foundation Origin and Philosophy

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 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

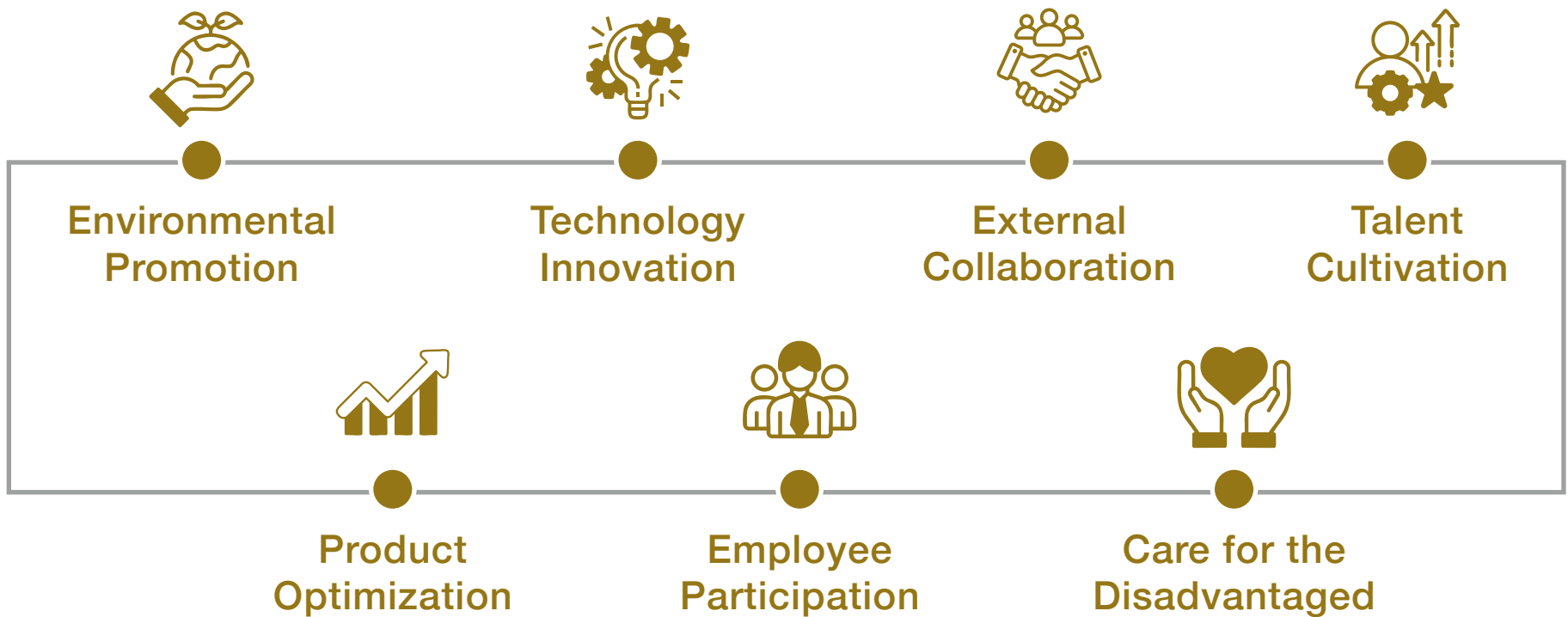
Caring for climate and clean energy, promoting green innovation, and reducing greenhouse gas emissions.



Disaster Relief

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

► Action Principles



Making the World Better – Selection of SDGs Implementation Books and Reading Promotion Program

The Fitipower Foundation collaborated with the National Taiwan Library (hereinafter referred to as "NTL") to complete the "Sustainable Development Education Library Materials Evaluation" in 2023 and published the "Sustainable Development Library and Information Reading Manual" to cultivate core literacy in reading and sustainable development among the next generation, serving as a reference for domestic students' book selection. In 2024, we partnered with Commonwealth Parenting, Fu Jen Catholic University Hospital (hereinafter

referred to as "FJUH"), and multiple elementary schools through cross-sector collaboration to design "Sustainable Reading Corners," "Parent-Child Reading," and "Teacher Workshops" series of reading activities, further promoting relevant books and expanding our reach to inspire more participants, implement equitable education, and serve as potential for national sustainable development.

Establishing Sustainable Reading Corners

- In Public Libraries: A reading corner was established at the NTL headquarters' visually impaired materials center, providing sign language books, Braille books, and dual-vision books, allowing those with special educational needs to enjoy reading.
- In Hospital Pediatric Wards: Collaborated with FJUH on "Reading Nurse Accompanies You with Care," bringing reading services to medical treatment points, creating warm and human rights-valued cross-sector collaboration opportunities for early intervention children or pediatric patients with physical and mental disabilities. In 2024, we organized 5 "NTL Reading Bar @ FJUH" companionship storytelling activities, with a total of 147 participants.
- Elementary Schools and Kindergartens: Collaborated with 20 elementary schools in Taipei City to organize exhibitions and reading promotion activities, reaching approximately 15,000 teachers, students, and parents. Additionally, we established 3 "Inclusive Reading Corners" at Wuchang Elementary School, Taipei School for the Hearing Impaired, and Taipei School for the Visually Impaired, providing not only special books such as Braille and dual-vision books but also helping students with special needs integrate into reading enjoyment through individualized guidance and shared reading activities.

Sustainable Education Implementation and Reading Promotion

- "Parent-Child Reading Start-Up": Hearing instructors collaborated with deaf instructors or sign language interpreters to conduct simultaneous sign language and live captioning parent-child reading activities, covering picture book appreciation, sustainable education, and ecological reading. A total of 8 reading activities attracted 582 online and in-person participants.
- "Sustainable Development Curriculum Workshop": To enhance the professional knowledge of kindergarten, elementary school, and library personnel nationwide in sustainable development reading promotion and curriculum design, using the "Sustainable Development Library and Information Reading Manual" as material, we launched 3 online and in-person workshops: "Sustainable Development Reading Promotion: From Handbook Resources to Classroom Practice," "Instructional Design for Integrating Sustainable Development into Reading Classes," and "Food and Agriculture Systems, Climate Change, and Sustainable Development," attracting 423 teachers, reading promotion volunteers, and librarians from across Taiwan.
- "Drawing a Better Future - Sustainable Development Image Collection": Encouraged artists to use their creativity to tell a sustainable development story through 3-5 images, collecting 118 submissions. Selected works will be exhibited at the NTL headquarters in 2025.
- "Sustainability-themed Film and Book Exhibitions": The NTL headquarters organized Thursday theme film screenings and weekend movie theater activities, attracting thousands of participants.
- "Sustainability-themed Book Exhibitions": Multiple book exhibition activities including "Renaissance Reading Carnival," "Food Sustainability: From Table to Earth," "Sustainable Dining Table Serving," "Walking into the Future of the Sea," and others actively promoted SDGs issue reading and learning, encouraging participation and support for SDG goals across various sectors.



↓ Sustainable Development Library
and Information Reading Manual

Art for Sustainability Together – My Little Green Theater

The Fitipower Environmental Sustainability Foundation collaborated for the first time with the National Taichung Theater and Taichung Public Library to organize the "My Green Little Theater" sustainable education activity. Students from Wufeng Wanfeng Elementary School, Waipu Elementary School, and Ruei-Jing Primary School were invited to participate through shadow puppet performances, picture book readings, and heritage site visits to gain deep understanding of SDGs sustainable goals and local cultural stories. This activity combined the opera house's "green building" tour, guiding children to experience the concept of "natural coexistence" through the interaction between architecture and environment. Through historical exploration of the Huilai Archaeological Site (now Xiaolai Park) and the Fazi River basin, we cultivated children's attention and participation in ecological, cultural, and sustainability issues. The Fitipower Foundation will continue to deepen sustainable values through diverse educational activities, promoting them to more campuses and communities, nurturing the next generation to become world citizens with sustainable thinking.



 Activity Video

Feedback from the School
Administration

The activity curriculum was rich and interesting. Whether it was the explanation and introduction of picture books, dramatic presentations, student group discussions and reflections, or visits to Xiaolai Park archaeological site and appreciation of the theater's architectural beauty and ingenuity, everyone gained tremendous value. We thank you again for the invitation, allowing children from schools with generally fewer resources than urban schools to have the opportunity to participate in such meaningful activities.

Horseshoe Crab Knowledge and Learning – Teachers and Students Breed 1,500 Baby Horseshoe Crabs Back to the Sea

Horseshoe crabs on Taiwan's mainland are becoming increasingly rare. Without action, horseshoe crabs will disappear from Taiwan's mainland. The Fitipower Foundation supports the conservation efforts of the National Museum of Marine Science & Technology (hereinafter referred to as "NMMST"), breeding horseshoe crab seedlings with Fisheries Research Institute, Kinmen County agencies, then having school students or groups help raise the seedlings and maintain records, observe natural habitat conditions, and finally release them into natural habitats when conditions are appropriate. This not only effectively increases wild horseshoe crab populations but also greatly enhances public connection with horseshoe crabs. This project is a comprehensive promotional activity integrating environmental education, marine education, arts education, international education, gender equality, cooperative learning, community participation, and international exchange. It deepens public connection with Taiwan's land, encourages more people to care about marine issues, and ultimately promotes sustainable ocean goals.

In September 2024, NMMST organized teacher training sessions for 18 horseshoe crab caregiver schools with 38 participants, sharing key points of horseshoe crab conservation and cultivation observation essentials, and bringing relevant equipment and horseshoe crab eggs back to schools for setup. Schools were also provided with experiential learning opportunities at NMMST, including engaging curriculum arrangements by educational promotion staff and visits to horseshoe crab breeding pools to gain cultivation experience. Through careful care by campus horseshoe crab foster parents, following the previous year's release of small horseshoe crabs at Hsinchu Siangshan Wetland, we traveled to Tainan Beimen in 2024. Participants in the joint release included volunteers from our foundation and NMMST, teachers and students from 12 schools, and local community members. Over 200 partners participated on-site, releasing a total of 1,500 horseshoe crabs aged 1-4 years.



Horseshoe Crabs Trivia

Horseshoe crab blood can be separated to extract specific substances for medical testing reagents (LAL). Any medication injected into the human body must first be tested with LAL to determine if it has been infected by bacteria. Horseshoe crab blood saves lives but causes horseshoe crabs to be caught in large quantities, creating adverse effects on horseshoe crab survival. In light of this, at the 2019 IUCN SSC, June 20 was designated as "International Horseshoe Crab Day."

 Activity Video

SOS Adventure Team – Coral Rescue Exploration

Promoted through collaboration between the Fitipower Environmental Foundation and the National Museum of Marine Science & Technology, this program combines reading education with marine science. Through picture book readings, immersive exploration, and media creation, it deepens children's understanding and participation in coral ecology and marine conservation, nurturing future citizens with sustainability literacy. A total of 191 parent-child participants engaged in hands-on activities. Parents and instructors provided highly positive feedback: "Children learned through play and applied learning through action, understanding what true marine harmony means." Additionally, special sessions were arranged for Fitipower Family Day, allowing employees and their families to learn about SDGs and enhance corporate identity through experiential learning.

Activity Sessions: 4 camp sessions conducted

Target Participants: Parent-child learners, primarily elementary school students

Collaborative Picture Book: "SOS Adventure Team: Coral Rescue Exploration," written by Candy Yen, illustrated by Tsai Chia-hua, published by NMMST

Special Activities Include:

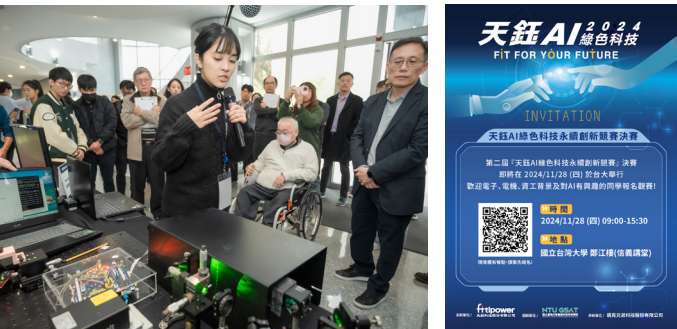
- Hands-on coral tank observation and ecological games
- Visits to the Chaojing Intelligent Ocean's Ocean Dragon Palace to learn about the humphead wrasse, bluespine unicornfish, and coral ecosystem chains
- Creating "Sea God News Report" news magazines, exercising reading and writing skills
- Recording marine news in the green screen video classroom, experiencing the role of young news anchors



Fitipower AI Green Technology Sustainable Innovation Competition

In today's increasingly complex social collaboration, educational advancement must evolve from simple "knowledge transfer" to enabling students to "apply what they learn." Through accelerated implementation of STEAM education (Science, Technology, Engineering, Arts, and Mathematics), students not only possess knowledge but also develop capabilities to solve complex problems. With this in mind, Fitipower organized a green innovation competition, combining its chip design expertise to inspire student creativity, integrate learning information and resources, and implement smart, green lifestyle product applications, collectively "Leading a Smart Life and Driving the Carbon Reduction Era!"

In 2024, Fitipower partnered with National Taiwan University's Graduate School of Advanced Technology to jointly host the second Fitipower AI Green Technology Sustainable Innovation Competition. The judging panel comprised AI authority Professor Bing-Fei Wu, NTU EECS Vice Dean Professor Jian-Jang Huang, Professor Chou Jhih-hong, and Fitipower AI executives, evaluating from perspectives of "Green Innovation Performance," "Completeness and Practical Value," "Theoretical Foundation Depth," and "Environmental Friendly Concepts." This competition attracted enthusiastic participation from students across 11 universities and colleges throughout Taiwan, with 15 teams registering. After rigorous preliminary screening, 8 teams advanced to the finals, competing for championship honors and the NT\$200,000 grand prize.



Activity Video

- Champion: National Yang Ming Chiao Tung University Kasukabe Defense Team won the crown with "Smart Security System - Automated Monitoring Application for Campus Safety." Focusing on campus violence incidents, they designed an efficient monitoring and early warning system capable of real-time violence recognition and providing effective prevention measures. They successfully claimed the NT\$200,000 grand prize.
- Runner-up: National Yang Ming Chiao Tung University Brick-Knocker Team's "Knock Brick to Draw Jade" combined AI model computational capabilities to develop innovative sliding sound ceramic tile defect detection technology, capable of quickly and accurately identifying exterior wall ceramic tile defects, reducing safety risks and costs of manual inspection, earning NT\$50,000.
- Third Place: National Taiwan University OSLIDPC Group Team focused on medical applications, effectively identifying lesions through "DPC Technology" to help patients receive early treatment, significantly improving survival rates and quality of life. This project demonstrated technology's profound impact in the medical field, earning NT\$30,000.

Campus Promoters for Sustainability

With rising environmental awareness, many university students are eager to contribute to Earth's welfare but lack resources or knowledge of how to get involved. Therefore, since 2022, the Fitipower Environmental Foundation has planned a program for students to take action through continuous communication with them. We offer environmental sustainability-related courses to help students gain deeper understanding of various environmental sustainability issues and provide funding for students to independently plan a series of environmental sustainability promotion activities. Through these activities, environmental education spreads throughout campus life while cultivating students' event management capabilities and experience.

Environmental Sustainability-Related Courses:

- Earth Sustainability × Energy Economics - 43 students
- Earth Sustainability × Ecological Conservation - 22 students 🔗

Student-Planned Environmental Sustainability Activities:

- Rural Environmental Education Promotion - 112 student volunteers, 62 children from rural areas participated 🔗
- Environmental Protection Promotional Booths - 38 student volunteers, over 300 students responded
- Environmental Protection Video Promotion - 5-minute short film sharing
- Environmental Protection Volunteer Week - over 500 students participated
- Second-hand Market - 20 student volunteers, 200 participants 🔗
- Nanliao Beach Cleanup - 25 student volunteers, 30 citizens participated 🔗
- High School Environmental Courses - 65 student volunteers, 67 freshman participated
- NTHU Campus Invasive Species Removal - 22 student volunteers, removed 30 red swamp crayfish 🔗



e-Reading Future

Fitipower serves not only as a long-term partner of E Ink Holdings Inc. but also continues to support the "e-Reading Future" initiative to bridge urban-rural education gaps by providing visually enhanced digital reading devices. With a goal of one county/city per year, the program entered Yunlin County in 2024, providing 40 elementary schools in the county with "e-Reading Future" e-book reader mobile libraries. A total of 1,024 color e-readers were donated, each loaded with 108 quality books suitable for lower, middle, and upper grades, totaling over 110,000 e-books, benefiting more than 15,000 students in Yunlin County.

Fitipower continues to promote SDGs sustainable reading. Among the color e-book readers donated to Yunlin County this year, each device is pre-loaded with 108 children's books suitable for high, middle, and low-grade students. Among these, 41 books were selected based on Yunlin County's educational policy focus on moral education and technological development, combined with excellent reading materials themed around UN Sustainable Development Goals (SDGs). Additionally, 3 Siangshan Wetland ecological conservation picture book e-books were provided with authorization from Hsinchu City Government. We hope to bring color e-book readers and quality children's e-book materials to 40 schools in rural areas in Yunlin County that actively promote reading literacy, assisting Yunlin County Government in promoting student reading culture and helping students establish ESG sustainable development concepts through daily classroom shared reading activities. Therefore, we will continue to collaborate with E Ink Holdings Inc. to cultivate more e-paper products and applications, continuously laying the foundation for sustainable development.



Appendices

ESG Key Performance Indicators

GRI Standards Index

SASB Index

TWSE Sustainability Disclosure Indicators - Semiconductor Industry

Climate-Related Information of TWSE/TPEX Listed Company

Third-Party Verification Statement



ESG Key Performance Indicators

I Environmental

Item		Unit	2021	2022	2023	2024
Products compliant with RoHS, REACH, HF green standards		%	100.0	100.0	100.0	100.0
New energy-saving innovative product designs		Item	7	6	1	2
IT equipment green procurement ratio		%	Not calculated	87.6	98.4	53.1
Energy (Electricity)		GJ	7,385	9,750	9,514	10,048
Energy intensity		GJ/NT\$ million	0.323	0.495	0.584	0.523
Greenhouse Gas Emissions ^{Note 1}	Scope 1	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	245.3083
	Scope 2	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	1,125.2877
	Scope 3	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	3,897.4183
	Scope 4	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	108,346.3353
	Scope 5	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	No inventory check was conducted following the materiality assessment
	Scope 6	tCO2e	Incomplete site inventory and verification	Incomplete site inventory and verification	Incomplete site inventory and verification	Not applicable
Water withdrawal		Million liters	7.010	9.296	9.715	10.010
Waste generation		Metric tons	35.561	52.073	55.174	47.000
Waste recycling rate		%	46.1	53.2	58.6	61.7
Supplier Environmental Certification Ratio ^{Note 2}	New suppliers	%	91.7	100.0	100.0	100.0
	Existing suppliers	%	90.0	86.5	90.9	95.5

Note 1 : Currently only Fitipower has passed ISO14064-1 verification, so "Greenhouse Gas Emissions" data scope covers only that entity

Note 2 : Supplier certification status (environmental) covers only Fitipower's information

I Social

Item			Unit	2021	2022	2023	2024
Total employees			Persons	876	866	823	842
Ratio of females			%	26.0	24.6	23.9	24.0
Average Salary Ratio of Entry-level Employees ^{Note 1} to Local Minimum Wage	Taiwan Region	Male	-	3.4	3.6	3.6	2.7
		Female	-	2.5	2.6	2.7	2.0
	China Region	Male	-	6.7	7.2	8.0	4.8
		Female	-	5.5	5.2	6.0	4.0
New employee rate			%	42.2	15.4	9.0	16.4
Employee turnover rate			%	18.8	19.4	16.9	14.0
Key talent retention rate			%	96.3	91.7	90.1	86.4
Training hours per employee ^{Note 2}			Hours	6.7	11.6	14.6	13.3
Supplier Social Certification Ratio ^{Note 3}	New suppliers		%	75.0	100.0	100.0	100.0
	Existing suppliers		%	78.0	80.8	86.4	86.4
Responsible mineral procurement compliance ratio			%	100	100	100	100
Social investment			NT\$10,000	98.7	2,554.9	1,001.9	1,214.2
Industry-academia cooperation projects			Item	0	12	12	5

Note 1 : Definition of entry-level employees was adjusted in 2024 to include personnel with titles of Senior Engineer/Senior Manager and below (previously defined as non-management personnel)

Note 2 : Training hours per employee for 2024 covers entire group; 2021-2023 covers only Fitipower (JADARD not yet calculated)

Note 3 : Supplier certification status (social) covers only Fitipower's information

I Governance

Item		Unit	2021	2022	2023	2024
Corporate Governance Evaluation		-	36%~50%	21%~35%	21%~35%	6%~20%
Net sales		NTD thousands	22,868,238	19,680,425	16,286,520	19,199,740
Capital expenditure		NTD thousands	544,939	748,490	465,492	733,939
Taxes paid to government		NTD thousands	214,877	1,061,572	702,881	656,107
Government subsidies		NTD thousands	45,218	26,591	95,366	185,426
Return on equity		%	60.4	19.7	13.6	14.1
Earnings per share		NTD	33.83	16.49	13.29	16.08
Cash dividend per share		NTD	17.00	8.50	10.64	12.87
Financial quarterly report timeliness (from end of quarter)		Days (Q1, Q2, Q3, Q4)	44, 44, 42, 84	35, 34, 35, 54	27, 26, 25, 58	30, 24, 28, 57
R&D investment as percentage of revenue		%	9.5	12.4	13.8	13.0
New patent applications		Item	36	10	19	37
Valid patents		Item	102	126	141	154
Board meeting attendance rate		%	92.1	94.3	97.4	100.0
Ratio of independent directors		%	42.9	42.9	66.7	71.4
Internal control audit deficiencies		Item	0	0	0	0
Business conduct and ethics training ^{Note 1}		Hours	681.5	1,213.9	1,652.1	4,215.7
Business conduct and ethics violations		Item	0	0	0	0
Regulatory violations		Item	0	0	0	0
Major information security incidents		Item	0	0	0	0
Customer satisfaction	DSP	Points	87.7	92.3	93.6	93.3
	PWR	Points	93.6	86.5	90.9	86.4
Customer complaint resolution rate.		%	100%	100%	100%	100%
Local procurement ratio		%	68.0	78.6	73.3	71.9
Supplier Economic Certification Ratio ^{Note 2}	New suppliers	%	91.7	100.0	100.0	100.0
	Existing suppliers	%	98.0	96.2	100.0	100.0

Note 1 : Business conduct and ethics training hours for 2024 covers entire group; 2021-2023 covers only Fitipower (JADARD not yet calculated)

Note 2 : Supplier certification status (social) covers only Fitipower's information

GRI Standards Index

Statement of Use	Fitipower has reported in accordance with GRI Standards for the period from January 1, 2024 to December 31, 2024.			
GRI 1 Used	GRI 1: Foundation 2021			

GRI Standard/ Other Source	Disclosure Items	Corresponding Chapter	Page	Content or Omission Explanation
GRI 2: General Disclosures 2021	General Disclosures			
	2-1 Organizational details	About Fitipower	21	This year's report information scope covers related subsidiaries, accounting for 100% of consolidated financial statement net revenue, so all comparable data has been retrospectively adjusted.
	2-2 Entities included in the organization’s sustainability reporting	About this Report	3	
	2-3 Reporting period, frequency and contact point	About this Report	3	
	2-4 Restatements of information	About this Report	3	
	2-5 External assurance	About this Report Third-Party Verification Statement	4 114	
	2-6 Activities, value chain and other business relationships	About Fitipower Partner Co-prosperity	21 50	
	2-7 Employees	Manpower Diversity	76	
	2-8 Workers who are not employees	Manpower Diversity	76	
	2-9 Governance structure and composition	Governance Regulations and Framework Sustainable Vision and Management	36 9	
	2-10 Nomination and selection of the highest governance body	Governance Regulations and Framework	38	
	2-11 Chair of the highest governance body	Governance Regulations and Framework	38	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Regulations and Framework	38	
	2-13 Delegation of responsibility for managing impacts	Governance Regulations and Framework	38	
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Vision and Management	9	

GRI Standard/ Other Source	Disclosure Items	Corresponding Chapter	Page	Content or Omission Explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Regulatory Compliance and Professional Ethics 2023 Annual Report of the Company: - Major Shareholders - Suppliers accounting for more than 10% of total procurement in recent two years	42	
	2-16 Communication of critical concerns	Sustainable Vision and Management Governance Regulations and Framework	9 38	
	2-17 Collective knowledge of the highest governance body	Governance Regulations and Framework	38	
	2-18 Evaluation of the performance of the highest governance body	Governance Regulations and Framework	36	
	2-19 Remuneration policies	Governance Regulations and Framework	36	
	2-20 Process to determine remuneration	Governance Regulations and Framework	39	
	2-21 Annual total compensation ratio	Governance Regulations and Framework	36	This reporting year is the first time conducting group-wide comparison between highest-paid individual and median employee compensation. 2023 data is not available, thus we were unable to calculate percentage increase.
	2-22 Statement on sustainable development strategy	Sustainable Vision and Management	7	
	2-23 Policy commitments	Sustainable Vision and Management	7	
	2-24 Embedding policy commitments	Sustainable Vision and Management	7	
	2-25 Processes to remediate negative impacts	Stakeholder Communication and Materiality Analysis Regulatory Compliance and Professional Ethics	14 42	
	2-26 Mechanisms for seeking advice and raising concerns	Regulatory Compliance and Professional Ethics	42	
	2-27 Legal Compliance	Regulatory Compliance and Professional Ethics	42	
	2-28 Membership associations	Social Involvement and Investment	96	
	2-29 Approach to stakeholder engagement	Stakeholder Communication and Materiality Analysis	13	
	2-30 Collective bargaining agreements			Fitipower has not signed collective bargaining agreements

I Material Topics (Corresponding GRI Topics)

GRI Standard/Other Source	Disclosure Items	Corresponding Chapter	Page	Content or Omission Explanation
Material Themes				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Communication and Materiality Analysis	13	Policies, commitments, goals, responsibilities, resources, and specific actions for each material issue are individually addressed in corresponding chapters of this report.
	3-2 List of material topics	Stakeholder Communication and Materiality Analysis	17	
	3-3 Management of material topics			
R&D and Intellectual Property				
GRI 3: Material Topics 2021	3-3 Management of material topics	Product and Technology Innovation	24	Fitipower-defined topic, no corresponding standard topic
Supply Chain Management				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	56	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management	58	Due to industry and impact assessment, Fitipower only selects production-related suppliers for management.
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	58	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	58	Due to industry and impact assessment, Fitipower only selects production-related suppliers for management.
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	58	
Talent Attraction and Retention				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Human Rights and Employee Communication	76	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Aggregation and Welfare	79	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Aggregation and Welfare	84	
	401-3 Parental leave	Talent Aggregation and Welfare	86	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Talent Aggregation and Welfare	83	
Customer Relationship Management				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Service	51	
		Information Security	46	

fitipower Introduction and Overview 1 Value Co-Creation 2 Responsibility Sharing 3 Partner Co-prosperity 4 Environmental Symbiosis 5 Labor-Management Common Good 6 Social Inclusion Appendices 2024 Sustainability Report 109	GRI Standard/Other Source	Disclosure Items	Corresponding Chapter	Page	Content or Omission Explanation
	Financial Performance				
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Business Performance and Taxation	33	
		201-2 Financial implications and other risks and opportunities due to climate change	Environmental Policy and Management Framework	63	
		201-3 Defined benefit plan obligations and other retirement plans	Employee Development and Retirement	91	
		201-4 Financial assistance received from government	Business Performance and Taxation	33	
	Talent Cultivation and Development				
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Development and Retirement	89	
		404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Retirement	87	
		404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Retirement	91	
	Green Products				
	GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Green Products	69	
	GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Green Products	69	
	Legal Compliance				
	GRI 2: General Disclosures 2021	2-27 Legal Compliance	Regulatory Compliance and Professional Ethics	42	
	GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Regulatory Compliance and Professional Ethics		No incidents of non-compliance concerning product and service health and safety regulations occurred in 2024.
	Occupational Health and Safety				
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workplace Safety and Health Promotion	93	
		403-2 Hazard identification, risk assessment, and incident investigation	Workplace Safety and Health Promotion	93	
		403-3 Occupational health services	Workplace Safety and Health Promotion	93	
		403-4 Worker participation, consultation, and communication on occupational health and safety	Workplace Safety and Health Promotion	93	
		403-5 Worker training on occupational health and safety	Workplace Safety and Health Promotion	93	
		403-6 Promotion of worker health	Workplace Safety and Health Promotion	94	
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace Safety and Health Promotion	93	
		403-8 Workers covered by an occupational health and safety management system	Workplace Safety and Health Promotion	93	
		403-9 Work-related injuries	Workplace Safety and Health Promotion	93	
		403-10 Work-related ill health	Workplace Safety and Health Promotion	93	
	Taxation				
	GRI 207: Tax 2019	207-1 Approach to tax	Business Performance and Taxation	34	
		207-2 Tax governance, control, and risk management	Business Performance and Taxation	34	

SASB Index

SASB Topics	Disclosure Items		Corresponding Chapter/Explanation
GHG emissions	TC-SC-110a.1	Global Scope 1 emissions	245.3083 metric tons CO2e, data scope covers Fitipower.
		Total emissions from perfluorinated compounds	0 metric tons CO2e.
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets and performance analysis	Fitipower has established the Company's carbon reduction pathway (achieving 50% carbon neutrality for Scope 1 and 2 by 2030, reducing 5% annually) and initiated related emission reduction measures such as green procurement. For detailed content, please refer to the "Green Office and Energy Resource Management" chapter.
		Total energy consumption	Total electricity consumption in 2024 was 10,048 gigajoules.
Energy Management in Manufacturing	TC-SC-130a.1	Percentage of total energy consumption that is grid electricity	100%, all of Fitipower's energy use is purchased electricity.
		Percentage of total energy consumption that is renewable energy	0%, Fitipower has listed this as a future planning goal and is conducting related assessments.
Water Resource Management	TC-SC-140a.1	Total water withdrawn and percentage in high water stress areas	10,010 cubic meters, 0% in high water stress areas. The Aqueduct Water Risk Atlas tool developed using WRI's public database indicates that all of Fitipower Group's operational sites are not located in high water stress areas.
		Total water consumption and percentage in high water stress areas	2,002 cubic meters, 0% in high water stress areas. The Aqueduct Water Risk Atlas tool developed using WRI's public database indicates that all of Fitipower Group's operational sites are not located in high water stress areas.
Waste Management	TC-SC-150a.1	Amount of hazardous waste generated in manufacturing and percentage recycled	According to local regulations in Taiwan, waste electronic components, scraps, and defective products generated by Fitipower are classified as non-hazardous waste during on-site storage and hazardous waste during processing. In 2024, Fitipower Group generated 2.138 metric tons of waste electronic components, scraps, and defective products, with a 100% recycling rate.
Employee Health and Safety	TC-SC-320a.1	Description of approach to assessing, monitoring, and reducing exposure of employees to human health hazards	Please refer to the " Occupational Safety and Health Management " chapter.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	NT\$0, Fitipower had no legal proceedings related to employee health and safety violations in 2024.



SASB Topics	Disclosure Items		Corresponding Chapter/Explanation
Recruitment and Management of Global Professional Talent	TC-SC330a.1	Percentage of employees that are foreign nationals & located in regions outside home country	- Foreign national employee ratio is 1.5% - Overseas employee ratio is 17.3%
Product Lifecycle Management	TC-SC410a.1	Percentage of products by revenue containing IEC 62474 declarable substances	0%. For related management approach, please refer to the "Green Materials" chapter.
	TC-SC410a.2	Processor energy efficiency at a system-level for: (1) servers (2) desktop computers (3) laptops	The Company is a professional IC design company; related products and services are not applicable to this indicator.
Raw Material Procurement	TC-SC440a.1	Description of the management of risks associated with the use of critical materials	Please refer to the "Supply Chain Management" chapter.
Intellectual Property Protection and Competitive Behavior	TC-SC520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	NT\$0, Fitipower had no monetary losses from legal proceedings related to anti-competitive behavior in 2024.
SASB General Disclosures	Disclosure Items		Corresponding Chapter/Explanation
Activity Metrics	TC-SC-000.A	Total production volume	Display driver ICs: 680,788 thousand units Power management ICs: 1,051,522 thousand units Other chips: 313,312 thousand units
	TC-SC-000.B	Percentage of production from owned facilities	Fitipower is a fabless chip design company primarily responsible for chip R&D and design. Backend manufacturing, packaging, and testing processes are outsourced to professional foundries, so this indicator data is 0.

TWSE Sustainability Disclosure Indicators- Semiconductor Industry

No.	Indicator	Indicator Type	Unit	Annual Disclosure Status
I	Total energy consumption, percentage of purchased electricity, and renewable energy usage	Quantitative	GJ 、 %	Group-wide total energy consumption in 2024 was 10,048 gigajoules, with all energy usage being purchased electricity. Fitipower has not yet used renewable energy, which has been listed as a future planning goal with related assessments underway.
II	Total water withdrawal and total water consumption	Quantitative	m3	Total water withdrawal in 2024 was 10,010 cubic meters, with water consumption of 2,002 cubic meters.
III	Weight of hazardous waste generated and recycling percentage	Quantitative	Tons 、 %	According to local regulations in Taiwan, waste electronic components, scraps, and defective products generated by Fitipower are classified as non-hazardous waste during on-site storage and hazardous waste during processing. In 2024, Fitipower generated 2.138 metric tons of waste electronic components, scraps, and defective products, with a 100% recycling rate.
IV	Description of occupational injury categories, numbers, and rates	Quantitative	%	No occupational injury incidents occurred in 2024.
V	Product lifecycle management disclosure: weight of end-of-life products and electronic waste and recycling percentage	Quantitative	Tons 、 %	In 2024, Fitipower generated 2.138 metric tons of waste electronic components, scraps, and defective products, with a 100% recycling rate.
VI	Description of risk management related to the use of critical materials	Qualitative	N/A	Please refer to the " Supply Chain Management " chapter.
VII	Total monetary losses from legal proceedings related to anti-competitive behavior regulations	Quantitative	Reporting currency	No related legal proceedings occurred in 2024, therefore no related losses.
VIII	Main product output by product category	Quantitative	Varies according to product type.	Display driver ICs: 680,788 thousand units Power management ICs: 1,051,522 thousand units Other chips: 313,312 thousand units

Climate-Related Information of TWSE/TPEx Listed Company

TCFD Report

Item	Corresponding TCFD Report Chapter
1. Describe board and management oversight and governance of climate-related risks and opportunities.	Please refer to the 2024 TCFD Report sections "1.1 Climate Organizational Structure" and "1.2 Climate Issue Management."
2. Describe how identified climate risks and opportunities affect the enterprise's business, strategy, and finances (short-term, medium-term, long-term).	Please refer to the 2024 TCFD Report section "2.2 Climate Risk and Opportunity Identification."
3. Describe the financial impact of extreme weather events and transition actions.	Please refer to the 2024 TCFD Report section "3 Scenario Analysis and Financial Impact Assessment."
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Please refer to the 2024 TCFD Report section "2.1 Risk Management Process."
5. If using scenario analysis to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	Please refer to the 2024 TCFD Report section "3 Scenario Analysis and Financial Impact Assessment."
6. If there is a transition plan for managing climate-related risks, describe the plan content and the indicators and targets used to identify and manage physical and transition risks.	Please refer to the 2024 TCFD Report sections "4 Indicators and Targets" and "5 Net Zero Target Blueprint."
7. If using internal carbon pricing as a planning tool, explain the pricing basis.	No related plans currently.
8. If climate-related targets have been set, describe the activities covered, greenhouse gas emission scopes, planning timeline, annual progress, etc.; if using carbon offsets or renewable energy certificates (RECs) to achieve related targets, explain the source and quantity of offset carbon credits or the quantity of renewable energy certificates (RECs).	For target achievement status, please refer to the 2024 TCFD Report section "4 Indicators and Targets." The Company's short-term goal is to conduct inventory assessments. Carbon offset measures such as purchasing renewable energy certificates have not yet been implemented in this reporting year.
9. Greenhouse gas inventory and verification status, reduction targets, strategies, and specific action plans.	Please refer to the 2024 TCFD Report section "4 Indicators and Targets." For greenhouse gas inventory and verification status, please refer to the table below.
10. Describe greenhouse gas emissions (metric tons CO2e), intensity (metric tons CO2e/NT\$ million), and data coverage for the most recent two years.	Fitipower (including all operational sites) conducted ISO14064-1 inventory and verification for the first time in 2024 (2023 was only a voluntary inventory of headquarters site). For detailed inventory results, please refer to the "Energy and Carbon Management" chapter content.

► Greenhouse Gas Emissions for the Most Recent Two Years (Metric Tons CO2e), Intensity (Metric Tons CO2e/NT\$ Million Revenue), and Data Coverage

Item	2023	2024
Scope 1 Direct GHG emissions	Not inventoried	245.3083
Scope 2 Indirect GHG emissions	658	1125.2877
Carbon Intensity (Scope 1 & 2)	0.0599	0.1400
Scope 3-6 Other Indirect GHG Emissions	0	112,243.7536
Inventory Boundary	Fitipower headquarters (Duxing site)	All Fitipower operational sites (including Duxing, Hsinchu Gongdao 5th Road, Taipei, Tainan, and Shenzhen sites), excluding subsidiaries
Verification Institution & Standard	Voluntary inventory	TUV NORD Taiwan/ISO14064-3 reasonable assurance level

Note : Fitipower (including all operational sites) conducted ISO14064-1 inventory and verification for the first time in 2024 (2023 was only a voluntary inventory of headquarters site). For detailed inventory results, please refer to the "Energy and Carbon Management" chapter content.

Third-Party Assurance Statement



Independent Assurance Statement

FITIPOWER INTEGRATED TECHNOLOGY INC. 2024 SUSTAINABILITY REPORT

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

RESPONSIBILITIES

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

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

SCOPE AND CRITERIA

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

1. The scope of assurance operation is consistent with the scope disclosed in the 「FITIPOWER INTEGRATED TECHNOLOGY INC. 2024 SUSTAINABILITY REPORT」.
2. AFNOR ASIA performs assurance operation according to the Type 2 assurance of the AA1000 assurance standard (v3), reviewing and evaluating FITIPOWER's compliance with the AA1000 AccountAbility Principles (2018), and presenting findings and conclusions on the reliability and quality of specific performance information.
3. The assurance operation includes reviewing and evaluating FITIPOWER's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.
 - Task Force on Climate-related Financial Disclosures



- Sustainability Accounting Standards Board Standards

METHODOLOGY

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

CONCLUSION

◆ AA1000 Accountability Principles

Inclusivity

FITIPOWER has continued to seek stakeholder engagement and establish material sustainability topics to develop and achieve responsible and strategic responses to sustainability. Overall, the Report has fully demonstrated various issues related to its sustainable operations that are of highly concern to stakeholders.

Materiality

FITIPOWER has established an effective process to identify stakeholders whose issues are critical to operational performance. Stakeholders are identified through a formal review, and for each material issue, the organization reflects the importance and priority of these stakeholders.

Responsiveness

FITIPOWER has demonstrated its response to stakeholders' expectations and opinions in the Report, and included reporting on stakeholder participation and channels for their feedback. Overall, the Report can provide timely responses to issues of concern to stakeholders.

Impact

FITIPOWER presents a process for effectively identifying and fairly assessing impacts that



Third-Party Assurance Statement



include a range of environmental, social and governance topics from a wide range of sources. The impact of its operational activities is measured and evaluated through a combination of qualitative and quantitative objectives.

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

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

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to introduce and integrate other international disclosure requirements to demonstrate the organization’s active response and communication on sustainable issues.

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

Based on the results of the review, the Report has revealed the impact of climate change on the company's operations, as well as measures to respond to risks and opportunities. In the future, the organization can continue to assess the positive and negative impacts of different climate scenarios on the company's operations and respond appropriately.

◆ **Sustainability Accounting Standards Board Standards**

Based on the results of the review, the Report has disclosed relevant information based on the Sustainability disclosure topics & metrics and activity metrics of the SASB standards. In the future, the organization can continue to collect, monitor and disclose information required by the indicators.

ASSURANCE OPINION

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



economic, social, and environmental matters in FITIPOWER in 2024 are well represented.

ASSURANCE LEVEL

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

For and on behalf of AFNOR :

Steven Huang
The Director for Certification and Assessment
Jun.09.2025

Verification team: Kuan Hsiung Huang (Lead Verifier), Jheng-Hao Jhan (Verifier).

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