

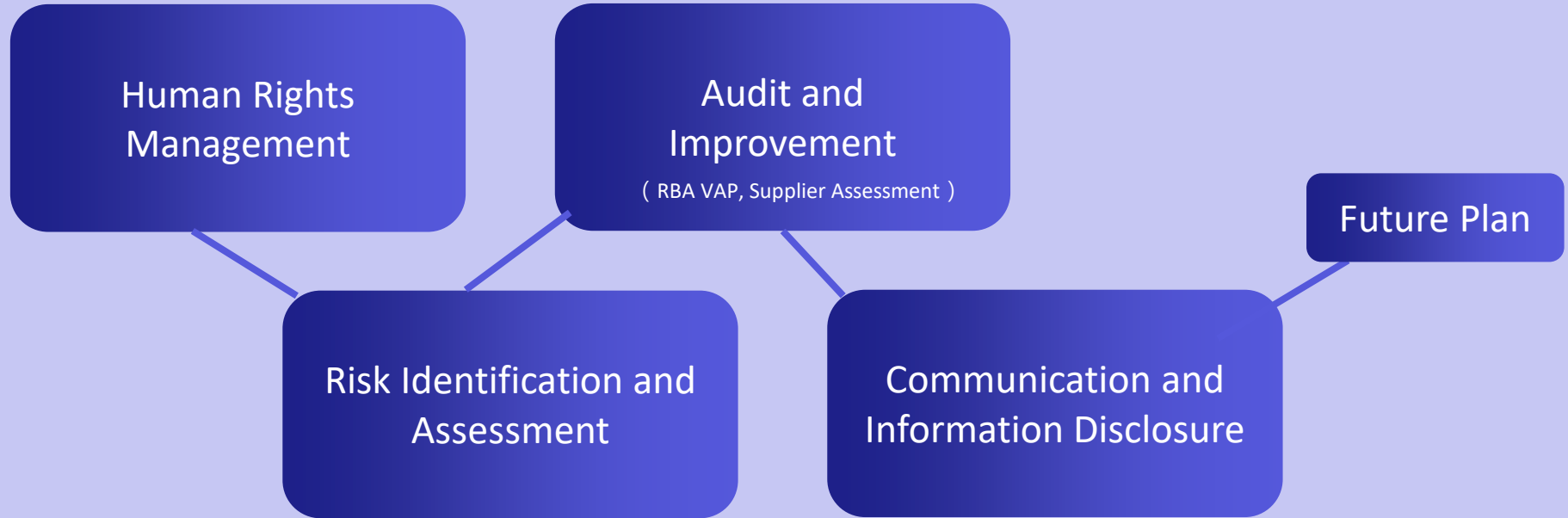


2025

TWSE:4961

Fitipower HRDD Report

Content



Our Human Rights Management

Continuous Improvement



Management System Establishment

- Policy and Related Management Regulations Development and Revision (**as applicable**)
- Management Structure Establishment



Due Diligence

- **Employee (Internal management)**
 - RBA SAQ Implementation (**Annually**)
 - Human Rights Due Diligence (**Every Two Years**)
 - RBA Internal Audit (**Annually**)
- **Supplier (External management)**
 - Supplier Sustainability Assessment (**Annually**)
 - Signing of Supplier Sustainability Commitment
 - Human Rights Due Diligence (**Every Two Years**)



Audit and Improvement

- RBA VAP Implementation (**Every Two Years**)
- Supplier Audits (**Selected Annually**)



Stakeholder Communication and Information Disclosure

- Communication and Grievance Mechanisms (**Real-time**)
- Employee Satisfaction and Engagement Survey (**Every Three Years**)
- Sustainability Report (**Annually**)
- Human Rights Due Diligence Report (**Every Two Years**)
- Website Updates on Implementation Progress (**Annually**)

Human Rights Policy and Regulations



Human capital is the foundation of Fitipower’s technological innovation and sustainable growth. Guided by our commitment to mutual inclusion and respect, we strive to foster a diverse and dignified workplace. We comply with applicable labor laws across all operating locations and align our human rights practices with international standards, including the [Universal Declaration of Human Rights](#), the [UN Global Compact](#), and the [ILO Declaration on Fundamental Principles and Rights at Work](#). We also support the principles of the [RBA](#) and [RMI](#), and extend our human rights expectations to employees, business partners, and supply chain partners.

More Details



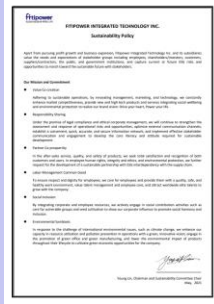
In 2021, Fitipower issued its Human Rights and Diversity, Equity & Inclusion Policy with approval from the [Sustainability Committee](#) and the [Board](#). The policy supports comprehensive management across [labor](#), [environment](#), [health and safety](#), [ethics](#), [supplier responsibility](#), and [information security and privacy](#), with 48 related management regulations established.

RBA Manual	Supplier Management Procedure	Business Integrity Code
Forced Labor Prevention Procedure	Contractor Management Procedure	Ethical Management Procedures and Conduct Guidelines
Reward and Disciplinary Policy	Contractor Sustainability Commitment	Code of Ethical Conduct
Recruitment and Hiring Policy	Maternal Health Protection Plan	Material Information Handling Procedure
Young Worker Management Procedure	Chemical Management Procedure	Sustainability Information Management Procedure
Work Rules	Emergency Response Procedure	Patent Proposal Reward Policy
Sexual Harassment Prevention Procedure	Incident Investigation Procedure	IP Management Plan and Annual Implementation
Labor-Management Meeting Procedure	Health Management Procedure	Personal Data and Privacy Protection Policy
Legal and Other Requirements Identification Procedure	Environmental Operations Procedure	Grievance Management Policy
Hazard Identification and Risk/Opportunity Assessment Procedure	PPE Management Policy	Gift Acceptance Management Policy
Business Management Procedure	Chemical Substance Management Procedure	Environmental Aspect and Risk/Opportunity Assessment Procedure
EHS Objectives and Programs Procedure	Ergonomic Hazard Prevention Plan	Abnormal Workload-Related Disease Prevention Plan
Training Management Procedure	Self-Inspection Procedure	Business Ethics Risk Assessment Procedure
Communication Management Procedure	Hazardous Substance Management Procedure	Labor Practice Risk Assessment Policy
Internal Audit Procedure	Waste Management Procedure	Workplace Violence Prevention Plan
EHS Nonconformity and Corrective Action Procedure	GHG Inventory Management Procedure	Document Control Procedure

Human Rights–Related Policies

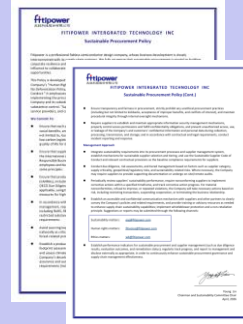
Sustainability Policy

[Download](#)



Sustainable Procurement Policy

[Download](#)



Privacy Policy

[View More](#)

Environmental, Health, and Safety Policy

[Download](#)



Biodiversity and No Deforestation Policy

[Download](#)



Information Security Policy

[View More](#)

Human Rights Governance Framework



Risk Identification and Assessment



This year's human rights risk assessment covered all employees and Tier-1 production-related suppliers, with risks identified through questionnaires.

- 527 of 528 employee responses were received (99.8% response rate).
- 33 supplier responses were collected.

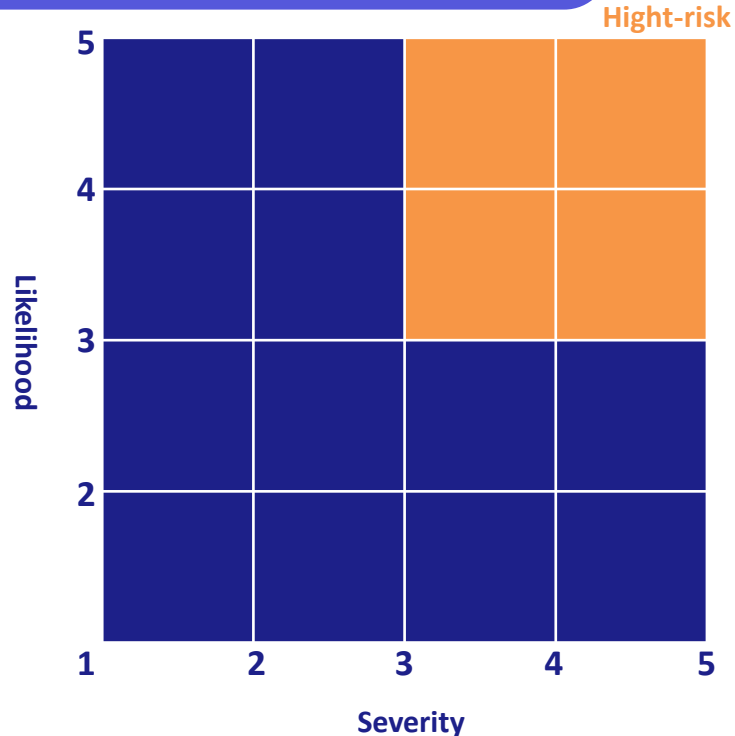
Based on international human rights standards, regulations, operational risks, and stakeholder relevance, 11 key issues were identified for further assessment (see table).

Note: Production-related suppliers refer to wafer fabrication, IC packaging and testing, and flexible tape manufacturing.

Human Rights Issues	Issue Description	Employee	Supplier
Prohibition of Forced Labor	Prohibit all forms of forced labor; no restriction of movement, retention of personal documents, or recruitment fees, and provide contracts in a language understood by employees.	✓	✓
Child Labor and Young Workers	Verify worker identity to prevent child labor (<15); ensure young workers (<18) are not assigned hazardous work, including night shifts or overtime.	✓	✓
Working Hours	Comply with legal working hour limits, with total working hours not exceeding 60 hours per week.	✓	✓
Wages and Benefits	Ensure wages comply with applicable laws, including minimum wage, overtime pay, wage statements, equal pay for equal work, and no wage deductions as disciplinary measures.	✓	✓
DEI and Non-Discrimination	Prohibit discrimination in recruitment, compensation, promotion, rewards, and training, and prohibit discriminatory medical examinations. °	✓	✓
Workplace Misconduct and Sexual Harassment	Prevent harsh or inhumane treatment, including violence, sexual harassment, abuse, corporal punishment, coercion, bullying, public humiliation, or verbal abuse.	✓	✓
Freedom of Association and Collective Bargaining	Respect freedom of association and collective bargaining, enabling employees to communicate openly with management without fear of discrimination, retaliation, or harassment.	✓	✓
Occupational Health and Safety	Ensure workplace health and safety through management systems, training and communication, health checks, PPE provision, chemical management, workplace monitoring, and incident handling.	✓	✓
Responsible Mineral Sourcing	Conduct due diligence on conflict minerals in product materials, including gold, tin, tantalum, tungsten, cobalt, and mica, to avoid high-risk sources and comply with RMI requirements.	✓	✓
Intellectual Property	Respect intellectual property rights; ensure technology transfer protects IP and safeguards customer and supplier information.	✓	✓
Privacy	Protect personal data and privacy of all stakeholders, and comply with applicable data protection and security laws in data handling.	✓	✓

Assessment Principles and Definitions

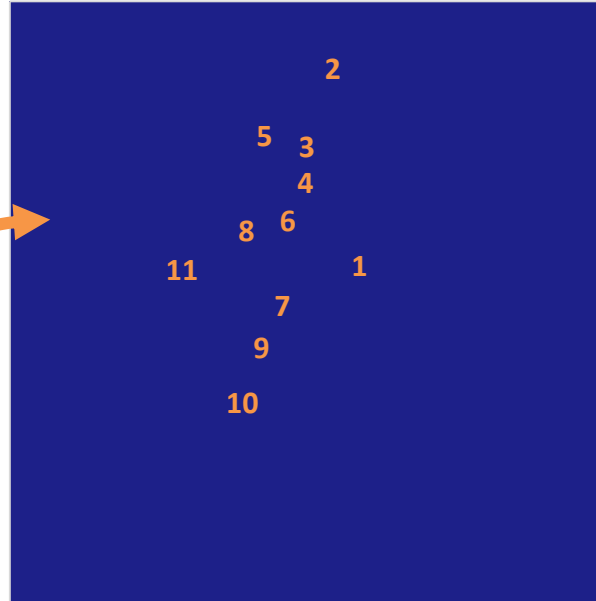
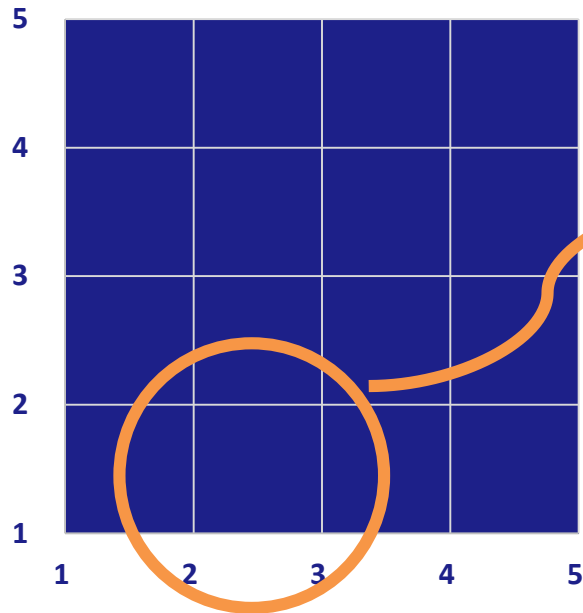
Identified issues are assessed via questionnaires; those with likelihood and severity ≥ 3 are classified as high-risk issues.



Score	Likelihood	Severity
1 (Very Low)	<ul style="list-style-type: none">Occurs less than once per year	<ul style="list-style-type: none">Minimal impact on health and safety; no stakeholder impact; recoverable within 1 year
2 (Low)	<ul style="list-style-type: none">Occurs more than once every six months	<ul style="list-style-type: none">Minor injury/illness (no lost time); impacts some stakeholders; recoverable within 1–3 years
3 (Moderate)	<ul style="list-style-type: none">Occurs more than once per quarter	<ul style="list-style-type: none">Injury requiring rehabilitation (lost time); impacts most in a stakeholder group; recoverable within 3–5 years
4 (High)	<ul style="list-style-type: none">Occurs more than once per month	<ul style="list-style-type: none">Severe impact (disability); impacts multiple stakeholder groups; recoverable within 5–10 years
5 (Very High)	<ul style="list-style-type: none">Occurs more than once per week	<ul style="list-style-type: none">Critical impact (fatality); impacts all stakeholders; unlikely to recover

Assessment Results-Employee

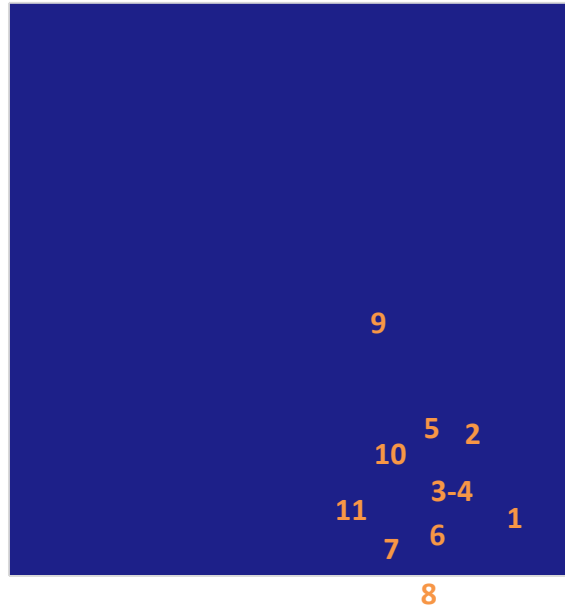
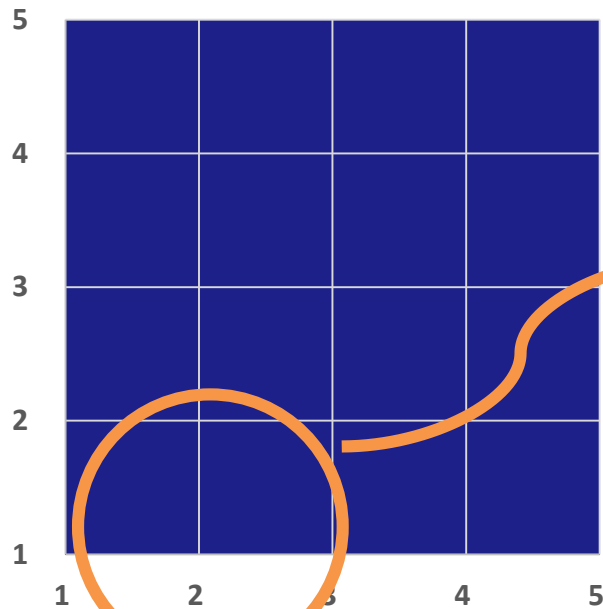
No high-risk issues were identified; all results fall within the low-risk range. Fitipower will continue to strengthen management of working hours and intellectual property (see mitigation and remediation measures).



1	Workplace Misconduct and Sexual Harassment
2	Working Hours
3	Privacy
4	Intellectual Property
5	Wages and Benefits
6	Freedom of Association and Collective Bargaining
7	DEI and Non-Discrimination
8	Occupational Health and Safety
9	Prohibition of Forced Labor
10	Child Labor and Young Workers
11	Responsible Mineral Sourcing

Assessment Results-Supplier

No high-risk issues were identified; all results fall within the low-risk range. Fitipower will continue to strengthen management of occupational health and safety, responsible mineral sourcing, and workplace misconduct/sexual harassment (see mitigation and remediation measures).



1	Occupational Health and Safety
2	Intellectual Property
3-4	Responsible Mineral Sourcing
	Workplace Misconduct and Sexual Harassment
5	Privacy
6	DEI and Non-Discrimination
7	Prohibition of Forced Labor
8	Child Labor and Young Workers
9	Working Hours
10	Freedom of Association and Collective Bargaining
11	Wages and Benefits

Prevention, Cessation, Mitigation, and Remediation Measures



Issues	Preventive Measures	Post-Incident Remedial Measures
Working Hours	Manage working hours, overtime, and leave in compliance with labor laws and internal policies, supported by attendance systems, supervisory review, and abnormal working-hour monitoring to prevent overwork; flexible working arrangements and diverse leave options (including volunteer leave added in 2026) support work-life balance and well-being.	Investigate abnormal working hours promptly and implement adjustments; apply workforce reallocation, task redistribution, or management improvements as needed, and follow internal procedures for violations with ongoing corrective action tracking.
Intellectual Property	Establish dedicated governance for intellectual property and information use, supported by policies, training, access control, and document management to reduce infringement risks; disclose practices annually, and incentivize patent proposals with a target of 12 new patent applications per year.	Upon suspected infringement or misuse, initiate investigation, cease the activity, and implement necessary controls; take corrective actions, conduct legal risk assessment, and restore rights as appropriate to prevent escalation.
Occupational Health and Safety	Require suppliers to establish OHS management systems and control operational risks through a Supplier Code of Conduct (commitment), assessments, audits, and communication.	Require suppliers to submit corrective action plans for identified deficiencies or risks and track implementation; conduct follow-up audits or adjust engagement for significant or unresolved issues.
Responsible Mineral Sourcing	Require suppliers to support conflict/responsible minerals due diligence (commitment), provide relevant declarations/data, and reinforce responsible sourcing requirements.	If unknown sources, inaccurate data, or high-risk issues are identified, require suppliers to clarify and remediate within a set timeframe; as needed, require alternative sourcing, enhanced due diligence, or reassess the business relationship.
Workplace Misconduct and Sexual Harassment	Require suppliers to comply with human rights and labor standards, establish grievance and investigation mechanisms, and strengthen management systems and training.	In case of incidents, require suppliers to promptly investigate, protect affected parties, cease violations, and implement corrective measures; escalate to risk management and reassess engagement for inadequate or repeated non-compliance.

RBA VAP



Audit Information

Audit Date: 02/03-02/04 (2026)

Audit Type: Initial Audit

Audit Firm: UL Responsible Sourcing

VAP Version: RBA Protocol 8.0.2 – January 2025

Conformance Results



Overall Score	Conformance	Minor of NC	Major NC	Priority NC	Opportunity for Improvement	Total Scored Questions	Not Applicable Questions
156.9	83	0	0	7	0	93	3

- VAP-A.M.1.1
- VAP-B1.2
- VAP-B2.1
- VAP-B2.2
- VAP-B2.3
- VAP-B.M.2.1
- VAP-D.M.1.1

In 2026, Fitipower conducted its first RBA VAP to assess the completeness and implementation of its management system; while 48 management regulations are in place, certain areas require enhancement and alignment with updated RBA requirements (e.g., semiannual smoke detector inspections vs. prior annual practice), and CAPs for all findings have been submitted to the RBA with completion targeted by the end of May 2026.

Supplier Sustainability Assessment



In response to global trends and stakeholder expectations, Fitipower continuously enhances supplier sustainability management by updating its policies and procedures. We have strengthened our Supplier Management Procedure beyond quality aspects, and in 2023 established the Supplier Sustainability Commitment, Supplier Code of Conduct, and Supplier Sustainability Risk Assessment, which were implemented in early 2024. Suppliers are required to understand and sign the Code of Conduct, while periodic sustainability assessments are conducted to evaluate ESG-related risks across economic, environmental, and social dimensions. These results are used to monitor supplier performance and inform sourcing decisions, with ESG certifications and RBA requirements incorporated into evaluation criteria. Through ongoing engagement and management, supplier ESG certification performance improved in 2025 (Environment +3%, Social +9%, Economic maintained at 100%).



Fitipower Sustainable Supplier Conduct of Code

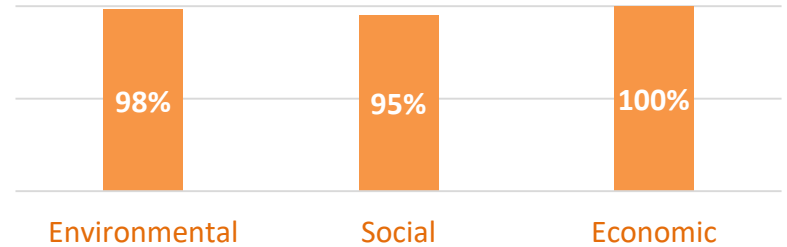


RMI Report

2025 Supplier Commitment Signing and ESG SAQ Completion



2025 Supplier ESG Certification Status



Communication and Information Disclosure



Communication channels with employees and suppliers are shown in the table; additional stakeholder engagement is available on the [Company website](#), including a [dedicated contact portal](#).

Stakeholder communication results for 2025 were reported to the Board on July 30, 2025. **No human rights–related grievances or violations were reported during the year.**



Employee

- CEO Talk / Irregular
- Manager Meeting / Half-yearly
- Labor-Management Meeting / Quarterly
- Employee Welfare Committee / Quarterly
- OHS Committee / Quarterly
- New Fiti Talk / Every session
- iHOME / Real-time
- Employee Mailbox (fitivoice@fitipower.com) / Real-time
- Meal Satisfaction Survey / Monthly
- Volunteer Activity Survey / Irregular
- Appraisal Interview / Half-yearly
- Exit Interview / At termination of employment



Supplier

- Quality meeting / Yearly
- Supplier audit / Irregular
- Daily meeting / Irregular
- Whistleblower mailbox(wb@fitipower.com) / Real-time

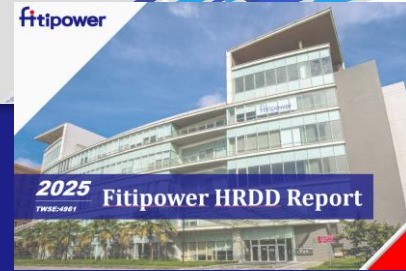
Human Rights-Related Reports

We value stakeholder feedback. For any suggestions or inquiries regarding Fitipower's sustainability and human rights management or this report, please contact us via the channels below.

Fitipower Integrated Technology Inc.

- 3F., No.6-8, Duxing Rd., Hsinchu Science Park Hsinchu City 300096, Taiwan, R.O.C.
- Sustainability Dept.
- +886(3)5788-618 分機2701
- esg@fitipower.com

Human rights due diligence reports and sustainability reports are available for download on the Company website.
<https://www.fitipower.com/documents>



fitipower
天鈺科技
2025 天鈺科技負責任礦產報告
(2025 Fitipower Responsible Minerals Report)

關於本報告 (About This Report)

關於天鈺科技 (Fitipower) 發布的《負責任礦產報告》。首先，我們主要係《本報告》根據國際標準所編製，隨後國際社會對供應人端、礦產及礦產供應鏈的關注日益增加，產製供應人亦於這方面承擔更多的環境與責任性。本報告係《本報告》在國際標準之外，進一步根據國際之法律與國際法編製。自 2026 年起，將定為獨立編製定期內《負責任礦產報告》，透過更專業的方式，我們將更系統性地對負責任礦產及製法、盡職調查流程、供應管理與控制機制、盡職調查與報告等，以全球標準與國際法進行評估。

天鈺科技謹此向本報告、為讀者提供透明度，強化與合作夥伴在礦產鏈上的溝通與合作，以更高標準落實責任採購，作為對供應人端、礦產鏈與負責任礦產供應鏈的具體行動與承諾。

● 報告資訊與發行頻率
本公司將定期 (E)、按 (S) 及 (G) 報告對外披露報告作為承諾，以確保報告與國際之法律標準、本《負責任礦產報告》為國際標準與國際法編製之負責任礦產報告。

● 報告資訊與編製
本報告係根據之國際標準，主要遵照天鈺科技股份有限公司 (Fitipower Integrated Technology Inc.) 之盡職調查與管理機制，提供利益相關、所託政策、制度與國際標準的以符合國際標準為主。

● 報告資訊與時間
本報告所編製之期間為 2025 年 1 月 1 日至 2025 年 12 月 31 日，報告內容涉及及數據與資訊均根據上列之時間計算，將以文字註記方式說明。

● 發行與更新
本報告《負責任礦產報告》將每份發出一次之更新，對於公司在負責任礦產管理上的進展與國際標準與國際法、國際標準發行，我們將根據其現況在未來繼續、持續更新、以確保國際、國際標準與負責任礦產供應鏈的發展，並作為對利益相關者與國際社會的承諾。

Future Plan

1. Conduct human rights due diligence biennially, with scope gradually expanded to controlled subsidiaries to enhance risk identification.
2. Track international human rights trends, standards, regulations, and disclosure requirements, and update internal management accordingly (e.g., RBA CoC, CSDDD, ESRS).
3. Regularly review and update human rights policies, codes of conduct, and training; employees receive training at least every two years.
4. Foster a diverse, equitable, and inclusive workplace with zero tolerance for discrimination, harassment, and misconduct, supported by whistleblowing and grievance mechanisms.
5. Continuously identify high-risk suppliers and value chain risks, implement mitigation and corrective actions, and take measures for non-compliant partners.
6. Provide diverse and secure communication and whistleblowing channels, and regularly gather employee feedback through engagement surveys.

Sustainability is our lifestyle.