Environmental
Social
Governance

Fiti® Group

2024 Sustainability Report

Foxsemicon integrated Technology Inc.

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About The Report

Since 2018, FITI has published an annual sustainability report to demonstrate our commitment and achievements in sustainable development. This report has been prepared with reference to leading international standards, including the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB), as well as in accordance with the Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies issued by the Taiwan Financial Supervisory Commission (FSC). It presents our sustainability governance framework, management approaches, and performance outcomes, in alignment with global issues, domestic regulatory requirements, stakeholder expectations, and the principle of double materiality.

The purpose of this report is to provide a transparent communication channel with stakeholders by disclosing our practices and performance across corporate governance, people engagement, and environmental stewardship. Feedback collected from stakeholders serves as an important input for enhancing the accuracy, balance, and transparency of sustainability disclosures and for continuously improving sustainability management.

Internal Controls for Report Preparation

This report is prepared in accordance with Taiwan FSC's Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies. It has been compiled under FITI's internal Sustainability Information Management Procedures. Data are collected from relevant departments by the Sustainability committee, reviewed by responsible supervisors and the Corporate Sustainability Center, and subject to annual internal audits to ensure accuracy and completeness.

External Assurance

- This report has been prepared with reference to the GRI Standards.
- Independent third-party assurance was conducted by SGS Taiwan Ltd. in accordance with AA1000AS v3 (moderate level), confirming alignment with the GRI Standards and the completeness of disclosures.
- Financial information disclosed in this report is aligned with the Annual Report and has been independently assured by PwC to ensure accuracy and reliability.
- The GHG emission data have been independently verified by the Taiwan Electric Research & Testing Center (TERTEC) in accordance with ISO 14064-1:2018.

Report Boundary and Scope

This report discloses sustainability information and performance for the period from January 1, 2024, to December 31, 2024. The reporting boundary covers the following entities and operations:

- **Taiwan**：Foxsemicon Integrated Technology Inc. (including Kezhong site and Keyan site)、Fox Automation Technology Inc. (including Kezhong site and Keyan site)、Frontier Integrated Global Solutions, Inc. (address: No. 108, Kezhuan 5th Rd., Zhunan Township, Miaoli County)、Kainova Technology Inc. (Kezhong site)
- **China**：Foxsemicon Integrated (Shanghai) Inc. (Songjiang site)、Shanghai EnvoFox Environment Integrated Technology Limited Inc(Songjiang site)、Foxconn Fuyao Precision Component (Kunshan) Co., Ltd. (Kunshan site)
- **United States**：Foxsemicon Technology, LLC (U.S. office)

Unless otherwise specified, the data presented in this report includes the above-listed operations. Financial information is consolidated unless otherwise stated.

Compilation Basis

This report has been prepared in accordance with the GRI 2021 Standards (GRI Sustainability Reporting Standards) and with reference to the AA1000 Accountability Principles (APS), emphasizing inclusivity, materiality, responsiveness, and impact. The disclosures are also aligned with the SASB Standards for the Semiconductor Industry, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and applicable local regulatory requirements.

Report Publication

The current edition (Chinese and English) of the report was published in August 2025. The previous report was released in August 2024, and the next report is expected to be published in August 2026.

Message from the Chairman

Since its founding in 2001, FITI's journey has been propelled by the dedication, insight, and resilience of every team member. Amid global climate change, pandemic disruptions, and geopolitical uncertainties, our commitment to environmental and social sustainability has never wavered. Over the past 24 years, we have steadily expanded our global footprint while deepening our ESG integration. In 2024, FITI extended its operations beyond Taiwan, China, and the U.S. to Thailand. Anchored by the principles of co-creation, collaborative progress, mutual benefit, shared prosperity, and inclusiveness, we partner across borders to build a resilient and scalable collaboration model—a key enabler of long-term sustainable growth.

Co-Creation: Driving Sustainability Together

FITI embraces the United Nations Sustainable Development Goals (SDGs) as the foundation of its ESG roadmap, applying green technology to deliver sustainable value embedded in all business operations and decision-making. We recognize that lasting progress is achieved only through the concerted efforts of governments, civil society, and supply chain partners. Through continuous resource sharing, technological collaboration, and active social engagement, we elevate operational performance and amplify our long-term sustainability impact. In 2024, we officially integrated the Sustainability Committee into our Board of Directors to intensify climate risk management and enhance corporate resilience amid mounting climate and resource challenges.

Collaborative Progress: Advancing Excellence in Governance

Integrity and transparency stand as the cornerstones of FITI's governance. Our established policies — including the Ethical Corporate Management Best Practice Principles, Corporate Governance Best Practice Principles, and the Codes of Ethical Conduct— ensure uncompromising standards across our business and supply chain. Each achievement underscores our unwavering commitment to corporate responsibility. In 2024, FITI realized record-breaking results: consolidated revenue of NT$16.45 billion, net profit after tax of NT$2.61 billion, and earnings per share (EPS) of NT$25.22 — a testament to the synergy between strong ESG practices and financial performance.

Mutual Benefit: Fostering Environmental Sustainability

Since 2017, FITI has rigorously conducted greenhouse gas inventories, deployed smart facility monitoring, and advanced water and carbon management strategies. We have set clear, time-bound carbon reduction targets: reducing emissions by 15% by 2030 (from 2022 levels), 62% by 2040, and achieving net-zero emissions by 2050. Beyond internal operations, we actively support global climate frameworks such as the Kunming-Montreal Global Biodiversity Framework. Our community initiatives—including beach cleanups and tree planting—protect marine and terrestrial ecosystems (SDGs 14 and 15) and enhance sustainable partnerships (SDG 17). We take responsibility for the ecosystems we depend on and the communities we serve.

Shared Prosperity: Building a Green and Responsible Supply Chain

As global industries pivot toward sustainability, FITI is committed to constructing a responsible, resilient green supply chain. We champion responsible sourcing, uphold human rights, and assist suppliers in aligning with RBA standards and green management practices. Serving as a key partner in advanced process automation for high-tech sectors such as semiconductors, display panels, and optoelectronics, supply chain stability and sustainability are critical to our competitive edge. We ensure compliance with environmental, ethical, and labor standards through rigorous supplier selection and risk assessments. Leveraging international frameworks like the RBA and ISO, we collaborate closely with partners to fulfill shared social responsibilities. Moving forward, we will enhance supply chain transparency, data reporting, and promote carbon disclosure and green procurement—securing sustainability from source to product in alignment with global decarbonization goals.

Inclusiveness: Empowering People and Communities

People are the foundation of sustainable growth. FITI offers competitive compensation and comprehensive training resources to cultivate talent with global vision and cross-cultural competence, preparing our workforce to navigate the complexities of international expansion. In 2025, FITI will reach a significant global milestone. As we establish multi-country operations and welcome new talent, we anticipate diverse challenges from markets, cultures, and regulatory environments. Through rigorous training and certification programs, we will continue to enhance employee expertise and foster an inclusive workplace. Rooted in the belief that "what we take from society, we give back to society," the FITI Charity Club remains deeply committed to local communities—providing care and companionship, championing environmental stewardship, supporting vulnerable populations, and empowering civic engagement to build a more inclusive and thriving society.

At FITI, sustainable growth means balancing EPS and ESG. While we relentlessly pursue financial excellence, we are equally dedicated to environmental responsibility, social equity, and sound governance. With innovation and resilience as our guiding principles, we aim to elevate global competitiveness and partner worldwide to build a more prosperous, equitable, and sustainable future.

Net Zero Vision and Roadmap

I. Net-Zero Commitment and Pledge

In response to the global climate crisis, FITI formally announced in 2024 its net-zero goal by 2050, demonstrating our firm commitment to sustainable development. To uphold this pledge, we established the Sustainability Committee in 2023 and the TCFD Taskforce to develop a comprehensive governance framework, ensuring the effective implementation of net-zero strategies.

2. Carbon Accounting System

Since 2017, FITI has established a structured carbon accounting management system across the Group in alignment with ISO 14064-1 standards. The system has been progressively implemented through a phased approach, integrating independent third-party verification to ensure the accuracy, reliability, and transparency of reported data. By institutionalizing carbon accounting practices, we have strengthened our capacity to systematically measure, monitor, and disclose carbon emissions across operations. This framework provides a credible foundation for global carbon management and supports FITI' s long-term commitment to climate responsibility and sustainable development.

3. Evolution of GHG Inventory Scope and Boundaries

(1) (1)Phased Expansion of GHG Inventory Scope

- 2017-2018: Initiation Phase

Only the Kezhong site was included in the inventory, with reported emissions ranging from approximately 2,500 to 2,700 tCO_2e.

- 2019-2022: Expansion Phase

The inventory expanded to include the Songjiang and Kunshan sites in China, with total emissions increasing to approximately 22,000 tCO_2e.

- 2023-2024: Inventory Optimization Phase

New site (Keyan, starting 2023) and a US office were incorporated into the inventory along with Scope 1 and Scope 2 GHG emissions, establishing a more complete global GHG accounting system.

(2) Considerations on Inventory Boundaries and Comparability

Due to variations in accounting scope and boundaries across FITI's operations, direct comparisons with historical data should be interpreted with caution, as year-on-year figures may not fully capture underlying emission trends.

4. Base Year Setting and Comparison Basis

(1) Base Year

The base year for FITI's net-zero target is set as 2022. The data for the year is considered reliable and representative of FITI's current scale of operations, thereby providing a robust foundation for setting and tracking future emission reduction targets.

(2) Inventory Scope and Boundaries by Base Year

- Taiwan: Kezhong site - Scope 1 & 2
- China: Songjiang site - Scope 1 & 2, Kunshan site - Scope 1 & 2

(3) Base Year Total Emissions: 23,227 tCO_2e.

(4) Carbon Reduction Performance Assessment

FITI has experienced sustained operational growth in recent years, with increasing order volumes driving natural expansions and capacity enhancements across its sites. The Taiwan Keyan site commenced operations in 2023, followed by two new sites in Thailand in mid- and late 2025, alongside a domestic acquisition. These ongoing expansions and acquisitions result in continuous evolution of the Group's organizational boundaries, requiring emissions from newly added sites to be accounted for in carbon reduction calculations. Changes in inventory scope and boundaries may, in certain circumstances, necessitate adjustments to the base year in line with international standards, ensuring fair and comparable evaluation of emissions reduction performance. These dynamics highlight the complexity of managing FITI's carbon reduction efforts and underscore the importance of a flexible, forward-looking carbon management strategy.

5. Reduction Phased Targets

Based on science-based reduction methodologies and regulatory guidance, we have established the following carbon reduction targets:

- Short-term (2025): Achieve a 12.6% reduction in carbon emissions compared to the 2022 baseline, covering Scope 1 and 2 emissions for the Kezhong site in Taiwan, the US office, and Songjiang and Kunshan sites in China.
- Medium-term (2030): Achieve a 50% reduction for all operational facilities compared to the 2022 baseline by 2030.
- Medium-term (2040): Achieve an 80% reduction for all operational facilities by 2040.
- Long-term (2050): Achieve net-zero emissions by 2050.

6. Net-Zero Action Plan

(1) Optimize GHG Inventory System

Complete GHG inventory across all group facilities and operations by 2026, including all relevant Scope 3 categories. Establish an internal review and assurance mechanism to enhance data accuracy, completeness, and comparability across reporting years.

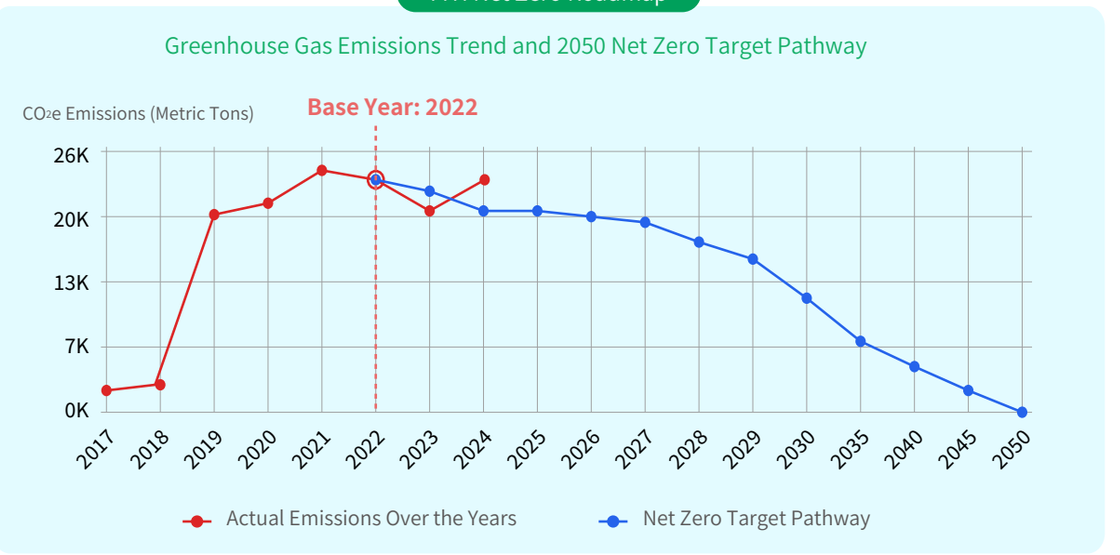
(2) Participate in the Science-Based Targets Initiative

- Commit to joining the Science-Based Targets initiative (SBTi)
- Formulate near-term and long-term emission reduction targets based on science-based methodologies
- Disclose progress annually and ensure target achievement is subject to independent third-party verification

(3) Strengthen Carbon Management Mechanism

- Establish a cross-departmental Taskforce to monitor performance, manage risks and opportunities, and ensure integration into corporate strategy.
- Implement energy efficiency and carbon reduction programs across all existing and newly established sites, with measurable performance indicators.
- Commit to continuous improvement in carbon management practices, including the adoption of low-carbon technologies, renewable energy procurement, and integration of climate-related considerations into supply chain engagement.

FITI Net Zero Roadmap



7. Data Transparency Statement

We adopt a progressive strategy in expanding the scope of our greenhouse gas (GHG) inventory. As a result, the organizational boundaries and categories covered may vary across reporting years, which is a common practice in corporate GHG management.

To ensure transparency and comparability, we commit:

- Clear boundary disclosure: Explicitly disclose the organizational and operational boundaries of GHG inventories for each reporting year.
- Comparable performance evaluation: Provide carbon reduction performance assessments based on a consistent and comparable methodological foundation.
- Progressive coverage expansion: Continuously enhance the coverage of the GHG inventory to include additional sites, operations, and Scope 3 categories.
- Regular target review: Periodically review and adjust carbon reduction targets to ensure their scientific validity and alignment with global climate goals.

Through systematic planning, consistent execution, and transparent data disclosure, FITI reaffirms its commitment to achieving net zero emissions by 2050, thereby contributing to global climate objectives and sustainable development.

Historical Emission Data of FITI Group (2017-2024) by facility sites

Year	Boundary / site	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total Emissions (tCO_2e)
2017	Kezhong	87.3115	2,469.898	2557.2095
2018	Kezhong	96.6225	2,719.688	2816.3105
2019	Kezhong	112.1523	2,491.2229	2,603.375
	Songjiang	--	5,602.22	5,602.22
	Kunshan	--	9,858.6525	9,858.6525
2020	Kezhong	113.1315	2,675.3529	2,788.484
	Songjiang	--	7,139.8310	7,139.8310
	Kunshan	--	11,033.1862	11,033.1862
2021	Kezhong	143.8901	2,966.4932	3,110.383
	Songjiang	--	8,623.6402	8,623.6402
	Kunshan	--	12,440.2018	12,440.2018
2022 (Base Year)	Kezhong	151.6125	3,100.7145	3,252.327
	Songjiang	2,755.7097	6,155.0046	8,910.7143
	Kunshan	523.2870	10,540.3480	11,063.6350
2023	Kezhong	173.4523	3,006.603	3180.0553
	Keyan	282.1141	2,848.0088	3130.1229
	Songjiang	--	4,008.7152	4,008.7152
	Kunshan	--	9,841.7783	9,841.7783
	US office	13.7617	4.5381	18.2998
2024	Kezhong	170.0605	2663.671	2883.7315
	Keyan	281.4753	3754.6788	4036.1541
	Songjiang	--	5149.2168	5149.2168
	Kunshan	--	11221.7695	11221.7695
	US office	7.7288	5.0609	12.7897

Towards 2025: FITI's Four Action Plans and Targets

2025 Four Key Actions

1 GHG Inventory

- Conduct third-party verification for greenhouse gas inventory at Songjiang and Kunshan sites in China
- Initiate data collection and inventory at the newly established Thailand sites
- Carry out a carbon inventory in alignment with the EU Carbon Border Adjustment Mechanism (CBAM) requirements

2 Emission Reduction Target Setting

- Establish emission reduction targets for each operating site within the Group
- Promote energy saving awareness through employee training and engagement, and track verified outcomes

3 Energy-saving & Carbon Reduction Solutions

- Integrate energy-saving and carbon reduction initiatives into the annual operational plan of each facility site
- Replace outdated or inefficient energy-intensive equipment
- Conduct a GHG inventory at the manufacturing process level
- Apply for a voluntary GHG reduction project with the Environmental Protection Administration (EPA) of Taiwan.

4 Renewable Energy Utilization

- Assess renewable electricity procurement
- Evaluate solar power installation feasibility at our Thailand site

2025 ESG Targets

Circular Economy Green Intelligence

Environment SDGs:7.9.13.14.15

Topic	2025 Target	2024 Actual Performance	2023 Actual Performance
Circular Economy **Water Intensity**	Reduce water intensity by **↘ 1.5%** compared to 2024 (≤ 0.0186 m^3/NTD million).	Water intensity was 0.0189 m^3/NTD million, a 13% reduction compared to 2023.	Water intensity was 0.0218 m^3/NTD million, an increase compared to 2022 (0.0202 m^3/NTD million)
Green Intelligence **Scope 1 and Scope 2 GHG Emissions**	Reduce combined Scope 1 and 2 greenhouse gas emissions by **↘ 12.6%** compared to the 2022 baseline (≤ 20,313 tCO_2e) across the Kezhong, US office, Songjiang, and Kunshan sites.	The Kezhong site achieved a 9.43% reduction compared to the 2022 baseline, totaling 306.78 tCO_2e.	The combined emissions of the Kezhong, Songjiang, and Kunshan sites decreased by 9.83% compared to the 2022 baseline, equivalent to a reduction of 2,282.15 tCO_2e.

Social

Well-being Workplace | Inclusive Society

SDGs:3.4.5.8.17

Topic		2025 Target	2024 Actual Performance	2023 Actual Performance
Well-being Workplace	Average Training Hours per Employee	Per employee per year ↑ ≥ 40 hours	21.9 hours per employee per year	53 hours per employee per year
	Retention Rate of Professional and Technical Personnel	↑ ≥ 92 %	91%	86%
	Lost-Time Injury Frequency Rate	↓ ≤1.70 cases / million working hours	1.71 cases / million working hours	1.77 cases / million working hours
	Lost-Time Injury Severity Rate	↓ ≤32 days / million working hours	34 days / million working hours	110 days / million working hours
Inclusive Society	Annual Growth Rate of Volunteer Participation	↑ ≥10 %	260 cumulative volunteer hours in Taiwan	155 cumulative volunteer hours in Taiwan
	Cumulative Volunteer Service Hours in Taiwan	↑ ≥300 hours		

Governance

Sustainability and Shared Prosperity in Governance

SDGs:12.16.17

Topic	2025 Target	2024 Actual Performance	2023 Actual Performance
Information Security Management	**Obtain ISO 27001 Information Security Management System (ISMS) Certification** by Q1 2025.	Progress made toward ISO 27001 certification through introduction of information security management mechanismscl3 and internal audit mechanisms.	Preparation for ISO 27001 certification of the Information Security Management System.
Low-Impact Major Information Security Incidents* *Low-Impact Major Information Security Incident: The assessment is based on a risk evaluation that considers the factors of confidentiality, integrity, and availability, as well as the probability of occurrence (high, medium, or low).	**0 case**	• In January 2024, an information security incident occurred. The Company immediately engaged an external cybersecurity firm to carry out incident response, and confirmed that no customer data was compromised. • Following the incident, penetration testing and vulnerability scanning were conducted as part of an information security assessment. All identified risks were fully remediated. • The number of low-impact major information security incident cases: 0	Penetration testing had not yet been initiated prior to 2023.
Supplier Management	**Zero cases of suppliers violating the company's Supplier Code of Conduct, including strict compliance with regulations and internal requirements on the prohibition of illegal sourcing and use of conflict minerals.**	• Conflict minerals due diligence survey conducted: 65 out of 68 critical suppliers completed the assessment (96%). • Declarations of non-use of conflict minerals obtained: 103 out of 107 non-critical material suppliers (96%). • No cases of suppliers found to be illegally sourcing or using conflict minerals.	• Conflict minerals due diligence survey conducted: 58 out of 65 critical suppliers completed the assessment (89%). • Declarations of non-use of conflict minerals obtained: 78 out of 85 non-critical material suppliers (92%). • No cases of suppliers found to be illegally sourcing or using conflict minerals.
Anti-competitive Behavior	**0 case**	0 case	0 case
Customer Relationship	**≥80%**	83.2%	84.8%

Determined Commitment: Linking Executive Compensation to ESG Targets

Starting in 2025, Kingtronics will formally integrate ESG performance indicators into the compensation framework for senior executives. Performance evaluation for managers will be based on FITI's annual financial results—including revenue, profit, and earnings per share (EPS)—as well as the achievement of ESG targets.

For senior executives, variable compensation accounts for approximately 70–90% of total remuneration, with the remaining 10–30% comprising fixed salary. Within the variable component, ESG performance contributes roughly 10%, while the remainder is determined based on individual performance and company operational outcomes, such as revenue growth and profitability.

By linking ESG targets to senior executives' variable compensation, FITI aims to reinforce a top-down sustainability mindset, fulfill its ESG commitments, and drive the creation of long-term corporate value.

Item	Weight	Topic	ESG Performance Indicator	2025 Target	2024 Actual Achievement
Governance	20%	Information Security & Customer Privacy	Information Security Certification	**Obtain ISO 27001 Information Security Management System (ISMS) Certification**	ISO 27001 system established; inspections and audits in place; regular employee training completed.
Environment	16%	Water Management	Water Use Efficiency	Reduce water intensity by **1.5%** compared to 2024 (≤ 0.0186 m^3/NTD million).	Water intensity was 0.0189 m^3/NTD million, a 13% reduction compared to 2023.
	16%	Greenhouse Gas Emissions	GHG Emissions Reduction	Reduce combined Scope 1 and 2 greenhouse gas emissions by **12.6%** compared to the 2022 baseline (≤ 20,313 tCO_2e) across the Kezhong, US office, Songjiang, and Kunshan sites.	The Kezhong site achieved a 9.43% reduction compared to the 2022 baseline, totaling 306.78 tCO_2e.
Social	16%	Talent Attraction & Retention	Talent Retention	**≥92%**	≥91%
	16%	Employee Health & Safety	Lost-Time Injury Frequency Rate	**≤1.70 cases/million work hours**	≤1.71 cases/million work hours
	16%	Community Engagement	Volunteer Service Hours (Taiwan sites)	**≥300 hours**	≥260 hours

Sustainability Highlights

Environment

E Mutual Benefit

Fostering Environmental Sustainability

◎Greenhouse Gas (GHG) Emissions

Scope 1 and Scope 2 GHG emissions intensity at the Kezhong site decreased by **33.5%** in 2024 compared to 2023.

◎Water Intensity

Group-wide water intensity in 2024 decreased by **13.3%** compared to 2023.

◎Developed real-time carbon monitoring technology to strengthen carbon management capability in the wafer fab.

◎Replaced the chiller units

Replaced the chiller units at the Kezhong site, achieving **28.44%** energy savings, with an estimated 10-year carbon reduction of nearly **3,000** tCO2e.

Social

S Inclusiveness

Empowering People and Communities

◎Talent Retention

Retention rate of technical specialists: **99%**

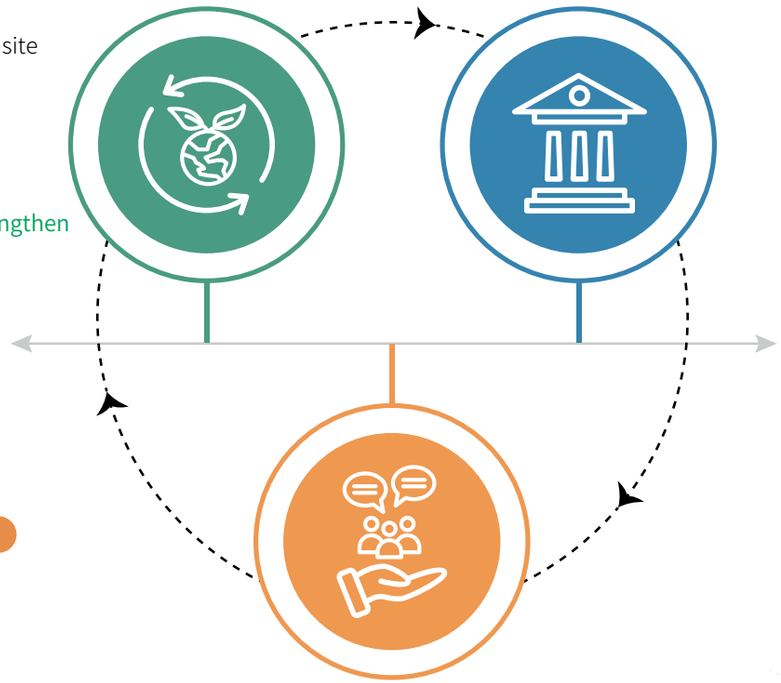
◎Employee Training

Total training hours reached **70,335** hours

◎Volunteer Service

Volunteer service hours at the Taiwan sites totaled **260** hours.

Beneficiaries of volunteer service at the Taiwan sites reached **2,712** people.



Governance

G Collaborative Progress

Advancing Excellence in Governance

◎Independent Director Seats

Independent directors accounted for **57%** of the board seats.

◎Earnings per Share (EPS)

Financial performance reached a record high in both revenue and profit, with EPS of **NT$25.22**

◎Sustainability Committee

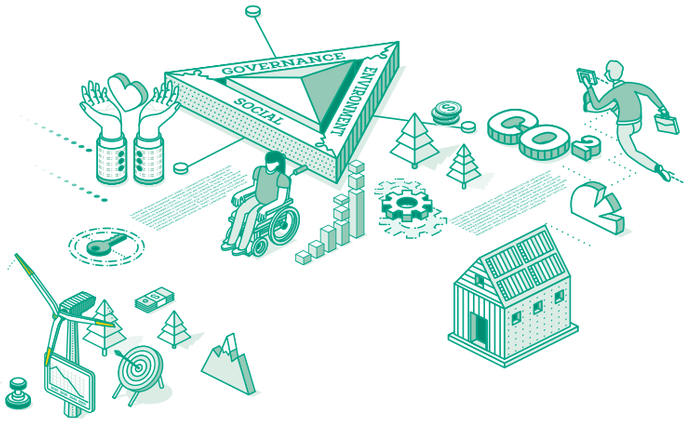
The Sustainability Committee is now integrated into the board's oversight framework.

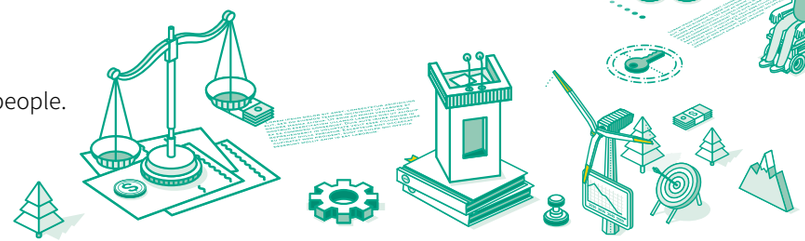
◎ESG Performance-Based Compensation

ESG performance indicators will be incorporated into senior executives' compensation.

◎Information SecuritySecurity:

A total of **36** information security enhancement measures are included under board-level supervision.





Highlight Project 1

Develop Real-Time Carbon Emission Monitoring Technology

Strengthening Carbon Management Capabilities in Semiconductor Manufacturing

To support Net Zero, RE100, and green supply chain initiatives, FITI's R&D developed a real-time carbon emissions monitoring system for wafer fab equipment. Sensors installed at electricity, compressed air, and vacuum inputs capture energy usage, enabling software to report hourly average emissions and cumulative emissions per equipment.

The system has been successfully applied to wafer sorters, showcased at SEMICON Taiwan, and featured in the 2024 ESG Friendship Challenge with a leading wafer foundry.

◎ Contributions and Expected Carbon Reduction Across the Semiconductor Value Chain

In response to the global Net Zero trend and sustainable supply chain management requirements, FITI has actively implemented real-time carbon emissions monitoring technology, with the following specific contributions and anticipated benefits:

1. Real-Time Carbon Emission Monitoring

New equipment integrates real-time carbon emission monitoring to provide transparent data for users and regulatory agencies, enhancing environmental information transparency.

2. Data-Driven Carbon Reduction

Accurate carbon emission data enable science-based analysis and strategy planning. Using predictive models and big data analytics, emission trends and key sources are quickly identified, supporting proactive energy-saving and decarbonization measures. The system also provides early warnings for anomalies, facilitating both preventive maintenance and improved energy efficiency.

3. Driving Value Chain Carbon Traceability

The widespread adoption of this technology enables traceability of carbon emissions across supply chains and streamlines verification under emerging international carbon standards (e.g., ISO 14064, SBTi). Enhanced data integration improves communication efficiency and promotes transparent information sharing across the industry value chain.

4. Continuous Innovation to Expand Industry Impact

FITI is committed to continuously integrating carbon emission monitoring functions into future equipment development. By collaborating with customers to validate application benefits, we seek to drive upstream and downstream partners toward low-carbon transformation, amplifying the multiplier effect of carbon reduction technologies.

ESG Impact and SDG Links

Environmental (E): Enhance process transparency, optimize energy use, and mitigate climate change risks. (Supports SDGs 7, 12, 13)

Social (S): Support customers in responsible sourcing and sustainable supply chain requirements, strengthening collaboration with industry partners. (Supports SDG 17)

Governance (G): Promote more transparent environmental information disclosures and strengthen corporate governance and regulatory compliance. (Supports SDG 16)

Highlight Project 2

NET ZERO

Smart, energy-efficient chiller replacement achieves both energy savings and carbon reduction.

Energy Saving Rate Achieved:

28.44%

Annual CO_2 Emissions Reduced:

↘ 291 ton CO_2e/per year

Smart Chiller Upgrade for Low-Carbon Transition and Carbon Credit Earning

In collaboration with a domestic energy service company, FITI implemented a high-efficiency chiller replacement project at the Kezhong site in Taiwan by the end of 2024, adopting an innovative BOO investment model (Build, Operate, Own). The existing variable-frequency screw chillers were fully upgraded to the latest magnetic levitation (maglev) variable-frequency centrifugal chillers, which leverage maglev technology to achieve high efficiency and low energy consumption, significantly improving the site's overall energy efficiency.

Preliminary estimates indicate that, following the upgrade, annual electricity consumption will decrease from approximately 2,057,525 kWh (baseline year: 2024) to 1,472,391 kWh, achieving a 28.44% energy savings. This corresponds to an annual reduction of approximately 291 tCO_2e, with a ten-year cumulative carbon reduction projected at 2,911 tCO_2e and total electricity savings of 5.85 million kWh.

This energy-saving project not only aligns with the Taiwan government's energy policies and anticipated carbon fee regulations but also initiates the application for voluntary carbon credits approved by the Ministry of Environment. These carbon credits are expected to form a foundation for FITI's future carbon neutrality strategy, enhancing market responsiveness within its carbon management system.

Additionally, the project reduces reliance on high-carbon facilities, lowering Scope 2 emissions, and marks a milestone in FITI's efforts toward low-carbon manufacturing and sustainable operations.

Looking ahead, FITI will continue to review low-carbon equipment upgrades, process optimization, and operational strategies in line with its medium- and long-term carbon reduction targets. Efforts will include expanding renewable energy use and incorporating carbon management performance indicators into departmental evaluations and decision-making processes, enhancing the measurability, traceability, and sustainability of our decarbonization actions.

This chiller replacement project also fostered the establishment of cross-departmental energy-saving collaboration, building experience that lays a solid foundation for future large-scale low-carbon equipment upgrades and improvements in energy efficiency.

SDGs Links

SDG 7: Affordable and Clean Energy
1.Upgrade to a high-efficiency water chiller system to improve energy efficiency. ; 2.Reduce energy intensity and promote renewable energy adoption.

SDG 9: Industry, Innovation, and Infrastructure
1.Adopt the new BOO model and promote energy-saving innovation. ; 2.Strengthen digital and smart production capabilities.

SDG 12: Responsible Consumption and Production
1.Achieve responsible production through equipment upgrades. ; 2.Enhance energy efficiency and extend equipment lifecycle.

SDG 13: Climate Action
1.Annual carbon reduction of 291 metric tons; approx. 3,000 metric tons in 10 years. ; 2.Align with the Taiwan government's carbon pricing policies and apply for carbon credits, taking concrete actions to support climate adaptation and mitigation.

SDG 17: Partnerships for the Goals
1.Establish the innovative BOO investment model with energy service providers. ; 2.Promote collaborative carbon reduction through private and public partnerships.

Highlight Project 3

CLEAN BEACH

Safeguard Habitats and Biodiversity Commitment

Safeguard Habitats and Biodiversity Commitment

FITI's Taiwan sites are located in the coastal area of Zhunan, Miaoli, which features diverse ecological zones, including mangrove forests, wetlands, and windbreak forests, providing critical spawning and nursery habitats for rare and endangered fish and shellfish. Since 2018, FITI has collaborated with local communities for six consecutive years to organize company-wide beach cleanups and ecological education, aiming for long-term conservation of local habitats—a contribution to the United Nations SDGs 14, 15, and 17.

In response to the UN Taskforce on Nature-related Financial Disclosures (TNFD) framework, FITI formally signed the "Biodiversity Protection Commitment" with the Wennei Community. We have jointly organized multiple employee training programs to raise environmental awareness and foster volunteer participation, laying the foundation for strengthened biodiversity management and advocacy.

SDG 14
Life Below Water
Protecting marine ecosystems

SDG 15
Life on Land
Conserving terrestrial biodiversity

SDG 17
Partnerships for the Goals
Promoting cross-sector partnerships to achieve sustainable goals

Highlight Project 4

Inclusive Workplace

Sustainability also involves fostering an inclusive and diverse environment where everyone can realize their value and purpose.

Employment support for people with disabilities through the Downpastry and the Employee Cafeteria.

1. Project Overview

We believe that true sustainability includes providing opportunities for every member of society to find their stage. Since 2010, FITI has implemented the Employee Cafeteria and Downpastry projects to promote inclusive employment for people with disabilities. By integrating social initiatives into daily operations, these have become a key component of our sustainable corporate culture.

2. FITI's Commitment and Action

(1) Employee Cafeteria

- Workplace Inclusion: FITI provides full-time positions in the Employee Cafeteria for people with disabilities through internships and direct hiring. This approach offers stable income and career development opportunities while fostering a workplace atmosphere of respect and equality.
- Skills Development: Daily operational training helps employees with disabilities build service and food & beverage management skills, enhancing their self-worth and future employability.

(2) Downpastry

- Background: Established in 2018, Downpastry was initiated by parents of children with Down syndrome who pooled resources to purchase baking equipment. Using space on the second floor of FITI's Zhunan Kezhong site, the Downpastry provides them with workplace adaptation and baking skills training.
- Space and Resource Support: FITI offers the free use of site space, creating a friendly and barrier-free work environment.
- Market Linkage: FITI supports the Downpastry through purchasing baked goods for shareholder meetings, client visits, and seasonal gift boxes. FITI also organizes quarterly employee baking workshops and provides fresh, below-market-priced bread daily, creating a sustainable internal consumption cycle that supports both the employees and the business.

3. ESG Impact

- Environmental (E): The Downpastry uses fresh milk from a local Farm and traceable eggs, supporting local agriculture and reducing the carbon footprint of ingredient transportation, promoting sustainable consumption.
- Social (S): The Downpastry collaborates with local special education schools in Miaoli, providing students with workplace internships. In a safe and supportive environment, they develop professional skills and improve employment competitiveness.
- Economic (G): Through external sales and internal consumption, the bakery gradually establishes a self-sustaining business model that aligns with FITI' s corporate social responsibility, creating value that combines commercial and social impact.

4. Looking Ahead

FITI will continue to deepen collaborations, expand work and internship opportunities, and promote a replicable inclusive employment model for people with disabilities. Simultaneously, we will continuously enhance product quality and café service standards, ensuring that sustainability is not just a concept but a daily, tangible practice.

SDGs Links

SDG 8：Decent Work and Economic Growth: Promote inclusive and sustainable economic growth by creating employment opportunities for people with disabilities.

SDG 10：Reduced Inequalities: Reduce social inequalities faced by vulnerable groups through skills training and workplace support.

SDG 12：Responsible Consumption and Production: Establish a sustainable model based on local sourcing and internal consumption support.

Awards & Recognitions

TCSA Corporate Sustainability Report– Silver Award

CommonWealth Magazine Top 2000 Companies Survey

Ranked 28th in the Semiconductor Industry

2024 Dun & Bradstreet Taiwan Top 1000 Elite SME Awards

Kainova Technology Inc. received the Annual Enterprise MVP Award

2024 Taiwan FINI 100

Applied Materials Outstanding Supplier Award

ASM 2024 Outstanding Supplier Award

About Fiti Group

Company Profile

FOXSEMICON INTEGRATED TECHNOLOGY INC.

- hereinafter referred to as FITI
- Company website：
https://www.foxsemicon.com

Stock Code	3413TW
Established	2001
Chairman	Young Liu
President/CEO	Kevin Chiu
Global Employees	3,208
Paid-in Capital	NT$10.6 billion
2024 Revenue	NT$16.45 billion

Information as of December 31, 2024

Founded in April 2001, FITI Group is headquartered at the Zhunan site of the Hsinchu Science Park, with manufacturing and operational facilities across the globe, including China, the United States, and Thailand. The Company specializes in the production of semiconductor equipment, automation systems, and medical device equipment, with high-performance materials development as a core foundation. Leveraging expertise in optics, mechanics, electronics, and software innovation, FITI delivers key products to advanced technology sectors such as semiconductors, optoelectronics, display panels, energy, medical, and environmental technologies.

FITI's core capabilities extend beyond precision machining, advanced packaging, and electro-optical-mechanical integration. The Company has established strong competencies in automation equipment development, system assembly, and testing. With proven strengths in high-vacuum and ultra-clean technologies, vertical integration, and stringent process control, Kinetics continues to advance next-generation semiconductor nanometer process equipment. In addition, the Company provides comprehensive solutions in medical imaging systems, intelligent automation equipment, and inspection and testing systems.

Global Sites

UC Site (Not disclosed for this reporting period)
※Operational manufacturing site

USA

US Office
※Sales and Service

◀ Kunshan Site ※Operational manufacturing site

◀ Songjiang Site
※Operational manufacturing site

China

Tiawan

Thailand

Rayong site ▶
(Not disclosed for this reporting period)
※Operational manufacturing site

- The Rayong site commenced production in January 2025
- The Chonburi site is scheduled to commence production in the fourth quarter of 2025

▲ Kezhong site
※Operational manufacturing site

▲ Keyan site
※Operational manufacturing site

Trajetory of Fiti's Climate Risk Governance

Since the adoption of the Corporate Social Responsibility Best Practice Principles in 2014, FITI has placed strong emphasis on environmental sustainability and has actively promoted energy saving and carbon reduction initiatives. In 2017, we launched our first greenhouse gas inventory, marking a systematic approach to climate-related data management. With the intensification of extreme weather events in recent years, coupled with heightened global expectations for corporate climate action, FITI has strengthened its governance framework to address climate-related risks and opportunities.

Beginning in 2023, FITI established climate management policies and guidelines in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Climate action is coordinated by the Sustainability Committee, with the Board of Directors providing the highest level of oversight. Within the Sustainability Committee, seven specialized subgroups are responsible for developing climate risk governance strategies and transition pathways in line with domestic and international trends, corporate strategy, and industry dynamics.

Progress on climate-related management objectives and resource allocation is reviewed on a quarterly basis by the Sustainability Committee, while material climate issues are reported to the Board of Directors annually. This governance structure ensures that FITI responds in a timely manner to climate risks and leverages transition and innovation opportunities. In pursuing sustainable business growth, FITI is committed to fulfilling its responsibilities as a global corporate citizen and contributing to the collective effort of limiting global warming to 1.5°C in accordance with the Paris Agreement.

2024

承上，P17榮耀肯定說明

- Recognized with the Silver Award for TCSA Corporate Sustainability Reporting
- Ranked in CommonWealth Magazine' s Top 2000 Companies Survey: 27th in the Manufacturing Industry and 28th in the Semiconductor Industry
- Received the 2024 Dun & Bradstreet Taiwan Top 1000 Elite SME Awards
- Honored with the 2024 Outstanding Supplier Award from ASM and Applied Materials
- Selected as one of the 2024 Taiwan FINI 100
- The Sustainability Committee was formally integrated into Board Oversight

2023

- Recognized with the Bronze Award for TCSA Corporate Sustainability Reporting
- CommonWealth Magazine "Top 2000 Enterprises" Survey: ranked 259th in the Manufacturing Industry and 26th in the Semiconductor Industry
- Received Excellence in Innovation and New Product Development Award and Excellence in After-Sales Service Support Award from the World' s Largest Semiconductor Equipment Company
- Established TCFD Net-Zero Promotion Task Force

2022

- Achieved an average annual energy-saving rate of 1.84%, with a process water recycling rate of over 85%.
- Recognized by Business Weekly "Carbon Competitiveness Top 100" as the No. 1 company in the ranking for the largest carbon reduction within three years.
- Awarded the "Best Companies to Work for in Asia" by HR Asia.
- Honored with the 2022 Outstanding Supplier Award by Applied Materials

2019 • Established the FITI CRS committee

2018 • Published our first CSR report

2017 • Develop smart energy monitoring systems

2014 • Adopted the "Corporate Social Responsibility Best Practice Principles"

Sustainability Milestone in 2022-2024

2022

- Energy Efficiency Improvement: Reduced overall energy consumption through energy-saving systems and LED lighting upgrades. From 2015 to 2022, the average annual reduction in electricity intensity reached 1.84%, effectively enhancing energy utilization.
- Leading Carbon Reduction Performance: Ranked in Business Weekly's "Carbon Competitiveness Top 100" as the No. 1 company in the ranking for the largest carbon reduction within three years, highlighting continuous excellence in corporate sustainability.
- Water Management: Increased reclaimed water usage to over 85%, effectively reducing water risk exposure.
- People-centered Workplace: Recognized by HR Asia as one of the "Best Companies to Work for in Asia," affirming corporate culture and employee engagement.
- Sustainable Supply Chain Partnership: Recognized with the 2022 Outstanding Supplier Award from Applied Materials, underscoring FITI's trusted position in the global semiconductor supply chain and its tangible contribution to supporting international customers in achieving their net-zero targets.

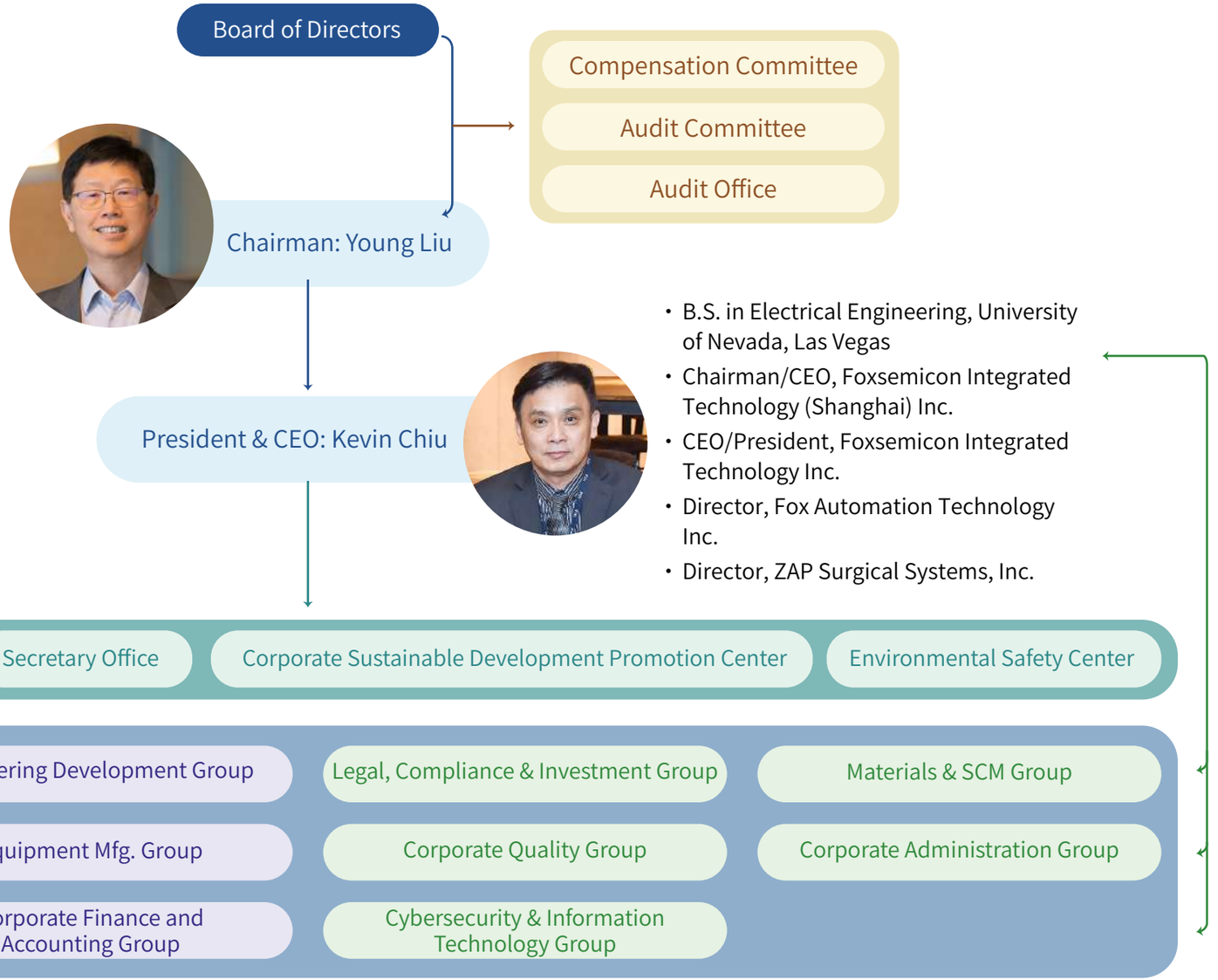
2023

- Enhanced Reporting Quality: Received the TCSA Taiwan Corporate Sustainability Report Bronze Award, acknowledging progress in sustainability reporting and transparency.
- Business Performance: Ranked in CommonWealth Magazine "Top 2000 Enterprises" — 259th in Manufacturing and 26th in the Semiconductor Industry.
- Innovation and Customer Satisfaction Recognized: Honored with the Excellence in Innovation and New Product Development Award and the Excellence in After-Sales Service Support Award from the world s largest semiconductor equipment customer, demonstrating FITI's dual strengths in technological innovation and product quality.
- Climate Governance Enhancement: Established a TCFD Net-Zero Promotion Task Force to strengthen climate-related risk management and develop a foundation for achieving net-zero by 2050.

2024

- **Corporate Governance Strengthening:**
  - The Sustainability Committee was formally integrated into the Board of Directors' oversight, ensuring ESG policies and practices are aligned with corporate governance.
  - Introduced ESG performance indicators into executive compensation to strengthen incentives for sustainability implementation.
- **Environmental Management and Energy Efficiency:**
  - Remarkable results from energy-efficient equipment replacement: The replacement of the chiller system achieved an energy-saving efficiency of 28.44%, with an estimated reduction of approximately 3,000 metric tons of CO_2 emissions over ten years.
  - Carbon Management Technology Innovation: Successfully developed a real-time equipment carbon emission monitoring technology, enabling wafer fabs to accurately track emission trends and implement effective response strategies.
- **Recognition and Awards:**
  - Awarded the TCSA Taiwan Corporate Sustainability Report Silver Award.
  - Ranked in CommonWealth Magazine "Top 2000 Enterprises" — 271st in Manufacturing and 28th in the Semiconductor Industry.
  - Received the 2024 Dun & Bradstreet Taiwan SME Elite MVP Award.
  - Selected as one of the 2024 Taiwan FINI Top 100 Companies for Foreign Investors.
  - Honored with the 2024 Outstanding Supplier Awards from Applied Materials and ASM.

Organizational Structure



Fiti's Role and Sustainability Responsibility in the Global Semiconductor Industry Value Chain

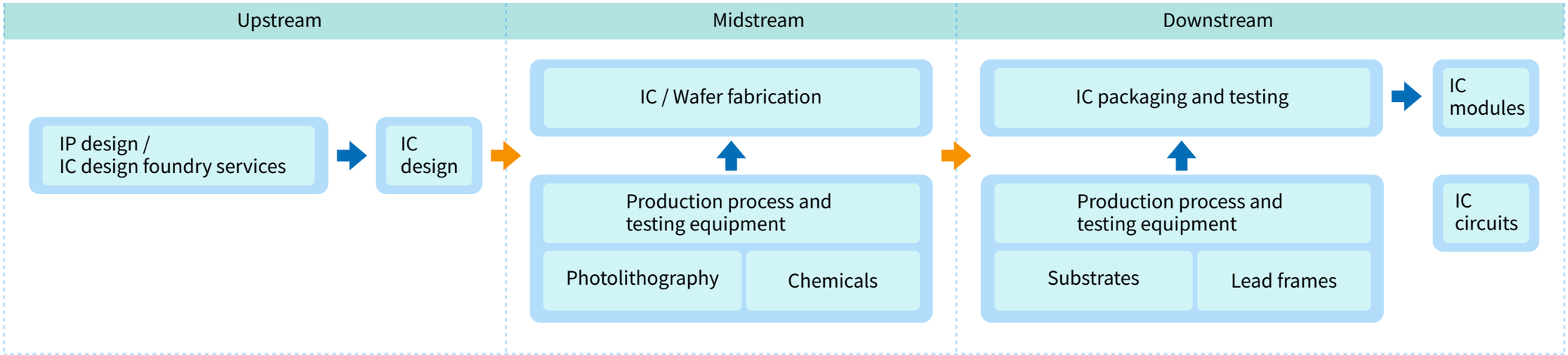
The semiconductor industry, as a highly specialized and fragmented global sector, is structured into three major segments: upstream IC design and IP development, midstream wafer fabrication and process equipment, and downstream IC packaging and testing. These segments are closely interconnected, collectively forming the global high-tech supply chain.

FITI specializes in precision semiconductor equipment, focusing on advanced semiconductor manufacturing equipment and high-efficiency automated systems research and development. The Company provides integrated solutions for global wafer foundries and manufacturers across the entire value chain.

In the upstream of the semiconductor value chain, IC design requires highly reliable products, supported by semiconductor process simulation software, EDA tools, and computing architecture. Entering the midstream, semiconductor manufacturing relies on multiple photomask processes, lithography, etching, deposition, and implantation, supported by high-precision production and testing equipment. FITI plays a key enabling role here by supplying advanced semiconductor automation equipment that improves productivity, efficiency, and yield rates.

In the downstream packaging stage, where miniaturization and stringent requirements for thermal management and performance reliability are critical, FITI provides clean automation applications and integrated equipment solutions. These help prevent contamination, reduce defects, and enhance packaging efficiency and product stability, meeting market demands for small-sized, high-performance chips with strict quality standards.

◎ **Semiconductor Industry Value Chain** Source: OTC Industry Value Chain Information Platform



Amid global supply chain disruptions and regulatory changes regarding decarbonization and environmental management, FITI has actively established localized production and service hubs across Taiwan, China, North America, and Southeast Asia. This ensures business continuity while assisting clients in addressing supply chain restructuring and compliance with carbon reduction requirements.

FITI recognizes its responsibility within the industry value chain—not only to enhance production efficiency but also to minimize equipment energy consumption, extend equipment lifecycles, and collaborate with clients and partners to reduce carbon emissions. Through continuous innovation and process optimization, FITI is committed to advancing intelligent and sustainable solutions, working with industry partners to build a resilient, low-carbon, and sustainable future.

Organizational Participation and Responsibility in Driving Sustainability

FITI actively participates in industry associations across different countries and regions where it operates, dedicated to promoting sustainable development within the semiconductor industry value chain and strengthening collaboration and innovation among industry partners.

From a social responsibility perspective, FITI has joined the Responsible Business Alliance (RBA), committing to uphold the RBA Code of Conduct as the standard for local labor regulations, ensuring that all employees are treated with dignity and respect in the workplace, and that they enjoy a safe and inclusive working environment.

In facing the severe challenges of climate change, FITI also works proactively with industry associations and supply chain partners to support the global climate agenda, aligning with the goals of the Paris Agreement. Together, FITI strives to promote greenhouse gas reduction and advance toward a net-zero emissions sustainable future.

FITI's Participation in Industry Associations and Non-Governmental Industry Alliances

台灣半導體產業協會
Taiwan Semiconductor Industry Association

Taiwan Semiconductor Industry Association
https://www.tsia.org.tw/

台灣電子製造設備工業同業公會

Taiwan Electronic Equipment Industry Association
http://www.teeia.org.tw/

台灣科學工業園區科學工業同業公會
THE ALLIED ASSOCIATION FOR SCIENCE PARK INDUSTRIES

The Allied Association for Science Park Industries
http://www.asip.org.tw/

美商國際半導體產業
semi
國際半導體產業協會

SEMI – International Semiconductor Industry Association
https://www.semi.org

Responsible Business Alliance
Advancing Sustainability Globally

Responsible Business Alliance(RBA)
http://www.responsiblebusiness.org

Co-Creation:
Driving Sustainability Together

Highlights of This Chapter

- **The Sustainability Committee has been established under the supervision and oversight of the Board of Directors**
- **The Organizational Charter of the Sustainability Committee and Management Procedure for Sustainability Information have been formally adopted.**
- **Material topics have been identified, and corresponding management approaches have been developed.**

1.1 From EPS to ESG: Fiti's Sustainability Blueprint

FITI upholds the ESG vision of "Advancing Green Technology, Creating Sustainable Value." We are committed to building a sustainable value chain and promoting green living. Our ESG strategy encompasses three dimensions. In the Environmental dimension, we drive green innovation and digital transformation to achieve energy efficiency, emission reduction, and zero-pollution circularity. In the Social dimension, we foster talent development, support communities, and promote mutual sharing to expand positive impact. In the Governance dimension, we strengthen climate governance and risk management, practice responsible procurement and fair trade, and advance toward the 2050 net-zero target.

ESG Vision

Advancing green technology and co-creating sustainable value

ESG Mission

Building a sustainable value chain
Fostering a caring society and promoting sustainable living

Innovation

Environment

Circular economy
Green Intelligence

- Commitment to energy efficiency, emission reduction, and zero-pollution circularity
- Advancing green innovation technologies through digital and smart transformation

Commitment

Social

Well-being workplace
Inclusive society

- Developing talents and nurturing responsible corporate citizenship
- Caring for communities, encouraging mutual support, and amplifying positive impact

Responsibility

Governance

Sustainable sharing
Risk management

- Building a responsible procurement and fair-trade value chain
- Strengthening climate governance and advancing toward the 2050 net-zero target

According to FITI's 2050 Sustainability Blueprint, our short-, medium-, and long-term strategies and targets across the Environmental, Social, and Governance (ESG) dimensions are as follows:

Short-term: Establish Internal Management and Culture Foundations for Sustainability

[E] Implement energy-saving and carbon-reduction initiatives, optimizing energy efficiency in production equipment
[S] Develop employee care and training programs to enhance workplace well-being and strengthen community engagement
[G] Establish climate risk assessment and sustainable procurement mechanisms to reinforce transparency in corporate governance

Mid-term: Deepen Technology Innovation and Industry Chain Collaboration to Amplify Positive Impact

[E] Invest in green manufacturing processes and zero-pollution circular technologies, expanding the green and smart product portfolio
[S] Enhance employee volunteering and community engagement programs to foster inclusive social value
[G] Adopt the latest international sustainability disclosure frameworks to strengthen stakeholder communication and governance

Long-term: Achieve the 2050 Net-Zero Vision and Position Ourselves as a Global Leader in the Industry Value Chain

[E] Fully implement smart manufacturing and low-carbon production models to achieve the 2050 net-zero target
[S] Establish localized sustainability teams across countries to expand positive contributions to global society
[G] Collaborate with suppliers to promote sustainable procurement and responsible governance, building a fair-trade ecosystem together

※【E】Environmental；【S】Social；【G】Governance

1.2 FITI Sustainability Committee and Governance Framework

To achieve sustainable development goals and strengthen engagement with stakeholders, as well as address environmental, social, and governance (ESG) risks and opportunities, FITI has established a Sustainability Committee in accordance with Article 3, Paragraph 17 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Article 9-1 of the Corporate Governance Practice Principles. The Sustainability Committee and the respective management procedures are overseen by designated executive committee members to ensure the effectiveness of cross-functional discussions and promote sustainable development.

The Sustainability Committee is responsible for coordinating and supervising the company's sustainability affairs. In 2024, FITI completed the Organizational Charter of the Sustainability Committee and the Management Procedure for Sustainability Information to clearly define the committee's duties and processes. This ensures systematic governance and cross-functional integration for the implementation and supervision of sustainability management.

The Sustainability Committee is chaired by the President, who acts as the convener and directs the committee's decision-making and oversight. Each committee member is also responsible for assisting the Sustainability Development Promotion Center in integrating related activities within different divisions. The Sustainability Committee meets at least once every six months to review progress on sustainability projects, submitting reports to the board of directors.

Under the committee' s oversight, seven working groups have been established: Green Manufacturing, Environmental Sustainability, Talent & Social Care, Responsible Supply Chain, Customer Relationship, Information Security Management, and Corporate Governance. Each group is led by a group head (director/manager) and is tasked with the implementation of sustainability initiatives for their focus area. Additional groups, such as the TCFD Task Force (Climate-related Financial Disclosures) and CBAM (Carbon Border Adjustment Mechanism) Working Group, are formed as needed for specific projects.

Working Groups: Development Goals and Functional Responsibilities ESG

Environmental Sustainability Group
→ Moving Toward Net-zero Pathway

Comply with regulations and international initiatives, address climate action, and advance energy saving and emission reduction programs.

Corporate Governance Group
→ Climate Risk Management

Responsible for corporate governance compliance; strengthening risk management and stakeholder communication mechanisms to achieve the company's sustainable development goals.

Responsible Supply Chain Group
→ Building a Sustainable Supply Chain

Establishing a sustainable supply chain management mechanism to assist suppliers in meeting local and global green procurement policies.

Talent & Social Engagement Working Group
→ Talent and Competency Development

Protecting human rights and fostering community engagement; cultivating sustainable corporate citizenship; promoting a diverse, equal, and inclusive workplace.

Green Manufacturing Group
→ Reduction and Adaptation in Production Processes

Focus on research, development, and innovation; leverage green technology to ensure products and services comply with international standards.

Customer Relationship Group
→ Net-zero Action Initiative

Addressing customer needs and providing value-added low-carbon solutions and services.

Information Security Management Group
→ Digitalization of Carbon Data

Responsible for digital infrastructure, supporting risk management; ensuring the protection and security of customer and company data and privacy.

TCFD Task Force
→ Identify major climate-related risks and opportunities and propose countermeasures
→ Advance scenario analysis and carbon reduction pathways; provide management guidance and set targets

- Identify climate change issues relevant to each group and provide management strategies, indicators, and targets.
- Propose climate action plans and confirm their effectiveness.
- Calculate net-zero roadmaps based on climate action plans.
- Track the effectiveness of climate action plans for each group.

CBAM Task Force
→ Establish a product carbon footprint investigation process for third-party verification
→ Enhance supplier carbon emission management capabilities

- Investigate the carbon data of raw materials for products subject to EU CBAM.
- Assist upstream suppliers in developing product carbon inventory capabilities.
- Further collaborate with customers to develop low-carbon manufacturing processes and products.

Regarding the convening of meetings, the Sustainability Committee generally meets once per quarter, with flexibility to adjust as necessary, provided that at least one meeting is held annually. FITI has also established internal guidelines such as the ***Corporate Governance Practices Manual, Integrity in Business Conduct Guidelines, Integrity in Business Operations Procedures*** and ***Behavioral Guidelines, Ethical Conduct Guidelines***, and S***ustainable Development Practices Guidelines***, among other internal regulations, as the basis for implementing corporate governance and promoting sustainable development. We also continue to disclose the content of these guidelines and their actual implementation status in our Annual Reports, on the Market Observation Post System, and on FITI's website to ensure transparency of information and the implementation of responsible governance.

1.3 Stakeholder Engagement

FITI follows the Global Reporting Initiative (GRI) Standards and the AA 1000 SES Stakeholder Engagement Standard, and references the five principles of dependency, responsibility, influence, diverse perspectives, and tension outlined in the AA 1000 SES Standard. Stakeholders are divided into seven groups, including: customers, government, community, banks, shareholders/ investors, suppliers/contractors, and employees.

FITI places great importance on communication with stakeholders and is committed to effective stakeholder engagement through diverse communication channels to achieve the following objectives:

- Maintain professional innovation to improve customer service quality
- Strengthen information disclosure to enhance public trust
- Achieve high praise through two-way communication with shareholders, investors, and banks
- Collaborate with suppliers and contractors to build a sustainable value chain
- Convey love and care to the community and employees to enhance a sense of belonging

1.3.1 2024 Stakeholder Engagement Results

Through continuous communication and collaboration with stakeholders, we identify their key concerns, define our 2024 material issues, and disclose sustainability goals and management guidelines to align with stakeholder expectations while minimizing impacts.

Stakeholder Group	Means and Frequency of Communication	Material Issues	Management Approach and Stakeholder Engagement Strategy	2024 Key Performance	Reference
Customers **Importance to Fiti:** As the primary revenue source, brand customers shape market demand and technical requirements, while placing growing emphasis on suppliers' ESG performance and compliance capabilities. Accordingly, sustaining long-term partnerships and meeting customer expectations on quality, delivery, and sustainability are essential to FITI' s competitiveness	• Phone • Email • In-person and Virtual Meetings • Survey	• Market Performance • Employee Diversity, Equity and Inclusion (DEI) • Climate Issues • Innovative and Low-carbon Products and Services • Human Right Protection	We have established a comprehensive customer management system to safeguard customers' information security. In addition, we ensure compliance with customers' ESG-related sustainability requirements, thereby maintaining high levels of customer satisfaction	Customer Satisfaction: 2024 survey score of 4.16, exceeding the target score of 4.0	Customer Relations

Stakeholder Group	Means and Frequency of Communication	Material Issues	Management Approach and Stakeholder Engagement Strategy	2024 Key Performance	Reference
Investors and Shareholders **Importance to Fiti:** Investors' and shareholders' assessments can influence our stock price fluctuations.	• Monthly Revenue Information • Investor Briefing • Shareholder Meetings • Investor Correspondence • FITI Official Website • Investor Relations Email	• Operating Performance • Market Performance • Occupational Safety and Health • Information Security and Protection of Customer Privacy • Waste Management	FITI has established a dedicated Investor Relations unit to facilitate prompt and effective communication. This enables investors and shareholders to better understand the company's management strategies and financial operations.	• Six investor briefings: March 13: Hosted by Yuanta Securities May 29: Hosted by Mega Securities June 12: Hosted by President Securities June 14: Topic-focused seminar on Hon Hai and its affiliated companies, hosted by Grand Fortune Securities September 6: Third quarterly forum, hosted by Cathay Securities December 10: Topic-focused seminar on Hon Hai and its affiliated companies, hosted by Grand Fortune Securities • Disclosures: A total of 134 material announcements were published in both Chinese and English.	Investor Relations
Government Agencies **Importance to Fiti:** Government authorities formulate industrial management regulations and require enterprises to comply with relevant laws and policies. Regular communication with government agencies is essential to understand and meet regulatory requirements, ensure compliance, and obtain public sector resources and support for sustainable development and operations.	• Participate in government meetings • Respond to government surveys and audits • Public disclosures and official correspondence	• Market performance • Employee Diversity, Equity and Inclusion (DEI) • Climate issues • Innovative and Low-carbon Products and Services • Human Rights Protection	FITI monitors governmental policy trends and ensures that company operations comply with all applicable regulations. We actively participate in relevant government projects and implements initiatives to meet public policy and legal requirements. Cross-departmental teams coordinate internally to adopt, execute, and enhance compliance measures.	• No cases of forced labor or discrimination complaints were reported in 2024. • No environmental pollution incidents were reported in 2024. • The 2024 greenhouse gas inventory was verified by a third party in June 2025.	GHG, Air pollution, Talent Attraction and Retention

Stakeholder Group	Means and Frequency of Communication	Material Issues	Management Approach and Stakeholder Engagement Strategy	2024 Key Performance	Reference
Employees **Importance to Fiti:** Talent drives innovation and quality. Employees are a core asset for FITI's sustainable development. Comprehensive compensation, a safe work environment, and continuous training strengthen talent retention and engagement.	• Labor Management Meetings • Employee Suggestion Box • Employee Whistleblowing Hotline • All Hands Meetings • Employee Performance Evaluation Reviews • Company Website • Email and telephone Communication	• Information Security and Customer Privacy • Occupational Health and Safety • Operating Performance • Market Performance • Talent Attraction and Retention	Provide competitive compensation and benefits, promote diversity and inclusion, and encourage communication. Additionally, use digital systems for occupational safety, proactively prevent workplace hazards, and safeguard employees' physical and mental health.	• Labor-management meetings held: 4 • Employee Welfare Committee meetings organized: 2 • Company-wide (All Hands) meeting conducted: 1 • Employee training hours: 67,731 hours (internal), 2,604 hours (external)	Well-being Workplace, Employee Training and Empowerment
Community **Importance to Fiti:** Corporate engagement with the community supports positive interaction, conveys FITI's corporate values, and advances regional development. Community participation reinforces social responsibility and fosters sustainable operations.	• Public Welfare and Community Services • Company Website • FITI CSR Email and Telephone • On-site Visit	• Community Engagement	Ensure company operations have no negative community or environmental impact; encourage employees to participate in charity and caring volunteer activities.	• Number of Partner Organizations: 14 • Community Investment Amount: NT$626,000 • Volunteer Service Hours: 260 hours • Beneficiaries Reached through Volunteer Activities: 2,712 individuals	Community Engagement

Stakeholder Group	Means and Frequency of Communication	Material Issues	Management Approach and Stakeholder Engagement Strategy	2024 Key Performance	Reference
Suppliers and Contractors **Importance to Fiti:** A stable and ESG- compliant supply chain ensures product quality and delivery reliability. Collaborating with suppliers to implement sustainability management also strengthens the resilience of the overall value chain and enhances environmental responsibility performance.Comprehensive compensation, a safe work environment, and continuous training strengthen talent retention and engagement.	• Supplier Assessments and Evaluations • Supplier Review Monthly Meetings • Supplier Risk Management Meetings • Supplier On-site Visits and Audits • Contractor Coordination Meetings • Contractor Worksite Inspections • Contractor Occupational Health and Safety Management System • Telephone or Email Communications	• Ethical Management • Risk Management • Indirect Economic Impact • Product R&D and Innovation • Human Rights Protection	FITI works closely with suppliers and contractors to build a green supply chain, implement social and environmental responsibilities, and prevent violations or unfair competition.	• Conducted 33 supplier evaluations, assessing the top 10 suppliers each quarter on quality, delivery, and service. Results showed 15 suppliers rated Grade A and 18 suppliers rated Grade B. • Contractor management is subject to regular audits in compliance with the ISO 45001 Occupational Health and Safety Management System.	Green Supply Chain
Banks **Importance to Fiti:** As key business partners, banks provide critical financial support. Establishing strong credit and maintaining transparency are essential for operational capital, project funding, and industry expansion.	• Email and Telephone • On-site Visit and Meeting	• Material management • Energy management • Employee Training and Development • Talent Attraction and Retention • Climate Change Response	Annually engage with banks and bondholders to disclose business and financial conditions, enhancing understanding and trust.	• Expanded Credit Facilities • Identified Banks' ESG Material Concerns through Sustainability Questionnaires.	Investor Relations

1.4 Material Topics

1.4.1 Materiality Assessment Process

Topic Identification

※In 2023, a total of 21 material topics were identified. Following trend analysis and industry benchmarking, the list was revised and expanded to **24 topics** in 2024, in alignment with international ESG developments.

- "Anti-corruption and Anti-competitive Behavior" revised to "Integrity in Business Operation"
- "Supplier Environmental Assessment" revised to "Supply Chain Management"
- "Labor/Management Relations" revised to "Talent Attraction and Retention"
- "Training and Education" revised to "Talent Attraction and Retention"
- "Non-discrimination and Employee Diversity" and "Equal Opportunity" consolidated and renamed as "Employee Diversity, Equity and Inclusion"
- New topics added: "Risk Management," "Product R&D and Innovation," "Customer Relationship," and "Climate Change Response."

◎ Sustainability Management Standards

Our sustainability management approach integrates business operations, strategy, and industry analysis, and is guided by the following frameworks and standards:

- AA1000 Stakeholder Engagement Standard (AA1000 SES)
- GRI Standards 2021
- Sustainability Accounting Standards Board (SASB)
- Sustainability Disclosure Indicators and Industry-Specific Disclosure Requirements issued by the Financial Supervisory Commission (FSC), Taiwan
- United Nations Sustainable Development Goals (SDGs)
- Responsible Business Alliance (RBA) Code of Conduct

Stakeholder Survey on Material Topics

◎ Attention (Relevance) Survey

A total of 305 questionnaires were collected:

- Employees: 211
- Contractors/Suppliers: 50
- Investors/Shareholders: 20
- Government: 6
- Customers: 6
- Communities: 6

◎ Impact Assessment Survey

A total of 22 questionnaires were collected. The assessment was conducted by members and secretariat of the Sustainability Committee, as well as managers at the division level or above, evaluating the impact of each topic on the Company's operations and sustainable development.

Double Materiality Analysis

◎ Importance Analysis:

Identified the top **5** material topics of concern for **7** major stakeholder groups.

◎ Impact Analysis:

- Evaluated each topic's impact and likelihood across **nine dimensions** relating to the organization's operations and sustainable development.
- The Sustainability Committee and secretariat defined both the positive and negative impacts of each topic.

◎ Materiality Matrix:

A three-dimensional matrix was developed, integrating stakeholder attention, operational impact, and sustainability impact. From this analysis, **10** material topics with medium-to-high significance were identified.

Material Topic Management Approach

- Candidate material topics identified through the materiality assessment were submitted to the Sustainability Committee for validation and approval.
- For the **10** prioritized material topics, the responsible departments were assigned to establish corresponding management approaches and to report progress on a regular basis to the Sustainability Committee.
- The 10 material topics were disclosed in the Sustainability Report, in alignment with the GRI Standards' materiality principles.
- The Company disclosed stakeholder concerns, engagement methods, and communication outcomes on its official website to ensure transparency and accountability.

1.4.2 Questionnaire Results Analysis

FITI conducted its materiality assessment in accordance with the GRI Standards 2021, with reference to the Value Balancing Alliance (VBA) impact assessment methodology and the European Financial Reporting Advisory Group (EFRAG) Double Materiality principle. The assessment considered both the positive and negative impacts of our activities on external sustainable development, as well as the impacts of external sustainability issues on our operations.

A total of 305 stakeholder questionnaires on issue relevance and 22 internal questionnaires on operational and sustainability impact were collected, the latter completed by members and secretariat of the Sustainability Committee, as well as managers at the division level and above. Taking into account required disclosure items under SASB and the FSC Sustainability Disclosure Guidelines, the weight of operational impact was set at 50%. The results were categorized into five levels (Very Significant, Significant, Moderate, Minor, and Insignificant). Issues with a weighted score above 270 were identified as material topics.

Ultimately, 10 material topics with medium-to-high significance were identified:

- Occupational Health and Safety
- Integrity in Business Operation
- Labor/Management Relations
- Employee Training and Development
- Operating Performance
- Information Security and Customer Privacy
- Greenhouse Gas (GHG) Emissions
- Talent Attraction and Retention
- Waste Management
- Customer Relationship Management

Although Market Performance also exceeded the threshold score of 270, the Sustainability Committee decided not to include it as a material topic. Instead, related information is disclosed in the "Compensation and Benefits" section of this report.

The identified material topics play a critical role in FITI's management direction, risk control, and strategic opportunities:

(1) Corporate Governance and Operations

- Operating Performance: Directly affects revenue growth and investor confidence. Stable profitability supports employee and customer trust. With capital expenditures from overseas expansion, financial impacts must be carefully evaluated alongside local environmental and social considerations.
- Information Security and Customer Privacy: A key factor for operational stability and customer trust. In response to increasing cyber risks, FITI strengthens systems and employee awareness to mitigate risks and meet stringent compliance requirements.
- Integrity in Business Operation: Strengthening internal control and regulatory compliance is fundamental to maintaining corporate reputation and reducing operational risks. Suppliers are also required to comply with integrity standards to mitigate risks across the value chain.
- Customer Relationship Management: Closely linked to customer satisfaction and market competitiveness. By proactively addressing ESG expectations, FITI enhances customer loyalty and drives supply chain partners to improve climate action and sustainability performance.

(2) Environmental Management

- GHG Emissions and Waste Management: Essential for advancing net-zero goals and regulatory compliance. While requiring capital investment in equipment upgrades, these efforts generate long-term energy-saving and carbon-reduction benefits, lower future carbon tax and environmental liability risks, and strengthen environmental resilience across the supply chain.

(3) Workplace Well-being and Talent Development

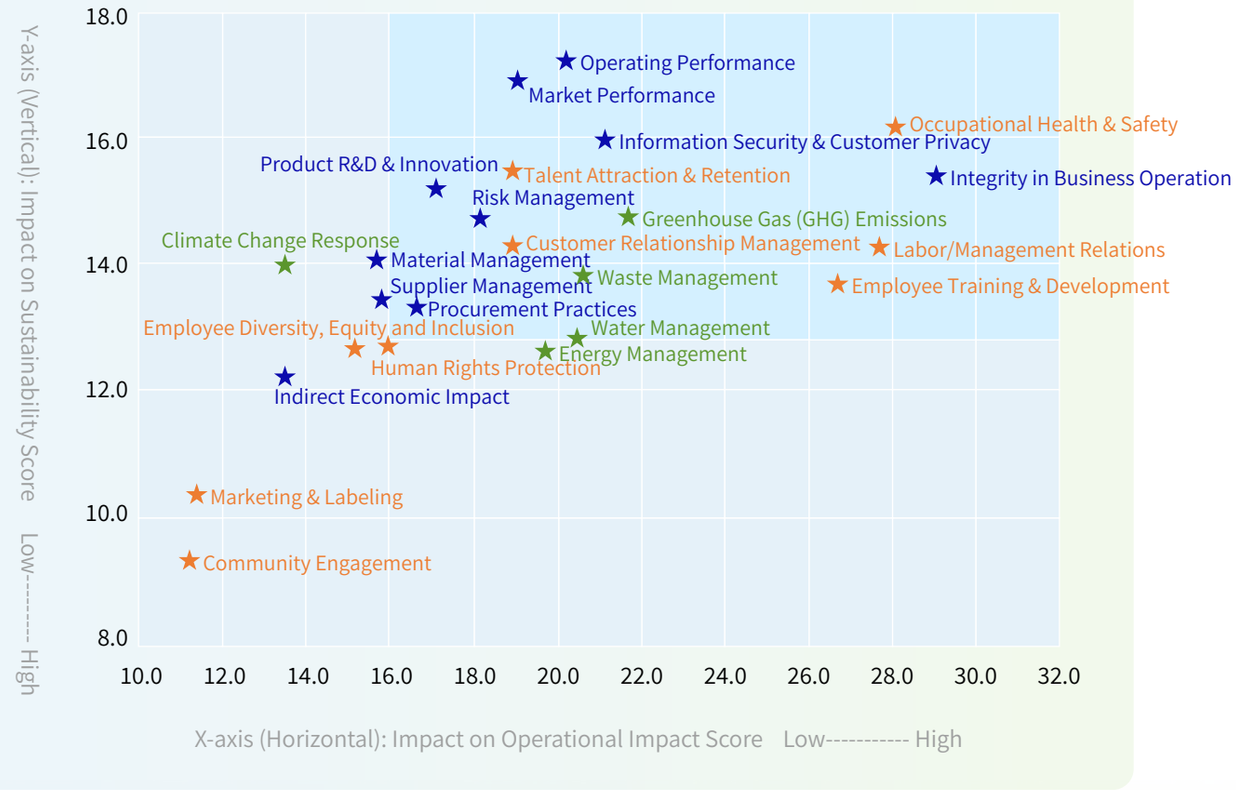
- Occupational Health and Safety: Directly impacts employee well-being and operational stability. High standards of safety management reduce workplace incidents, mitigate operational disruptions, and strengthen employee commitment and cohesion.
- Talent Attraction and Retention: Together with labor/management relations, these factors are crucial to competitiveness. Attractive compensation packages and effective communication improve retention, knowledge transfer, and workforce stability.
- Employee Training and Development: Central to fostering innovation and quality enhancement. Ongoing capacity building and career development pathways strengthen technical expertise and meet external expectations for talent sustainability.

In summary, these ten material topics represent the key risks and opportunities currently faced by FITI. Through integrated management and effective stakeholder engagement, the Company will continue to monitor trends, enhance resilience, and pursue sustainable growth in tandem with long-term corporate value creation.

No.	Top 10 Topics for 2024, Ranked by Materiality
1.	C5. Occupational health and safety
2.	A5. Integrity in business operations
3.	C4. Labor/Management relations
4.	C3. Employee training and development
5.	A1. Operating Performance
6.	A6. Information security and customer privacy
7.	B4. Greenhouse Gas Emission
8.	C2. Talent attraction and retention
9.	B5. Waste management
10.	A9. Customer relationship management

E Environment S Social G Governance

Dual Materiality Matrix



Double Materiality—Material Issue Impact Assessment

Topic / Description	Internal Impact on Company Operation					External Impact on Sustainable Development					
Governance	Revenue Growth	Operational Risk	Customer Satisfaction	Employee Engagement	Directions： ⊕ Positive Impact ⊖ Negative Impact	Investor Financial Performance	Technology Development	Creating Upstream Value	Environmental Sustainability	Employee Well-being	Directions： ⊕ Positive Impact ⊖ Negative Impact
Integrity in Business Operation	●●●	●●●●	●●●●	●●●	⊕ High-standard ethical governance to effectively prevent internal corruption ⊖ Expanded regulatory coverage of unethical conduct by authorities increases operational risk exposure	●●●	●●	●●●	●●●	●●	⊕ Maintaining a record of no integrity violations and requiring suppliers to follow the Code of Conduct on Ethics and Integrity to enhance investor confidence
Operating Performance	●●●●	●●●●	●●●	●●●	⊕ Stable business growth and performance driving employee and customer satisfaction ⊖ Capital expenditures for new facilities impact revenue and profitability	●●●●	●●●	●●	●●	●●●	⊕ Stable business growth and performance generate investor returns while increasing upstream supply chain value ⊖ The environmental impact of new facilities on local ecosystems needs to be assessed
Information Security & Customer Privacy	●●●●	●●●●	●●●●	●●●	⊕ Implementing cybersecurity certifications to enhance customer and employee satisfaction and reduce operational risk ⊖ Establishing a high-standard cybersecurity environment will increase expenditures, impacting revenue and profitability	●●●	●●●	●●●	●●	●●	⊕ Collaborating with suppliers to protect customer privacy and enhance cybersecurity standards ⊖ Frequent cyberattacks and insufficient employee cybersecurity awareness may lead to personal data breaches

Topic / Description	Internal Impact on Company Operation					External Impact on Sustainable Development					
	Revenue Growth	Operational Risk	Customer Satisfaction	Employee Engagement	Directions： ⊕ Positive Impact ⊖ Negative Impact	Investor Financial Performance	Technology Development	Creating Upstream Value	Environmental Sustainability	Employee Well-being	Directions： ⊕ Positive Impact ⊖ Negative Impact
Governance											
Customer Relationship Management	●●●	●●●	●●●●	●●	⊕ Continuously improving customer service quality to strengthen two-way communication and satisfaction ⊖ Failure to address customer complaints promptly and properly may affect deliveries and increase operational risk	●●●	●●	●●	●	●●	⊕ Partnering with customers to take climate action and reduce environmental sustainability impacts ⊖ Customer ESG expectations simultaneously influence supply chain requirements and may increase supplier costs
Environment											
Greenhouse Gas Emissions	●●	●●	●●	●●	⊕ Aligning with international trends and regulatory requirements to enhance customer satisfaction and investor confidence ⊖ Capital expenditures for achieving net-zero targets will impact revenue and profitability	●●	●●	●●	●●●●	●	⊕ Effectively controlling greenhouse gas emissions to mitigate environmental sustainability impacts. Expenditures on climate actions generate upstream industry value. ⊖ Failure to achieve greenhouse gas reduction targets directly impacts the environment. Requiring suppliers to conduct audits may lead to their action costs being passed on to raw material prices.

Topic / Description	Internal Impact on Company Operation					External Impact on Sustainable Development					
Environment	Revenue Growth	Operational Risk	Customer Satisfaction	Employee Engagement	Directions： ⊕ Positive Impact ⊖ Negative Impact	Investor Financial Performance	Technology Development	Creating Upstream Value	Environmental Sustainability	Employee Well-being	Directions： ⊕ Positive Impact ⊖ Negative Impact
Waste Management	●●	●●	●●	●●	⊕ Complying with regulations for zero pollution, the initiative receives employee recognition and support	●●	●●	●●	●●●●	●	⊕ Effective management mitigates environmental impacts and generates revenue for service providers. ⊖ Improper management can directly affect local air quality, and waste disposal methods may also pollute water and soil.
Social											
Occupational Health & Safety	●●●	●●●	●●●	●●●●	⊕ Effectively reducing employee capital loss, minimizing operational disruption risks, maintaining stable revenue, and enhancing employee satisfaction	●●	●●	●	●●●	●●●●	⊕ High-standard occupational health and safety management ensures that employees' personal safety and well-being are not threatened
Labor/Management Relations	●●●	●●●	●●●	●●●●	⊕ Establishing two-way labor-management communication channels to reduce external employee complaints and mitigate operational risks	●●	●●	●	●●	●●●●	⊕ Promoting two-way labor-management communication through multiple channels facilitates the realization of employee rights

Topic / Description	Internal Impact on Company Operation					External Impact on Sustainable Development					
Social	Revenue Growth	Operational Risk	Customer Satisfaction	Employee Engagement	Directions： ⊕ Positive Impact ⊖ Negative Impact	Investor Financial Performance	Technology Development	Creating Upstream Value	Environmental Sustainability	Employee Well-being	Directions： ⊕ Positive Impact ⊖ Negative Impact
Employee Training & Development	●●	●●●	●●●	●●●	⊕ Enhancing employee skills to deliver high-quality products, generating strong revenue and high satisfaction for both employees and customers	●●	●●	●	●●	●●●	⊕ A talent development and training system can create potential for future revenue growth, thereby attracting investor support
Talent Attraction & Retention	●●●	●●●	●●●	●●●●	⊕ Stable employee retention and turnover rates contribute to higher employee engagement	●●	●●	●●	●●	●●●●	⊕ Continuously improving employee compensation contributes to the advancement of employee well-being

1.4.3 Materiality Management Policy

Governance Environment Social

Topic	2024 Performance	2025 Target	2026Target	2030 Target	Management Policy and Approach
Integrity in Business Operation GRI 206	• No Integrity Violations	No Monopoly/ Anti-Competitive Incidents	No Monopoly/ Anti-Competitive Incidents	No Monopoly/ Anti-Competitive Incidents	Following the Code of Integrity for Listed Companies, the company has internally established a Code of Ethical Business Conduct, a Code of Ethics, and an Antitrust Management Procedure. Through a comprehensive internal audit and control system, the company enforces strict self-discipline, transparently discloses governance outcomes, and accepts public and societal
Operating Performance GRI 201	• Operating gross margin: 26%; operating net margin: 16%; earnings per share (EPS): TWD 25.22. • Taiwan site employees participated in a total of 7 engagement sessions, including labor-management meetings, welfare committee meetings, and general mobilization meetings. • Investors and shareholders participated in a total of 7 engagement sessions, including investor conferences and shareholder meetings.	Annual budget targets approved by the Board at year-end were fully met (100%).	Annual budget targets approved by the Board at year-end were fully met (100%).	Maximizing Benefits for All Stakeholders	• The management unit is responsible for overseeing budgets and expenses, ensuring that each department maintains a balance between expenditures and returns while maximizing the company's overall benefit. • Each committee group regularly engages with stakeholders and conducts sentiment assessments to better understand stakeholder concerns and provide concrete responses.
Information Security & Customer Privacy GRI 418	Employee signature rate for the Customer Information Confidentiality Agreement reached 100%.	100% of employees signed the Customer Information Confidentiality Agreement.	No customer complaints related to privacy	No customer complaints related to privacy	• Organizational adjustments were made, including the appointment of a Chief Information Security Officer and the establishment of a dedicated cybersecurity department, creating a comprehensive cybersecurity management framework. • Planned 36 cybersecurity enhancement measures, implemented in short-, medium-, and long-term phases, with regular reporting to the committee.
	One major cybersecurity incident occurred (please refer to the Customer Privacy and Information Security section).	No low-impact major cybersecurity incidents reported	No low-impact major cybersecurity incidents reported	No low-impact major cybersecurity incidents reported	
Customer Relationship Management GRI 418 GRI 416	Customer satisfaction score: 4.16	Customer satisfaction score of 4 or higher	Customer satisfaction score of 4 or higher	Customer satisfaction score of 4.2 or higher	• Continuously monitor customer feedback through external customer meetings, business performance evaluations, and internal management review meetings to meet customer expectations regarding product quality and ESG performance. • In line with customer requirements, we continuously manage environmental and health risks of product components and manufacturing processes, as well as conduct carbon assessments, to minimize potential negative impacts on customer health and safety throughout the product life cycle.

Governance Environment Social

Topic	2024 Performance	2025 Target	2026Target	2030 Target	Management Policy and Approach
Greenhouse Gas Emissions GRI 305	• The performance of the Kezhong site is measured using intensity indicators • Scope 1 and Scope 2 emission intensity at the Kezhong site decreased by 33.56% compared with 2023 • The Songjiang and Kunshan sites are expected to complete third-party assurance by the end of 2025; currently, only Scope 2 emissions are disclosed	• Completed third-party verification of ISO 14064-1 for the Songjiang and Kunshan sites • Completed self-verification of ISO 14064-1 for the UC site • Scope 1 and Scope 2 GHG emissions from the Kezhong, U.S. Office, Songjiang, and Kunshan facilities decreased by 12.6% compared with the base year	• Establish GHG reduction plans for the Group and each site • Completed third-party verification of ISO 14064-1 for the UC site • In response to FITI's requirement to prepare sustainability disclosures in accordance with IFRS S1 and S2 standards by 2028, planning to initiate compliant Scope 3 disclosures by category starting in 2026	• Completed ISO 14064-1 third-party verification across all Group facilities • Reduced GHG emissions by 50% compared with 2023 • Targeting an 80% reduction in GHG emissions by 2040 compared with the base year, and achieving net-zero emissions by 2050	• Establish internal carbon management mechanisms, including annual reduction targets and medium- to long-term reduction goals, with continuous tracking and evaluation of emission reduction performance • Conduct regular GHG inventories to monitor emission data • Strictly comply with national and local regulations and standards related to GHG emissions, ensuring transparent and compliant management measures • Provide regular employee training to enhance awareness and skills on emission reduction and low-carbon transition • Collaborate with suppliers and partners to drive low-carbon transformation across the value chain
Waste Management GRI 305 GRI 306	The waste intensity for this reporting year was 0.1821 metric tons per NT$ million, representing a 17.93% reduction compared with the reference value of 0.222 metric tons per NT$ million.	Waste intensity is less than or equal to the reference value of 0.222 metric tons per NT$ million	• Waste intensity is less than or equal to the reference value of 0.222 metric tons per NT$ million • Achieved 100% audit rate for waste disposal contractors	Waste intensity is less than or equal to the reference value of 0.222 metric tons per NT$ million	• Establish clear pollutant discharge targets and action plans based on national standards and FITI's operational conditions. • Implement a comprehensive waste segregation and collection system to promote resource recovery and reuse, thereby reducing overall waste generation. • Store, treat, and dispose of waste in compliance with applicable environmental regulations to prevent secondary pollution.
Occupational Health & Safety GRI 403	Lost-time Injury Frequency Rate: 1.71 cases per million working hours	Lost-time injury frequency rate ≤ 1.70 per million working hours	Lost-time injury frequency rate ≤ 1.67 per million working hours	Lost-time injury frequency rate ≤ 1.53 per million working hours	• Conduct regular workplace risk assessments to systematically identify potential occupational hazards. • Establish a hazard reporting mechanism to ensure timely detection and management of risks. • Hold periodic safety operation and emergency response training to ensure all employees are familiar with operating procedures and emergency measures. • Strengthen employee safety education to enable quick mastery of relevant safety regulations.
	Lost-time injury severity rate: 34 days per million working hours	Lost-time injury severity rate≤32 days per million working hours	Lost-time injury severity rate≤31 days per million working hours	Lost-time injury severity rate≤29 days per million working hours	

Governance Environment Social

Topic	2024 Performance	2025 Target	2026Target	2030 Target	Management Policy and Approach
Labor/Management Relations GRI 402	• Human Rights Grievances: • - Internal grievances: 0 cases • - External grievances: 0 cases • Fines for violations of human rights or labor practices: 0 cases • RBA (Responsible Business Alliance) training completed: 417 participants • Freedom of Association and Communication Channels: • - Labor-management meetings: 4 sessions • - Employee welfare committee meetings: 2 sessions • - Total number of employee associations/clubs: 4 • - All Hands meetings: 1 session • - Internal communication mailbox submissions: 2 cases	• Maintain zero violations of labor regulations and zero penalty records • Regularly convene labor-management meetings and employee assemblies to facilitate communication and consultation • Complete training on the RBA Code of Conduct, with at least 500 participants trained annually	• Promote a company-wide mechanism for assessing human rights and labor-management risks • Implement localized gender equality and workplace-friendly policies across overseas sites • Enhance employee participation in labor-management issues and increase employee involvement in community/association activities	• Integrate human rights and labor-management communication mechanisms into the ESG risk management framework • Strengthen internal and external labor-management grievance mechanisms, achieving a grievance satisfaction rate of over 90%	• Commit to full compliance with domestic and international labor regulations, maintaining zero violations and zero penalties to safeguard employees' fundamental labor rights • Establish diverse and open communication channels, including regular labor-management meetings, employee welfare committees, suggestion boxes, and grievance hotlines, to foster constructive dialogue between labor and management • Continuously track and review relevant indicators, incorporating grievance handling efficiency and satisfaction into monitoring, while conducting regular employee satisfaction surveys and using the results as a basis for continuous improvement • Emphasize the diversity and transparency of labor-management communication mechanisms, strengthening timely and effective dialogue
Employee Training & Development GRI 404	Average training hours per employee per year: 21.9 hours	Average training hours per employee per year ≥ 40 hours	Average training hours per employee per year: 50 hours	Establish a one-on-one mentoring system, with an internal trainer-to-learner ratio of 1:1	• Regularly review the compensation system to ensure market competitiveness • Foster an open, inclusive, and trusting work environment, providing employees with opportunities to voice opinions and make suggestions • Implement flexible work arrangements, encourage leave-taking, and promote wellness activities to enhance overall employee well-being • Develop professional and technical talent with forward-looking vision and innovative capabilities to support business transformation and technology upgrades • Establish internal training programs covering the latest technology trends, industry standards, and practical applications • Design career development plans tailored to different technical roles, creating training pathways based on employees' professional competencies and development needs
Talent Attraction & Retention GRI 401	Turnover rate of high-performing employees: 2.65%	Turnover rate of high-performing employees ≤ 2%	Turnover rate of high-performing employees ≤ 1.8%	Turnover rate of high-performing employees ≤ 1.8%	
	Retention rate of professional and technical talent :91%	Retention rate of professional and technical talent ≥ 92%	Retention rate of professional and technical talent ≥ 93%	Retention rate of professional and technical talent ≥ 95%	

1.5 Implementation of the United Nations Sustainable Development Goals (SDGs)

Since the United Nations introduced the 2030 Sustainable Development Goals (SDGs) in 2015, global companies have increasingly focused on environmental, social, and governance (ESG) issues. Faced with more stringent international regulations regarding climate change, human rights, information security, and business integrity, as well as the accelerating trend of sustainable investing, investors and supply chain partners increasingly consider corporate sustainability strategies as a key criterion for collaboration and evaluation.

FITI, guided by the philosophy of sustainable corporate management, actively responds to the SDGs and references both domestic and international trends as well as stakeholder concerns to establish a comprehensive ESG strategy blueprint and management framework. In this reporting year, we identified ten material sustainability topics, including: Occupational Health and Safety, Integrity in Business Operations, Labor/Management Relations, Employee Training and Development, Operating Performance, Information Security and Customer Privacy, Greenhouse Gas Emissions, Talent Attraction and Retention, Waste Management, and Customer Relationship Management.

For these material topics, FITI has developed corresponding management policies and KPIs, which closely align with the United Nations SDGs, including Goal 3 (Good Health and Well-being), Goal 4 (Quality Education), Goal 8 (Decent Work and Economic Growth), Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), and Goal 16 (Peace, Justice, and Strong Institutions). We will continue to enhance corporate governance transparency and sustainability performance through institutionalized management and internal review mechanisms, strengthening operational resilience and competitiveness, and fulfilling our corporate commitments to environmental and social responsibility.

2024 Material Topics/ Link to *GRI Standards*			Link to SDG Goals	Report Section
1.Occupational Health and Safety	GRI 403	Occupational Health and Safety	SDG 3 Good Health and Well-being	Occupational Health and Safety、Hazard Identification and Risk Assessment、Occupational Health and Safety Communication、Contractor Safety Management，Work-related Injuries、Safety Promotion、Health Care、Employee Health Screening and Care、Occupational Diseases
2.Integrity in Business Operations	GRI 206	Anti-competitive Behavior	SDG 16 Peace, Justice and Strong Institutions	Implement Fair Business Practices
3.Labor/Management Relations	GRI 402	Labor/Management Relations	SDG 8 Decent Work and Economic Growth	Human Rights Policy and Diversity, Equity, and Inclusion、Minimum Notice Period for Operational Changes
4.Employee Training and Development	GRI 404	Training and Education	SDG 4 Quality Education SDG 8 Decent Work and Economic Growth	Employee Empowerment、Performance Management
5.Operating Performance	GRI 201	Economic Performance	SDG 8 Decent Work and Economic Growth	Climate Change Risks and Opportunities、Retirement Benefits / Pension Schemes、Financial Performance
6.Information Security and Customer Privacy	GRI 418	Customer Privacy	SDG 16 Peace, Justice and Strong Institutions	Customer Privacy and Information Security

2024 Material Topics/ Link to *GRI Standards*		Link to SDG Goals	Report Section
7.Greenhouse Gas Emissions	GRI 305 Emissions	SDG 13 Climate Action	Greenhouse Gas Emission
8.Talent Attraction and Retention	GRI 401 Employment	SDG 8 Decent Work and Economic Growth	Compensation and Benefits、Parental Leave、Talent Attraction and
9.Waste Management	GRI 306 Waste	SDG 12 Responsible Consumption and Production SDG 3 Good Health and Well-being	Waste
10.Customer Relationship Management	GRI 416 Marketing and Labeling GRI 418 Customer Privacy	SDG 12 Responsible Consumption and Production SDG 16 Peace, Justice and Strong Institutions	Customer Relationship、Sustainable Products and Services

Collaborative Progress:
Advancing Excellence in Governance

Highlights of This Chapter

- **Independent directors occupy 57% of board seats**
- **EPS (Earnings Per Share) reported at NT$25.22**
- **Customer satisfaction score: 4.16**

2.1 公司治理目標

京鼎遵循公司法、證券交易法、金管會及證交所規範上市櫃公司之相關法令，實踐高標準的公司治理，並因應外在環境變化，擬定四大治理策略，制定公司章程、治理架構，促進公司及利害關係人的權益，創造股東長遠利益。

降本增效去庫存

加強公司內部之費用管控及更有效率的去化庫存機制，並導入效能更佳之ERP系統以期減少人力並提高效能。

財務穩健求成長

與銀行建立良好關係，在任何經濟情勢下，均能獲得最好的支持。

人才資本高認同

持續增進公司治理主管與人才的專業技能，以因應隨時變動的外部競爭環境及法規環境需求。

治理規章

- 公司章程
- 永續發展實務守則
- 公司治理實務守則
- 誠信經營守則
- 誠信經營作業程序及行為指南
- 道德行為準則
- 股東會議事規則
- 董事會議事規範
- 董事會績效評估辦法
- 獨立董事之職責範疇規則
- 審計委員會組織規程
- 薪資報酬委員會組織規程
- 防範內線交易管理作業程序
- 工作場所倡廉潔反貪腐懲戒管理辦法

※ 治理成果，見114年度公司治理評鑑結果：https://webline.sfi.org.tw/CGE/index.asp。

2.2 公司治理策略

提升
經營團隊
管理效能

強化
董事會職能

資訊揭露
透明化

落實
上市櫃公司
經營守則

2.3 董事會

董事會為公司最高治理單位，主要職能為任免公司之經理人及內部稽核及外部之稽核單位、監督公司之經營績效、並檢視公司內部之各項規章制度訂定是否合乎法令規定以強化管理機能，公司之董事會運作依據董事會議事規範執行之。

董事會設置「審計委員會」由4位獨立董事組成及「薪酬委員會」由3位獨立董事組成。協助董事會履行其監督公司在執行強化內部監控機制、財務報表之允當表達、簽證會計師之委任、解任或報酬、公司內部控制之有效實施、公司遵循相關法令及規則及公司存在或潛在風險之管理等重要議題並訂定董事及高階管理人員之薪資報酬。

2.3.1 董事會成員

依本公司章程，本公司董事會目前設置董事七人，其中獨立董事四人。本屆董事會為第八屆董事會任期自112年5月30日至115年5月29日止。

董事會落實多元化方針，成員在工程、金融、醫學等領域擁有豐富的學術背景與工作經驗，董事長劉揚偉先生對外代表公司綜理一切重要事務，董事邱耀銓先生同為公司總經理暨執行長，領導公司營運前進成長。

職稱/姓名	性別/年齡	會議出席率	委員會成員		
			審計委員會	薪酬委員會	永續委員會
劉揚偉/董事長	男/61至70歲	80%			
邱耀銓/董事	男/51至60歲	100%			
黃榮慶/董事	男/71至75歲	100%			
李康智/獨立董事	男/61至70歲	100%	●	●	
陳錫智/獨立董事	男/41至50歲	100%	●	●	
吳淑慧/獨立董事	女/61至70歲	100%	●	●	
黃雅惠/獨立董事	女/51至60歲	100%	●		

- 董事會成員學經歷請參閱公司官網：http://www.foxsemicon.com/zh-tw/ir_cg_director.aspx
- 遴選獨立董事資格條件請參閱公司官網:https://www.foxsemicon.com/zh-tw/ir_cg_director.aspx

2.3.2 董事多元化政策

本公司於2019年8月23日董事會通過修定公司治理實務守則，第三章第一節規定董事會成員組成應注重性別平等，並普遍具備執行職務所必須之知識、技能及素養。為達到公司治理之理想目標，董事會整體應具備之能力如下：一、營運判斷能力。二、會計及財務分析能力。三、經營管理能力。四、危機處理能力。五、產業知識。六、國際市場觀。七、領導能力。八、決策能力。

本公司董事會現由7位董事組成，3位董事及4位獨立董事，成員具備財經、商務、管理、醫療、法律等領域之經驗豐富與專業。

此外，本公司也注重董事長成員之性別平等，目前7位董事2位女性董事，

女性董事比率達 28.57%，董事成員落實多元化情形。

2.3.3 董事進修情形 **為強化董事會成員之專業能力，董事每年持續進修6小時**

職稱	姓名	進修日期	主辦單位	課程名稱	進修時數
董事	劉揚偉	113年11月22日	中華民國公司經營發展協會	公司治理與證券法規-上市櫃公司高管人員對於主管機關監理的認識	3小時
		113年11月22日	中華民國公司經營發展協會	從全球政經情勢談台商經營及併購策略	3小時
董事	邱耀銓	113年11月22日	中華民國公司經營發展協會	公司治理與證券法規-上市櫃公司高管人員對於主管機關監理的認識	3小時
		113年11月22日	中華民國公司經營發展協會	從全球政經情勢談台商經營及併購策略	3小時
董事	黃榮慶	113年11月22日	財團法人中華民國證券暨期貨市場發展基金會	113年度內部人股權交易法律遵循宣導說明會	3小時
		113年10月4日	財團法人中華民國證券暨期貨市場發展基金會	113年度防範內線交易宣導會	3小時
獨立董事	陳錫智	113年11月12日	社團法人中華公司治理協會	ESG永續趨勢、實務及永續法令新知	3小時
		113年08月27日	社團法人中華公司治理協會	永續報告書之解析	3小時
獨立董事	李康智	113年11月27日	社團法人中華民國公司經營暨永續發展協會	董事會實務爭議之解析	3小時
		113年10月18日	社團法人中華民國公司經營暨永續發展協會	113年度防範內線交易宣導會	3小時
獨立董事	吳淑慧	113年11月22日	中華民國公司經營發展協會	公司治理與證券法規-上市櫃公司高管人員對於主管機關監理的認識	3小時
		113年11月22日	中華民國公司經營發展協會	從全球政經情勢談台商經營及併購策略	3小時
獨立董事	黃雅惠	113年11月22日	中華民國公司經營發展協會	公司治理與證券法規-上市櫃公司高管人員對於主管機關監理的認識	3小時
		113年11月22日	中華民國公司經營發展協會	從全球政經情勢談台商經營及併購策略	3小時

2.3.4 董事會績效評估

京鼎集團於105年11月11日通過董事會績效評估辦法，於111年2月25日董事會修訂董事會績效評估辦法及其評估方式，當年度評估結果所有董事皆為優等。於114年2月26日董事會報告113年度董事會績效評估結果並將評估結果揭露於公司網站。

113年共召開5次董事會 ，**出席率為 94.29% (33/35)**。重要決議日期及重要決議內容請參閱年報第15以及43-44頁。

2.4 審計委員會

本公司依據證交法第十四條之四及「公開發行公司審計委員會行使職權辦法」第四條之規定，於民國103年6月25日股東會決議通過，自願成立第一屆審計委員會，至今已經是第四屆。現任審計委員會，經民國112年5月30日股東會決議通過，由全體獨立董事李康智先生、陳錫智先生、吳淑慧小姐、黃雅惠小姐四人組成，任期自112年5月30日至115年5月29日止。

113年共召開5次審計委員會，出席率為95%(19/20)。

■ 審計委員會重要決議日期與重要議案內容及後續處理

113.2.29 第四屆第3次 審計委員會

1. 會計師委任、報酬暨獨立性評估案。
2. 內部稽核報告案。
3. 本公司112年度營業報告書、個體財務報告及合併財務報告案及盈餘分配案。
4. 本公司112年度內部控制制度有效性考核及內部控制制度聲明書案。
5. 修訂本公司內控制度「固定資產取得作業」案。
6. 解除董事競業禁止之限制案。

113.5.10 第四屆第4次 審計委員會

1. 內部稽核報告案。
2. 本公司113年度第1季合併財報表案。
3. 本公司100%投資之泰國子公司UniEQ Integrated Technology Co., Ltd.租賃廠房案。
4. 擬核准簽證會計師事務所及關係企業向本公司及子公司提供IT或網路安全和資料隱私服務。

113.8.9 第四屆第5次 審計委員會

1. 內部稽核報告案。
2. 本公司113年度第2季合併財報表案。
3. 修訂本公司『固定資產取得作業』。
4. 修訂本公司『審計委員會組織規程』。
5. 修訂本公司『核決權限表』。
6. 本公司100%投資之泰國子公司UniEQ Integrated Technology Co., Ltd.io資本支出預算案。
7. 本公司擬增資100%投資之泰國子公司UniEQ Integrated Technology Co., Ltd.案。
8. 擬取消本公司100%投資之子公司富曜半導體（昆山）有限公司購買設備案。

113.11.6 第四屆第6次 審計委員會

1. 內部稽核報告案。
2. 本公司113年度第3季合併財報表案。
3. 114年度稽核計畫案案。
4. 修訂本公司『董事會議事規範』。
5. 修訂『京鼎子公司從事衍生性商品交易處理程序』。
6. 本公司修改100%投資之泰國子公司UniEQ Integrated Technology Co., Ltd.增資金額案。
7. 本公司100%投資之子公司富曜半導體（昆山）有限公司擬出售設備案。

113.12.20 第四屆第7 次 審計委員會

1. 訂定本公司『永續委員會組織章程』。
2. 訂定本公司『永續資訊之管理程序』。
3. 本公司擬增資100%投資之泰國子公司UniEQ Integrated Technology Co., Ltd.案。

2.5 薪酬委員會

本公司依據民國100年3月18日『股票上市或於證券商營業處所買賣公司薪資報酬委員會設置及行使職權辦法』及證券交易法第十四條之六之規定，於100年12月20日董事會委任第一屆薪酬委員，至今已是第五屆。本屆薪酬委員經董事會委任全體獨立董事李康智先生、陳錫智先生、吳淑慧小姐共三人，任期自112年5月30日至115年5月29日止。

2.5.1 高階主管薪資政策

京鼎高階經理人之酬金標準依據每年度由薪資報酬委員會審議後，提報董事會決議。高階經理人薪酬與公司經營績效連結，整體獎酬包括薪資、變動獎金以及員工分紅組成。其中，變動獎酬依據營運績效表現核定，依職務及績效占整體薪酬60%至70%，ESG績效佔10%，藉此力求高階經理人薪酬與組織對 ESG 的承諾能協同一致，由上至下強化永續經營意識。此外，亦透過外部市場薪資調查確保高階經理人薪酬具備競爭力。

有關最高治理單位和高階管理階層的薪酬政策，請參閱年報第10-14頁，以及第25-26頁。

113年共召開3次薪資報酬委員會會議，出席率為100.00%。

■ 薪資報酬委員會重要決議日期與重要議案內容及後續處理

113.2.29 第五屆第2次 薪資報酬委員會

1. 審議112年度員工及董事酬勞分派案
2. 審議112年度經理人酬勞實際發放案
3. 審議本公司113年度經理人績效目標設定及獎金計算辦法

113.8.9 第五屆第3次 薪資報酬委員會

審議113年度經理人薪資調整案

113.12.20 第五屆第4次 薪資報酬委員會

審議執行持股信託計畫案

2.6 財務績效

京鼎持續在財務方面展現公司營運價值，創造各利害關係人之最大利益

管理策略

積極推動營運透明化，並設有發言人、代理發言人、投資人關係和股務代理等相關單位，確保投資人與股東能及時取得並瞭解公司營運對外資訊，強化投資人與公司雙向暢通之溝通管道。

中長期發展

公司持續追求先進技術與精良品質，以源源不絕的技術創新與執行力，結合綠色科技，為人類生活福祉與生命健康的永續發展努力，並致力於打造全方位研發與製造服務平台，同時因應市場脈動，成為全球先進半導體、醫療及新能源設備的最佳策略夥伴及事業發展共同體。

2024年推展要項

持續優化高端設備研發、製造、及提供關鍵零部件之營運，因應日新月異的外部市場，輔以生產技術的垂直整合能力與數位化管理，精簡內部流程及強化整體效能，致力於創造蒸蒸日上的業績表現以回饋各利益相關人。

2024年營業成果 ▼

164.5億 (新台幣元) 合併營業收入	**26.6億** (新台幣元) 營業利益	**16%** 營業淨利率
26.1億 (新台幣元) 稅後淨利	**16%** 稅後淨利率	**25.22** (新台幣元) 基本每股盈餘

歷年營業成果 ▼

(單位: 千元新台幣)

項目	2024年	2023年	2022年	2021年
營業收入	16,454,476	13,051,357	14,843,221	12,246,437
營業成本	12,165,987	9,636,790	10,399,687	9,153,770
營業毛利	4,288,489	3,414,567	4,443,534	3,092,667
營業利益	2,662,203	2,030,033	2,951,060	1,988,339
所得稅費用(利益)	602,010	521,961	546,339	396,092
稅後淨利	2,612,643	1,990,468	2,344,363	1,518,523
基本EPS	25.22	20.48	24.64	17.01
資本支出	1,751,765	618,418	970,509	737,956
員工福利費用 (已包含員工薪資)	3,261,979	2,625,137	2,724,668	2,090,050
研究發展費用	565,253	508,787	547,100	436,634
資產-年底總額	23,128,519	19,369,723	19,690,192	14,179,634
股本-年底總額	1,077,941	974,393	970,509	879,064
支付出資人的款項	1,173,260	1,339,609	840,021	613,013
支付政府的款項	628,479	538,007	552,777	398,302
社區投資	142	881	1,261	480
取自政府之財務補助	24,595	41,036	16,964	32,788

2.7 公司治理整合ESG管理

京鼎除了依國內主管機關之法規制定公司治理規章之外，亦因應國際趨勢以及利害關係人相關的環境面、社會面等議題，擬定涵蓋公司營運面、環境面及社會面的管理政策。本公司秉持善盡企業永續責任的理念，追求高品質的管理政策，同時，依RBA管理準則保障人權、建構安心職場，避免環境污染、職業災害與品質異常發生，達成企業與外部環境共存共榮、永續發展的目標。

誠信政策

依循「上市上櫃公司誠信經營守則」建立誠信經營之企業文化，制定政策法規制定、建立溝通申訴機制、教育訓練、調查審查機制等策略，防範七大不誠信行為。

多元平等共融政策

遵循國際公約和員工、供應商、合作夥伴合作保障人權

- 世界人權宣言 • 聯合國全球盟約
- 聯合國工商企業與人權指導原則
- 責任商業聯盟行為準則

風險管理政策

依循「上市上櫃公司風險管理實務守則」，通過內外部問題與經營環境識別及分析，掌握對營運有影響之風險和機會，實施必要的控制措施，並進行監督審查，確保內部營運及管理系統的穩定性和競爭力。

品環安衛管理政策

提供優質產品、建議安心職場，達到友善環境、零缺點的目標。

RBA管理政策

攜手供應商在環境保護、勞工權益、職業健康與安全等面向前進

- 勞工政策 • 道德政策 • 供應商道德政策

顧客隱私管理政策

制定「機密資料及智財(CI-IP)管理辦法」、「客戶財產管理作業規範」、「隱私權政策」，並遵循營運所在地的法規，以最高標準保障隱私權及落實個人資料保護處理。

人權政策

打造尊重、包容、並積極促進多樣性和平等的工作環境

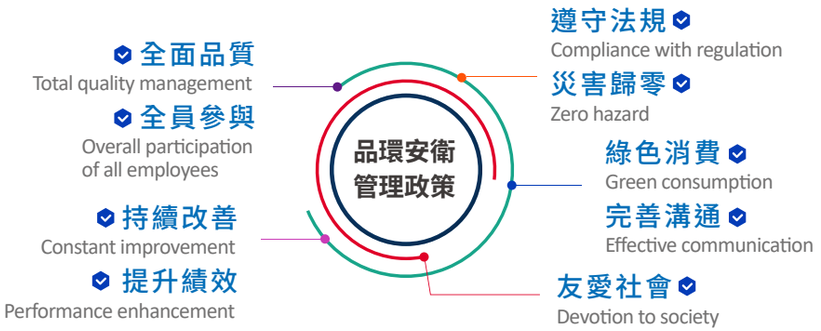
- 擁抱多元 • 追求平等 • 推動共融

資安管理政策

1) 公司內部制定相關規範，要求員工均需遵守
2) 對於客戶的機密資料與專案，專案專員另行簽屬 "保密協議"
3) 公司內部設置 "新智慧資訊管理系統" 並設立閱讀權限
4) 完善的資訊安全保護措施，落實內部區域管制的保護管理措施
5) 完善的定期訓練宣導，加強人員對客戶隱私權的保護職責。

品質和持續改善是每位京鼎同仁的責任，我們關注於產品、製程、服務的品質，聆聽內外部客戶的聲音做為持續改善的依據，在全體同仁的努力下，符合客戶需求，達成客戶滿意。本公司以善盡企業社會責任理念持續的提供優質產品，讓員工擁有安心職場，達到友善環境、零缺點的目標，避免環境污染、職業災害與品質異常發生，持續改善管理系統，達成企業與自然環境共存共榮、永續發展的理念，並對利害關係人利益負責。

2.7.1 品環安衛管理政策



品環安衛管理政策

- **遵守法規**：遵守國內外法令與其他相關要求，並滿足各管理系統國際標準適用要求。
- **全員參與**：落實教育訓練，全員參與管理系統所有過程之活動。
- **綠色消費**：順應國際環保趨勢，強化源頭減廢與善用資源回收，推行綠色產品採購，使用『低污染、可回收、省資源』商品，降低對環境的破壞。
- **災害歸零**：全面建置安全衛生管理體系，提供安全健康之工作場所，以消除危害、降低職安衛風險並促進員工身心健康，盡最大努力使工安事故減至零為目標。
- **全面品質**：全員參與，貫徹制度，及時處理，以達成零缺點的目標。
- **持續改善**：藉由審查目標的訂定、管理方案落實及稽核作業的循環實施，達成管理系統持續改善。
- **完善溝通**：建構工作者充分參與及諮商管道，適時向本公司所有利害相關者，傳達並公開我們的管理政策及溝通平台。
- **提昇績效**：創新研發於產品、技術、流程及思考模式， 隨時注入不同觀點的思維，以提昇本公司整體績效。
- **永續經營**：藉由管理系統持續改善，以確保本公司所有利害相關者最大利益，達成永續經營的目標。
- **友愛社會**：主動關懷並參與社區活動，對社會做出貢獻，善盡企 業社會責任。

品環安衛管理國際認證

京鼎藉由取得ISO 9001、ISO 14001、ISO 45001國際標準以及CNS 45001國家標準，在生產、銷售、客戶服務、品質及環境安全衛生等議題方面，建立標準化的管理體系，以明確責任分工、提升運營效率，實現高效具競爭力的管理模式。

ISO9001:2015

(台灣+松江廠)

ISO 9001:2015

(昆山廠)

ISO14001:2015

(台灣+松江廠)

ISO45001:2018

(台灣廠)

CNS45001:2018

(台灣廠)

2.7.2 人權政策與多元平等共榮

京鼎承諾尊重及促進相關利害關係人的人權，遵循「聯合國人權宣言」、「聯合國企業和人權指導原則 (UN Guiding Principles on Business and Human Rights)」、「責任商業聯盟 (Responsible Business Alliance，簡稱RBA行為準則」，確保全球所在地之營運活動符合國際公認的人權標準。京鼎對所有員工、應徵者及供應商員工，不分種族、思想、宗教、黨派、籍貫、出生地、性別、性傾向、婚姻、容貌、身心障礙或工會會員身分等，均能享有公平且有尊嚴的被對待。

京鼎人權管理機制

京鼎人權方針

- 禁止強迫勞動
- 禁止雇用童工
- 建立平等對待準則
- 建立多元包容、不歧視、禁騷擾、人道的工作環境
- 提供符合法規之薪酬福利且落實工資平等政策
- 確保工作和食宿場所的安全衛生
- 保障同仁自由結社權利
- 提供原住民、身心-障礙者、性別多元、移工、婦女、契約人員、少數民族、弱勢等少數族群人權保護

(1) 人權管理與多元共融措施

京鼎除了遵守全球各廠區之勞動法規、性別平等工作法之外，也藉由各項內部政策實踐人權保護，促進多元平等、健康安全職場、支持結社自由、保障溝通申訴權益等，並且對供應鏈宣導人權管理之重要性。

對內管理措施

- 提供平等的工作機會給所有求職者，並於新進員工招募時符合並優於每百名員工進用一名身心障礙員工之法令規定，足額進用以提供弱勢團體平權之工作機會
- 落實工資平等機制，建立工時管理措施，透過每日工時提醒機制避免超時及強迫勞動
- 制訂「性騷擾防制措施、申訴及懲戒辦法」，並於內部網站公告，嚴禁工作場所之任何性騷擾行為，以維持一個安全且健康的工作環境
- 人力資源、環安及各單位主管共同造安全健康的職場環境，提倡平等對待、零歧視之工作環境，避免職務遭受不法侵害之情形發生
- 提供暢通的溝通管道、制定員工申訴/舉報處理作業流程，保障投訴者及被調查者權利義務

對外管理措施

- 規範供應商須簽署社會環境責任承諾書，承諾符合環境及社會相關標準即人權保護
- 透過供應商管理評鑑宣導人權保護重要性

京鼎人權相關政策法規

- 員工手冊
- 工作規則
- 招募任用辦法
- 性騷擾防制辦法
- 執行職務遭受不法侵害防治辦法
- 尊重宗教信仰管理程序
- 勞工與道德風險評估/異常事件調查等法令規章
- 申訴舉報處理程序

多元平等共融政策

承諾方針

01.擁抱多元：

認可及尊重不同性別、年齡、種族、宗教、國籍、文化背景、身心障礙等多元性，並視其為公司持續成長的資源。

02.追求平等：

致力消除任何形式的偏見與歧視，為所有員工提供公平的機會，包括招聘、晉升、薪酬和培訓發展。

03.推動共融：

營造包容與尊重的工作環境，鼓勵開放溝通，接納不同聲音，並積極與利害關係人合作推動公司內外的共融行動。

京鼎集團致力於打造一個尊重、包容、並積極促進多樣性和平等的工作環境，讓每位員工能在這裡被看見、被聽見，並充分發揮潛力。

此政策旨確保所有員工在職場中均能公平地參與、成長和發展，成為公司創新與成功的重要資產。

適用範疇

本政策適用於以下管理項目，包括但不限於：

01. 員工招聘與選拔
02. 員工培訓與發展
03. 員工薪資與福利
04. 工作環境與文化營造
05. 員工福利與溝通
06. 利害關係人的合作與互動
07. 社會與社區參與
08. 客戶與市場服務

(2) 具體行動與成果:2024人權管理成效

人權申訴案件		違反人權或勞動條件罰款	RBA內部稽核	教育訓練	集會結社		
內部投訴	外部申訴		違規情事	RBA教育訓練	勞資會議	福委會議	社團總數
0 件	**0** 件	**0** 件	**0** 件	**417** 人次	**4** 場	**2** 場	**4** 個

關於營運變化的最短預告期

為確實保障員工工作權益，未來若發生重大營運變化、或要終止與員工之勞雇關係，本公司將依台灣勞動部勞動基準法第 16 條第 1 項提前預告契約終止日，該預告期間依勞工工作年資有所不同。

2.7.3 RBA管理政策

京鼎為責任商業聯盟RBA的會員，遵循RBA的標準化框架和行為準則，攜手供應商在環境保護、勞工權益、職業健康與安全等方面合規進步，增強與客戶、投資者及其他利害關係人之間的信任。

勞工政策

- 禁止強迫勞動
- 青年勞工
- 工時
- 工資福利
- 不歧視/ 不騷擾/ 人道待遇
- 結社自由

道德政策

- 所有商業互動誠信經營
- 嚴禁從事與公司利益相衝突之活動
- 饋贈禮品或招待須合宜
- 嚴禁賄賂、貪污、敲詐勒索和挪用公款等行為
- 公開記載資料須誠實完整
- 嚴格保障個人隱私及保護客戶與供應商之商業信息
- 所有權屬於公司之各項資料均須保密
- 尊重智慧財產權
- 杜絕打擊報復
- 提升道德行為素養

供應商道德政策

- 遵守誠實守信
- 嚴格遵守保密制度
- 保護智慧財產安全
- 保證提供相關資質證明真實有效
- 承諾交易合約履行合理、合法
- 承諾其與其關聯企業、僱員、代理商不直接或間接賄賂
- 嚴禁敲詐勒索、打擊報復
- 嚴格遵守公司之安全與廠區規範

2.8 誠信經營

京鼎依循「上市上櫃公司誠信經營守則」建立誠信經營之企業文化，由人力資源部擔任專責單位推動公司誠信治理，每年定期向董事會報告誠信經營治理成果。為確實落實誠信治理，京鼎透過制定政策法規制定、建立溝通申訴機制、教育訓練、調查審查機制等策略，防範七大不誠信行為，涵蓋對象包括董事、監察人及全體員工，以維護企業倫理和建立透明誠信的公司形象。

七大不誠信行為

- 行賄及收賄。
- 提供非法政治獻金。
- 不當慈善捐贈或贊助。
- 提供或接受不合理禮物、款待或其他不正當利益。
- 侵害營業秘密、商標權、專利權、著作權及其他智慧財產權。
- 從事不公平競爭之行為。
- 產品及服務直接或間接損害消費者或其他利害關係人之權益、健康與安全。

京鼎誠信經營策略

調查審查

- 不誠信行為調查
- 董事會成果報告
- 內稽內控制度

政策制度

- 誠信經營守則 • 道德行為準則
- 從業道德管理辦法
- 誠信經營作業程序及行為指南
- 工作場所倡廉潔反貪腐懲戒管理辦法

教育訓練

- 員工新人教育訓練
- 員工年度課程訓練
- 員工/供應商承諾簽署

申訴管理

- 反貪腐舉報信箱 fiti.speakup@foxsemicon.com
- 京鼎永續委員會溝通信箱 fiti.csr@foxsemicon.com
- 其他溝通申訴管道 fiti.stock@foxsemicon.com

為落實誠信相關的政策制度，京鼎員工在新進報到時皆須簽署誠信廉潔暨智慧財產權承諾書，每年亦舉辦誠信廉潔教育訓練課程，透過法規說明、案例宣導、工作避免違法以及違法之責任等內容，加深受訓員工對落實誠信的認知，此外，也將反貪腐等誠信政策公布於公司官網，提供外部利害關係人查閱。京鼎要求供應商共同實踐誠信透明治理，在建立合格供應商時即要求簽署誠信條款，並在採購合約落實要求，以及提供線上誠信道德影片加強宣導，以期在所有營運活動都能展現公司的誠信道德觀。

在誠信溝通方面，京鼎在公司內部網站設有員工意見箱，在公司官網設有「反貪腐舉報信箱」，除了電子信箱之外，利害關係人亦可透過電話、會議、拜訪或書面等方式表達其意見，反應的資訊皆由權責單位回應處理，若為申訴舉報案件，京鼎則依「不誠信行為檢舉調查機制」針對其申訴內容進行調查、提供回應方針和補救措施。

2.8.1 不誠信行為檢舉調查機制

京鼎在公司營運及業務處理行為及程序方面，嚴格要求員工避免利用職務牴觸不誠信行為，以及為個人及親屬謀取不當利益，如有違反情事，經下述檢舉調查流程確認後，依據公司內部獎懲辦法進行處置。京鼎建立多元的溝通管道和各方利害人進行溝通，針對申訴舉報者，秉持不打擊報復之準則，承諾保護具名申訴舉報者。

2024年度無違反誠信原則的事件。

反貪腐舉報調查流程圖

◎ 2024年誠信經營治理成果

申訴案件	教育訓練			簽署承諾	
	新人訓練	年度訓練	供應商訓練	新進員工	與客戶往來之特定員工
0 件	173 人	誠信廉潔課程 419 人次 RBA 課程 417 人次	線上影片 1 場	誠信廉潔暨智慧財產權約定書 專案保密承諾書 218 位 (達成率 100%)	High IP 高機密智慧產品 專案保密承諾書 182 位 (達成率 100%)

2.9 法規遵循

京鼎依據行政院金融監督管理委員會頒訂之「公開發行公司建立內部控制制度處理準則」及相關法令、函文號，制訂公司內部控制制度，並經董事會通過落實執行於各項作業準則，以促進公司之健全經營，確保公司政策及規定被有效執行，以達到營運之效果及效率、報導具可靠性、及時性、透明性及符合相關規範及相關法令規章之遵循等三大目標。該內控制度的範疇涵蓋日常所有營運活動如交易循環、資訊管理及其他管理控制等，並結合各項國際標準如ISO9001、ISO14001、ISO45001等整合於日常作業流程。

京鼎定期進行法令盤點，建立應遵循的重要法令清冊，法令若有更新會適時更新相關內控管理規章，以利人員遵循，使各項營運活動符合法令規定。

此外，京鼎設置稽核室，直屬董事會，協助董事會及管理階層檢查及覆核內部各項制度及流程，適時提供改善建議，以確保公司內部控制制度得以持續有效實施。稽核室之組織及運作可至下列網址查詢：https://www.foxsemicon.com/zh-tw/ir_cg_audit.aspx

2.9.1 落實公平交易

企業間的相互競爭有助於促使企業改善產品素質並提供客戶更多元化的產品，以提升企業的營運能力及降低成本來創造利潤。反競爭行為會削弱市場的效率及公平性，讓客戶缺乏選擇，難以取得合理服務，且降低外部競爭，最終亦會傷及企業的核心價值。京鼎往來客戶大多為半導體產業之全球知名客戶，我們依循全球各地政府公平交易委員會的監督，引導本行業的同行依法競爭，維護市場競爭秩序，並連續多年獲頒最佳供應商的榮譽，嚴格遵循下列公平交易準則。2024年京鼎並無違反公平交易或銷售相關法規之情事。

- 制定和實施與市場經濟相適應的競爭規則，完善宏觀調控，參與自由、競爭、有序的市場體系。
- 通過公平競爭，依法擴大經營規模，提高市場競爭能力。
- 依法經營，誠實守信，嚴格自律，接受社會公眾的監督，不得利用其控制地位或者獨占地位損害消費者利益。

2.9.2 遵循勞動法規

京鼎遵循廠區所在地主管機關的勞動法令，以保障勞工權益及維護勞資關係和諧，藉由和員工制定合法的的勞動契約清楚載明工作內容、薪資、工作時間及其他必要條款，且不得包含違反法律或剝奪勞工權益的條款，未來亦將秉持零違規、零罰款的高標準落實法令遵循。

對照集團在2022及2023年度裁罰金額，分別為2022年新台幣150,000元，2023年新台幣150,750元。前兩年(2022年與2023年)主要係因違反勞動相關法規遭到主管機關裁罰，均無單筆裁罰金額達重大性。

◎ 2024年違反政府法規罰款事項

2024年總計罰款金額為 NT$150,750

函文	違反法規	違反事項說明	罰鍰金額	改善措施
臺灣證券交易所股份有限公司函 113/4/26 (臺證上一字第1131801789號)	1.公開發行公司建立內部控制制度處理準則第5條 2.公開發行公司建立內部控制制度處理準則第11條 3.公開發行公司建立內部控制制度處理準則第38條 4.對有價證券上市公司重大訊息之查證暨公開處理程序第4條第1項第26款	京鼎精密科技股份有限公司及美國子公司發生資訊系統駭客攻擊事件，京鼎公司之內部控制制度設 計及執 行暨對子公司之監督與管理核有未依「公開發行公司建立內部控制制度處理準則」第5條、第11條及 第38 條規定辦理之情事，另京鼎公司之美國子公司於113年1月8日即發生駭客攻擊伺服器及加密文檔事 件，經 查符合證交所「對有價證券上市公司重大訊息之查證暨公開處理程序」第4條第1項第26款之情事， 惟京鼎公司延遲輸入公開資訊觀測站重大訊息畫面，故依證交所「對上市公司內部控制制度查核作業程 序」第9條 第2項及「對有價證券上市公司重大訊息之查證暨公開處理程序」第4條第1項第26款規定。	NT$100,000	請參閱資訊安全章節說明
國家科學及技術委員會 新竹科學園區管理局函 113/6/4 (竹商字第1130018230號)	公司法第387條第1項	111年股東會修改章程未於法定期限辦理公司變更登記	NT$50,000	增設股東會變更登記項目，以確保承辦人員不會遺漏辦理
財政部中區國稅局裁處書 113/9/23 (113年度財所得字第46113100739號)	所得稅法第89條第3項	未依限申報免扣繳憑單	NT$750	未來加強覆核功能，以確保資料申報完整

2.10 風險控管

2.10.1 風險管理流程

因應全球政治經濟、氣候變遷等風險議題，為落實企業治理及永續營運，京鼎遵循「上市上櫃公司風險管理實務守則」，將風險管理融入營運管理流程中，透過內外部問題與經營環境識別及分析，掌握對營運有影響之風險和機會，實施必要的控制措施，並進行監督審查，確保內部營運及管理系統的穩定性和競爭力。

京鼎透過四項步驟展開風險管理，在風險鑑別方面，各單位主管依內部的營運計畫暨績效管制程序，考量利害關係人需求及期望，鑑別可能之風險；以及透過定期的營運計畫會議及各單位內部會議擬定預防措施；如已發生風險，除了依預防措施因應之外，負責單位必須檢視預防措施之利弊，並提出改善措施持續改進。最後，由永續委員會各組委員針對整體成效進行監督。

風險鑑別
★全球政治經濟、氣候變遷等風險議題
★內部的營運計畫暨績效管制程序
★利害關係人需求及期望

風險預防
★定期的營運計畫會議
★檢視內外部溝通信箱
★各單位營運持續計畫

風險因應
★各廠區環安衛緊急應變小組
★永續委員會各組成員

風險監督
★各單位主管
★永續委員會風險小組會議

2.10.2 風險鑑別與因應

風險類別	項目 / 說明		因應措施	相關利害關係人
策略面	經濟環境	整體經濟不景氣，影響公司營收	持續管控費用及降低成本，提供經營管理效率，預防經濟環境變化與不確定性	客戶、供應商
	地緣政治	國際政治關係不確定性，導致關稅不確定性增加，造成採購及生產成本增加。	掌握全球法規、政治、經濟狀況等，調整產能配置	
	市場變化	通貨膨脹影響終端需求，導致客戶需求減少或快速變化	與客戶建立策略合作關係，及時配置各類產品需求	
營運面	新建廠相關	技術、生產品質進度延遲導致使投資效益不如預期	關注市場需求變化與技術應用發展，持續改進作業流程，調整人力配置，並引進外部專家資源	客戶、供應商、承攬商
	供應鏈管理	採購成本因物料價格上漲而提高	開發多元供應鏈體系，和供應商建立共榮信賴關係	供應商
	人力資源發展	人才技能無法跟上公司轉型需求，將影響公司競爭力	強化專業技術人才的教育訓練資源，並且提高主管管理力	員工
	資訊安全	因資安事件影響商譽或客戶信賴	重新檢視資安管控流程，導入ISO27001認證管理機制	員工、客戶、社區
財務面	信用風險	客戶應收帳款產生壞帳	透過信用額度管控機制，針對客戶的財務狀況及訂單情形評估客戶信用額度，並對已銷貨的款項持續跟催	客戶
	財產風險	天災、意外事故及不可抗力的因素造成廠房、設備及貨物等財產損失	衡量評估各項成本及保險費用後，適度將風險移轉給第三者(風險承擔機構)	供應商、承攬商
	匯率風險	貨幣市場利率變化及外匯市場波動	掌握外匯資訊，相關人員隨時掌握公司外幣水位，密切與銀行聯繫，以充分掌握匯率走勢，以因應匯率變動之風險。	政府、銀行
	流動性風險	金融突發事件造成系統性風險	資金配置以維持靈活調度為原則，除了與銀行維持良好的額度外，並適時的利用資本市場的籌資管道，強化資本結構提升經營能力。	銀行

※ 氣候風險與機會的鑑別和因應，請參考下面章節3.1.1。

2.11 投資人關係

京鼎秉持誠信經營與資訊透明的原則，確保股東與投資人能即時掌握正確資訊。我們透過多元管道揭露財務與營運資訊，每年召開股東大會，並定期參與外部機構舉辦的法人說明會，2024年共參加六次，向投資人說明公司營運狀況、產業趨勢及未來發展方向。此外，於公司官網設立投資人關係專區，定期更新財務及業務資訊，並揭露於公開資訊觀測站，確保資訊即時且透明。

京鼎重視與投資人的溝通，透過發言人及代理發言人機制，及時對外傳遞正確且一致的資訊，維持市場資訊透明。此外，公司委由專業股務代理機構辦理股務事宜，以保障股東權益。

京鼎透過資訊透明與溝通，深化投資人關係，強化企業治理，致力於永續經營，為股東及投資人創造長期穩定的回報。

2.12 客戶關係

京鼎致力於成為客戶長期信賴的合作夥伴，以提供客戶最高品質的產品和服務核心目標，透過多元管道與客戶保持雙向溝通，為客戶創造更高價值，共同打造長期穩健的合作關係。

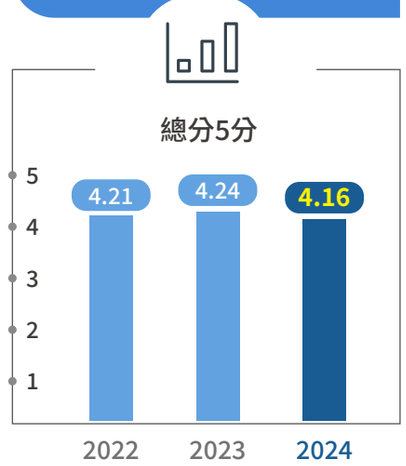
為滿足客戶對公司產品、品質、服務及永續發展等各項要求，京鼎每年進行客戶滿意度調查，藉此了解客戶需求與意見，並針對客戶反應事項提出改善計畫，以及透過管理審查會議追蹤改善成效。

2024年客戶滿意得分為 4.16

客戶溝通管道

- 電子郵件或電話溝通(每日)
- 客戶會議(不定期)
- 業務績效評比(每年)
- 京鼎滿意度問卷(每年)
- 客戶問卷調查(不定期)

客戶滿意度調查



滿意度調查面向

- 產品技術和創新
- 產品售後品質
- 產品客戶服務
- 訂單交貨
- 競爭力
- 客戶智慧財產管控

2.13 顧客隱私與資訊安全

2.13.1 顧客隱私管理

為保障客戶隱私及保護個人資料，京鼎制定「機密資料及智財(CI-IP)管理辦法」、「客戶財產管理作業規範」、「隱私權政策」，並遵循營運所在地的法規，以最高標準保障隱私權及落實個人資料保護處理。針對涉及機密資料及智財的員工，除了必須簽署保密協定之外，也必須完成機密資料及智財保護課程，並且在相關業務執行範疇遵守管制規定；針對客戶產品及智慧財產，京鼎制定妥善的管理措施，並提供申訴管道，如客戶對於產品或服務之資訊安全有任何疑慮，設有專責處理窗口調查事件並回覆客戶。

京鼎機密資訊管理相關辦法

- 機密資料及智財(CI-IP)管理辦法：針對公司的機密資料及智慧財產制定管理程序。
- 客戶財產管理作業規範：針對公司內部、客戶、供應商的有形及無形資產進行保護。
- 新智慧資源管理系統：管理客戶圖面及文件。
- 門禁管理作業辦法：廠區的人、車、物之資訊管理。
- 資訊系統管理相關作業辦法：各類電腦軟體、硬體及網路之管理。

2024年度未發生來自外部各方或監管機構，屬於侵犯客戶隱私的投訴案件。

2.13.2 資安管理

(1) 資訊安全管理委員會

本公司於2024年設立資訊安全管理委員會(以下簡稱委員會)，由副總經理兼資安長擔任委員會召集人，資訊安全管理代表由委員會指派專人擔任，統籌協調、監控、處置與持續改善等資訊安全管理任務，稽核小組由委員會選定具備資安管理作業獨立性人員組成，負責內部稽核與矯正管理等任務，委員會下轄資安管理執行小組及緊急應變執行小組，負責資訊安全政策制定、法規遵循、管理審核、防護監控與緊急應變，每季定期向董事會報告資安狀況及執行成效。

(2) 資安管理機制

本公司以ISO/IEC 27001做為資訊安全管理框架，實施資訊安全管理系統(Information Security Management System, ISMS)，具體控制措施與資安管理作為包含五大面向。

端點安全防護

- 伺服主機及電腦全面安裝MDR軟體，24小時即時監控分析端點行為。
- 安裝防毒軟體及微軟更新服務(Windows Update)，即時更新與修補。
- 定期實施弱點掃描，即時更新與修補。

應用程式安全防護

- 律定程式開發資安原則，包括禁止使用不安全設計技術、撰寫安全程式碼及識別常見弱點等安全規範。
- 購買合法授權軟體，禁止使用任何非法或未經授權使用的軟體，進行系統開發與專案工作。
- 系統開發或功能變更須執行程式碼檢測，確認漏洞完成修補後才能上線使用。
- 建置特權帳號管理與監控系統，即時掌握與稽核高權限帳號行為。

網路安全防護

- 建置次世代防火牆、應用系統防火牆及入侵偵測系統，24小時事件監控與即時反應。
- 防火牆及VPN設定多因子身分驗證(MFA)，強化連線安全。
- 定期執行滲透測試，發掘潛藏安全漏洞進行補強，提升網路防禦能力。
- 建立資安聯防機制，接收台灣電腦網路危機處理暨協調中心(TWCERT/CC)及科學園區資安資訊分享與分析中心(SP-ISAC)威脅情資。

資料安全防護

- 建置檔案加密與外發系統，保護機敏檔案，防止資料外洩與未經授權存取行為。
- 重要資料及檔案每日定期備份，並採「3-2-1備份原則」，備份資料每年至少進行一次資料回復測試，以驗證備份資料之可用性。

營運持續計劃

- 定期檢視關鍵業務作業流程，依衝擊程度、資產風險、最大可容忍中斷時間(MTPD)、復原時間目標(RTO)及復原時點目標(RPO)等進行營運衝擊分析(BIA)。
- 針對關鍵業務擬定營運持續計畫(BCP)，每年定期測試演練，2024年10月起配合ISO/IEC 27001導入時程，完成2項系統測試演練，結果符合預期。

通過ISO 27001國際標準驗證

為確保資訊安全管理制度符合國際標準並有效運作，本公司已通過ISO/IEC 27001 資訊安全管理系統國際標準驗證，持續精進資安策略與管理流程，確保資訊資產之機密性、完整性與可用性，守護公司與利害關係人的共同利益。

(3) 資安文化

為提升員工對資訊安全的重視，京鼎定期辦理資訊安全與風險教育訓練、宣導與實務演練，並且於新人到職時要求100%完成訓練，此外，為強化同仁資安意識，藉由電子郵件社交工程演練掌握各單位及同仁的意識強度，演練未達標或需加強改善之同仁，再次安排教育訓練，形成正向改善循環，以期提升所有員工對資安風險的意識。

定期發布資安通報公告	新進員工辦理資安訓練	員工大會全體員工資安宣導	電子郵件社交工程演練(未通過測試員工再訓練)
34 則	100 %	4 場 5038 人次	105 人

資安宣導公告

(4) 2024資安案件說明

案由

2024年1月集團網頁遭受駭客網路攻擊，事發當下，資訊部門即偕同外部資安公司(趨勢科技)完成處置，確認未造成客戶資訊洩漏及影響營收情事。

改善事項

針對受影響範圍及外部資安公司建議事項，完成15項緊急應變措施。

強化措施

- 組織調整，設置資安長，成立資安專責部門
- 分短、中、長期階段，規劃36項資安強化措施，均於2024年度內完成。
- 建立完整全面的資安管理架構，如資安管理機制說明。

Mutual Benefit:
Fostering Environmental Sustainability

Highlights of This Chapter

- The GHG Emission intensity at the Kezhong Site was decreased by 33.56% in 2024 compared to 2023.
- The FITI Group's Water Usage Intensity in 2024 was reduced by 13.3% compared to 2023.
- At the Kezhong Site, the energy-saving water chillers were replaced, improving energy efficiency by 28.44%. This is expected to reduce carbon emissions by nearly 3,000 metric tons over the next decade.

3.1 氣候變遷所帶來的風險與機會

3.1.1 氣候風險和機會鑑別流程

因應氣候變遷帶來的衝擊包含實體風險、轉型風險及其機會，京鼎依循國際金融穩定委員會(Financial Stability Board, FSB)發布之氣候相關財務揭露建議架構(Task Force on Climate-related Financial Discourses, TCFD)鑑別氣候變遷風險與機會評估，並參考聯合國 政府間氣候變化專門委員會(Intergovernmental Panel on Climate Change, IPCC)第六次評估報告(Sixth Assessment Report, AR6)及世界能源展望報告(World Energy Outlook, WEO)，於2024年完成氣候實體與轉型風險，以及氣候機會的評估。

隨著全球邁向淨零碳排目標，企業可能會面臨經濟、營運、法律與聲譽上的重大挑戰，因此，京鼎每年定期針對政府法規、技術、市場和聲譽面的風險進行鑑別，確保以下目標：

- 符合法規要求與市場趨勢：遵循國際法規及適應市場轉型邁向低碳經濟。
- 維持長期營運穩定性：降低碳稅負擔、能源成本上升等財務風險及提升供應鏈韌性。
- 強化資本市場信任與投資吸引力：吸引關注ESG績效投資人進行永續投資，以及有效管理氣候風險增強企業的信用評級。
- 創新與競爭優勢：即早進行氣候轉型，投入低碳技術、循環經濟、再生能源等領域可取得政府獎勵或減免稅賦。

京鼎氣候風險和機會鑑別流程圖

1. **議題蒐集**：參考國內外氣候變遷報告、分析標竿企業關注議題
2. **風險機會鑑別**：永續委員會及高階主管共23位針對16項風險、8項機會鑑別
3. **產出矩陣圖**：繪製風險和機會矩陣圖，找出重大的氣候風險議題。
   - 風險考量發生的影響程度和發生的機率
   - 機會考量重要性和可行性
4. **擬定管理措施**：評估重大風險議題的衝擊內容

3.1.2 鑑別結果

京鼎永續委員會參考聯合國氣候變遷大會近年來討論的主題，以及標竿產業之氣候行動，盤點16項氣候風險議題和8項氣候機會議題，以及藉由永續委員會成員、TCFD任務小組成員及高階主管參與氣候風險機會評估問卷，繪製風險機會分析矩陣圖，決定重大的氣候風險與機會，並進一步提出因應對策確認所鑑別的重大氣候風險與機會均得到適當的處置。

氣候風險議題的衝擊度係依據風險情境的影響程度和發生機率，區分成5個等級(極高度、高度、中等、低度、不明顯)，依矩陣圖所示，在中等偏高度以上者共8項議題，依序為電力供需失衡、政府實施淨零排放法規、企業減碳技術支出增加、客戶要求低碳產品或淨零、低碳原物料成本增加、政府監管措施日益嚴格、企業減碳技術培育不足、因氣候衍生的市場訊息不確定或變動。

氣候風險

- 政策法規面：
  - 轉型：政府監管措施日益嚴格
  - 轉型：政府實施淨零排放法規
- 市場面：
  - 轉型：客戶要求低碳產品或淨零
  - 轉型：低碳原物料成本增加
  - 轉型：因氣候衍生的市場訊息不確定或變動
- 技術面：
  - 轉型：企業減碳技術支出增加
  - 轉型：企業減碳技術培育不足
- 聲譽面：
  - 轉型：氣候相關勞資爭議
  - 轉型：利害關係人負面回饋
  - 轉型：媒體負面報導

- 實體：洪災淹水
- 實體：缺水乾旱
- 實體：熱浪或高溫
- 實體：電力供需失衡
- 實體：溫度上升
- 實體：海平面上升

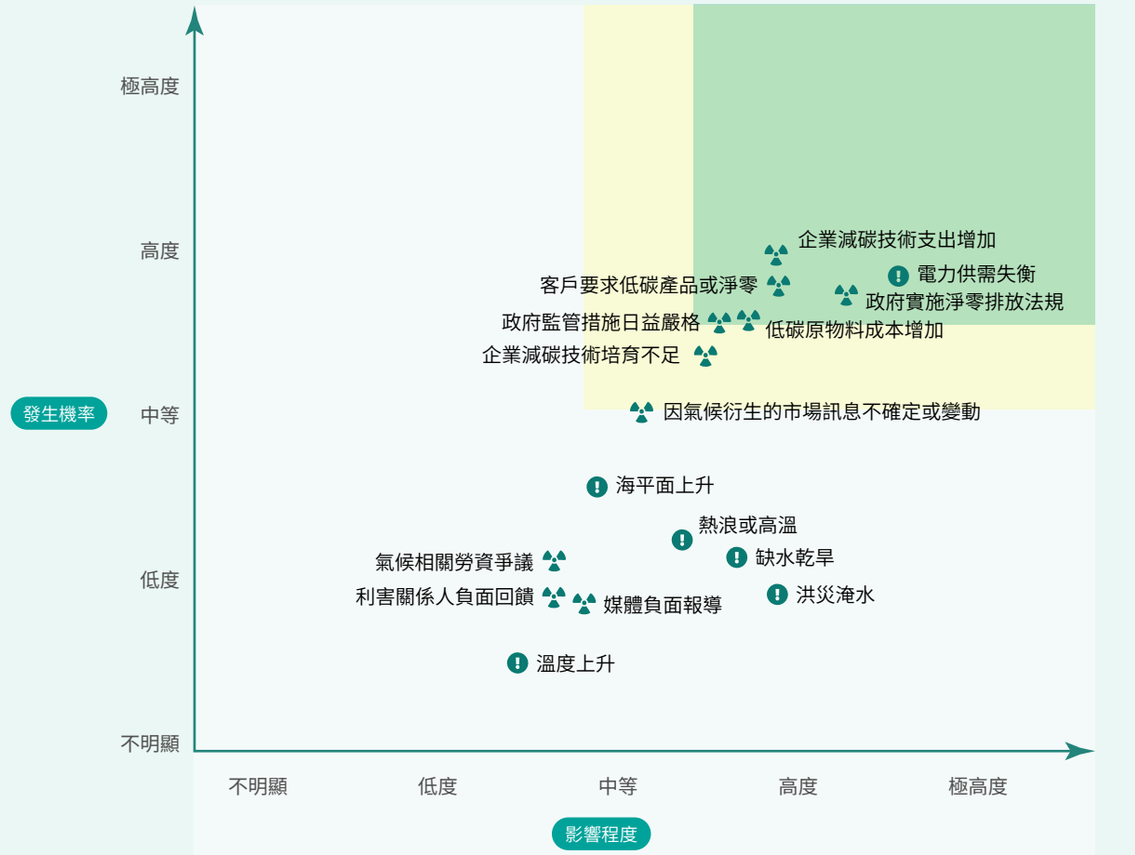
影響程度

- 極高度：無法採取預防措施或其預防措施成本過高無法負擔，以至於無法減低人員傷亡或重大財產損失
- 高度：較難採取預防措施，或需投入大量資源才能減低人員傷亡或財產損失
- 中度：可採取預防性措施預防人員傷亡或財產損失
- 低度：採取現有措施即可預防人員傷亡或財產損失
- 不明顯：評估不容易造成人員傷亡或財產損失

發生機率

- 極高度：0-3年內會發生
- 高度：3-6年內會發生
- 中度：6-10年內會發生
- 低度：10-15年內會發生
- 不明顯：超過15年以上或不認為會發生

氣候風險矩陣圖



氣候機會議題的優先順序則依據機會情境的重要性和可行性，亦區分成5個等級(極高度、高度、中等、低度、不明顯)，依矩陣圖所示，在中等偏高度以上者共4項議題，依序為企業推動節能措施、企業提升使用能源的效益、企業使用的能源多樣化、企業推動資源回收再利用。

氣候機會

- 提升使用能源的效益，如：用電
- 使用的能源多樣化，如：再生能源
- 推動資源回收再利用
- 推動節能措施
- 商業模式創新/取得新商機
- 氣候相關融資機會增加
- 綠電市場交易增加
- 供應鏈韌性提升

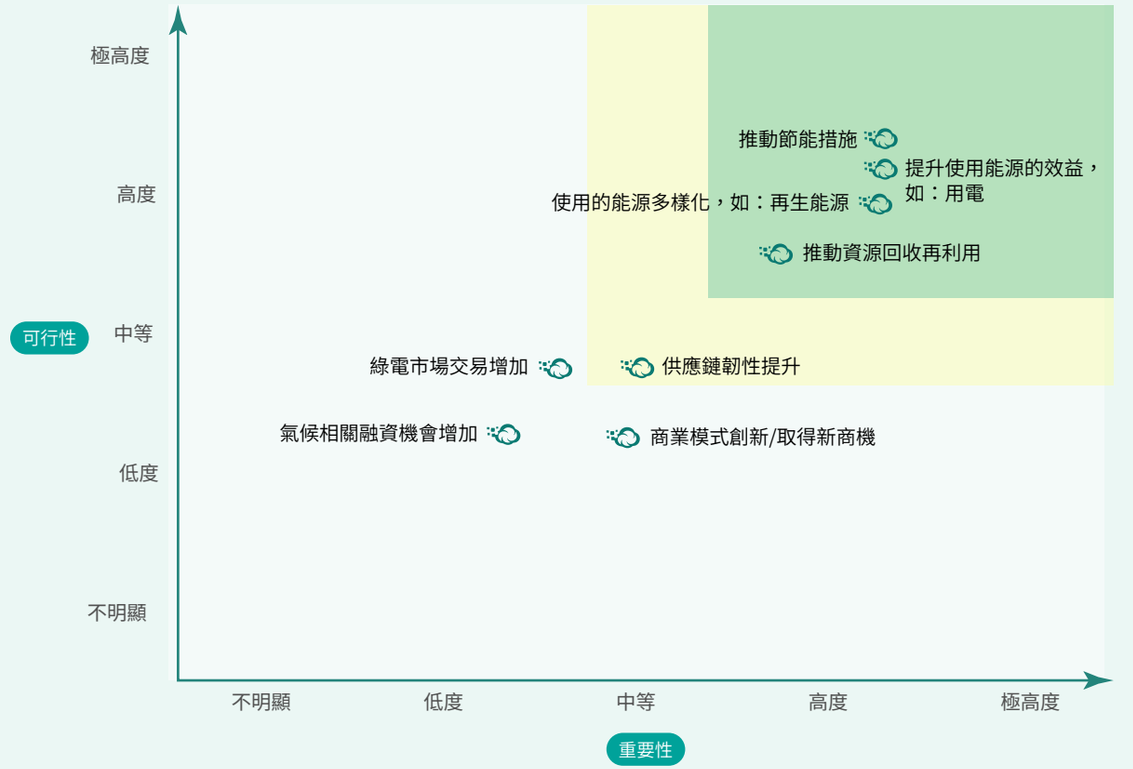
影響程度

- 極高度：企業必須全面推行才能降低風險和維持營運
- 高度：企業必須局部或重點推行以降低風險和維持營運
- 中度：企業可以低度推行以降低風險和維持營運
- 低度：企業不一定要推行即可降低風險和維持營運
- 不明顯：企業不推行對營運不會有影響

發生機率

- 極高度：0-3年內會發生
- 高度：3-6年內會發生
- 中度：6-10年內會發生
- 低度：10-15年內會發生
- 不明顯：超過15年以上或不認為會發生

氣候機會矩陣圖



3.1.3 年度重大氣候風險議題管理方針

氣候風險議題 / 情境說明		影響程度	發生時程	財務衝擊	管理方針
實體	**電力供需失衡** ・政府調漲工業用電價格、整體供電吃緊造成跳電導致營運中斷	●●●	1~2年內	●●●	・建立生產備援機制和緊急發電設備
政策法規面	**政府實施淨零排放法規** ・台灣碳費徵收、CBAM碳關稅申報制度、台灣對特定製造業者要求使用再生能源	●●●	3~4年內	●●	・提早規畫相關碳排自願減量計畫，針對碳管制產品轉型低碳製程，與能源輔導業者規劃綠能投資合作案
	政府監管措施日益嚴格 ・政府提高對製造業廢水回收、節電度要求標準	●●●	2~3年內	●●	・主動追蹤各國政府對能資源管理規範及立法進度，設定超越法規標準且逐年進步的節能指標
技術面	**企業減碳技術支出增加** ・大量能源設備汰舊換新導致資本支出過度增加	●●●	1~2年內	●●●	・確認廠內可改善之重大能源使用並規畫提升或更新優先性，降低碳排放量並獲取長期回收效益
	企業減碳技術培育不足 ・低碳產品開發技術、能源管理轉型技術及各單位碳專家知識技能培育量能不足	●●●	2~3年內	●	・計畫性導入ISO14067、ISO50001，培育碳專家、能源管理稽核專家及相關技能
市場面	**客戶要求低碳產品或淨零** ・客戶要求提供所屬範疇三碳數數據以及使用一定比例再生能源	●●●	1~2年內	●●	・建立淨零目標及路徑，提早規畫相關淨零方案及投資預估確定財務影響，並收集相關政府補助計畫資訊。
	低碳原物料成本增加 ・要求供應商具備溫室氣體盤查能力，成本轉嫁原料；因應低碳評鑑要求限縮合格供應商家數	●●●	2~3年內	●●	・輔導供應商碳盤查能力，持續和供應商議合評鑑指標，以及促進其減碳能力的門檻
	因氣候衍生的市場訊息不確定或變動 ・美國退出巴黎協定，跨國企業或區域市場對淨零目標及能源政策的變化，影響企業預算及支出管控	●●	3~4年內	●	・持續關注國際氣候趨勢及議題，維持2050淨零目標，機動因應各國市場政策彈性調整企業支出，有效控制企業的氣候行動支出效益最大化

3.1.4 年度重大氣候機會管理方針

氣候機會議題 / 情境說明	重要性	可行性	財務衝擊	管理方針
企業推動節能措施 ・各廠區推動節能減碳宣傳及提案競賽 ・利用自動化控制系統，如：感應照明、智能溫控系統自動調節能源輸出	●●●	●●●	●●	・定期舉辦節能教育與培訓活動，提高員工對能源節約的認識，從行為上促進節能效益。 ・淨零推動小組定期召開提案會議，鼓勵各單位產出方案並給予獎勵
企業提升使用能源的效益 ・檢視並改進生產流程，調整工序與設備運行參數，減少能源消耗與生產過程中的浪費 ・更換為高效能的機器與設備，升級空調及照明系統，以減少能源損耗	●●●	●●●	●●	・和能源輔導業者合作，確認廠內可改善之重大能源使用並規畫提升或更新優先性 ・建立產品碳調查專案小組，透過製程的碳排計算，掌握能源效率高的製程用來生產受關稅管制的產品。
企業使用的能源多樣化 ・投資太陽能、風能、地熱等再生能源設施，部分替代傳統能源來源，降低對傳統電力依賴	●●●	●●●	●●	・於新設廠區評估設置太陽能案場，以及規劃建物碳中和之可行性 ・規劃綠電小額採購專案
企業推動資源回收再利用 ・定期進行能耗與廢棄物量的監控與評估，找出改善空間，提升資源利用效率 ・產品設計階段引入「綠色設計」理念，選用易回收、可重複利用的材料，並簡化拆解流程，實現產品全生命週期的資源再利用	●●●	●●●	●	・推動廠區生活廢棄物減量 ・與上游供應商合作引進循環包材使用
供應鏈韌性提升 ・運用物聯網、大數據與人工智慧，建立供應鏈監控系統，快速偵測異常狀況，提高供應鏈全貌的即時監控與預警能力 ・輔導供應鏈提升氣候行動治理能力，降低原物料取得因淨零目標影響造成成本上升的衝擊	●●	●●	●	・建立供應商評鑑系統數位化平台 ・開設供應商碳數據輔導課程，藉由供應商大會聯合供應商響應氣候行動及淨零目標

3.2 溫室氣體

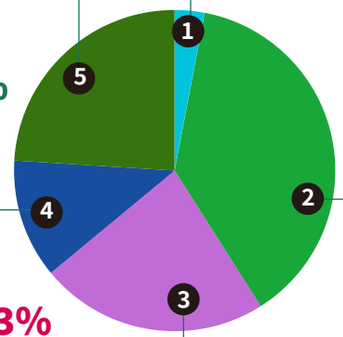
3.2.1 溫室氣體盤查政策

京鼎集團依據ISO 14064-1:2018標準要求，並參考溫室氣體議定書(GHG Protocol)進行本集團溫室氣體盤查管理相關資訊揭露，藉由盤查過程與結果，確實掌握本集團溫室氣體排放，更期望未來能致力於溫室氣體減量工作，對全球暖化趨勢之減緩，善盡身為地球村一份子的責任。

組織邊界設定採用營運控制權方式，盤查之溫室氣體主要為二氧化碳(CO_2)、甲烷(CH_4)、氧化亞氮(N_2O)、氫氟碳化物(HFCs)四類。本集團因2023年組織邊界增加科研廠導致溫室氣體排放量變動超過顯著性門檻5%，且海外新廠即將完工營運，規劃基準年可能進行調整變更，以反映真實碳排情形。

科中(含宿舍)、科研廠區與美國辦公室2024年度七大溫室氣體CO_2排放當量如下表，盤查清冊見附錄一，並於2025年4月10、14及29日由財團法人台灣大電力研究試驗中心完成第三方查證，2024年度總排放量為16,832.715 公噸CO_2e。

(1) 2024年整體排放來源分析(科中,科研,美辦) → 科中，科研和美辦2024年總排放 **16,832.715** 公噸CO_2e。



【類別5/範疇3:與產品使用相關】
排放量 **3,862.6407** 公噸 CO_2e，佔比 **22.95%**
※ 相較2023年 排放量 **4,349.0549** 公噸 CO_2e，為 ↓ **11.18%**

【類別1/範疇1:直接排放】
排放量 **459.2641** 公噸 CO_2e，佔比 **2.73%**
※ 相較2023年 排放量 **469.3281** 公噸 CO_2e，為 ↓ **2.14%**

【類別4/範疇3:組織使用產品】
排放量 **2,137.5271** 公噸 CO_2e，佔比 **12.70%**
※ 相較2023年 排放量 **1,633.8775** 公噸 CO_2e，為 ↑ **30.83%**

【類別2/範疇2:輸入能源】
排放量 **6,423.3807** 公噸 CO_2e，佔比 **38.15%**
※ 相較2023年 排放量 **5,859.1499** 公噸 CO_2e，為 ↑ **9.63%**

【類別3/範疇3:運輸產生】
排放量 **3,949.9028** 公噸 CO_2e，佔比 **23.47%**
※ 相較2023年 排放量 **7,244.7353** 公噸 CO_2e，為 ↓ **45.48%**

分析碳排熱點：輸入能源（電力）和運輸相關排放為最大宗，占六成以上，為優先減碳對象。

科中,科研,美辦排放總量變化比較圖（2023年 vs 2024年）

16,832.7154 公噸 CO_2e

2024年

19,556.1457 公噸 CO_2e

2023年

※ 2024年較2023年減少約

2,723.4303 公噸 CO_2e

⬇ 13.93%

主要原因依盤查結果減量最多為類別3運輸，其中以類別3.1上游(原物料)運輸減少最多，從2023年的約7,092公噸CO_2e下降至2024年的3,587公噸CO_2e。類別3.1係為公司自費自海外購入進口原物料所產生的運輸排放。

類別1/範疇1減少主要原因是美國辦公室在2024年度將公務車從汽油變更為電動車。

類別2/範疇2用電、能源活動數據來源為廠務單位提供電費單，此外台灣電力排放係數從0.494公斤CO_2e/度 降至0.474公斤CO_2e/度。

類別3下降主要原因為類別3.1公司自費自海外購入進口原物料所產生的運輸排放降低。

類別4包括類別4.1購買商品之上游排放，目前計算為自來水、電力、汽柴油的上游排放，以及類別4.3廢棄物處置，由環安單位統計各種廢棄物產出量，與各廠產能相關。

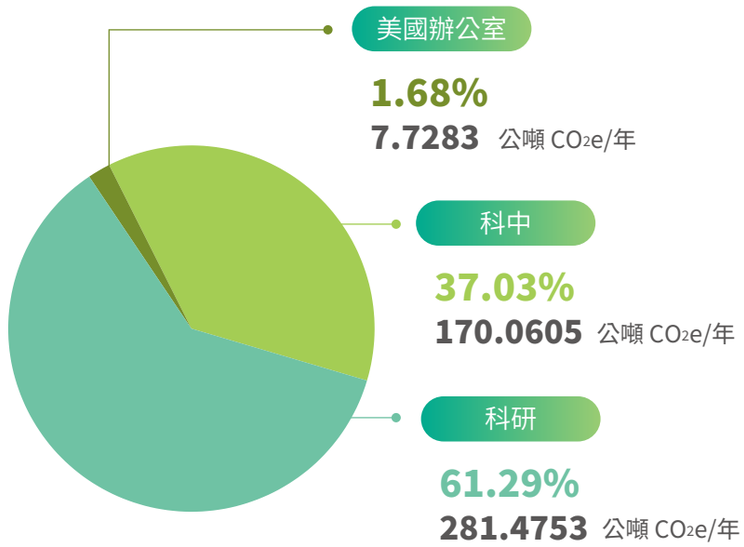
類別5計算5.3下游租賃資產，此為科中廠出租給承租戶GIS、FIT-CIDA使用的自來水和電力。另外科研廠無出租之狀況。

京鼎集團科中廠,科研廠,和美辦範疇1~3之七大溫室氣體排放當量統計表

廠區	排放當量	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	合計	廠區佔比%
科中	公噸CO_2e/年	11,758.6543	4.5153	0.2671	155.7581	0.0000	0.0000	0.0000	11,919.195	70.81%
	佔比%	98.65%	0.04%	0.00%	1.31%	0.00%	0.00%	0.00%	100.00%	
科研	公噸CO_2e/年	4,615.8676	0.0004	0.0009	281.0831	0.0000	0.0000	0.0000	4,896.952	29.09%
	佔比%	94.26%	0.00%	0.00%	5.74%	0.00%	0.00%	0.00%	100.00%	
美國辦公室	公噸CO_2e/年	14.9311	1.6345	0.0023	0.0007	0.0000	0.0000	0.0000	16.569	0.10%
	佔比%	90.12%	9.87%	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	
全廠區	公噸CO_2e/年	16,389.453	6.1502	0.2703	436.8419	0.0000	0.0000	0.0000	16,832.7154	100.00%
	佔比%	97.36%	0.04%	0.00%	2.60%	0.00%	0.00%	0.00%	100.00%	

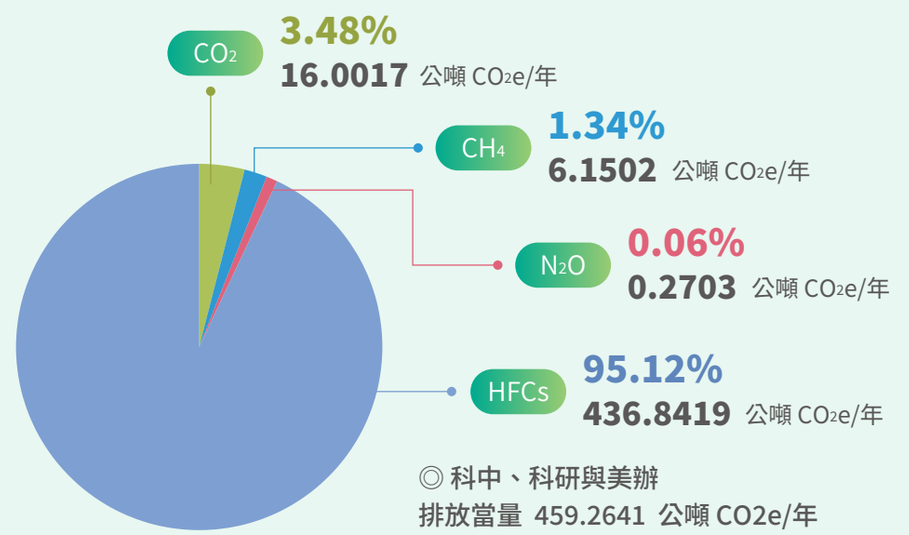
(2) 範疇1: 直接溫室氣體排放(類別1)

科中(含宿舍)、科研廠與美國辦公室2024年度直接溫室氣體排放當量(類別1)總量為459.2641公噸CO_2e，占總排放量比例為2.73%。其中主要排放源為逸散排放，以使用於空調系統的HFCs排放為主，在類別1中占比達95.12%；其次為CO_2，所占比例為3.48%。(如右圖)。



科中、科研與美辦之溫室氣體排放量與佔比(類別1)

美國辦公室	科中	科研
CO_2：6.0908 (78.81%)	CO_2：9.5200 (5.60%)	CO_2：0.3909 (0.14%)
CH_4：1.6345 (21.15%)	CH_4：4.5153 (2.66%)	CH_4：0.0004 (0%)
N_2O：0.0023 (0.03%)	N_2O：0.2671 (0.16%)	N_2O：0.0009 (0%)
HFCs：0.0007 (0.01%)	HFCs：155.7581 (91.59%)	HFCs：281.0831 (99.86%)
總計：7.7283 tCO_2e/年	總計：170.5605 tCO_2e/年	總計：281.4753 tCO_2e/年



科中、科研與美辦之溫室氣體排放量與氣體別佔比(類別1)

本集團溫室氣體排放量計算，主要採用方法以「排放係數法」為主，台灣排放係數引用行政院環境部「溫室氣體排放係數(2024/02/05公告)」，美國排放係數引用US-EPA公告「GHG Emission Factors Hub (Last Modified：2025/01/15)」，全球暖化潛勢(GWP)預設採用聯合國政府間氣候變化專家委員會(Intergovernmental Panel on Climate Change, IPCC) 2021年第六次評估報告(AR6)之各種溫室氣體GWP進行計算。

量化公式如下：溫室氣體CO_2e =使用量×排放係數× IPCC 2021 AR6全球暖化潛勢(GWP)

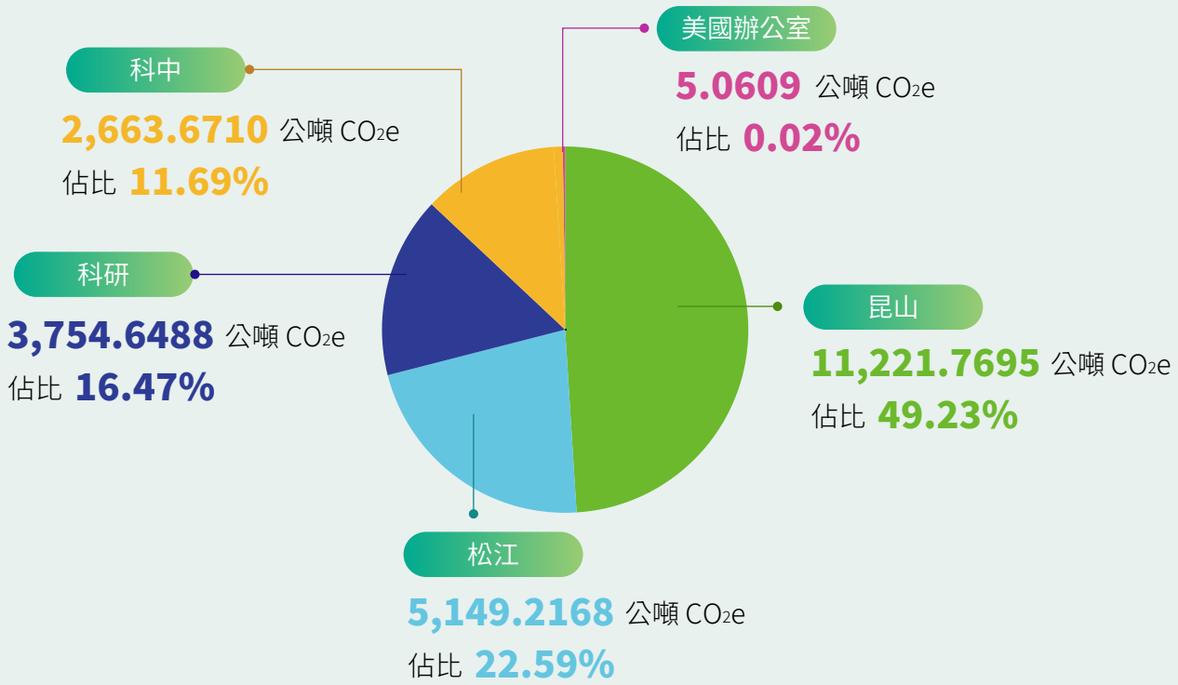
係數引用來源：行政院環境部「溫室氣體排放係數(2024/02/05公告)」

(3) 範疇2: 能源間接溫室氣體排放(類別2)

科中(含宿舍)、科研廠與美國辦公室2024年度能源間接溫室氣體排放量(類別2)為6,423.3807公噸CO_2e，占總排放比例為38.15%。主要間接排放源為外購電力，科中、科研廠外購電力來源均向台灣電力公司購電所得，美國辦公室外購電力來源均向Pacific Gas and Electric Company購電所得。

此版永續報告書發行時間為2025年8月，而上海松江與昆山廠區預計於2025年第四季完成ISO14064溫室氣體第三方查證，故相關資訊將於明年度永續報告書進行揭露 。

從右表可知，中國大陸廠區（松江+昆山）範疇二/類別二碳排合計佔 71.82%，而台灣廠區以及美辦之類別二總和僅佔 28.18%。集團目前用電碳排集中在中國大陸廠區。



2024年科中、科研、松江、昆山、美辦之範疇二(類別2)溫室氣體排放占比

2023 vs 2024 各廠區用電排放比較

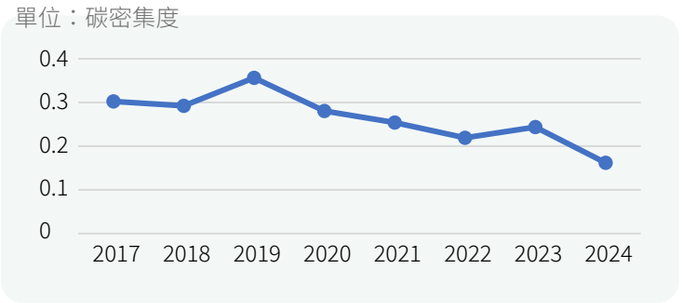
2023→2024年類別2/範疇2碳排量增加約15.65%（+ 3,084.72 公噸 CO_2e）

只有科中廠稍微減少，其餘廠區用電量及碳排數據均呈上升趨勢，上升的主要原因是廠區去年用電量和產值均增加，呈現之數據顯示兩者關係為正相關。

科中、科研、松江、昆山、美辦
↑ 3,084.7236

(4) 範疇3: 其他間接溫室氣體排放(類別3~6)

本排放源是由其他公司所擁有或控制為主，本集團依ISO14064-1：2018標準設定間接排放重大性準則進行其他間接溫室氣體排放量揭露。科中、科研廠與美國辦公室2024年度其他間接溫室氣體排放量(類別3~6)為9,950.0706公噸CO_2e，占總排放量比例59.12%。



※量化公式如下：類別3~6的CO2當量=活動數據×排放係數×GWP

※係數引用來源： 1. IPCC 2021 AR6全球暖化潛勢(GWP) 2. 環境部「溫室氣體排放係數」(2024/02/05公告) 3. 環境部碳足跡資料庫 4. 經濟部能源署2023年能源統計手冊 5. US-EPA公告GHG Emission Factors Hub (Last Modified：2025/01/15)

科中廠區溫室氣體排放密集度

年度	營收 (百萬元)	排放量 (公噸CO_2e)	排碳密集度 (公噸CO_2e /百萬元)	集團排碳密集度變化量(%)
2017	8,168	2,469.898	3.0238×10^{-1}	--
2018	9,305	2,719.688	2.9228×10^{-1}	-3.34
2019	7,306	2,603.375	3.5634×10^{-1}	21.92
2020	9,942	2,788.484	2.8047×10^{-1}	-21.29
2021	12,246	3,110.383	2.5398×10^{-1}	-9.44
2022	14,843	3,252.327	2.1911×10^{-1}	-13.73
2023	13,051	3,180.055	2.4366×10^{-1}	11.2
2024	16,455	2,663.671	1.6188×10^{-1}	-33.56

說明1：計算方式：排放密集度=排放量(類別1+類別2)／年營收(百萬元)
說明2：為確保與2017年起建立的歷史數據趨勢具可比較性，本表目前僅計算科中廠。
說明3: 此計算方式在技術上存在以下問題
1)範圍不一致: 分子僅計算單一廠區排放量，分母卻涵蓋全集團營收，造成計算範圍不一致的問題。
2)低估的碳密集度數據: 由於分母(全集團營收)遠大於對應的分子(單廠區排放)，導致碳密集度數據被低估。
說明4: 後續待全集團溫室氣體盤查數據更完整後，將改採全集團碳排量進行碳密度計算，以提供更準確和符合國際慣例的永續績效指標。

範疇3(科中，科研，美辦) 排放量排名前三 (2023年 vs 2024年)

類別3的上(下)游運輸為集團揭露邊界(科中、科研和美辦)主要範疇3的排放源，雖2024年已較2023年減少約44.3%，此排放源仍為集團範疇3主要排放源，而此排放與供應鏈管理密切相關，應納入減碳策略。下游租賃資產為範疇3第二大排放源，此為科中廠出租給承租戶GIS、FIT-CIDA使用的自來水和電力。另外科研廠無出租之狀況。

單位:排放量 公噸 CO_2e

類別3: 上游運輸

2023	7,091.8106
2024	3,586.9991 ↓ 49.42%

註: 加上類別3下游運輸碳排 269.1158公噸CO_2e 後，類別3總碳排量為3,949.9028，仍為範疇3最高

類別5: 下游租賃資產

2023	4,349.0549
2024	3,862.6407 ↓ 11.18%

類別4:購買商品之上游排放

2023	1,185.9233
2024	1350.4197 ↑ 13.87%

(5) 溫室氣體減量計畫

科中、科研廠與美國辦公室2024年度溫室氣體排放來源，約59.12%是由其他公司所擁有或控制為主(類別3~6)，約38.15%為外購電力(類別2)，約2.73%為直接溫室氣體(類別1)排放。

科中廠區自2017年起自主性啟動2015~2016年度溫室氣體盤查，後續依ISO14064-1：2006標準陸續完成2017 ~ 2019年度；以ISO14064-1：2018標準完成2020 ~ 2023年度溫室氣體盤查與第三方驗證。

透過溫室氣體盤查鑑別出本集團的排放源與數量作為後續減量的規劃評估參考，科中廠區持續達成每年節電1%的溫室氣體當量減量，2024年度具體措施有冰水主機與照明燈具汰換(請參閱能資源章節說明)；以及2024年度類別1&2的溫室氣體排放密集度(如溫室氣體排放密集度統計表)，較2023年度減少8.1780×10^{-2} (公噸CO_2e /百萬元)，降幅約33.56%。

3.3 能資源

京鼎集團秉持企業永續發展之精神，長期致力改善節能、減碳、廢水、空氣、噪音、固體廢棄物及土壤地下水等環境問題，為貫徹「綠色消費、永續經營、持續改善」之管理政策，除不斷改善相關環保及廠務設備外；近年更積極推動二氧化碳盤查工作外，並同步訂定減碳目標，並積極提升設備操作經驗及操作技能，並汰換相關耗能設備，以達到環境保護之目標。

3.3.1 揭露項目

京鼎集團主要能資源為電力公司提供電力及購置柴油利用發電機進行廠區主要電力輸送，電力主要是耗用在廠區製程生產設備及相關廠務系統，利用廠區報表系統進行管理及分析，若用電狀況異常可以即時反應，務求每一度電都能發揮最佳的使用效率，避免浪費相關能源。

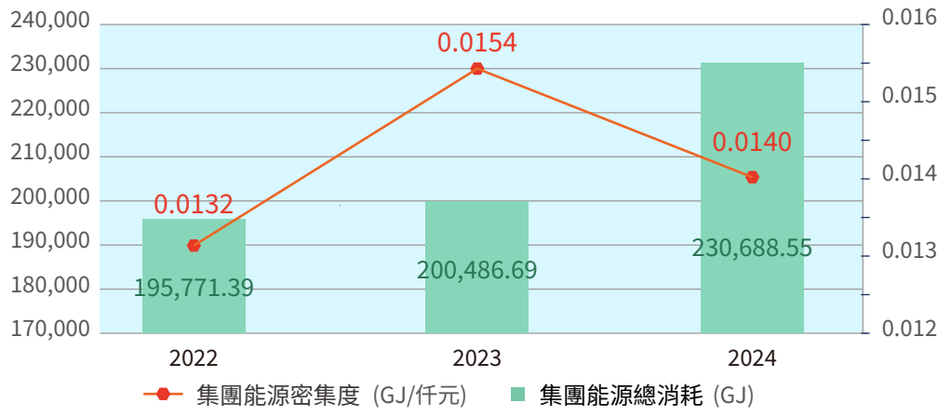
而柴油主要使用於緊急發電機，主要用於年度歲修及電力輸送異常時才會啟動，並不是工廠常態所使用之能源。天然氣部分主要為集團鍋爐使用，而天然氣主要使燃料充分燃燒取代污染能源，致力於使用乾淨能源達永續環保。

京鼎集團2024年能源使用情形

揭露項目	科中廠區	科研廠區	松江廠區	昆山廠區	合計
電力 (GJ)	42,588.00	28,516.32	44,136.14	71,921.61	18,716.07
柴油 (GJ)	15.11	5.27	224.93	281.16	526.47
天然氣 (GJ)	0	0	42,999.99	0	42,999.99
液化石油氣 (GJ)	0	0	0	0	0
再生能源	0	0	0	0	0

資料來源:
1. 電力、天然氣係以加總每月電費單或收費單所列之數據。
2. 柴油主要以實際使用統計量為主。
3. 當年度營業收入內容由合併財報揭露之數據，單位為仟元(TWD)。

京鼎集團各年度能源密集度



揭露項目	2022年	2023年	2024年
集團營業收入 (仟元-TWD)	14,843,221	13,051,357	16,454,476
集團能源總消耗 (GJ)	195,771.39	200,486.69	230,688.55
集團能源密集度 (GJ/仟元)	0.0132	0.0154	0.0140
集團能源密集度變化量 (%)	--	16.67	-9.09

註:
1.能源密集度以近三年為基準，資訊收集分析較完善。
2. 營業收入由各年度財報揭露之數據，單位為仟元(TWD)。
3. 集團能源總消耗為電力+柴油+天然氣，單位為GJ。
4. 能源密集度計算以集團各年度電力用量加總/各年度合併營業收入。
5. 2022至2024各年度能源密集度，因產能擴充及營業收入提升，有陸續下降之趨勢。

2024年節能方案執行項目　節能量(KWH)　節碳量(公噸)

1 冰水主機汰換		2 照明燈具汰換		年度總計
56,118	+	12,443	=	68,562
27.72		6.15		33.87

2015-2024年 平均年節電率

1.75% 引用能源查核網路申報資訊

註:
1. 排放係數引用當年度台灣電力公告之0.474公斤二氧化碳當量/度。
2. 年平均節電率引用能源查核網路申報相關資訊。
3. 2015~2024年平均節電率1.75%優於台灣能源法令要求(1%)。

3.3.2 廠區監控系統

台灣廠區推行智能化監控系統，有效監視及控管各項能源即時使用數據。透過電力系統、空調設施、空壓設備及廠區用水資訊即時監控，並結合異常數據之警報發報，減少異常情況發生；利用即時監測數據及數據曲線可更清楚了解廠區年度各項耗能使用量占比，透過數據之收集、分析，以此為基礎進行改善廠區用電及規劃改進方案，可提升能源效率並達節能減碳之效。

京鼎集團在節能部分上，台灣廠區新增高效率冰水主機，取代老舊冰水主機，達成用電效率提升，並汰換冷卻 水塔導入節能控制，提升冷卻水塔效率，有效降低冰水主機耗電。

集團各廠區將優先進行高能耗設備汰換優化用電設備，並強化空調系統、空壓系統及製程等..節能用電管理措施，因應目前全球提倡之節能政策，京鼎集團有必要針對相對應之能源政策、企業社會責任情況下，進行廠區之能資源資料收集、分析、改善等作為。

3.4 水資源

京鼎集團因應目前水資源政策進行持續規劃，除了同步配合政府政策進行各階段節能節水措施及廠區內部訂定之節水目標，並持續規劃評估相關管理系統，並運用現有資源及場地來達到節能、節水、減廢的目標。

3.4.1 水資源運用

集團依據世界資源研究所 （World Resources Institute, WRI）的水風險評鑑工具，鑑別各廠區所在區域的水資源風險指標等級，經鑑別為台灣廠區位於中低風險區域；中國大陸廠區（松江、昆山廠區），位於中高風險區域。將持續執行廠內相關水資源營運措施。

集團在水資源使用，持續朝「減量→回收→再利用」的模式改善水資源的利用效率。在台灣、中國大陸廠區用水來源為第三方供應之淡水自來水，主要用水來自製程用水、民生用水及廠房週邊設備用水，松江廠區位於水源保護區內，在排水上皆有相關系統進行控制，故不影響該區域水源，台灣及昆山廠區非處於或鄰近生態保護區，在供水及排水上皆不會直接影響周遭生態環境。

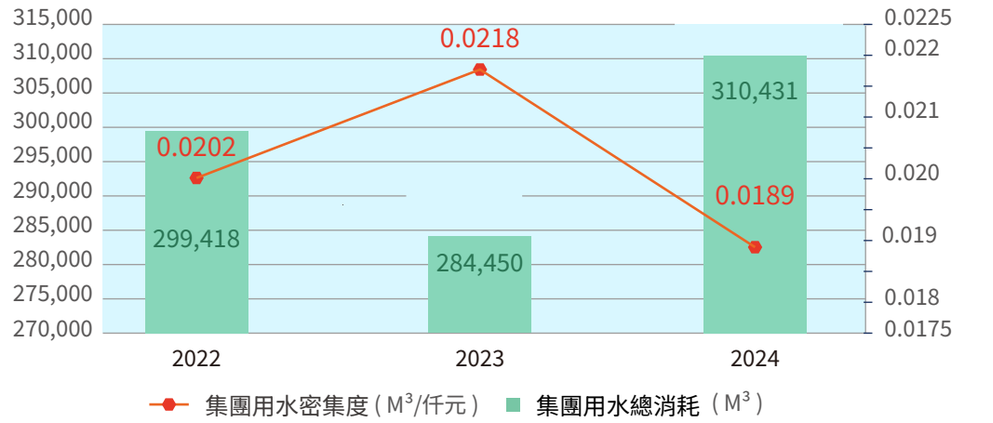
2024年廠區用水量統計

單位：百萬公升

水資源運用狀況	科中廠區	科研廠區	松江廠區	昆山廠區	合計
自來水	58.94	62.02	134.45	55.02	310.43
取水量	58.94	62.02	134.45	55.02	310.43
排水量	35.91	41.90	77.55	19.82	175.18
耗水量	23.03	20.12	56.90	35.2	135.25
生活污水	9.05	5.41	21.07	15.71	51.24
製程廢水	26.86	36.49	56.48	4.11	123.94
生活污水佔公司比例	15.35%	8.72%	15.67%	28.55%	16.51%

※取水量僅使用第三方的水-自來水類型，且皆為淡水
※耗水量計算方式為耗水量 = 取水量-排水量
※生活污水佔公司比例計算方式為生活污水 / 取水量

京鼎集團各年度用水密集度



揭露項目	2022年	2023年	2024年
集團營業收入 (仟元-TWD)	14,843,221	13,051,357	16,454,476
集團用水總消耗 (M³)	299,418	284,450	310 ,431
集團用水密集度 (M³/仟元)	0.0202	0.0218	0.0189
集團用水密集度變化(%)	--	7.92	-13.3

註:
1.用水密集度以近三年為基準，資訊收集分析較完善。
2. 營業收入由各年度財報揭露之數據，單位為仟元(TWD)。
3. 集團用水內容由各年度使用用水加總，單位為M³。
4. 用水密集度計算以集團各年度用水總量/各年度合併營業收入。
5. 2022至2024各年度用水密集度，因產能擴充及營業收入提升，有陸續下降之趨勢。

京鼎集團各年度耗水量統計 單位：百萬公升

集團水資源運用狀況	2022年	2023年	2024年
總取水量	299.418	284.450	310.431
總排水量	188.140	173.973	175.181
總耗水量	111.008	110.477	135.250

京鼎集團因近幾年公司規模發展快速(產能及產線持續擴充)，導致整體用水量有上升的趨勢，故集團在水資源管理上提出相對應之管理方式，首先加強各廠區節水宣導、用水管理等措施。台灣科中廠區將延續純水回收水再利用之方案進行評估，以有效減少台灣廠區自來水使用量，水資源重覆再利用；台灣科研廠區正式量產後增設回收水系統相關管線，並調整各項操作參數優化整體回收水系統回收水量；昆山廠區及松江廠區持續優化供水效率提升及回收可利用水源。

※2024年新廠區科研廠產能擴充及人力擴編因素，集團總耗水量逐步上升

3.4.2 廢水管理

京鼎集團各廠區所產生之生產廢水與生活污水皆進行分管、分流收集經適當的廢水處理設施處理至符合放流水納管標準後，排放至各園區污水處理廠，對於放流水水質監控方面，除廢水採樣自行檢測外，也定期委外第三方公證實驗機構進行廢水水質檢測， 以確保對周遭承受水體的環境負荷無顯著衝擊才可排放。

2024年			臺灣廠區(科中)	臺灣廠區(科研)	松江廠區	昆山廠區
1	廢(污)水量 (M^3)		35,902	41,900	77,553	19,820
廢水水質指標 (mg/L)						
2	化學需氧量 COD	上半年	6	25.1	190	93.5
		下半年	<6	<6	99	148
3	懸浮固體 SS	上半年	2.4	4	69	6.0
		下半年	2.7	12.9	114	10.0
計畫性排放						
1	排放目的地		竹南園區 污水處理廠		西部 污水處理廠	北區 污水處理廠
2	列管行業別及處理方式		金屬表面處理業、化學混凝法、生物處理法			
3	排放水量 (M^3)	製造廢水	26,856	36,486	56,484	4,114
		生活汙水	9,046	5,414	21,069	15,706

※取水量僅使用第三方的水-自來水類型，且皆為淡水
※耗水量計算方式:耗水量 = 取水量-排水量

2024 年各廠區並無重大洩漏或溢流事件發生及零環保投訴及處罰。

3.5 廢棄物

3.5.1 揭露項目

京鼎集團2024年廢棄物總量統計約2,996.94公噸，製程所產生的廢棄物皆依法分類一般及有害事業廢棄物，依循ISO14001管理程序有效掌握廢棄物來源產出量，朝廢棄物在地化、資源化、分散化與回收再利用率最大化的理念處理廢棄物，2024年開始以UL 2799廢棄物零填埋目標努力，持續與廠商合作尋找將木棧板、廢切削油、廢塑膠...等回收再利用管道，並在產線與員工一般事業廢棄物方面，列入年度廢棄物分類教育訓練，以降低廢棄物對環境產生的衝擊與危害。

2024年各類廢棄物重量

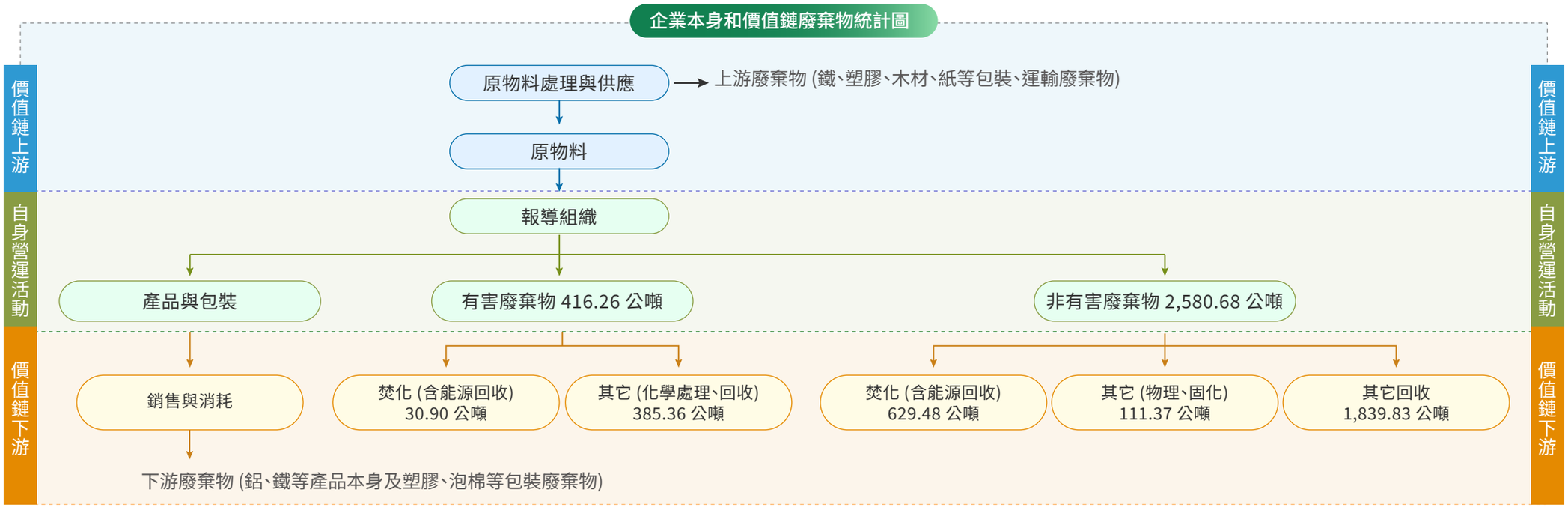
單位：公噸

類別	科中廠區	科研廠區	松江廠區	昆山廠區	合計
一般事業廢棄物	681.17	316.72	775.12	807.66	2,580.67
生活垃圾	62.96	39.72	52.45	244.82	399.95
資源回收	570.95	196.04	510.00	562.84	1,839.83
其它	47.26	80.96	212.68	--	340.9

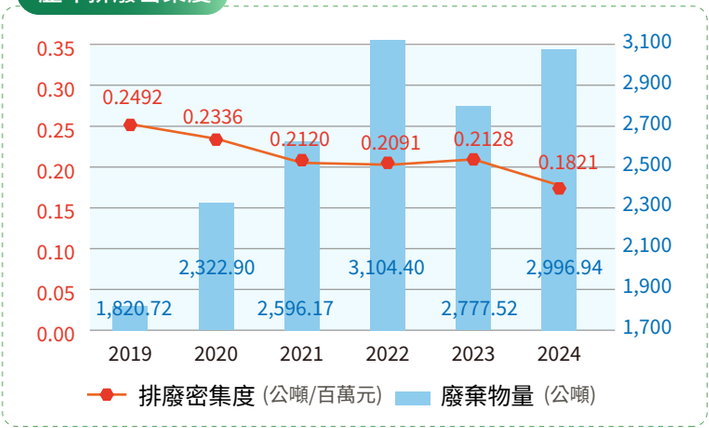
類別	科中廠區	科研廠區	松江廠區	昆山廠區	合計
有害事業廢棄物	3.42	0.17	237.62	175.05	416.26
廢酸鹼	3.42	0.17	134.58	6.80	144.97
其它	--	--	103.04	168.25	271.29

類別	科中廠區	科研廠區	松江廠區	昆山廠區	合計
合計 (一般+有害)	684.59	316.89	1,012.75	982.71	2,996.94

企業本身和價值鏈廢棄物統計圖



歷年排廢密集度



年度	年營收 (百萬元)	廢棄物量 (公噸)	排廢密集度 ※註 (公噸/百萬元)	集團排廢密集度變化(%)
2019	7,305.825	1,820.72	0.2492	--
2020	9,942.056	2,322.90	0.2336	-6.26
2021	12,246.437	2,596.17	0.2120	-9.25
2022	14,843.221	3,104.40	0.2091	-1.37
2023	13,051.357	2,777.52	0.2128	1.77
2024	16,454.504	2,996.94	0.1821	-14.43

※計算方式：排廢密集度=廢棄物總量／公司百萬元營收

營收 ↗ 26.08%

廢棄物總量 ↗ 7.90%

排廢密集度 ↘ 14.43%

3.5.2 廢棄物之處理

本集團廢棄物分類方式及貯存應依「事業廢棄物貯存清除處理方法及設施標準」分類存放，廢棄物分類方式及貯存場所，所有廢棄物皆由合格清除處理廠商處理，並定期稽核確認各承攬商之合法度，且無任何有害事業廢棄物處理需輸出至境外處理，皆於國內處理完成，如發現處理廠商有作業不實或違法之狀況發生時，本集團立即停止合作，更換廠商。其它無法處理之廢棄物均委託廠外合格清除處理廠商進行清理，並依規定至政府網站開立聯單管制，2024年度廢棄物委外清理量及自行處理量如下表。

2024年度無廢棄物洩漏情事。

3.5.3 廢棄物的組成

單位：公噸

廢棄物類別	產生量									
	臺灣廠區(科中)		臺灣廠區(科研)		松江廠區		昆山廠區		合計	
	處置中轉移	直接處置	處置中轉移	直接處置	處置中轉移	直接處置	處置中轉移	直接處置	處置中轉移	直接處置
有害事業廢棄物										
廢酸鹼	--	3.42	--	0.17	--	134.58	--	6.80	--	144.97
廢洗劑	--	--	--	--	--	--	--	71.05	--	71.05
廢油	--	--	--	--	--	0.21	--	83.20	--	83.41
污泥	--	--	--	--	--	84.76	--	4.42	--	89.18
沾危	--	--	--	--	--	14.58	--	--	--	14.58
其它	--	--	--	--	--	3.49	--	9.58	--	13.07
小計	0.00	3.42	0.00	0.17	--	237.62	--	175.05	--	416.26
一般事業廢棄物										
廢油	--	46.87	--	78.74	--	--	--	--	--	125.61
污泥	--	0.39	--	2.22	--	--	--	--	--	2.61
廢鋁	546.28	--	30.29	--	16.20	--	222.76	--	815.53	0.00
廢鐵	1.24	--	0.1	--	264.90	--	260.26	--	526.50	0.00
廢棧板	11.30	--	111.63	--	56.69	--	57.6	--	237.22	0.00
廢塑膠	0.07	--	--	--	75.00	--	2.8	--	77.87	0.00
廢紙	12.06	--	54.02	--	97.21	--	16.36	--	179.65	0.00
其它	--	62.96	--	39.72	--	265.13	3.06	244.82	3.06	612.63
小計	570.95	110.22	196.04	120.68	510.00	265.13	562.84	244.82	1,839.83	740.85
合計	570.95	113.64	196.04	120.85	510.00	502.75	562.84	419.87	1,839.83	1,157.11
	684.59		316.89		1,012.75		982.71		2,996.94	
	2,996.94									

註1. 處置中轉移：廢棄物未直接進入最終處置過程（如焚化、掩埋等處置作業），而是進行再使用、再生利用以及其他回收作業。
註2. 直接處置：廢棄物直接進入最終處置過程。

3.5.4 廢棄物的處置

京鼎所產生的廢棄物在科中、科研、松江、與昆山廠區廢棄物直接處置方式皆為離廠處置，並透過廠商依直接處置和轉移處置的方式妥善處理。自2019年起並未有任何違反環保法規的紀錄，並配合環境、安全與衛生政策，推動減廢暨資源再利用，以符合法規要求及回應所簽定的與環境保護相關要求事項之承諾在處置轉移的部分，一般事業廢棄物則以回收為主要處理方式，顯示積極推動循環利用，有助於後續檢視環境績效，透過廢棄物妥善分類，更有效的管理廢棄物。

2024年廢棄物直接處置量 單位：公噸

廢棄物種類/處理方式	科中廠區	科研廠區	松江廠區	昆山廠區	合計
有害事業廢棄物					
焚化 (含能源回收)	1.23	0.17	18.28	11.22	30.90
其他-再循環	--	--	--	--	--
其他-化學處理	2.19	--	219.34	163.83	385.36
小計	3.42	0.17	237.62	175.05	416.26
一般事業廢棄物					
焚化 (含能源回收)	73.65	45.88	265.13	244.82	629.48
其他-物化處理	36.18	72.98	--	--	109.16
其他-固化處理	0.39	1.82	--	--	2.21
小計	110.22	120.68	265.13	244.82	740.85
合計	113.64	120.85	502.75	419.87	1,157.11

2024年廢棄物處置轉移量 單位：公噸

廢棄物種類/處理方式	科中廠區	科研廠區	松江廠區	昆山廠區	合計
有害事業廢棄物					
再使用準備	--	--	--	--	--
再生利用	--	--	--	--	--
其他回收	--	--	--	--	--
小計	0.00	0.00	0.00	0.00	0.00
一般事業廢棄物					
再使用準備	--	--	--	--	--
再生利用	--	--	--	--	--
其他回收	570.95	196.04	510.00	562.84	1,839.83
小計	570.95	196.04	510.00	562.84	1,839.83
合計	570.95	196.04	510.00	562.84	1,839.83

3.6 空氣污染

美國聯邦環境部1990年版清淨空氣法對有害空氣污染物(Hazardous Air Pollutants, 簡稱HAPs)之定義為：任何可能或會造成癌症或其他嚴重健康影響，如：生殖影響、生理缺陷、不良環境及生態影響等之空氣污染物，基於此定義及社會責任，京鼎遵循環境部於108年「第一批固定污染源有害空氣污染物種類及排放限值」，列出73項固定污染源有害空氣污染物名單，管理集團排放物質，並受科學園區竹南園區監測站監測，確保無空污之情事。

配合主管機關環境政策發展，京鼎定期檢視空污管制需求，因應國家固體再生燃料(SRF, Solid recovered fuel)推動政策，掌握可能衍生之有害空氣污染物(HAPs, Hazardous Air Pollutants)排放及影響，並檢視訂定源頭管制及管末排放標準管制要求，以達成減碳、減廢與減污之共利效益。

固定污染源有害空氣污染物管制強化重點

固定源HAPs管制

- **強化標準**
- **掌握濃度**
- **完備工具**
- **降低風險**

3.7 綠色產品與健康安全

因應全球減碳趨勢以及各國對有毒物質控制的法規要求，京鼎積極配合客戶進行產品成分及製造過程的環境與健康風險管理和碳調查，以確保產品在全生命週期中對顧客健康與安全的潛在負面影響降至最低，京鼎精密持續強化對產品成分及製造過程的環境與健康風險管理，包括：

※ 依據歐盟碳邊境調整機制（CBAM）要求，針對鋼鐵、鋁材、螺絲等高碳排原料進行碳排查與資訊揭露。

經初步盤點，歐盟CBAM列管之鋼鐵與鋁類產品中，我們與供應商有使用者數量約38項，佔CBAM鋼鐵與鋁產品分類183項約20.77%。目前我們正持續追蹤與更新歐盟最新法規要求，據此盤查紀錄這些列管產品的碳足跡數據。

※ 因應美國《有毒物質控制法案》（TSCA），執行 PFAS（全氟／多氟烷基物質）調查與風險評估。

此外，為降低產品在使用與處置階段對使用者與環境的潛在衝擊，我們與供應商合作優先採用本地低風險材料，並於製造流程中導入節能技術與設備，同時致力於開發低能耗、減碳製程之產品，持續提升綠色產品之安全性與永續價值。

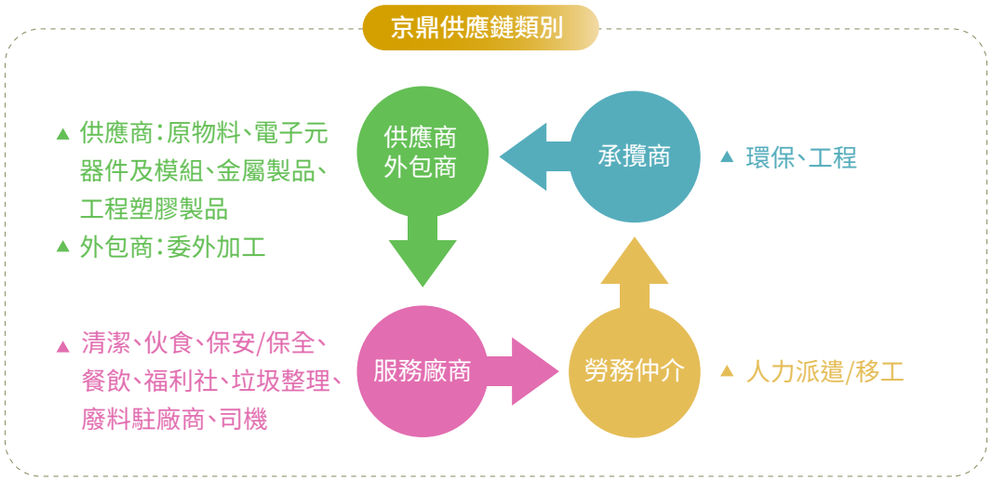
Shared Prosperity:
Building a Green and Responsible Supply Chain

Highlights of This Chapter

- 100% completion rate for high-risk supplier audits
- 96% verification coverage rate for suppliers declaring non-use of conflict minerals
- 96% supplier declaration rate for the RBA Code of Conduct Commitment
- 95% verification coverage rate for suppliers declaring non-use of hazardous substances
- 100% annual coverage rate for supplier random audits and human rights training

供應商和承攬商為京鼎的重要的利害關係人之一，與其合作善盡企業社會責任，藉此強化供應鏈韌性，降低營運風險，為京鼎的供應鏈管理策略。

京鼎的供應鏈依提供的產品和服務分成四大類—供應商/外包商、承攬商、勞務仲介、服務廠商四大類。供應/外包商提供原物料、電子元器件及模組、金屬製品、工程塑膠製品，外包商負責委外加工業務；承攬商負責環保及工程業務；勞務仲介商協助人力派遣、移工管理；服務廠商負責廠區清潔、伙食、保安/保全、餐飲、福利社、垃圾整理、廢料駐廠商、司機等食衣住行事項。



秉持和供應商夥伴共榮共好的理念，京鼎對供應鏈的管理策略涵蓋五大範疇，從遴選之初的評比、建立風險管控機制，以及各項管理規範，包含要求其遵循RBA規範保障人權、確保原物料的使用符合國際規範、定期提供客戶碳數據，以及藉由日常的合作交流提升彼此的永續治理能力。

面對國際政經及氣候議題日益挑戰的局勢，京鼎期望供應鏈不僅合法合規，更能建立彈性預防的管理機制，攜手建立永續價值鏈。

4.1 京鼎供應鏈管理策略

4.2 供應商遴選和風險鑑別

京鼎集團針對新供應商引進完整規範遴選的作業流程，遴選之初考量當地政經情勢法規、採購金額和產品類別，評估財務、品質、技術、成本和永續等五大項要件，確保供應商符合引進資格，並能滿足未來的採購需求。

因應全球永續治理趨勢，京鼎亦制定「綠色供應鏈管理作業辦法」，藉由調查供應商的環境、勞動人權、健康安全及原物料採購方式，要求供應商落實企業社會責任，包括不使用衝突及擴產礦產，以及對環境危害物質。

2024新進供應商遴選狀況

2024年共有 74 家新進供應商通過遴選

供應商風險等級 - 家數

低風險	中風險	高風險
45 家	9 家	20 家

供應商簽署文件

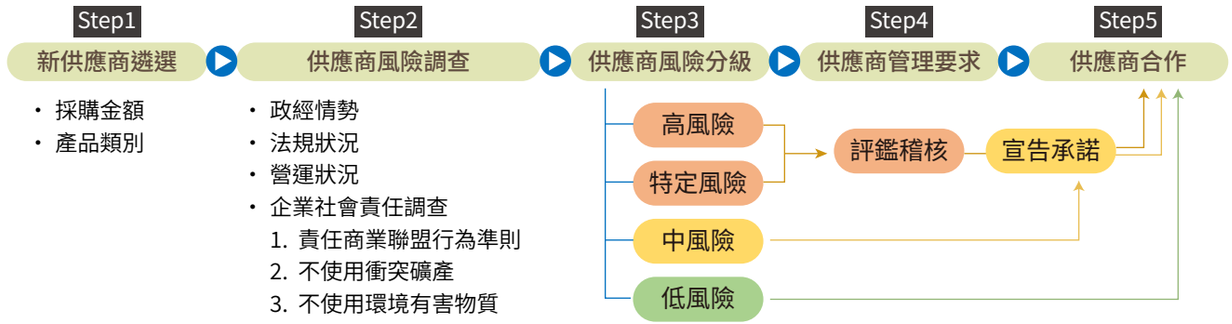
- 永續經營管理社會責任承諾書
- 供應商社會環境責任承諾書
- 不使用衝突及擴產礦產承諾書
- 不使用環境危害物質保證書

供應商遴選指標

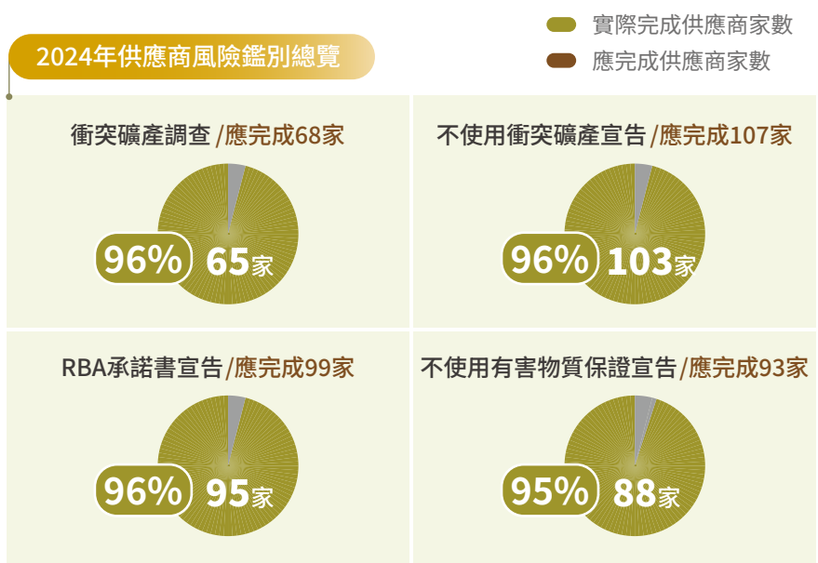
財務	品質	技術	成本	永續
• 營運能力 • 營收占比	• 良率 • 改善率	• 開發能力 • 創新能力 • 問題解決能力	• 付款條件 • 合理收益	• 管控有害物質的使用 • 確認無使用衝突礦產及金屬來源確認 • 遵守負責任商業聯盟行為準則(RBA) • 遵守企業永續經營管理ESG責任

為提升供應商的風險認知，進一步促使其建立風險管理的機制，京鼎針對供應商進行風險鑑別作業，共有五大步驟，倘風險鑑別為中高風險之供應商，除了要求簽署相關承諾和保證文件，此外，也須接受實地評鑑稽核，確保供應商承諾符合RBA在勞工、健康與安全、環境、道德、管理系統等方面的規範，以及遵循衝突礦產管理和不使用環境有害物質等相關法規，如稽核發現相關缺失，則要求進一步提出改善要求，達成供應鏈風險管理與營運持續的目標。

供應商風險鑑別流程



2024年供應商風險鑑別總覽



4.3 供應商管理規範

京鼎依責任商業聯盟行為準則(RBA)導入供應鏈，訂定「供應商社會環境責任承諾書」，要求供應商於勞工權益、健康與安全、環境、商業道德及管理體系等各方面確實符合該準則與承諾書，並遵守經營所在地區的法律，持續透過廠商自評方式，推動與合作之供應商共同遵守企業社會責任相關規範，我們期望供應商能以取得RBA、ISO45001、ISO14001、ISO14064-1等要求為最終目標，發揮企業社會影響力，促進 ESG 之平衡及永續發展。

京鼎集團更以責任商業聯盟行為準則（RBA）所出版之稽核工具，進行供應商在企業永續發展及社會責任落實的審視與評估，期望在宣達京鼎集團之永續發展政策的同時，分享對供應廠商社會責任方面之期許，推動產業鏈加入企業永續發展推動之列，達到關懷員工及社會責任落實、保護地球環境，共創共融共榮之雙贏局面。

4.3.1 人權價值實現：禁止使用「衝突礦產」聲明

近年來，因產品製造的原料與過程引發的社會與環境問題逐漸引起世人重視，其中來自剛果民主共和國的礦產更引起嚴重的武裝衝突，京鼎響應國際間對禁用衝突礦產的共識，也要求供應商不使用衝突礦產，要求的形式包括簽署承諾書、官網公開承諾、郵件回復等。此外，本公司也將禁用衝突礦產納入供應商綠色產品政策並訂定於訂單的合約條款中，確保京鼎產品實踐此人權價值的採購方式。

禁用衝突礦產的要求重點：

- 京鼎供應商必須負起社會與環境保護的責任。
- 京鼎不接受來自剛果民主共和國及其周圍國家和地區的衝突礦產。
- 京鼎供應商應追溯所有產品中所含的金(Au)、鈀(Pd)、鉭(Ta)、錫(Sn)和鎢(W)的來源，以確保這些金屬不是來自於衝突礦區。2024年起針對供應商「擴展礦產」暨產品所含鈷(Cobalt)、天然雲母(Mica)的來源做調查，並增加不使用非法開採區域之「擴展礦產」宣告。

- 累計至2024年底執行狀況

廠區	衝突礦產調查之供應商家數			不使用衝突礦產宣告之供應商家數		
	應完成	實際完成	完成比例	應完成	實際完成	完成比例
科中廠區	16	16	100%	37	36	97%
科研廠區	0	0	NA	8	8	100%
松江廠區	21	21	95%	30	29	97%
昆山廠區	30	28	93%	32	30	94%
合計	68	65	96%	107	103	96%

4.3.2 工作環境安全以及勞工尊嚴：遵循供應商責任商業聯盟(RBA)規劃

責任商業聯盟(Responsible Business Alliance, RBA)的目的係確保電子行業供應鏈的工作環境安全、勞工受到尊重並富有尊嚴，以及企業運營者對環境有所負責。

供應商應公開支持責任商業聯盟(RBA)，並主動與RBA提出的管理體系保持一致。供應商也必須主動將其做法應用於整個供應鏈。至少，應要求其下一級的供應商認同並應用RBA要求。RBA包含了勞工、健康與安全、以及環境的標準、合宜管理體系所需的要素以及有關商業道德的標準。我們鼓勵供應商的所有活動都必須遵守其經營所在國/地區的法律法規。供應商除了遵守法律，更應積極邁向國際公認的標準，以承擔更多的社會和環境責任。

我們將從系統面和執行面與供應商一起努力來遵循RBA，以達到提供一個人性化、安全、綠色的工作環境。我們在供應商品質系統及營運能力稽核的查檢表中加入RBA的稽核項目，以確保京鼎供應商與供應鏈可以達到永續經營的目標。

- 累計至2024年底執行狀況

廠區	RBA承諾書宣告之供應商		
	應完成	實際完成	完成比例
科中廠區	40	38	95%
科研廠區	9	9	100%
松江廠區	21	20	95%
昆山廠區	29	28	97%
合計	99	95	96%

4.3.3 環境保護以及綠色永續：產品環境管理規範及材料要求

京鼎訂定綠色製造及綠色產品的環境規範，並提供所有供應商綠色採購指引，除了要求各供應商同意遵守京鼎對於環境規範之規定，並載明於訂單的合約條款中，其規定適用於京鼎所有事業單位之產品設計、製造、組裝及採購(包含材料、部件、組件、配件、產品、電池及包裝材料)。未涵蓋的材料限制，另於特定專案進行管制。此外，因應客戶機動調整綠色採購規範之需求，各供應商以遵守生產地/使用地之產品環境保護法令法規為最終配合執行目的。

供應商為企業營運的重要利害關係人，京鼎致力於引導供應商長期合作，期望與供應商一同建立穩定發展的永續供應鏈，除兼顧供應商產品的技術、品質與交期外，同時也敦促供應商須善盡社會責任，提升健康安全與衛生、保護環境、勞動人權等，以及風險管理能力，朝永續供應鏈目標前進。

- 累計至2024年底執行狀況

廠區	不使用有害物質保證宣告之供應商		
	應完成	實際完成	完成比例
科中廠區	33	31	94%
科研廠區	6	6	100%
松江廠區	19	19	100%
昆山廠區	35	32	91%
合計	93	88	95%

4.3.4 供應商年度/不定期稽核管理

京鼎每季進行供應商考核評鑑作業，針對前十大重點供應商進行交期、品質、服務之績效考核，評鑑成績不合格之供應商召開供應商管理會議，於供應商管理會議中討論處理方式，依決議追蹤，並要求供應商提出改善措施，以取得解決方案，透過定期評鑑以持續監控供應商績效，達成管理目標。

京鼎供應商產品類別對可持續經營的重要性、各廠區年度交易額前十的委外供應商進行年度稽核，內容涵蓋持續營運能力、工程技術能力變動、品質穩定性及上年度品質表現等方面內容。當遇到重大環境議題或法令法規變更,將進行不定期稽核。執行狀況參考下表；2025年計劃上海松江廠、昆山廠完成26家，台灣廠完成4家重點供應商年度稽核，稽核內容包含:公司最新現況、品質系統、運營管理以及技術交流，以確保供應商具備持續經營能力。

- 2024年執行狀況

廠區	年度稽核家數		
	計劃	實際	完成比例
科中廠區	3	3	100%
科研廠區	2	2	100%
松江廠區	6	6	100%
昆山廠區	22	22	100%

主要缺失內容

- 安全應急預案包含項目不全面
- 健康、安全管理實際執行措施落實度不足
- 生產、營運管理執行記錄不完善

改善措施

已跟進供應商將安全預案項目擴展並制定文件，對健康、安全管理、生產、營運管理執行記錄做專項持續推進；同步在下一次稽核將缺失項作為重點稽核內容。

4.4 綠色及在地採購

在地化採購（Localized Procurement）是京鼎在採購過程中優先考慮本地或鄰近地區供應商的策略，因此，京鼎在各廠區設有採購窗口，針對產品原物料/委外加工的來源以當地採購為原則，除了減少不必要的空運、海運成本，降低長程運輸所產生的大量碳排之外，也能強化企業與當地社區和經濟的聯繫。

此外，京鼎配合資源永續利用的環保國際潮流，響應各廠區所在地主管機關推動的綠色採購規範，優先購買對環境衝擊較少之產品，如：在廠區食住行生活圈及辦公室，購買具節能標章之電器用品，採購當地生產的食材、產品和服務，以支持京鼎促進當地經濟，創造就業機會的永續目標。

當地採購金額占比

台灣廠區		中國大陸廠區	
本地	非本地	本地	非本地
38.83 %	61.17 %	49.00 %	51.00%

4.5 承攬商管理

為保障承攬商人員、公司同仁及維護廠區安全，京鼎集團恪遵職業安全衛生法令，制定承攬商環安衛管理程序，規範本公司權責單位與承攬商責任，以及環安衛應注意的相關事項。

承攬商於申請入廠施工前須簽署進廠相關承諾書，並接受環安單位舉辦的入廠危害告知與安全衛生教育訓練。

- 2024年執行狀況

廠區	承攬商訓練		
	應訓練人次	實際訓練人次	完成比例
科中廠區	862	862	100%
科研廠區	1,136	1,136	100%
松江廠區	467	467	100%
昆山廠區	318	318	100%
合計	2,783	2,783	100%

註：承攬商入廠作業前所完成之危害告知教育訓練，以至少1小時/人次計。

Inclusiveness:
Empowering People and Communities

Highlights of This Chapter

- **Retention Rate of Professional and Technical Personnel: 91%**
- **Employee Training Hours in Total: 70335 Hours**
- **Cumulative Volunteer Service Hours in Taiwan: 260 Hours**
- **The Beneficiaries of volunteer service at the Taiwan sites reached: 2,712 people.**

5.1 幸福職場: 薪酬與福利

員工是京鼎的重要資產，秉持以人為本的理念，參考馬斯洛需求理論，本公司在工作環境、企業文化、身心照護及自我實現面向提供員工全方位的全人照護。

我們致力於打造良好的工作氛圍，除每季定期召開勞資會議，增進勞資雙方之溝通與協調。台灣京鼎、台灣承鼎、台灣銓冠及台灣凱諾正式員工皆享有每月薪資以外額外的福利，包含節慶禮金（端午、中秋及年終）、團體保險、旅行平安險等。同時也照顧到每位員工眷屬，員工眷屬皆可以優於外界的保險條件加入公司的團體保險。除此之外，福委會也提供生日禮金、三節禮券、教育獎助、旅遊補助及各項補助，例如：生育、結婚、傷病、喪葬、健檢等，特別是健檢方面，提供優於法令規定的健檢制度。

台灣科中廠區員工餐廳

公益籃球比賽

員工旅遊

公司健身房

松江廠及昆山廠正式員工除五險一金外，每年提供員工健康檢查，享有商業保險、節日祝賀禮，例如：春節、端午節、中秋節、生日等等，並提供食宿，且針對工作區域無空調之員工發放慰問品，以慰勞他們對於公司的付出，並依營運狀況及個人工作表現，核給績效獎金與員工酬勞。

除了在台灣廠區內設置媲美外部健身中心的免費健身房外，還成立各種加強員工身心靈的社團及活動，無論是運動類型或慈善類型，並舉辦各項文康活動。京鼎集團重視員工的家庭生活及對下一代的照顧，除邀請員工眷屬參加公司活動外，還提供員工生育禮金鼓勵生育，並依法提供所有員工產假/ 陪產假及育嬰留停的申請，保障員工產後及留停期滿復職之工作權益，讓全體員工能安心照顧新生兒，以享天倫之樂。

為促進工作生活平衡，紓解工作壓力並凝聚員工向心力，京鼎鼓勵員工自發性組織社團，舉凡運動類、DIY手作、生活文藝、語言、音樂、休閒、志工...等項目，組成社團條件只要召集15人(含)以上同仁即可申請，京鼎福委會也提供社團補助金，以及每季舉辦社團活動的贊助金，鼓勵社員舉辦社團活動，讓同仁在辛苦工作之餘，也能一起相約去運動、舒壓、及興趣交流。

(1)薪酬設計準則

京鼎集團依ISO 45001、責任商業聯盟行為準則(RBA)、職業安全衛生法及勞動基準法等相關法規，執行內部管理審查程序，定期進行PDCA之有效性評量及驗證等考量相關各項管理措施。

完善的薪資福利制度是京鼎集團非常重視的議題，集團提供具有外部競爭性與內部公平性之整體薪酬，及建造有挑戰性、優良且健康之工作環境。整體薪酬包含本薪、津貼、獎金及酬勞，藉由完善規劃及執行年度薪資調整作業，依公司營運目標及獲利狀況核發績效獎金與員工酬勞獎金，結合員工個人專業技能、工作職掌、績效表現等因素而異，另亦有中長期留任之員工認股權證激勵機制，以股勵並留任優秀人才。

(2) 薪酬福利檢視

京鼎不定期參與市場調查以進行薪酬政策檢討，依據所擔任職務、學經歷及專業技術水準作為核定薪資依據，而不因性別、年紀、種族、國籍、宗教等因素而有所差異。在內部公平性方便，每年進行績效評核作業，依評核作業結果作為年度薪資調整及各項獎金發放依據。

- 2024年依職務分類計算員工性別基本薪酬比例

台灣廠區			松江廠區		昆山廠區	
高階人員差異	中階人員差異	基層管理人員差異	中階人員差異	基層管理人員差異	中階人員差異	基層管理人員差異
0.33	0.1	0.12	0.07	0.06	0.11	0.03

- 2024年依職務分類計算員工性別總薪酬比例

台灣廠區			松江廠區		昆山廠區	
高階人員差異	中階人員差異	基層管理人員差異	中階人員差異	基層管理人員差異	中階人員差異	基層管理人員差異
0.36	0.03	0.08	0	0.08	0.08	0.03

註：該分析該差異係因反映職務層級、資歷分佈不同所致，而非因性別的差異；高階人員上海松江和江蘇昆山廠區皆為空故無法比較。另分析人員標準薪資情形，結果皆優於當地最低薪資，並未有因性別影響的差異。

		2022年		2023		2024年	
	職位 (註2)	男性 (註4)	女性	男性	女性	男性 (註3)	女性
台灣廠區 基本薪資比例 (註1)	高階人員	--	--	1	1.39	1	1.33
	中階人員	1	0.92	1	0.93	1	0.90
	基層管理人員	1	0.89	1	0.92	1	0.88
	基層人員	1	0.90	1	0.89	1	0.89
	直接人員	1	1.01	1	1	1	0.98
	外籍人員	--	--	--	--	--	--
松江廠區 基本薪資比例	高階人員	--	--	--	--	--	--
	中階人員	1	0.99	1	0.98	1	0.93
	基層管理人員	1	1.11	1	1.13	1	1.12
	基層人員	1	1.08	1	1.06	1	1.06
	直接人員	1	0.96	1	0.99	1	0.97
	外籍人員	--	--	--	--	--	--
昆山廠區 基本薪資比例	高階人員	--	--	--	--	--	--
	中階人員	1	1.06	1	1.07	1	1.11
	基層管理人員	1	0.97	1	0.98	1	0.97
	基層人員	1	0.95	1	0.98	1	0.97
	直接人員	1	0.80	1	0.80	1	0.82
	外籍人員	--	--	--	--	--	--

註1:
基本薪資為基本月薪+固定津貼。
註2:
高階人員 - 處級主管(含)以上；
中階人員 - 副理至副處長；
基層管理人員 - 課長；
基層人員 - 非管理職之人員；
外籍人員皆為男性故無法比較。
註3:
公司高階人員皆為男性故無法比較。
註4:
2022年ESG改以該類別平均值且男性為分母呈現。

		2022年		2023		2024年	
	職位 (註2)	男性 (註4)	女性	男性	女性	男性	女性
台灣廠區 總薪酬比例 (註1)	高階人員 (註3)	--	--	1	1.50	1	1.36
	中階人員	1	0.99	1	1.01	1	1.03
	基層管理人員	1	0.87	1	0.92	1	0.92
	基層人員	1	0.92	1	0.90	1	0.91
	直接人員	1	1.02	1	0.98	1	0.96
	外籍人員	--	--	--	--	--	--
松江廠區 總薪酬比例	高階人員	--	--	--	--	--	--
	中階人員	1	1.09	1	1.01	1	1.00
	基層管理人員	1	1.10	1	0.99	1	1.08
	基層人員	1	1.07	1	0.94	1	1.05
	直接人員	1	0.97	1	0.97	1	0.97
	外籍人員	--	--	--	--	--	--
昆山廠區 總薪酬比例	高階人員	--	--	--	--	--	--
	中階人員	1	1.09	1	1.04	1	1.08
	基層管理人員	1	0.97	1	0.90	1	0.97
	基層人員	1	0.95	1	0.89	1	0.97
	直接人員	1	0.79	1	0.76	1	0.80
	外籍人員	--	--	--	--	--	--

註1:
總薪酬為基本月薪+主管加給+各類獎金。
註2:
高階人員 - 處級主管(含)以上；
中階人員 - 副理至副處長；
基層管理人員 - 副組長至專理 ；
基層人員 - 非管理職之人員；
外籍人員皆為男性故無法比較。
註3:
公司無高階人員故無法比較。
註4:
2022年ESG改以該類別平均值且男性為分母呈現。

基層人員標準薪資與當地最低薪資的比率

台灣廠區	松江廠區	昆山廠區
基層直接人員比例	基層直接人員比例	基層直接人員比例
1.09	1.07	1.15

註：基層直接人員為產線人員

(3)退休制度

京鼎集團符合政府規定之退休計畫政策，包含依台灣勞動基準法、台灣勞工退休金條例及依海外當地法規規範之提撥計劃，並依海外營運據點當地勞動法令及退休金相關規範進行規劃；除了依法令規定提存退休準備金外，每年會委託外部專業的精算單位進行退休準備金精算，除檢視勞工舊制退休準備金是否充足，亦符合法令對上市公司財報公開揭露要求，保障同仁未來請領退休金權益。2024年勞退舊制提撥人數共有31人，2024年1月1日勞退帳戶累計總金額為NT$45,382,832；另依據新制退休金規範，每月提撥投保薪資6%作為新制退休金，均有足額提撥。

(4)育嬰假

京鼎集團注重員工的家庭生活及對下一代的照顧，除提供員工生育禮金鼓勵生育外，並依法提供所有員工給薪產假7天/ 給薪陪產假7天及育嬰留停的申請，保障員工產後及留停復職期滿之工作權益，讓全體員工能安心照顧新生兒，以享天倫之樂。針對育嬰留停統計數據如下表。

員工於任職滿半年後，於每一子女滿三歲前，得申請育嬰留職停薪，期間至最幼子女滿三歲止，但不得逾二年。同時撫育兩名子女以上者(例：雙胞胎)，其育嬰留職停薪期間應合併計算，最長以最幼子女受撫育二年為限。育嬰留職停薪期滿後，公司會安排回任原單位職務或輔導新職。

台灣廠區

京鼎集團員工申請育嬰假統計&分析

項目	女性	男性	總計
2024年符合申請資格人數	27	32	59
2024年申請人數	3	2	5
A.預計2024年復職人數	3	2	5
B.2024復職人數	2	1	3
C.2023復職且目前在職人數	7	0	7
D.2023復職人數	7	0	7
復職率(B/A)	67%	50%	60%
留任率(C/D)	100%	--	100%

註1：台灣廠區依據育嬰留職停薪實施辦法，2024年符合申請育嬰留停資格人數定義為過去3年申請生育補助之人數；中國大陸廠區當地無育嬰留職停薪相關法令故不進行統計。
註2：2023年7位員工申請育嬰留停復職，復職率為67%，留任率均為100%。

中國大陸廠區

產假/育兒假/陪產假/護理假統計

項目	女性		男性	
	產假	育兒假	陪產假/護理假	育兒假
2024年度申請人數	24	33	47	170
2023年度申請人數	17	40	42	157
小計	41	73	89	327

註1：產假：符合法律、法規規定的已婚女員工分娩， 享受98天產假+60天延長產假。難產的，增加15天產假；生育多胞胎的，每多生育一個嬰兒增加15天產假，延長產假不含法定節假日。
註2：陪產假/護理假:符合法律規定生育子女的員工，在女方享受產假期間，松江廠享有10天男方陪產假，昆山廠員工享有15天男方護理假，男方陪產假/護理假含公休日、不含法定節假日。(註:因兩地方當地法規不同，享有請假天數也不同)
註3：育兒假：符合法律、法規規定生育的夫妻，在其子女年滿三周歲之前，松江廠員工每年可享有育兒假5天，昆山廠員工每年可享有育兒假10天。(註:因兩地方當地法規不同，享有請假天數也不同)

京鼎員工溝通管道

京鼎鼓勵員工開放溝通，促進團隊合作，設置多元的溝通管道和員工進行雙向溝通。台灣廠區每季召開勞資會議，討論勞資共同協商事項，增進勞資雙方之溝通與合作，此外，每季也舉辦全體員工的動員大會，傳遞公司重要訊息，包括安全宣導、品質政策及近期活動等。

台灣廠區

勞資會議	福委會議	動員大會	內部溝通信箱
4 次	2 次	1次	2 件

5.2 人才吸引與留任

員工總數

3208 人

2024年員工年齡、性別與地區組成表

	廠區	正式員工	外籍員工	約聘員工	派遣人數	員工人數	佔比
女性	台灣廠區	222	0	1	1	224	6.98%
	中國大陸廠區	409	0	0	28	437	13.62%
	小計	631	0	1	29	661	20.60%
男性	台灣廠區	451	107	4	3	565	17.61%
	中國大陸廠區	1,641	0	0	341	1,982	61.78%
	小計	2,092	107	4	341(註1)	2,547	79.40%
	總計	2,723	107	5	373	3,208	100.00%

說明1：2024/12/31人數，派遣人員從事產線生產工作。
說明2：約聘人員(簽訂協議)。
註1：中國大陸廠區男性派遣人數為341人，高於當地法規10%以上，將依派遣工在職比例，例行聯絡單申請派遣轉正作業，以符合法規要求。下次作業時間在2025年6月。

京鼎集團招募人才與拔擢人才皆秉持著用人唯才之原則，不予任何年齡、性別、種族之歧視，而以能力表現、適材適用來選任人才，讓員工優點能夠充分發揮，並提供優渥的薪酬與福利，提升員工對於公司的向心力。京鼎集團依策略發展方向，設計合理的組織架構，進行人才布局，招募過程中遵循相關法律規定，採公平公正之作業模式徵選合適人才。台灣廠區除聘用本國籍人才外，還進用印度籍員工3名及菲律賓籍員工104名。

2024年台灣廠區進用10名身心障礙人士，佔廠區總員工人數的1.3%，其中超額進用身心障礙人士3名。中國大陸廠區則錄用10名身心障礙人士和61名少數民族人士，分別佔該廠區總員工人數的0.41%和2.52%，京鼎集團將持續發揮企業社會責任，提供少數族群工作機會，確保他們的工作權益。

京鼎集團亦響應政府推廣中高齡者及高齡者就業促進法，在法制面建構友善的就業環境；2024年已晉用一名中高齡轉職人員、中高齡鼓勵再就業人員一名，持續創造友善職場及多元的就業環境。

2024年非員工地區組成表

廠區	保全	團膳	清潔	承攬商
台灣廠區	12	3	13	56.9*
松江廠區	10	17	15	54.4*
昆山廠區	0	0	10	50.5*
總計	22	20	38	161.8*

註*：採FTE全時等量法,以8工時/人天，對照每年工時(220人天及每人天8小時)，換算人數。

2024年京鼎集團員工新進以及離職狀況

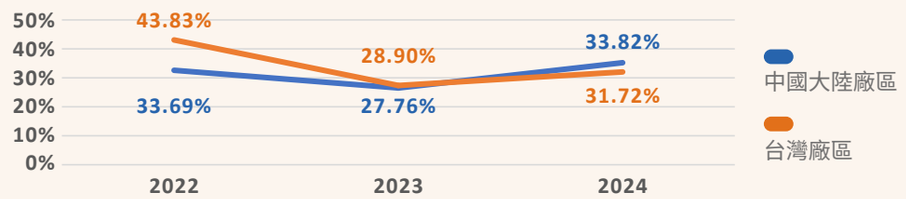
全球半導體市場迎來景氣復甦，京鼎集團於2024年營業額高度成長，隨著AI、數據中心與自動駕駛應用等議題愈來愈受到重視，加上看好晶圓廠積極擴產及對關鍵備品耗材需求增溫，集團因應市場變化，增加相關職缺，集團僱用之新進員工相比2023年增加。2023年中國大陸經濟處於疫情限制解除後的經濟反彈階段，經濟增長速度較快，故中國大陸各地工作機會多，當時多數中國大陸廠區同仁離職原因多為返鄉就業。 2024年中國大陸經濟的增長呈現放緩趨勢，外部機會較少。加上集團為留任優秀人才與公司一同成長，持續推動新人適應訓練與關懷措施，使員工離職率台灣廠區呈現穩定狀態，中國大陸廠區則呈現下降，故總體員工人數增加。

2024年新進員工組成結構

廠區	<30歲 女性	<30歲 男性	30 ~ 50歲 女性	30 ~ 50歲 男性	>50歲 女性	>50歲 男性	合計
台灣廠區	26	60	46	104	4	9	249
年底員工數	44	115	163	384	16	63	785
新進員工比例	59.1%	52.2%	28.2%	27.1%	25.0%	14.3%	31.7%
中國大陸廠區	55	340	51	372	0	0	818
年底員工數	142	610	295	1,350	0	22	2,419
新進員工比例	38.7%	55.7%	17.3%	27.6%	0.0%	0.0%	33.8%

註: 2024年新進員工比例 = (台灣廠區新進員工總人數/台灣廠區年底總人數)X100%。
註: 2024年新進員工比例 = (中國大陸廠區新進員工總人數/中國大陸廠區年底總人數)X100%。

新進員工比例對照表

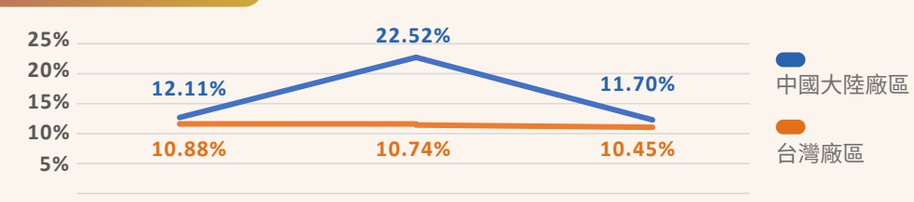


2024年離職員工組成結構

廠區	<30歲 女性	<30歲 男性	30 ~ 50歲 女性	30 ~ 50歲 男性	>50歲 女性	>50歲 男性	合計
台灣廠區	4	9	18	39	2	10	82
年底員工數	44	115	163	384	16	63	785
離職員工比例	9.1%	7.8%	11.0%	10.2%	12.5%	15.9%	10.5%
中國大陸廠區	30	118	23	111	1	0	283
年底員工數	142	610	295	1,350	0	22	2,419
離職員工比例	21.1%	19.3%	7.8%	8.2%	0.0%	0.0%	11.7%

註1: 2024年離職員工比例 = (台灣廠區離職員工總人數/台灣廠區年底總人數)X100%;
註2:台灣廠區離職人數:不包含到職未滿三個月人數。
註3: 2024年離職員工比例 = (中國大陸廠區離職員工總人數/中國大陸廠區年底總人數)X100%;
註4:中國大陸廠區離職人數:不包含到職未滿三個月不納入評估。

離職員工比例對照表



5.3 員工培力

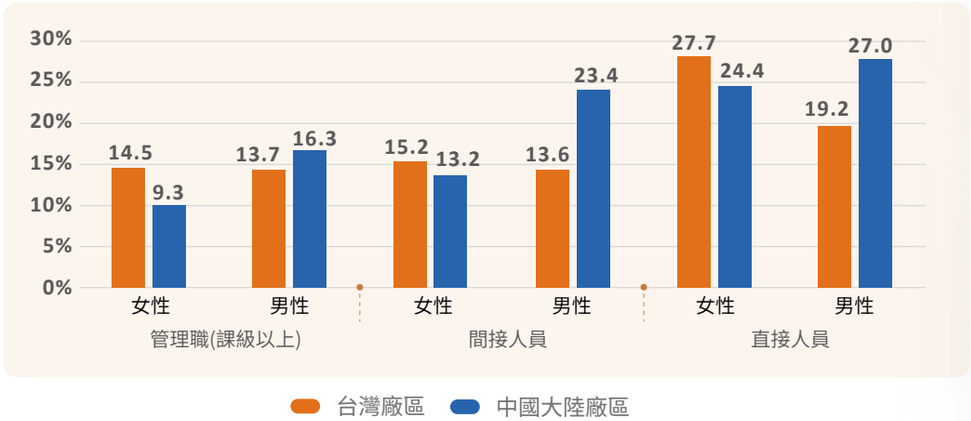
京鼎集團以善盡世界公民之責任為願景，尊重與關懷生命，於各項通識與管理職能教育訓練中透過講述式、互動式、體驗式等教學方式，協助員工澄清價值與觀念，以及尊重人性尊嚴等人權相關內容宣導。

為了提升技術及品質，維護員工及廠區作業安全及精進各項管理能力，公司訓練著重於專業能力、安全訓練及管理能力的提升，公司藉由提供各項訓練課程，進而強化公司整體研發、生產、品質及管理能力，以期提升員工人均產值及強化組織總體競爭力。

2024年台灣廠區平均每人每年訓練時數15.3小時(含)以上，中國大陸廠區23.8小時以上；各類別及受訓平均時數及其圖表詳見如下「各廠區暨員工類別教育訓練時數表」。

- 各廠區暨員工類別教育訓練時數表

廠區	管理職		間接人員		直接人員		合計
	女性	男性	女性	男性	女性	男性	
台灣廠區	14.5	13.7	15.2	13.6	27.7	19.2	15.3
中國大陸廠區	9.3	16.3	13.2	23.4	24.4	27.0	23.8



5.3.1 職涯訓練

公司自員工入職後，落實核心價值中的人本理念，在新人訓練的培訓上不遺餘力；在台灣廠區開課總時數為1254.0 小時(佔總訓練時數之9.8 %)，中國大陸廠區開課總時數為1,648小時(佔總訓練時數之2.9 %)；鼓勵員工積極參與各式教育訓練，並在法規要求取得證照及工作安全的觀念培養上不容輕忽，安全訓練總時數在台灣廠區達3,565.5小時(佔總訓練時數之27.8 %)，中國大陸廠區達 12,447.5 小時(佔總訓練時數之21.6%)。

專業技術含量上，台灣廠區開課總時數為7,125.5小時(佔總訓練時數之55.5 %)、中國大陸廠區為42,859.5小時(佔總訓練時數之74.5%)。台灣廠區內訓每人訓練平均時數 女性 : 15.9 小時 ; 男性 : 15.1 小時；外訓- 每人訓練平均時數 女性 : 0.8小時 ; 男性 : 1.1 小時。中國大陸廠區內訓每人訓練平均時數 女性 : 16.2 小時 ; 男性 : 24.5 小時；外訓- 每人訓練平均時數 女性 : 0.1小時 ; 男性 : 0.9 小時。

2024年度管理類課程的安排，於1 月份時邀請執業律師事務所的專業律師以法律條文搭配實務判例談『營業秘密之範圍及合理之保密措施』， 深化第一線面對客戶圖面等營業秘密之同仁的法治觀念；10月時再次邀請苗栗縣調查站調查官講授『企業面臨潛在威脅-營業秘密及資安防護』講座，強調營業秘密威脅與保護、資安風險的重要性。

員工類別教育訓練總時數表

	內訓上課總時數				外訓上課總時數			
	女性		男性		女性		男性	
廠區	台灣	中國大陸	台灣	中國大陸	台灣	中國大陸	台灣	中國大陸
新人訓練	350.5	320.0	903.5	1,328.0	--(註1)	--	--	--
安全訓練	971.5	854.5	1,917.0	11,193.0	75.0	40.0	602.0	360.0
專業訓練	1,855.0	5,849.0	5,270.0	35,602.5	--	--	--	1,408.0
管理訓練	73.5	0	148.5	0	45.0	--	23.0	--
其他訓練	288.0	44.0	255.0	507.0	51.0	--	--	--
總時數	3,539.0	7,067.5	8,494.0	48,630.5	171.0	40.0	625.0	1,768.0
每人訓練時數	15.9	16.2	15.1	24.5	0.8	0.1	1.1	0.9

註1：表示不適用。

(1)新進人員無外部新人訓練須參加。

(2)管理訓練_外訓之參訓人員以專業經理人為主，依台灣法規須完成之時數；中國大陸廠區無相關規定，故不適用。

(3)其他訓練_外訓之參訓人員包括稽核室人員及職護等參與法規課程；中國大陸廠區無相關規定，故不適用。

註2：以台灣新人訓練為例計算，台灣新人訓練時數/台灣訓練總時數。

各類別課程佔總訓練時數比

新人訓練

台灣廠區	中國大陸廠區
9.8 %（註2）	2.9 %

專業訓練

台灣廠區	中國大陸廠區
55.5 %	74.5 %

其他訓練

台灣廠區	中國大陸廠區
4.6 %	1.0 %

安全訓練

台灣廠區	中國大陸廠區
27.8 %	21.6 %

管理訓練

台灣廠區	中國大陸廠區
2.3%	0.0 %

5.3.2 績效管理

京鼎集團的「績效管理」依規範實施評核作業，自2010年至今已14年，除了日常管理紀錄、推動主管面談機制以落實客觀評核外，更進而針對評核結果設計各晉升、薪資調整及各項獎金措施差異化，達到「區辨人才、發展人才」目的。

2024年台灣京鼎、台灣承鼎、台灣銓冠及台灣凱諾應參加考核人數共727位同仁，而實際參與績效評核作業共727人，其中男性約佔71%、女性約佔29%。松江廠區及蘇州昆山廠區應參加考核人數共2,250位同仁，而實際參與績效評核作業共2,250人，其中男性約佔81%、女性約佔19%。台灣廠區試用期未期滿或尚未合格者、考績期間內申請留職停薪超過6個月(含)以上者、當年度公傷假累計超過 6 個月(含)以上者、外籍移工及約聘人員，無需參加績效考核作業，中國大陸廠區則除試用期未期滿或尚未合格者，無需參加績效考核作業。

- 定期接受績效考核作業的員工人數(按級別和性別分類)

台灣廠區	女性	男性	總人數
高階管理人員	2	25	27
中階管理人員	27	55	82
基層管理人員	7	21	28
其他間接人員	149	167	316
直接人員	24	250	274
總計	209	518	727

中國大陸廠區	女性	男性	總人數
高階管理人員	0	0	0
中階管理人員	7	37	44
基層管理人員	68	227	295
其他間接人員	219	437	656
直接人員	126	1,129	1,255
總計	420	1,830	2,250

5.4 職業安全衛生

京鼎集團為建立安全健康工作環境，免於職業災害發生並符合法遵性，自2017年起開始管理系統之運行。京鼎科中廠區，於2024年完成ISO45001職業安全衛生管理系統/CNS45001臺灣職業安全衛生管理系統(TOSHMS)定期追查，京鼎科研廠區因尚未符合導入ISO45001條件，故未跟隨科中廠區管理系統制度辦理；松江廠區於2015年12月通過三級安全標準化體系評審，2023年進行第二次複審，2024年通過複審，納入確認安全生產標準化(註1)企業名單通告中(註2)；昆山廠區於2014年3月首次通過三級安全標準化體系評審，2023年8月通過二級安全標準化體系現場評審，2024年4月納入定級企業名單並於政府官網公告中(註3)。所有職業安全衛生管理系統均涵蓋該廠內的員工以及非員工。

註1: 安全生產標準化：依「企業安全生產標準化基本規範」，通過建立安全生產責任制，制定安全管理制度和操作規程，排查治理隱患和監控重大危險源，建立預防機制，規範生產行為，使各生產環節符合有關安全生產法律法規和標準規範的要求，人、機、物、環處於良好的生產狀態，並持續改進，不斷加強企業安全生產規範化建設，評定標準共分為一~三級別。
註2: 松江廠：安全生產標準化證書發放時間未定，目前僅公告名單於政府網站。
註3: 昆山廠：二級安全標準化無發放證書，僅公告名單於政府網站。

5.4.1 危害辨識和風險評估

為加強公司安全風險管理，推動安全生產治理模式向事前預防轉型，從源頭上防範化解安全風險，台灣科中廠每年藉由職業安全衛生管理系統所建立之危害辨識與風險評估制度，重新檢視，以了解各單位作業之潛在危害與風險狀況，進而改善。

2024年鑑別數計有982項次，設立3項改善管理方案，如整體改善5F聯合辦公區照明、改善廢棄物暫存區門擋、設置盛漏盤(含漏液檢知)，其餘則以作業程序書進行管控，讓同仁能有個安全健康的作業環境。

危害鑑別風險評估流程(科中廠)

1 教育訓練 → 2 危害鑑別風險評估 → 3 職安衛機會與應處理風險 → 4 管理改善

整體改善5F聯合辦公區照明

1.整體改善5F聯合辦公區照明：2024上半年，5F聯辦部份區域照度為239(lux)，經工程改善後，平均量測16處，皆可達法規標準300(lux)。

改善廢棄物暫存區門擋

2.改善廢棄物暫存區門檔：軌道防呆擋片因鏽蝕損壞，導致拉門脫離導輪後掉落，以工程改善增設軌道擋條，確保拉門穩固。

設置盛漏盤(含漏液檢知)

3.設置盛漏盤(含漏液感知)：停車格上方盲封管線有滴漏狀況，以工程改善設置盛漏盤與漏液檢知，避免因漏液造成人員及車輛等危害。

中國大陸兩廠區則依據政府要求，每年進行安全風險評估，安全風險按照發生生產安全事故的可能性及其後果的嚴重程度，分為重大安全風險、較大安全風險、一般安全風險和低安全風險四個等級。

風險評估流程(松江廠、昆山廠)

1 教育訓練 → 2 安全風險辨識 → 3 安全風險管控措施制定 → 4 監督管理

2024年兩廠區鑑別數計有555項次，其中無重大安全風險，較大安全風險共計12項，一般安全風險共計185項，低安全風險共計358項。通過風險評估所鑑別出的項目，依風險等級從技術措施、管理措施、教育培訓措施、防護用具措施及應急管理措施五個方面進行管控，如使用安全性設備、制定管理制度；定期員工訓、配置個人防護用具、制定專項應急預案等措施，為同仁提供安全風險可控的作業環境。

於事故通報、調查方面，京鼎集團訂有事故通報調查處理程序，當事故發生後，須於10分鐘內完成通報，隨即依法進行事故調查並填報於事故調查系統上，進行原因探討、擬訂改善措施及結果回報，避免再發。

事故通報調查流程：

事故發生 ▶ 事故通報 ▶ 事故調查 ▶ 改善避免再發生

此外，當勞工於執行職務中面臨緊急危害(立即發生危險之虞)，得自行停止作業及退避至安全場所，以維護其自身安全，京鼎集團台灣廠區對於勞工之退避權，恪守職業安全衛生法之規範辦理，對行使退避權或通報職業危害狀況之員工，不會予以解僱、調職、不給付停止作業期間工資或其他不利之處分。

5.4.2 職業安全衛生溝通

京鼎集團台灣廠區於總經理轄下設置職安室，中國大陸廠區設立環安室，負責公司內部職業安全衛生管理之運作，並將作業中潛在的危害及風險納入考量與評估，降低危害之發生率。

台灣廠區(科中廠、科研廠)依「職業安全衛生管理辦法」規範每季召開一次職業安全衛生委員會(簡稱：安委會)，安委會成員皆符合法令規定之要求(如，京鼎科中廠區委員計有十七位，且勞工代表佔委員人數之三分之一以上；京鼎科研廠區則因尚未符合設置條件，與科中廠合併召開)，並由每季會中研議關於目標、安全衛生管理計畫、健康管理與健康促進...等議題，落實執行評估與改善。

台灣廠區(含視訊會議)

松江廠(含視訊會議)

昆山廠(含視訊會議)

中國大陸廠區(松江廠、昆山廠)則依「企業安全生產標準化基本規範」規定每季召開一次職業安全衛生委員會，委員計有33位(由各部門管理委員、2名執行委員及1名工會代表組成)，並於會議研議關於目標、安全衛生管理計畫、健康管理與健康促進...等議題，落實執行評估與改善。

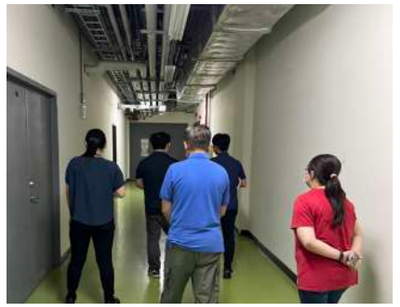
5.4.3 承攬商安全管理

▲ 台灣廠區承攬商年度協議組織會議

本集團注重工作場所安全與環保之相關要求，訂有承攬商安全衛生環保規章，進行高風險作業之重點管制，除要求承攬商須提供6小時安全衛生教育訓練佐證外，其他相關之作業主管、機具之特殊作業安全衛生訓練，也都將一併進行確認；如為移動式起重機、堆高機等作業，則需另外提供法定專業技術人員技能證照後方可入廠。

承攬商職安衛管理管理系統WEB版啟用後，優化了承攬商入廠管控及更為貼近使用者需求。台灣廠區每年定期辦理協議組織會議，採現場及線上會議併行方式辦理，以提升承攬商伙伴參與率，會議中將進行宣導、諮詢與溝通，包括承攬商的人權面，共計57家承攬商參與；中國大陸廠區則針對進廠之承攬商進行危害教育訓練，以維護廠區安全，並每年簽署安全協議書。

台灣廠區目前每月邀集承租戶進行巡檢，以預防職業安全衛生對於業務相關聯之衝擊，為避免巡檢盲點，藉由聯合多方觀點找出廠內潛在的職安衛風險，並於結束後，通知相關單位改善巡檢發現，降低可能造成之影響衝擊，2024年共發現18件風險點，皆已完成改善。



▲ 聯合巡檢

承攬商入廠申請流程

施工需求 → 簽署/繳交/審核承攬商環安衛相關表單 → 入廠施工前申請(含特殊作業) → 審查&許可 → 危害告知簽署&廠內規定/注意事項 → 入廠作業且守規

5.4.4 職業傷害

由環安單位不定期於廠區執行安全巡檢，將巡檢發現與改善狀況公告周知，提醒同仁關注且時時注意作業安全，期許同仁能一起努力達成無事故目標，形塑安全職場。

京鼎集團統計至2024/12/31止，員工因工作相關死亡人數為 0。
2025年京鼎集團持續以零職災為目標，以創造健康安全衛生之良好工作環境。

訊息如下所述或參閱2024年員工職業傷害統計表：

- 科中廠可記錄之職業傷害比率為1.34(男)，傷害事故類型為燒燙傷，共1件。
- 科研廠可記錄之職業傷害比率為5.79(男)，傷害事故類型分別為摔傷、跌倒，共2件。
- 松江廠可記錄之職業傷害比率為4.82(男)、1.36(女)，傷害事故類型分別為物體打擊、機械傷害和其他(夾傷、摔倒、劃傷、扭傷)，共14件
- 昆山廠可記錄之職業傷害比率為2.11(男)，傷害事故類型分別為物體打擊、火險事故和其他(夾傷、摔倒、劃傷、扭傷)，共6件。

2024年員工職業傷害統計

	男性				女性			
項目/廠別	科中廠	科研廠	松江廠	昆山廠	科中廠	科研廠	松江廠	昆山廠
總工時	744,417	345,456	2,699,701	2,837,565	314,291	115,106	737,985	389,095
可記錄之傷害數量(件)	1	2	13	6	0	0	1	0
可記錄之傷害比率	1.34	5.79	4.82	2.11	0	0	1.36	0
嚴重傷害數量(件)	0	0	0	0	0	0	0	0
嚴重傷害比率	0	0	0	0	0	0	0	0
傷害造成死亡數量(件)	0	0	0	0	0	0	0	0
傷害造成死亡比率	0	0	0	0	0	0	0	0

註：數據邊界：正式員工

- 全年應出勤總工時+全年加班總工時；男、女工時是以總工時乘以男、女人數占總人數的比率計算
- 可記錄傷害：死亡、離開工作崗位、工作受限或轉換工作崗位、超出急救的醫療、或失去意識、或由醫生或其他具有執照的醫療保健專業人員診斷的重大傷害或疾病(即使它不會死亡、離開工作崗位、工作受限或轉換工作崗位、超出急救的醫療、或失去意識)
- 可記錄之職業傷害比率：可記錄之職業傷害數 x 百萬工時 / 總工時
- 嚴重傷害：職業傷害而導致死亡、或導致工作者無法、難以於六個月內恢復至受傷前健康狀態的傷害
- 嚴重傷害比率(排除死亡人數)：嚴重的職業傷害數(排除死亡人數) x 百萬工時 / 總工時
- 職業傷害所造成的死亡比率：職業傷害所造成的死亡人數 x 百萬工時 / 總工時

京鼎集團員工因公死亡件數統計，2024年度：人數 0。

2024年承攬商職業傷害統計

項目/廠別	男性 科中廠	男性 科研廠	男性 松江廠	男性 昆山廠	女性 科中廠	女性 科研廠	女性 松江廠	女性 昆山廠
進廠工時	55,400	41,870	88,488	82,536	5,230	4,806	0	0
可記錄之傷害數量(件)	0	0	0	0	0	0	0	0
可記錄之傷害比率	0	0	0	0	0	0	0	0
嚴重傷害數量(件)	0	0	0	0	0	0	0	0
嚴重傷害比率	0	0	0	0	0	0	0	0
傷害造成死亡數量(件)	0	0	0	0	0	0	0	0
傷害造成死亡比率	0	0	0	0	0	0	0	0

註：數據邊界：承攬商

- 總工時為：科中廠、科研廠以系統登錄承攬商進/出時間計算時數；松江廠、昆山廠則以承攬商進/出紀錄之總人次數 x 8小時進行統計
- 可記錄傷害：死亡、離開工作崗位、工作受限或轉換工作崗位、超出急救的醫療、或失去意識、或由醫生或其他具有執照的醫療保健專業人員診斷的重大傷害或疾病(即使它不會死亡、離開工作崗位、工作受限或轉換工作崗位、超出急救的醫療、或失去意識)
- 可記錄之職業傷害比率：可記錄之職業傷害數 x 百萬工時 / 總工時
- 嚴重傷害：職業傷害而導致死亡、或導致工作者無法、難以於六個月內恢復至受傷前健康狀態的傷害。
- 嚴重傷害比率(排除死亡人數)：嚴重的職業傷害數(排除死亡人數) x 百萬工時 / 總工時
- 職業傷害所造成的死亡比率：職業傷害所造成的死亡人數 x 百萬工時 / 總工時

5.4.5 安全推廣

京鼎集團希望人人重視工安，進而關注 自身與他人之安全，因此多以生動趣味、讓員工能實際操作的原則辦理教育訓練，以強化員工及非員工的安全意識，台灣廠區約完成1,254人次，中國大陸廠區則為5,966人次。

科中、科研廠區教育訓練

▲ 消防滅火演練

▲ 化品洩漏演練

▲ 緊急疏散演練(日)

▲ 緊急疏散演練(夜)

- 員工教育訓練人次統計

新進人員安衛教育訓練

台灣	松江	昆山	合計
159	180	276	615

職安衛危害鑑別風險評估教育訓練

台灣	松江	昆山	合計
22	181	276	479

消防實際滅火演練

台灣	松江	昆山	合計
518	181	187	886

緊急疏散演練(日、夜)

台灣	松江	昆山	合計
511	2,230	2,394	5,135

化品洩漏演練

台灣	松江	昆山	合計
19	40	21	80

6S稽核員教育訓練

台灣	松江	昆山	合計
25	0	0	25

合計

台灣	松江	昆山	合計
1,254	2,812	3,154	7,220

松江、昆山廠區教育訓練


▲ 消防演練(松江)


▲ 化品洩漏演練(松江)


▲ 消防演練(昆山)


▲ 化品洩漏演(昆山)

京鼎集團期待與非員工一起提升安全意識，因此於辦理緊急疏散演練時，亦邀集非員工一同參與，讓他們藉此了解應變流程並熟悉緊急疏散集結地點。

另外，尚有辦理特殊作業之教育訓練，如科中、科研廠區的固定式起重機、堆高機、危害性化學品...等；松江、昆山廠區的焊接、叉車、起重機、危化品...等，皆定期安排至合格教育訓練機構回訓，讓同仁溫故知新並確保資格有效性。

承攬商教育訓練


▲ 科中廠區


▲ 松江廠區


▲ 昆山廠區

非員工教育訓練人次統計

承攬商教育訓練

台灣	松江	昆山	合計
4,733	467	318	5,518

消防系統教育訓練

台灣	松江	昆山	合計
10	0	0	10

緊急疏散演練

台灣	松江	昆山	合計
18	81	3	102

合計

台灣	松江	昆山	合計
4,761	548	321	5,630

5.5 健康照護

5.5.1 健康推廣

台灣廠區健康照護制度

本公司健檢制度優於台灣《勞工健康保護規則》標準。依現行台灣政府法規，65歲以上員工需每年檢查一次；40至64歲員工每三年一次；未滿40歲員工則每五年一次。

相較之下，公司規定所有到職滿一年員工，不分年齡，每年均享有一次免費健檢，並提供每人最高NT$15,000 的檢查補助，讓員工除基本項目外，可依需求加選進階檢查。2024年統計共416人享受此公司優於法規之福利。

此外，公司也提供員工眷屬優惠健檢，推動健康管理從職場延伸至家庭，全面守護員工與家人的健康。

針對具潛在健康風險的崗位，公司實施職前與職中教育訓練、定期作業觀察與環境監測、加強版健康檢查、每月駐廠醫師諮詢、不定期現場訪視、危害控制與風險評估等措施，以達成職業病「零確診」的目標。2024年台灣廠區職業病發生率為 0%。

依據前揭法定規則，京鼎搭配職業醫學專科醫師，針對人因性危害、母性保護、過負荷等問題進行異常分級管理，由護理師、職安及人資單位進行關懷與追蹤，必要時安排醫師進一步評估與改善。2024年，相關異常個案皆已完成改善與後續追蹤。

各廠區醫護人員人力組織圖：
依照當地法規設置專任(台灣)或兼任(中國大陸)醫護人員共 4 名。

- 科中廠區：依法設置一名專任護理人員
- 昆山廠區：設置一名兼任護理人員
- 科研廠區：依法設置一名專任護理人員
- 松江廠區：設置一名兼任護理人員

- 年度健康檢查成果

昆山廠區	員工健檢應檢查人數	實際體檢人數	健檢率
幹部體檢	225	225	100%
員工體檢	518	518	100%
員工職業病體檢	470 （含3人射線）	470 （含3人射線）	100%

松江廠區	員工健檢應檢查人數	實際體檢人數	健檢率
幹部體檢	142	142	100%
員工體檢	637	637	100%
在崗職業病體檢	572	572	100%

中國大陸廠區健康照護制度

昆山及松江廠亦依當地法規實施定期健檢，並針對職業病風險崗位人員提供上崗、在崗（年度）與離崗體檢。若日後被診斷為職業病，醫務室將依職業病相關法規協助處理。公司同時嚴格把關崗前與在職體檢結果，對可能具職業病風險者進行崗位調整或不予錄用，以確保同仁健康，降低風險。

松江和昆山廠區提供年度全員健康體檢、日常工傷急病應急處理及就醫協助、周健康宣教公告、各類疾病應急宣導及部署、心理關愛培訓、健康諮詢上門講座（中醫健康問診上門）、日常健康咨詢、安全防護品的配備及健康類應急處置等。

2024年度松江廠 無 判定為職業健檢結果異常者。昆山廠有出現職業健檢結果異常的項目及其後續保護措施。

優於法令之健檢照護項目

台灣廠區

為了提升員工健康，進一步提升企業競爭力，使組織與員工皆能獲得成功，故公司提供員工每年-健檢一次並檢查項目優於法規要求。

血糖代謝篩檢、十年心血管疾病風險評估、高免感C反應蛋白、肝炎病毒篩檢、類風濕性關節因子、電解質。

高階健檢項目:骨質密度(X光式)、靜態心電圖、各部位超音波、心腦血管檢查、高階影像檢查(肺部、冠狀動脈電腦斷層)、消化道檢查(無痛腸胃鏡)、腫瘤標記篩檢。

昆山廠區

為維護員工身體健康，及時發現、排除疾病隱患; 體現公司關愛，營造健康工作氛圍，故公司每年給員工提供全面健康檢查。

體檢項目依員工性別、年齡、年資等設置，主要包含：血液檢驗（檢驗肝功能、腎功能、血糖、血脂等）、尿液檢驗、超聲檢查（腹部肝胆脾胰腎、膀胱、子宮、乳腺、甲狀腺、頸動脈等）、胸透、心電、骨密度檢測、心腦血管疾病檢測、腫瘤指標篩查等。

松江廠區

為維護員工身體健康，及時發現、排除疾病隱患; 體現公司關愛，營造健康工作氛圍，故公司每年給員工提供全面健康檢查。依照資職位及年資差異分別訂定體檢類別。

體檢項目依照員工性別、年齡、年資分類體檢略有差異，主要包含：血液檢驗（檢驗肝功能、腎功能、血糖、血脂等）、尿液檢驗、超聲檢查（腹部肝胆脾胰腎、膀胱、子宮、乳腺、甲狀腺、頸動脈等）、胸透、心電、骨密度檢測、心腦血管疾病檢測、腫瘤指標篩查等。

5.5.2 多元健康促進活動

企業在關注員工健康、身心靈發展方面扮演著極為關鍵的角色，這不僅關乎員工個人的幸福與成長，也直接影響企業的生產力與創新力。京鼎除了提供完善的團險、定期健康檢查之外，也透過健康促進計畫確保員工在面對身體健康挑戰時獲得及時支持，進而降低因病缺勤和勞動效率下降的風險。藉由2024年員工健檢結果發現，體重過重與血壓異常等仍為主要健康問題，故舉辦多元的活動與服務，包含健康講座、癌症篩檢、捐血活動，此外，為提高群體免疫力，在流感盛行季節，也邀請醫療院所至廠區內提供同仁免費接種服務。

台灣廠區

▲ 逗陣做癌篩


▲ 慷慨解囊捐熱血


▲ 世界地球日 用「吃蔬食」改變世界


▲ 流感疫苗到廠免費接種

昆山/松江廠區


▲ 慷慨解囊捐熱血(昆山)


▲ “心靈港灣”健康課程(松江)

5.5.3 母性健康危害風險管理

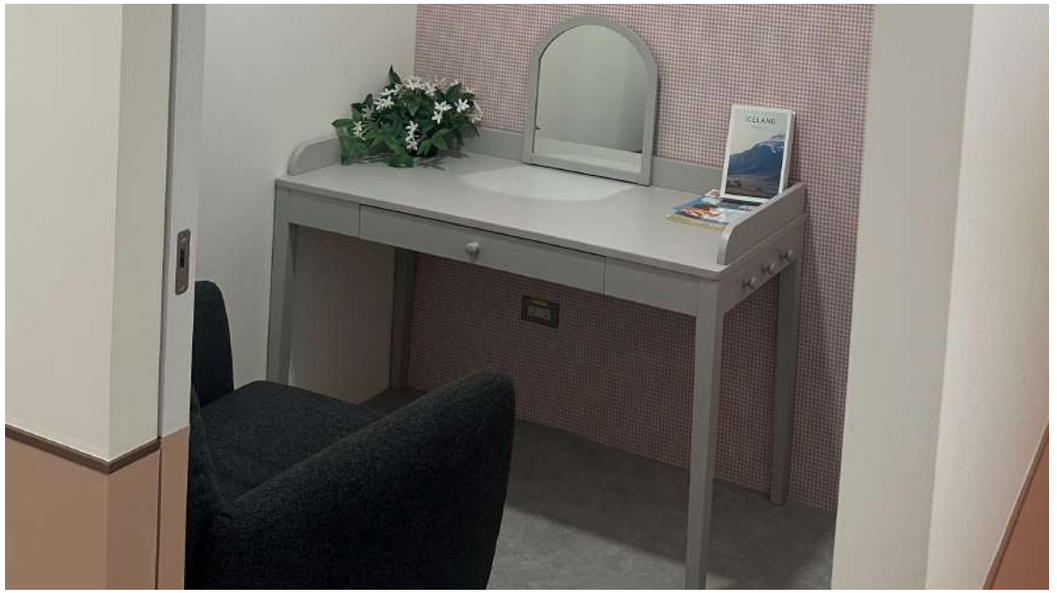
近年政府頒布多項法令以確保女性勞工之福祉及保護，京鼎依循《職業安全衛生法》考量性別差異及妊娠等對健康風險之影響，實施必要的母性勞工健康保護及風險管理等，於每季安委會報告執行成果，2024年完成母性健康面談16人並評估完成健康風險分級管理，對於中高風險個案健康複查追蹤與關懷。

台灣廠區

1. 配合勞動部實施育嬰留職停薪津貼、強化安胎休養及家庭照顧請假權益等，並建立相關健康保護措施，參考勞動部出版的《職場母性健康保護工作指引》，制定公司內部的標準作業流程，對於妊娠與分娩後一年內復工之女性員工，落實健康風險評估，進行危害控制、風險溝通，視需要進行工作調整。
2. 對妊娠員工提供孕期與哺乳期相關健康指導，並提供哺集乳室空間，在兼顧母性保護與就業平等權之原則下，營造女性員工友善工作環境。

中國大陸廠區

1. 為保護母性健康，公司制定了《女性員工母性健康保護辦法》，對妊娠期及哺乳期女性員工落實健康風險評估、進行危害控制、風險溝通、健康指導，視需要進行工作調整，營造女性員工友善關愛工作環境。
2.
   - 對妊娠期女性員工提供孕期相關健康指導及休息室，依法給予有薪孕檢假用于定期身體健康檢查。
   - 女性員工生育時依法給予有薪產假，並享受生育保險待遇。
   - 對哺乳期女性員工提供哺乳期相關健康指導及哺乳室，依法給予有薪哺乳假。



5.5.4 職業病

透過廠內員工健康管理辦法之制定，提供執行方式與健康保護資訊，並由TOSHMS和ISO45001職業安全衛生管理系統為基礎，並參考相關國際案例及資源，建立健康風險評估，評估同仁作業類型疑似會產生之健康危害風險，提升同仁對健康危害意識。

2024年公司沒有因工作造成之職業病，也無經過任何職業災害勞工保護法鑑定流程而判定為職業病案例的發生。

主要作業危害類別

噪音：開空氣槍、產品加工、拋光作業、廠務機房巡檢
四氯乙烯：遮封作業
粉塵：研磨作業
鉻酸：SNP作業
鎳：刷鎳作業

執行追蹤及健康管理採行措施

台灣廠執行方式：每半年執行一次作業環境監測，並將監測結果公告全廠週知，並提供適當防護具供相關作業同仁使用。
→ 健康管理:對健康異常項目進行異常分析、分級管理及改善追蹤，並由職醫與職護定期追蹤。
昆山廠執行方式：每年執行一次廠區職業危害因素檢測由環安單位負責，總務依照環安提供危害因素種類/作業場所等資料開展相對應的職業病體檢。
松江廠執行方式：每年執行一次廠區職業危害因素檢測由環安單位負責，總務依照環安提供危害因素種類/作業場所等資料開展相對應的職業病體檢。

本集團健康風險管理執行方式，會依據相關法規，特別危害健康種類之作業類型實施危害風險評估，依不同的危害類型實施管理措施，其管理措施有：提供個人防護具、在職前、中教育訓練、作業環境監測實施、定期健康檢查(含特殊作業檢查)、健康檢查結果之分級管理、職醫臨廠諮詢服務、醫療轉介與推廣多元健康促進活動，協助員工擁有健康的身體。

台灣廠區特殊危害作業健康檢查管理執行結果

針對健康管理結果第二級管理以上者，提供勞工個人健康指導及安排臨廠醫師面談。

特殊危害作業檢查項目	第二級管理人數	第三級管理人數	第四級管理人數(三級複檢後職醫再次判級)
噪音	97	3	0
四氯乙烯	34	1	0
粉塵	15	0	0
鉻酸	5	0	0
鎳	53	0	0

2024年度對於特殊危害作業健康檢查執行結果異常後續追蹤

噪音第三級管理者：執行聽力防護計畫。
1. 噪音作業確實配戴聽力防護具。
2. 定期檢測個人噪音暴露劑量，適當調整工作輪替，減少噪音暴露劑量。
3. 定期健康檢查追蹤。

健康管理執行結果

針對健康管理結果第三級管理以上者，複檢後需請職業醫學科專科醫生協助依評估結果重新分級並提供勞工個人健康指導及上述相關追蹤。2024年特殊危害健檢原三級人員為3名，經職業專科醫生評估並改判均為二級。

昆山廠/松江廠：統一作業模式

上海松江廠區及昆山廠區依據中華人民共和國職業病防治法第三十六條規定，對從事接觸職業病危害的作業人員在上崗前、在崗期間和離崗時做職業健康檢查。

依據危害特性進行有針對性的職業病體檢，並進行各項管理措施，包括：從源頭降低職業危害；配發合適的勞動防護用具；對員工加強職業衛生方面的培訓；職業危害崗位人員每年進行職業病體檢，如有職業禁忌應立即調崗；每年定期委託協力廠商進行職業危害因素檢測；依政府要求每年進行職業危害因素申報；每三年委託具備資質的評價公司進行職業衛生現狀評價，並向政府備案。

以達成全年零確診職業病發生率的目標。

昆山廠檢查及評價依據：《中華人民共和國職業病防治法》《職業健康檢查管理辦法》。

松江廠檢查依據:《中華人民共和國職業病防治法》《職業健康檢查管理辦法》要求全廠職業病發生率為0。

2024年度對於特殊危害作業健康檢查執行結果異常後續追蹤

昆山廠：

結論1：7人[電測聽]所檢專案發現異常，建議加強聽力防護。

處理：第一時間通知到體檢本人知曉體檢結果與簽字確認，同步部門宣導及管理防護用具的佩戴及安全檢查，早晚班會會教育訓練強化上崗者規範安排佩戴；環安+行政部門日常安全檢查提示及稽查不規範佩戴管理。

結論2：1人經復查，檢查發現職業禁忌證。

[電測聽]所檢專案發現異常，職業禁忌證：任一耳傳導性耳聾，平均語頻聽力損失≥41dB，建議調離雜訊作業崗位。

處理：第一時間通知體檢本人知曉體檢結果與簽字確認，簽訂”職業禁忌症告知回執“，同步內部申辦”崗位調動單“直接脫離職業病崗位。人資/環安及部門各主管均知曉。

3. 定期健康檢查追蹤。

松江廠：2024年度在崗職業病體檢結論均無異常。

5.6 社區參與與公益關懷

京鼎致力於提升企業價值的同時，亦展現對社會與環境的責任感，本公司積極推動社會公益事業，於2016年成立傳愛社，以聯合國永續發展目標第4項、第8項、第13項、第14項、第15項、第17項為目標，發展「LOVE京鼎傳愛計畫」，和政府、社區等各方合作，提供愛心陪伴、弱勢就業、永續公民、親善大地等公益服務，為員工實現公益服務之機會，實踐京鼎友愛社會推動永續綠生活之永續使命。

2024年公益投入成果

合作單位	投入金額	志工服務時數	受益人次
14 家	**62 萬**	**260 小時**	**2,712**

愛心陪伴

聖誕圓夢傳愛

SDG 4：優質教育、SDG 17：夥伴關係

具體行動

- 連續9年支持苗栗苑裡家扶中心聖誕圓夢活動，每年於聖誕節前邀請員工認領孩童的聖誕心願禮物，2024年總計募集100份禮物，於聖誕節當日將禮物送往家扶中心，陪伴小朋友們度過溫馨幸福的節日。
- 本次活動共計80人參加，捐贈禮物價值約NT$100,000。

社會效益

- 提供偏鄉兒童溫馨節慶體驗與情感支持，有助於兒童心理健康與社會連結。
- 促進員工與社福機構（家扶中心）合作，強化企業與在地社區的連結。

永續公民

支持「播下閱讀的種子—給孩子一個大未來」公益計畫

SDG 4：優質教育、SDG 10：減少不平等、
SDG 12：負責任的消費與生產、SDG 13：氣候行動

具體行動

- 自2018年起至今已捐贈竹南12所中小學天下遠見出版之雜誌。
- 2024年除捐贈雜誌外，還挑選具教學意義的童書捐贈給共計8個公益團體和偏鄉小學。
- 捐贈153個隨行杯給苗栗偏鄉小學及在地社福團體。

社會效益

- 強化偏鄉孩童閱讀能力，縮短教育資源差距。
- 推廣重複使用概念，減少一次性塑膠製品使用。
- 提升孩童與社福團體的環保意識，落實低碳生活。
- 鼓勵學生拓展國際觀與公民素養，培育未來永續人才。

親善大地

淨灘與慢魚海洋生態導覽

SDG 13：氣候行動、SDG 14：保育海洋生態、
SDG 15：保育陸域生態

具體行動

- 與竹南塭內社區發展協會合作，藉由淨灘與生態導覽帶大家深入了解我們共同生活的這塊土地。
- 另外還設計食魚料理的體驗環節，讓大家從這一系列的活動中體認到環境對生態保育的重要性。
- 活動共計57人參加，共清除一般垃圾26.9公斤、資源回收52.8公斤。

社會效益

- 實際減少海岸垃圾，改善海洋環境品質。
- 提升大眾對於海洋與永續飲食的關聯認識，培養生態保育行動力。

弱勢扶助

京鼎唐寶寶支持計畫（含棒棒唐工作坊、尾牙演出）

SDG 8：體面工作與經濟成長、SDG 10：減少不平等、SDG 17：夥伴關係

具體行動

- 京鼎台灣竹南廠設置「棒棒唐工作坊」，創台灣科學園區廠商之首，除了雇用身心障員工擔任工作人員之外，也免費提供場地支持有唐氏兒的家庭創設烘焙坊，透過員工購買以及公司贈禮支持，為唐氏兒創造就業機會、亦協助其培養一技之長。
- 本公司的尾牙表演亦邀請唐寶寶大禮樂團演出，行之有年成為尾牙開場表演傳統，將公益關懷的正向影響力潛移默化傳遞至員工心中，鼓勵員工在日常生活中加入關懷弱勢的行列。

社會效益

- 提供身心障礙者穩定工作與技能訓練，創造社會共融機會。
- 積極促進職場多元與包容性文化，深化員工公益參與意識。

贊助苗栗特殊教育學校啦啦隊參賽

SDG 4：優質教育、SDG 10：減少不平等

具體行動

- 提供活動經費支持苗栗特殊教育學校啦啦隊參與2024年世界啦啦隊錦標賽。
- 苗栗特殊教育學校勇奪該(2024)年世界啦啦隊錦標賽金獎。

社會效益

- 支持特殊教育學生參與國際賽事，提升自信與社會參與感。
- 強化教育公平與社會包容價值。

舉辦中秋公益市集

SDG 1：消除貧窮、SDG 8：體面工作與經濟成長、SDG 17：夥伴關係

具體行動

- 邀請全廠同仁參與二手商品義賣，全數收益捐贈給苗栗家扶中心。
- 另邀請苗栗創世基金會、幼安教養院及盲人按摩設攤販售公益商品及服務，並捐贈各機構經費各20,000元。

社會效益

- 支持在地社福團體創造收入來源。
- 員工透過二手義賣參與社會資源再分配，落實永續消費理念。

響應創世基金會「愛劇在一起」募款行動

SDG 1：消除貧窮、SDG 3：健康與福祉、SDG 17：夥伴關係

具體行動

- 籌建偏遠地區清寒植物人安養院-花蓮分院募款，除於中元普渡購買植福箱30個(共18,000元)，更鼓勵員工帶領孩子一同購票響應公益，公司並補助一半的購票費用。(累計補助的金額共1,500元)

社會效益

- 支持偏鄉植物人安養機構興建，減輕弱勢家庭照護壓力。
- 親子共同參與公益活動，培養永續與關懷價值觀。

Appendix:
Reference Information and Disclosure Index

Annex 1: 2023 and 2024 GHG Inventories

2024 GHG Inventories

Site		Kezhong		Keyan		US Office		Total	
Scope	Category	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %
Scope 1: Direct GHG Emissions	Category 1: Direct GHG Emission	170.0605	1.42%	281.4753	5.75%	7.7283	46.65%	459.2641	2.73%
	1.1 Direct Emissions from Stationary Combustion	1.1244	0.01%	0.3922	0.01%	4.4481	26.85%	5.9646	0.04%
	1.2 Direct Emissions from Mobile Combustion	8.7485	0.07%	註1	--	1.6473	9.94%	10.3959	0.06%
	1.3 Direct Process Emissions and Removal from Industrial Processes	no emission	--	no emission	--	no emission	--	no emission	--
	1.4 Direct Fugitive Emissions from the Release of GHGs in Anthropogenic Systems	160.1876	1.34%	281.0831	5.74%	1.6329	9.86%	442.9036	2.63%
	1.5 Direct Emissions and Removal from Land Use, Land Use Change and Forestry (LULUCF)	no emission	--	no emission	--	no emission	--	no emission	--
Scope 2: Electricity Indirect GHG Emissions	Category 2: Indirect GHG Emissions from Imported Energy	2,663.6710	22.35%	3,754.6488	76.67%	5.0609	30.54%	6,423.3807	38.15%
	2.1 Indirect Emissions from Imported Electricity	2,663.6710	22.35%	3,754.6488	76.67%	5.0609	30.54%	6,423.3807	38.15%
	2.2 Indirect Emissions from Imported Energy	no emission	--	no emission	--	no emission	--	no emission	--
Scope 3: Other Indirect GHG Emissions	Category 3: Indirect GHG Emissions from Transportation	3,948.2662	33.13%	1.6366	0.03%	註2	--	3,949.9028	23.47%
	3.1 Emissions from Upstream Transport and Distribution for Goods	3,586.9991	30.09%	註3	--	no emission	註4	3,586.9991	21.31%
	3.2 Emissions from Downstream Transport and Distribution for Goods	267.4792	2.25%	1.6366 ,註5	0.03%	no emission	註4	269.1158	1.60%
	3.3 Emissions from Employee Commuting	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	3.4 Emissions from Client and Visitor Transport	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	3.5 Emissions from Business Travel	93.7879	0.79%	註3	--	註2	--	93.7879	0.56%
	Category 4: Indirect GHG Emissions from Products and Services used by an Organization	1,274.5564	10.69%	859.1913	17.55%	3.7794	22.81%	2,137.5271	12.70%
	4.1 Emissions from Purchased Goods	561.3787	4.71%	785.2616	16.04%	3.7794	22.81%	1,350.4197	8.02%
	4.2 Emissions from Capital Goods	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	4.3 Emissions from the Disposal of Solid and Liquid Waste	713.1777	5.98%	73.9297	1.51%	註6	--	787.1074	4.68%
	4.4 Emissions from the Use of Assets are generated through equipment leased	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	4.5 Emissions from the Use of Services that are not described in the above	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	Category 5: Indirect GHG Emissions Associated with the Use of Products from the Organization	3,862.6407	32.41%	non-significant	--	no emission	--	3,862.6407	22.95%
	5.1 Emission from the Use Stage of the Product	non-significant	--	non-significant	--	no emission	--	non-significant	--
	5.2 Emissions from Downstream Leased Assets	no emission	--	no emission	--	no emission	--	no emission	--
	5.3 Emissions from End of Life Stage of the Product	3,862.6407	32.41%	no emission	--	no emission	註7	3,862.6407	22.95%
	5.4 Emissions from Investments	no emission	--	no emission	--	no emission	--	no emission	--
	Category 6 Indirect GHG Emissions from Other Sources	no emission	--	no emission	--	no emission	--	no emission	--
	6.1 Others	no emission	--	no emission	--	no emission	--	no emission	--
	Total：	11,919.195	100.00%	4,896.952	100.00%	16.569	100.00%	16,832.715	100.00%
	Percentage	70.81%		29.09%		0.10%		100.00%	

2023 GHG Inventories

Site		Kezhong		Keyan		US Office		Total	
Scope	Category	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %	Emissions (tCO_2e)	Percentage %
Scope 1: Direct GHG Emissions	Category 1: Direct GHG Emission	173.4523	1.09%	282.1141	5.61%	13.7617	58.86%	469.3281	2.40%
	1.1 Direct Emissions from Stationary Combustion	1.2289	0.01%	1.0310	0.01%	7.3398	31.39%	9.5997	0.05%
	1.2 Direct Emissions from Mobile Combustion	9.1575	0.05%	註1	--	4.4848	19.18%	13.6423	0.07%
	1.3 Direct Process Emissions and Removal from Industrial Processes	no emission	--	no emission	--	no emission	--	no emission	--
	1.4 Direct Fugitive Emissions from the Release of GHGs in Anthropogenic Systems	163.0659	1.03%	281.0831	5.60%	1.9371	8.29%	446.0861	2.28%
	1.5 Direct Emissions and Removal from Land Use, Land Use Change and Forestry (LULUCF)	no emission	--	no emission	--	no emission	--	no emission	--
Scope 2: Electricity Indirect GHG Emissions	Category 2: Indirect GHG Emissions from Imported Energy	3,006.6030	19.02%	2,848.0088	76.52%	4.5381	19.41%	5,859.1499	29.96%
	2.1 Indirect Emissions from Imported Electricity	3,006.6030	19.02%	2,848.0088	76.52%	4.5381	19.41%	5,859.1499	29.96%
	2.2 Indirect Emissions from Imported Energy	no emission	--	no emission	--	no emission	--	no emission	--
Scope 3: Other Indirect GHG Emissions	Category 3: Indirect GHG Emissions from Transportation	7,243.5588	45.81%	1.1765	0.04%	註2	--	7,244.7353	37.05%
	3.1 Emissions from Upstream Transport and Distribution for Goods	7,091.8106	44.85%	註3	--	no emission	註4	7,091.8106	36.26%
	3.2 Emissions from Downstream Transport and Distribution for Goods	74.6280	0.47%	1.1765 ,註5	0.04%	no emission	註4	75.8045	0.39%
	3.3 Emissions from Employee Commuting	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	3.4 Emissions from Client and Visitor Transport	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	3.5 Emissions from Business Travel	77.1202	0.49%	註3	--	註2	--	77.1202	0.39%
	Category 4: Indirect GHG Emissions from Products and Services used by an Organization	1,038.3432	6.57%	590.4548	15.86%	5.0795	21.73%	1,633.8775	8.35%
	4.1 Emissions from Purchased Goods	610.2141	3.86%	570.6297	15.33%	5.0795	21.73%	1,185.9233	6.06%
	4.2 Emissions from Capital Goods	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	4.3 Emissions from the Disposal of Solid and Liquid Waste	428.1291	2.71%	19.8251	0.53%	註6	--	447.9542	2.29%
	4.4 Emissions from the Use of Assets are generated through equipment leased	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	4.5 Emissions from the Use of Services that are not described in the above	non-significant	--	non-significant	--	non-significant	--	non-significant	--
	Category 5: Indirect GHG Emissions Associated with the Use of Products from the Organization	4,349.0549	27.51%	non-significant	--	no emission	--	4,349.0549	22.24%
	5.1 Emission from the Use Stage of the Product	non-significant	--	non-significant	--	no emission	--	non-significant	--
	5.2 Emissions from Downstream Leased Assets	no emission	--	no emission	--	no emission	--	no emission	--
	5.3 Emissions from End of Life Stage of the Product	4,349.0549	27.51%	no emission	--	no emission	註7	4,349.0549	22.24%
	5.4 Emissions from Investments	no emission	--	no emission	--	no emission	--	no emission	--
	Category 6 Indirect GHG Emissions from Other Sources	no emission	--	no emission	--	no emission	--	no emission	--
	6.1 Others	no emission	--	no emission	--	no emission	--	no emission	--
	Total：	15,811.012	100.00%	3,721.754	100.00%	23.379	100.00%	19,556.146	100.00%
	Percentage	80.85%		19.03%		0.12%		100.00%	

Note 1: Category 1.2 emissions from the Kezhong site are mainly attributed to office vehicles and forklifts; currently, there is no related equipment at the Keyan site.

Note 2: Category 3.5 emissions from the UC SITE are solely from outsourced shipments, and these are included in the clearing within the Kezhong site.

Note 3: Category 3.1 & 3.5 emissions from the Keyan site pertain to process outsourcing, and these are currently included in the clearing within the Kezhong site.

Note 4: The UC SITE serves as an administrative office only and therefore has no Category 3.18 & 3.2 emissions.

Note 5: Category 3.2 emissions from the Keyan site previously involved statistical calculation of waste transportation; other downstream product transportation businesses are not included, and these are counted as clearing within the Kezhong site.

Note 6: UC SITE emissions from office equipment are negligible and thus do not generate Category 4.3 emissions.

Note 7: The Keyan site and UC SITE currently have no properties leased out, so there are no Category 5.3 emissions.

Annex 2: Occupational Hazard Inspections and Personnel

Item	Taiwan Sites	Songjiang Site	Kunshan Site
Noise	163	0	0
Dust	76	0	0
Perchloroethylene (Tetrachloroethylene, PCE)	76	0	0
Chromic acid	76	0	0
Nickel	76	0	0
Isopropanol (IPA)	0	95	0
Aluminum alloy dust, Noise	0	74	0
Welding fume, Nitrogen oxides (NOx), Manganese and its inorganic compounds, Nickel and its compounds, Carbon monoxide (CO), Chromium trioxide (CrO_3), Ozone (O_2), Welding arc radiation, High-frequency electric field, Noise, Grinding wheel dust	0	39	0
Aluminum alloy dust, Aluminum, Noise	0	41	0
Noise, Iron and its compound dust	0	22	0
Noise	0	13	0
Tin dioxide (SnO_2)	0	12	0
Soluble nickel compounds, Chromates, Dichromates (hexavalent chromium, Cr(VI)), Hydrogen fluoride (HF), Nitrogen oxides (NOx), Sodium hydroxide (NaOH), Oxalic acid, Sulfuric acid and sulfur trioxide (SO_3), Potassium hydroxide (KOH), Sodium carbonate (Na_2CO_3), Noise	0	10	0
Perchloroethylene (Tetrachloroethylene, PCE), Toluene	0	9	0
Sodium hydroxide (NaOH), Nitrogen oxides (NOx), Hydrogen fluoride (HF), Chromates, Dichromates (hexavalent chromium, Cr(VI)), Soluble nickel compounds, Phosphoric acid (H_3PO_4), Sulfuric acid and sulfur trioxide (SO_3), Noise	0	9	0
Soluble nickel compounds, Chromates, Dichromates (hexavalent chromium, Cr(VI)), Hydrogen fluoride (HF), Nitrogen oxides (NOx), Sodium hydroxide (NaOH), Chromates, Dichromates, Noise	0	8	0
Sodium hydroxide (NaOH), Nitrogen oxides (NOx), Hydrogen fluoride (HF), Chromates, Dichromates (hexavalent chromium, Cr(VI)), Soluble nickel compounds, Phosphoric acid (H_3PO_4), Sulfuric acid and sulfur trioxide (SO_3), Noise	0	8	0
Welding fume, Carbon monoxide (CO), Nitrogen oxides (NOx), Ozone (O_3), Welding arc radiation, High-frequency electric field, Noise, Aluminum oxide dust, Aluminum alloy dust, Grinding wheel dust	0	8	0
Welding fume, Nitrogen oxides (NOx), Carbon monoxide (CO), Manganese and its inorganic compounds, Metallic nickel and insoluble nickel compounds; nickel and its compounds, Chromium trioxide (CrO_3), Ozone (O_3), High-frequency electric field, Welding arc radiation, Noise	0	7	0
Titanium dioxide dust (TiO_2 dust)	0	6	0
Acidic and alkaline chemicals	0	6	0
Metallic nickel and insoluble nickel compounds, Phosphoric acid (H_3PO_4), Hydrogen chloride (HCl) / Hydrochloric acid (HCl), Chromates, Sulfuric acid and sulfur trioxide (SO_3), Fluorine and its compounds, Iodine (I_2)	0	5	0
Noise, Laser radiation, Aluminum oxide dust, Aluminum, Aluminum alloy dust, Iron and other compound dust, Manganese and its inorganic compounds, Metallic nickel and insoluble nickel compounds, Nickel and its compounds, Chromium trioxide (CrO_3)	0	5	0
Hydrogen fluoride (HF), Ammonia (NH_3), Nitrogen oxides (NOx), Sodium hydroxide (NaOH), Soluble nickel compounds, Chromates, Dichromates (hexavalent chromium, Cr(VI)), Noise	0	4	0
Sodium hydroxide (NaOH), Nitrogen oxides (NOx), Hydrogen fluoride (HF), Chromates, Dichromates (hexavalent chromium, Cr(VI)), Soluble nickel compounds, Noise	0	4	0
Sulfuric acid and sulfur trioxide (SO_3), Sodium hydroxide (NaOH)	0	4	0
Noise, Stainless steel and other compound dust	0	4	0
Power-frequency electric field, Noise	0	3	0
Methyl ethyl ketone (MEK)	0	3	0
Isopropanol (IPA), Isophorone	0	3	0
Isopropanol (IPA), Noise	0	3	9
Sulfuric acid and sulfur trioxide (SO_3), Nitrogen dioxide (NO_2), Nickel and its compounds, Phosphoric acid (H_3PO_4), Chromium and its compounds, Hydrogen fluoride (HF), Ammonia (NH_3)	0	3	0

Item	Taiwan Sites	Songjiang Site	Kunshan Site
Soluble nickel compounds, Chromates, Dichromates (hexavalent chromium, Cr(VI)), Hydrogen fluoride (HF), Nitrogen oxides (NOx), Sodium hydroxide (NaOH), Phosphoric acid (H_3PO_4), Sulfuric acid and sulfur trioxide (SO_3), Noise	0	1	0
Formic acid (HCOOH), Sodium hydroxide (NaOH), Hydrogen fluoride (HF), Nickel and its compounds, Hydrochloric acid (HCl)	0	1	0
Isopropanol (IPA), Acetone	0	6	0
Noise, Iron and other compound dust, Sodium chloride (NaCl), Hydrochloric acid (HCl), Sodium citrate, Citric acid ethyl ester (Ethyl citrate), Zinc formate, Ethylenediamine (EDA), Formic acid (HCOOH), Sodium hydroxide (NaOH)	0	6	0
Titanium dioxide (TiO_2), Toluene, Ethyl acetate, Xylene	0	2	0
Power-frequency electric field	0	0	0
Benzene, Toluene, Xylene, Methyl ethyl ketone (MEK), Ethyl acetate, Isopropanol (IPA)	0	0	0
Sulfuric acid and sulfur trioxide (SO_3), Nitrogen dioxide (NO_2), Nickel and its compounds, Phosphoric acid (H_3PO_4), Chromium and its compounds, Hydrogen fluoride (HF), Ammonia (NH_3), Noise	0	0	0
Noise, Aluminum oxide dust, Iron and other compound dust	0	0	0
Sodium carbonate (Na_2CO_3), Sulfuric acid and sulfur trioxide (SO_3), Hydrochloric acid (HCl), Fluorine and its compounds (excluding hydrogen fluoride), Phosphoric acid (H_3PO_4), Sodium hydroxide (NaOH)	0	0	0
Diethanolamine (DEA), Monoethanolamine (MEA), Ammonium bicarbonate, Aqueous ammonia / Ammonium hydroxide, Fatty alcohol ether, Non-ionic surfactants, Carbonates, Potassium hydroxide (KOH), Acrylic acid, Silicates, Dicarboxylic acids	0	0	0
Titanium dioxide dust (TiO_2 dust)	0	0	0
Chloroform, Noise	0	0	0
Carbon monoxide (CO), Acetone, Nitrogen dioxide (NO_2), Ozone (O_3), Ultraviolet radiation (UV radiation)	0	0	3
Carbon monoxide (CO), Acetone, Nitrogen dioxide (NO_2), Ozone (O_3), Ultraviolet radiation (UV radiation), Welding fume	0	0	19
Carbon monoxide (CO), Nitrogen dioxide (NO_2), Ozone (O_3), Ultraviolet radiation (UV radiation), Welding fume	0	0	10
Ethanol, Noise	0	0	66
Nitric acid (HNO_3), Isopropanol (IPA), Fluorine and its inorganic compounds (excluding hydrogen fluoride), Noise	0	0	0
Noise, Power-frequency electric field	0	0	6
Noise, Laser radiation, Other dusts / Other particulate matter	0	0	0
Noise, Laser radiation, Other dusts	0	0	14
Noise, Other dusts / Other particulate matter	0	0	93
X-ray radiation, Acetone, Welding fume, Nitrogen dioxide (NO_2), Carbon monoxide (CO), Ozone (O_3), Ultraviolet radiation (UV radiation)	0	0	2
X-ray radiation, Acetone, Noise	0	0	1
Noise, Nitric acid (HNO_3), Hydrofluoric acid (HF), Isopropanol (IPA)	0	0	15
Total Number of Occupational Health Examinations for Special Hazard Operations	467	435	470
Complete Rate	100%	100%	100%

Annex 3: GRI 2021 Standard and Disclosure Index

Usage Statement: FITI has reported information referenced in the GRI Content Index for the period from January 1 to December 31, 2024, with reference to the GRI Standards.

GRI Version: GRI 1: Foundation 2021

Applicable GRI Sector Standards: None

GRI Standard	Disclosure Item	Corresponding Chapter/Section	Note on Omissions	Page
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About FITI Group		P18
	2-2 Entities included in the organization's sustainability reporting	About the Report/ About FITI Group		P1、P18
	2-3 Reporting period, frequency and contact point			--
	2-4 Restatements of information	About the Report	There are no restatements of information or corrections, nor any supplementary explanations	P1
	2-5 External assurance			P1
	2-6 Activities, value chain and other business relationships	Shared Prosperity: Building a Green and Responsible Supply Chain		P88-P94
	2-7 Employees	Inclusiveness: Empowering People and Communities		P95-P118
	2-8 Workers who are not employees			P95-P118
	2-9 Governance structure and composition	About FITI Group/ Organizational Structure		P18、P44-P51
	2-10 Nomination and selection of the highest governance body	FITI Sustainability Committee and Governance Framework, Board of Directors		P44-P51
	2-11 Chair of the highest governance body			P44-P51
	2-12 Role of the highest governance body in overseeing the management of impacts			P44-P51
	2-13 Delegation of responsibility for managing impacts			P26
	2-14 Role of the highest governance body in sustainability reporting		The highest governance body holds the responsibility for reviewing and approving the information disclosed in the report.	P26
	2-15 Conflicts of interest	Ethics and Integrity, Regulatory Compliance	For disclosed information, please refer to pages 15–16 of the 2024 Annual Report.	P56-P59
	2-16 Communication of critical concerns		In 2024, a total of 5 board meetings were held, covering 23 key matters, of which 2 were related to the promotion of corporate sustainability. For details, please refer to page 15 of the 2024 Annual Report.	-
	2-17 Collective knowledge of the highest governance body	Board of Directors		P46
	2-18 Evaluation of the performance of the highest governance body	Board Performance Evaluation	For disclosed information, please refer to pages 20 of the 2024 Annual Report.	P47
	2-19 Remuneration policies		For disclosed information, please refer to the Preface and pages 14 of the 2024 Annual Report.	-
	2-20 Process to determine remuneration	Compensation Committee		P49
	2-22 Statement on sustainable development strategy	Message from the Chairman		P2
	2-23 Policy commitments	Integration of ESG into Corporate Governance		P51
	2-24 Embedding policy commitments	Regulatory Compliance		P56-P59
	2-25 Processes to remediate negative impacts	Ethics and Integrity, Regulatory Compliance		P56-P58
	2-26 Mechanisms for seeking advice and raising			P56-P58
	2-27 Compliance with laws and regulations			P56-P58
	2-28 Membership associations	Organizational Participation and Responsibility in Driving Sustainability		P23
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		P28-P31
	2-30 Collective bargaining agreements		As no labor union currently exists, there are no collective bargaining agreements in place.	-

GRI Standard	Disclosure Item	Corresponding Chapter/Section	Note on Omissions	Page
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics		P32-P41
	3-2 List of material topics			P32-P41
GRI 201: Economic Performance 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
201-1	Direct economic value generated and distributed	Financial Performance		P50
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Risks and Opportunities		P67
201-3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits		P95-P99
201-4	Financial assistance received from government	Financial Performance		P50
GRI 206: Anti-competitive Behavior 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Regulatory Compliance	No relevant events occurred during 2024.	P58、P59
GRI 302: Energy 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
302-1	Energy consumption within the organization	Energy		P78、P79
302-2	Energy consumption outside of the organization	N/A	Not applicable.	
302-3	Energy intensity	Energy		P78、P79
302-4	Reduction of energy consumption			P78、P79
302-5	Reductions in energy requirements of products and services	N/A	The information is not yet complete, as SBTi data is under development and collection.	
GRI 305: Emissions 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
305-1	Direct (Scope 1) GHG emissions	GHG		P72-P77
305-2	Energy indirect (Scope 2) GHG emissions			P72-P77
305-3	Other indirect (Scope 3) GHG emissions			P72-P77
305-4	GHG emissions intensity			P72-P77
305-5	Reduction of GHG emissions			P72-P77
305-6	Emissions of ozone-depleting substances (ODS)	N/A	No ozone-depleting substances are generated during the manufacturing process.	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		No nitrogen oxides (NOx), sulfur oxides (SOx), or other significant gaseous emissions are produced during the manufacturing process.	-
GRI 303: Water and Effluents 2018				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
303-1	Interactions with water as a shared resource	Water		P80、P81
303-2	Management of water discharge-related impacts			P80、P81
303-3	Water withdrawal			P80、P81
303-4	Water discharge			P80、P81
303-5	Water consumption			P80、P81

GRI Standard	Disclosure Item	Corresponding Chapter/Section	Note on Omissions	Page
GRI 306: Waste 2020				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
306-1	Waste generation and significant waste-related impacts	Waste		P82-P85
306-2	Management of significant waste-related impacts			P82-P85
306-3	Waste generated			P83
306-4	Waste diverted from disposal			P85
306-5	Waste directed to disposal			P85
GRI 401: Employment 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
401-1	New employee hires and employee turnover	Talent Attraction and Retention		P102
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits		P95
401-3	Parental leave			P99
GRI 402: Labor/Management Relations 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
402-1	Minimum notice periods regarding operational changes	Integration of ESG into Corporate Governance		P51-P55
GRI 403: Occupational Health and Safety 2018				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
403-1	Occupational health and safety management system	Occupational Health and Safety (OHS), Contractor Management		P106
403-2	Hazard identification, risk assessment, and incident investigation			P106、P107
403-3	Occupational health services			P113
403-4	Worker participation, consultation, and communication on occupational health and safety			P108
403-5	Worker training on occupational health and safety			P111、P112
403-6	Promotion of worker health			P114
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			P106
403-9	Work-related injuries			P109
403-10	Work-related ill health			P116、P117
GRI 404: Training and Education 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
404-1	Average hours of training per year per employee	Employee Training and Empowerment		P103
404-2	Programs for upgrading employee skills and transition			P103、P104
404-3	Percentage of employees receiving regular performance and career development reviews			P105
GRI 416: Customer Health and Safety 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
416-1	Assessment of the health and safety impacts of product and service categories	Customer Relations, Sustainable Products and Services		P63、P87

GRI Standard	Disclosure Item	Corresponding Chapter/Section	Note on Omissions	Page
GRI 418: Customer Privacy 2016				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy and Information	No cases of legal non-compliance or complaints occurred during 2024.	P64

Annex 4: SASB/ FSC Industry Sustainability Disclosure Standards

FSC Industry Sustainability Disclosure Standards- Semiconductor

No	Accounting Metrics	Nature	Unit of Measure	Chapter/Page
1.	Total energy consumed, percentage grid electricity, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	Energy P78
2.	Total water withdrawal and consumption		Thousand cubic meters (m^3)	Water P80
3.	Hazardous waste generated and percentage recycled		Metric tons (t), Percentage (%)	Waste P82-P85
4.	Description of occupational injury categories, number of cases, and rates		Number, Percentage (%)	Occupational Health and Safety (OHS) P109
5.	Product lifecycle management: weight of end-of-life products and e-waste, and percentage recycled (including scrap sold or other recovery methods). Disclosure shall describe risk management strategies related to the use of critical materials, identification of material risks in operations, types of risks, mitigation measures, and confidentiality considerations.		Metric tons (t), Percentage (%)	Waste P82-P85
6.	Description of risk management related to the use of critical materials	Qualitative	Not applicable	N/A
7.	Total monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations (including price-fixing, antitrust, patent misuse, or other anticompetitive practices)		Reporting currency (e.g., NTD, USD)	Regulatory Compliance P58
8.	Production volume by major product categories	Quantitative	Varies by product category	Refer to Annual Report, p.84
9.	Greenhouse Gas (GHG) Emissions Inventory 1.GHG emissions over the past two years, including absolute emissions, emissions intensity, and reporting boundary Unit of Measure: Metric tons CO_2e; Metric tons CO_2e per million NTD revenue 2.Direct emissions (Scope 1), energy indirect emissions (Scope 2), and other indirect emissions (Scope 3) 3.Disclosure boundary for Scope 1 and Scope 2 emissions in accordance with Taiwan Stock Exchange requirements (Article 4-1, Paragraph 2 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"); Scope 3 disclosure is voluntary 4.GHG accounting standards applied: GHG Protocol or ISO 14064-1 GHG emissions intensity: per unit of product/service or Unit of Measure: Metric tons CO_2e per million NTD revenue, with revenue intensity disclosed as metric tons CO_2e per million NTD	Quantitative	Metric tons CO_2e Intensity: Metric tons CO_2e per million NTD	GHG P72-P77

Sustainability Accounting Standards Board (SASB)–Semiconductors Sustainability Accounting Standard | Industry Standard | Version 2023-12

Topic	Metric Code	Unit of Measure	Category/type	Disclosure Metric	Chapter/Page	Notes
GHG Emissions	TC-SC-110a.1	Metric tons CO_2e	Quantitative	1.Total Scope 1 Greenhouse Gas (GHG) Emissions	GHG P72	
				2. Total Emissions from Perfluorinated Compounds (PFCs)		
	TC-SC-110a.2	Not applicable	Qualitative	Discussion of long-term and short-term strategies or initiatives to manage Scope 1 emissions, emission reduction targets, and performance against those targets.		
Energy Management	TC-SC-130a.1	Gigajoules (GJ), Percentage (%)	Quantitative	1.Total Energy Consumption 2.Percentage of Total Energy from Grid Electricity Percentage of Total Energy from Renewable Sources	Energy P78	Use of Renewable Energy Currently in Planning
Water Management	TC-SC-140a.1	Thousand cubic meters (m^3), Percentage (%)	Quantitative	1.Total Water Withdrawal, and Percentage in Areas with High or Extremely High Baseline Water Stress 2.Total Water Consumption, and Percentage in Areas with High or Extremely High Baseline Water Stress and in Water-Stressed Regions	Water P80	Percentage of Total Water Withdrawal 0% and Consumption in Water-Stressed Regions 0%
Waste Management	TC-SC-150a.1	Metric tons CO_2e, Percentage (%)	Quantitative	1.Weight of Hazardous Waste Generated in Manufacturing 2.Percentage of Waste Recycled	Waste P82	
Employee Health & Safety	TC-SC-320a.1	Not applicable	Qualitative	Description of efforts to assess, monitor, and reduce employee exposure to human health hazards	Occupational Health and Safety (OHS) P116	
	TC-SC-320a.2	Reporting currency (e.g., NTD, USD)	Quantitative	Total Monetary Losses as a Result of Legal Proceedings Associated with Employee Health & Safety Violations		
Workforce Recruitment & Management	TC-SC-330a.1	Percentage (%)	Quantitative	Percentage of Employees Requiring Work Visas		
Product Lifecycle Management	TC-SC-410a.1	Percentage (%)	Quantitative	Percentage of Product Revenue from Products Containing Declarable Substances under IEC 62474	0%	Percentage of Products Free of Declarable Substances under IEC 62474
	TC-SC-410a.2	Varies by Product Category	Quantitative	System-Level Processor Energy Efficiency for: 1. Servers, 2. Desktop Computers, and 3. Notebook Computers	N/A	Not applicable
Materials Sourcing	TC-SC-440a.1	Not applicable	Qualitative	Description of Risk Management Related to the Use of Critical Materials	Shared Prosperity: Building a Green and Responsible Supply Chain P88	
IP Protection & Competitive Behavior	TC-SC-520a.1	Reporting currency (e.g., NTD, USD)	Quantitative	Total Monetary Losses as a Result of Legal Proceedings Associated with Anticompetitive Behavior Regulations	Ethics and Integrity P58	In 2023, FITI Group incurred no monetary losses as a result of legal proceedings associated with anti- competitive behavior.
Activity Metrics	TC-SC-000.A	--	Quantitative	Total Production	Refer to the Annual Report P84	Production Volume of Major Products by Product Category
	TC-SC-000.B	Percentage (%)		Percentage of Production Produced In-House		All Products Produced In-House

Annex 5: External Assurance Statement

SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE FOXSEMICON INTEGRATED TECHNOLOGY INC.'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Foxsemicon Integrated Technology Inc. (hereinafter referred to as Fiti) to conduct an independent assurance of the Sustainability Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 1 Moderate level during 2025/04/24 to 2025/05/29. The boundary of this report includes Fiti Taiwan and oversea operational and production or service sites. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Fiti's Stakeholders.

RESPONSIBILITIES

The sustainability information in the Fiti's Sustainability Report of 2024 and its presentation are the responsibility of the directors and management of Fiti. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP,2018).

Assurance has been conducted at a type 1 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	With reference to the GRI Universal Standards 2021

TWLPP 5008 Issue 2502

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standards.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD), SASB, The Taskforce on Nature-related Financial Disclosures (TNFD) have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Fiti, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Fiti has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns.

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MATERIALITY

Fiti has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

Fiti has established processes to understand, measure, evaluate and manage the sustainability impacts that are applied across the organisation under the governance of senior management, including key cross-functional involvement. Impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services were identified with qualitative, quantitative or monetised measurements. Details on how impacts are expected to be managed through existing target-settings may be further described in future reports.

ADHERENCE TO GRI

The report, Fiti's Sustainability Report of 2024, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Fiti's contributions to sustainability development. To strengthen the transparency and completeness of the sustainability report, it may be beneficial to report on GRI 2-21, which can help ensure the report meets best practices and stakeholder expectations in the future.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
000-8/V3-GRYJG

Stephen Pao
Business Assurance Director
Taipei, Taiwan
18 June, 2025
WWW.SGS.COM

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Substainabilty Report

https://www.foxsemicon.com

This report is published on the official website of FITI Group for interested stakeholders' reference. If you have any questions or suggestions, please feel free to contact us.

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