

2025

CORPORATE  
SUSTAINABILITY  
REPORT



# Contents

|                                                                 |                                                |    |                                                         |                        |                                                                 |          |                                                        |    |
|-----------------------------------------------------------------|------------------------------------------------|----|---------------------------------------------------------|------------------------|-----------------------------------------------------------------|----------|--------------------------------------------------------|----|
| Introduction                                                    | About Formosa Solar                            | 01 | Practice of sustainable management                      | 02                     | Corporate governance                                            | 03       | Being a reliable partner                               | 04 |
| 3                                                               | 13                                             |    | 17                                                      |                        | 31                                                              |          | 43                                                     |    |
| 4 Our sustainability stories                                    | 14 1.1 Company introduction                    |    | 18 2.1 Identification and management of material topics |                        | 32 3.1 Board of Directors                                       |          | 44 4.1 Green power services and operational resilience |    |
| 6 Message from the Co-CEO                                       | 15 1.2 Business philosophy                     |    | 22 2.2 Stakeholder engagement                           |                        | 34 3.2 Functional committees                                    |          | 50 4.2 Solar panel quality and safety                  |    |
| 7 Message from the PR and ESG Director                          | 16 1.3 Operating performance                   |    | 24 2.3 Value creation process                           |                        | 37 3.3 Business ethics                                          |          | 52 4.3 Data protection and cybersecurity               |    |
| 8 Performance highlights                                        | 16 1.4 Participation in external organizations |    | 25 2.4 Vision and strategy for sustainable development  |                        | 39 3.4 Risk management                                          |          | 55 4.4 Sustainable supply chains management            |    |
| 10 Awards and recognition                                       |                                                |    | 30 2.5 SDGs                                             |                        |                                                                 |          |                                                        |    |
| 12 About this report                                            |                                                |    |                                                         |                        |                                                                 |          |                                                        |    |
| Proponent of a better environment                               | Happiest employees                             | 05 | 06                                                      | Sustainable enterprise | 07                                                              | Appendix |                                                        |    |
| 59                                                              | 75                                             |    |                                                         | 95                     |                                                                 | 99       |                                                        |    |
| 61 5.1 Climate change                                           | 76 6.1 Employee profile                        |    | 96 7.1 Community relations and public participation     |                        | 100 Cross-reference table for GRI                               |          |                                                        |    |
| 66 5.2 Greenhouse gas management and energy resource management | 79 6.2 Talent attraction and retention         |    |                                                         |                        | 104 Cross-reference table for SASB                              |          |                                                        |    |
| 69 5.3 Waste management and water resources management          | 83 6.3 Talent development and cultivation      |    |                                                         |                        | 105 Cross-reference table for TCFD                              |          |                                                        |    |
| 72 5.4 Biodiversity and land use                                | 87 6.4 Diversity, equity, and inclusion        |    |                                                         |                        | 106 Third party verification statement of sustainability report |          |                                                        |    |
|                                                                 | 90 6.5 Occupational safety and health          |    |                                                         |                        |                                                                 |          |                                                        |    |



# Introduction

---

Our sustainability stories

Message from the Co-CEO

Message from the PR and ESG Director

Performance highlights

Awards and recognition

About this report



# Our sustainability story

## Delivering stability and trust during a critical stage of transformation

Solar photovoltaic power is an important pillar of Taiwan's energy transition and has also been subject to a high level of public scrutiny in recent years. External stakeholders are concerned not only with the growth in installed capacity but also with whether the industry has the ability to ensure a stable supply, manage risk, and uphold corporate responsibility. Formosa Solar understands that trust comes from sustained and consistent actions and systems, rather than the accumulation of short-term achievements. With a long-term operating perspective, we have steadily advanced renewable energy development, with the aim of becoming a green power partner that all stakeholders can rely on over the long term throughout the energy transition process.



## Building long-term, reliable green energy services with integration capabilities at the core

### Energy generation Steady expansion and deeper diversification of project types

In 2025, Formosa Solar's cumulative number of power plants reached 546, and its total installed capacity increased to 232 MWp, maintaining steady growth despite the challenging industry environment. The Company continued to promote "one site, multiple uses" solar PV projects, successfully building the largest solar PV all-weather sports court among colleges and universities nationwide at National Pingtung University, and in the same year, successfully commenced operation of the Group's first floating solar photovoltaic project, demonstrating the maturity of its capabilities in integrating and executing diverse site applications.

### Electricity sales Strengthening wheeling capabilities to support corporate carbon reduction

Formosa Solar is one of the earliest domestic companies to enter the green power wheeling market, having cumulatively generated more than 200,000 renewable energy certificates, equivalent to 200 million kWh of green power, and has risen to become one of the top three green power supply platforms in Taiwan. Through in-house operation and maintenance and power dispatch capabilities, Formosa Solar continues to provide stable and flexible green power solutions for corporate customers, helping them advance their medium- and long-term carbon reduction plans.

### Operations Implementing systematic management to ensure long-term stability

Stable power generation efficiency and timely service are Formosa Solar's core commitments to its customers. The Company continues to expand its professional operations and maintenance team and to develop management systems to strengthen site monitoring and data analysis, while also introducing TÜV O&M certification to comprehensively enhance operational and maintenance quality and management efficiency.



## International certification empowering professional operations management

To strengthen operational stability and risk management, Formosa Solar continues to adopt international management standards. In 2025, it officially obtained international certification for the ISO 45001 Occupational Health and Safety Management System and completed third-party certification for the ISO/IEC 27001:2022 Information Security Management System. Through the implementation of a systematic management framework, it enhances operational resilience and ensures service quality and the sustainable development of the organization.

## Practicing climate action through green power, water conservation, and ecological protection

Formosa Solar not only provides a stable supply of green power but also continues to review and reduce the environmental impact of its own operations. The Company has conducted greenhouse gas inventories for five consecutive years and achieved its goal of using green power for office electricity ahead of schedule, while also gradually replacing its gasoline-powered business vehicles. In 2025, total carbon emissions decreased by 39.3% compared to the previous year, demonstrating a tangible commitment to climate change mitigation. In terms of resource management, the Company introduced dry-cleaning equipment for solar photovoltaic modules and a rainwater recycling system, while also using real-time monitoring and power generation performance analysis to accurately determine module cleaning needs, thereby reducing water and labor consumption, with water usage continuing to decline for two consecutive years. In terms of ecological protection, Formosa Solar has continued its long-term support for the conservation of Taiwan's endemic Formosan salamander through visual storytelling and research to keep climate change and ecological issues in the public spotlight.

## Bringing the benefits of the energy transition into everyday society

Formosa Solar has long been committed to social inclusion and local development, putting corporate values into practice in the social dimension through diverse actions. The Company not only creates employment opportunities for local community residents at the economic level but also, with "energy conservation and carbon reduction" at the core of its environmental efforts, works with non-profit organizations to promote energy-saving support programs for vulnerable groups, helping disadvantaged households replace old, energy-intensive appliances, reduce their electricity burden, and improve residents' quality of life. In 2025, Formosa Solar invested NT\$4.09 million in social responsibility and public welfare-related initiatives, demonstrating its commitment to advancing energy transition in parallel with social inclusion, and continuing to translate "corporate sustainability" into tangible social value.

Every kWh of green power provided by Formosa Solar carries our commitment to corporate governance, environmental protection, and social responsibility. Going forward, we will continue to take steady and responsible action to build stable and reliable green power services and become the most reliable partner in Taiwan's energy transition.

# Message from the Co-CEO

Solar photovoltaic energy has become a key pillar of the global energy transition. As the photovoltaic industry has gradually matured, society's expectations of us are no longer limited to increasing installed capacity but also focus on whether it can operate stably over the long term and reliably in terms of environmental, social, and governance aspects. Even so, we remain firmly convinced that solar photovoltaic power plays an irreplaceable and important role in Taiwan's energy transition and decarbonization process. Precisely because of the importance and influence of photovoltaics, we must address society's various concerns about the industry with accountability and transparency, and respond to public expectations with verifiable actions.

Since the Company officially adopted a Co-CEO governance structure, we have consistently held the same belief: the culture, systems, and professional capabilities that Formosa Solar has built over the years stem from a series of solid practices rather than the accumulation of short-term strategies. We have chosen to continue deepening our capabilities on the existing foundation to ensure that the Company can maintain a clear direction and consistent pace amid a changing external environment.

Even as the industry environment became more conservative in 2025, Formosa Solar continued to steadily advance its established development. We continue to expand diverse photovoltaic application scenarios, not only completing the largest solar photovoltaic covered sports court in universities and colleges nationwide but also successfully commencing operation of the Group's first floating solar photovoltaic project site. This demonstrates the Company's mature capabilities in integration, planning, and execution across different scenarios, while also enabling the photovoltaic model of "one site for multiple uses" to be concretely implemented on campuses and in public spaces.

We have always believed that the long-term value of an enterprise comes from advancing in parallel on two fronts: externally, continuously identifying suitable and feasible development opportunities; and internally, ensuring that existing projects, operations, and management systems can be steadily translated into results. Therefore, even under conservative market conditions, Formosa Solar still chose to maintain its pace and execute diligently, ensuring that every commitment can stand the test of time and scrutiny.

In addition to its operating results, Formosa Solar also continues to fulfill its environmental and social responsibilities. We hope that, through concrete actions, the results of the energy transition can benefit areas of life that are closer to everyday living. In the future, we do not assume that the industry environment will recover immediately, but we firmly believe that as long as the direction is clear and the pace is consistent, time will ultimately reward those who choose to do things the right way. Formosa Solar will continue to accompany Taiwan on the path of energy transition with a steady operating pace and responsible actions, becoming a renewable energy partner that can be trusted over the long term and is worthy of that trust.

Formosa Solar Renewable Power Group

Co CEOs Chih Kao and Joe Kao

# Message from the PR and ESG Director

The renewable energy industry has experienced many crises and challenges in recent years, yet Formosa Solar has still achieved remarkable results in sustainable governance and ethical management. We received the 2025 TCSEA Excellence Award for Sustainable International Corporations Award, in recognition of our overall ESG performance. The Group has independently published its sustainability report for four consecutive years, received the Sustainability Report Award at the 2025 AREA Asia Responsible Enterprise Awards, and advanced from Silver to Gold in the Taiwan Corporate Sustainability Report Awards TCSEA. More significantly, we successfully stepped onto the international stage and won the Bronze Award in the Global Corporate Sustainability Report Awards GCSA for the first time. These honors not only recognize the quality of disclosure, but also demonstrate that Formosa Solar's sustainable governance framework is globally competitive. In addition, through the microfilm "An Energy-Saving Good Partner with Warmth," we documented how the Group engaged deeply with local communities and promoted social inclusion, and this original aspiration once again earned us recognition from the Taipei Golden Eagle Sustainable Micro Movie Awards.

Sustainable transformation should not leave anyone behind. While pursuing green power generation, we are also committed to eliminating energy poverty. In 2025, we partnered with the Pingtung BJS Foundation to launch an energy-saving refrigerator donation project, exemplifying the deep integration of environmental benefits and social welfare. Through precise material support, we have truly transformed the outcomes of sustainable development into a driving force for improving the lives of disadvantaged groups, putting into practice the most valuable principles of energy justice in the renewable energy industry.

We understand that the long-term stable operation of solar power plants relies heavily on the rigor of supply chain compliance. During the third consecutive Formosa Solar Supplier Appreciation Luncheon, we shared the current state of industry development with our partners through face-to-face exchanges. We will work together with our supply chain to address global decarbonization pressures and ensure that every kWh of green power from Formosa Solar comes from responsible and sustainable operational practices.

Looking ahead, we will face more complex energy transition challenges and circular economy demands. Formosa Solar will continue to optimize risk management and deepen its sustainable connections with the supply chain. We are committed to ensuring that every kWh of green power generated embodies our dedication to ecological balance, social justice, and excellent governance.

Sustainable development in the solar PV industry is a long journey that begins with the land. We thank every colleague and partner for choosing to move forward alongside Formosa Solar amid the wave of transformation. Let us continue to safeguard every precious ray of natural light and transform energy into warmth, not only generating power for the present but also helping build a greener, more inclusive, and sustainable future for the next generation.

Formosa Solar Renewable Power Group

PR and ESG Director **Renee Huang**

# Performance highlights

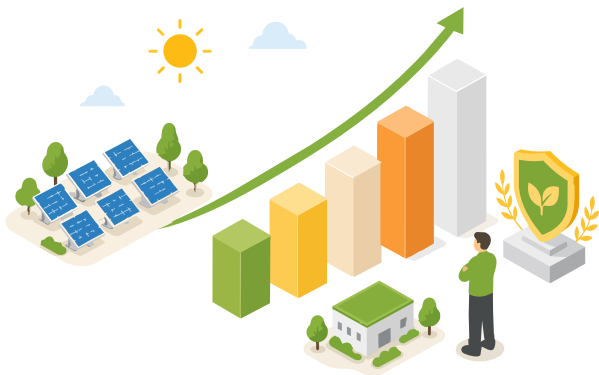
## Sustainable governance

Operating revenue of NT\$1.17 billion,  
with **five consecutive years of growth**

A total of 106 major suppliers across the Company signed the Supplier Code of Conduct, the Anti-Forced Labor Declaration, and the Supplier Integrity Commitment, **maintaining a 100% signing rate for the past five consecutive years**

**Introduced the ISO 45001:2018 occupational health and safety management system standard and obtained third-party international certification**

**Received the TC5A Excellence Award for Sustainable International Corporations**



## Innovation and operations

Added 44 new sites in 2025, bringing the total to **546 sites**  
with an installed capacity of **232 MWp**

Adopted **TÜV O&M international standards** for operations and maintenance



## Environmental sustainability

Accumulated electricity generation of **1.355 billion kWh** and accumulated carbon reduction by **642,400 metric tons**

Advocating for climate change mitigation and continued **sponsoring the production of a salamander conservation documentary** to protect Formosan salamander

**Continued implementing ecological monitoring programs for eight consecutive years**, with two ecological survey reports published annually

The site monitoring system is integrated with **automatic module cleaning equipment**, reducing water consumption and labor requirements



## Social co-prosperity

Invested a total of **NT\$4.09 million** in social responsibility and community initiatives

Continued to promote the **"Energy efficiency and support program"** by working with non-profit organizations to help disadvantaged families replace outdated energy-inefficient appliances in support of energy conservation and carbon reduction

**Supported local employment opportunities for community residents** in Pingtung by creating job opportunities of nearly **120 person-days per month**



# Awards and recognition



## Taiwan Corporate Sustainability Awards —Excellence Award for Sustainable International Corporations

Formosa Solar once again received the 2025 Taiwan Corporate Sustainability Awards (TCSA) —Excellence Award for Sustainable International Corporations, recognizing its deep commitment to sustainable governance, information transparency, and social value creation.

## Global Corporate Sustainability Awards (GCSA) —Corporate Sustainability Reporting Awards



Formosa Solar also received the 2025 Global Corporate Sustainability Awards (GCSA) —Corporate Sustainability Reporting Awards for the first time. This award represents the company's outstanding performance in the quality of information disclosure and the integration of sustainability strategies, and further signifies that Formosa Solar's sustainable governance framework meets international standards and demonstrates globally competitive sustainability capabilities.

## Taiwan Corporate Sustainability Awards (TCSA) —Corporate Sustainability Reporting Awards



Formosa Solar was recognized by the judges for its comprehensive sustainability strategy, clear disclosure framework, and presentation of substantive results. It not only once again received the Taiwan Corporate Sustainability Awards (TCSA) —Corporate Sustainability Reporting Awards, advancing from Silver to Gold.

## Asia Responsible Enterprise Awards



Following its receipt of the AREA Green Leadership Award in 2024, Formosa Solar once again received high recognition on the international stage with the Corporate Sustainability Reporting Award.

### FIABCI-Taiwan Real Estate Excellence Awards



Pingtung Beixing Solar Stadium received the 2025 FIABCI-Taiwan Real Estate Excellence Award in the Best Planning and Design category, which not only highlights the company's professional strength in integrating green energy design with urban regeneration, but also serves as a concrete example of social inclusion.

### PwC Taiwan Sustainability Impact Award



Formosa Solar was again recognized with the PwC Taiwan Sustainability Impact Award for its "A Warm Energy" - Saving Partner initiative, demonstrating the tangible impact of our efforts in promoting community energy conservation and sustainability action.

### Taipei Golden Eagle Micro Movie Award



Formosa Solar assisted the Pingtung Wenfeng Community in replacing energy-saving lighting and air conditioners, and built an environmental education base using recycled fishing nets and old clothes. These efforts came together to tell a story with warmth, and also brought us once again to the stage of the Taipei Golden Eagle Micro Movie Festival.

### 《HR Asia》 Best Companies to Work for in Asia Award



Formosa Solar stood out from 360 participating companies across Taiwan and was named among the HR Asia Best Companies to Work for in Asia for the third time.

### 《HR Asia》 Diversity, Equity & Inclusion Award



Formosa Solar continues to fulfill and uphold its long-term commitment to inclusive values and has once again been recognized with the HR Asia Diversity, Equity & Inclusion Award.

### 《HR Asia》 Workplace Sustainability Award



Formosa Solar has incorporated sustainability into its corporate culture through system design and internal communication, creating a sustainable workplace that balances employee welfare, organizational resilience, and long-term value.

# About this report

As a provider of clean energy solutions, Formosa Solar leads by example in supporting sustainable development by voluntarily publishing our Sustainability Report for the fourth consecutive year. We publish this report to explain to stakeholders Formosa Solar's measures and achievements in corporate governance, environmental protection, employee caring and social co-prosperity.

## Scope of the report

| Disclosure Category                   | Coverage                                                                                                                                                                                                            |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period                                | January 1, 2025 to December 31, 2025. Certain details are drawn from operating activities in different years to ensure the completeness of disclosed information. This will be separately explained in this report. |
| Operating locations                   | Taiwan sites<br>(Taipei City, Pingtung County, Chiayi County, and various project sites)                                                                                                                            |
| Environmental, safety and health data | Taiwan sites<br>(Taipei City, Pingtung County, Chiayi County, and various project sites)                                                                                                                            |
| Employee statistics                   | Taiwan sites<br>(Taipei City, Pingtung County, Chiayi County, and various project sites)                                                                                                                            |

## Frequency of release

Starting from 2026, Formosa Solar will publish Chinese and English sustainability reports every two years. The electronic version of the full report is available for download on Formosa Solar Renewable Energy's official website.



- **Current release:** August 2026.
- **Previous release:** August 2025.
- **Next release:** August 2028.

## Basis of writing and management of quality

- This report is prepared in accordance with the GRI Standards for Sustainability Reporting, the TCFD recommendations for climate-related financial disclosures, and the SASB Standards. An index to the GRI, TCFD, and SASB standards is provided in the appendix to this report for stakeholders' reference.
- This report was verified by AFNOR International Certification Co., Ltd. in accordance with AA1000 AS v3 at the Type 1 moderate assurance level, confirming compliance with GRI Standards: 2021. The Statement is provided in the appendix as a reference.
- The financial data disclosed in this report has been audited and certified by KPMG in accordance with the Business Entity Accounting Act and the Regulations on Business Entity Accounting Handling.
- This report is subject to quality management in accordance with the internal control system for preparing sustainability information. All departments compile data and consolidate information in accordance with unified reporting guidelines. The head of each department is responsible for reviewing the accuracy of the information under their purview. The Public Relations and ESG Department is responsible for cross-departmental data integration and consistency review. Afterward, the report is submitted to the CEO and the Corporate Sustainability Committee for review and is finally issued upon approval by the Board of Directors.

## Feedback

If you have any comments or suggestions concerning the content of this report, please kindly get in touch with us.

**Public Relations and ESG Department, Formosa Solar Renewable Energy Co., Ltd.**

**Address:** Room 1001, 10th Floor, No. 136, Section 3, Ren'ai Road, Daan District, Taipei City

**Telephone:** 02-7729-6700

**E-mail:** [info@formosasolar.com.tw](mailto:info@formosasolar.com.tw)

**Company website:** <https://www.formosasolar.com.tw/en>





# 01

## About Formosa Solar

---

1.1 Company introduction

1.2 Business philosophy

1.3 Operating performance

1.4 Participation in external organizations



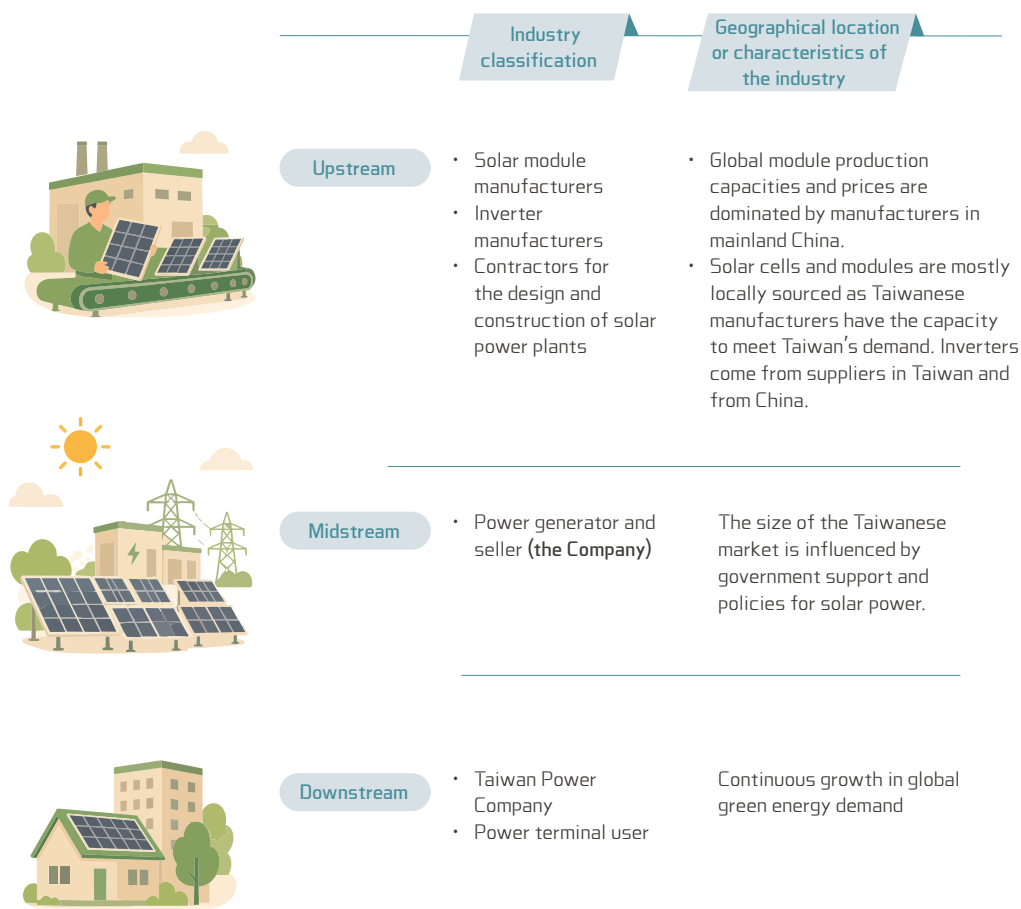
# 1.1 Company introduction

Established in 2016, Formosa Solar is a leading renewable energy company, with Partners Group of Switzerland as its principal shareholder. Formosa Solar's core values are integrity, innovation, collaboration, care, and transparency, which we put into practice in all areas of our work. Our philosophy and vision are to become "the most reliable and leading partner" as we advance Taiwan's energy transition. We are committed to providing reliable renewable energy solutions that meet the needs of our customers and partners. Through our investment in the green energy industry, we aspire to make the Earth cleaner and to enable people to coexist with and prosper on the land through sustainable development.

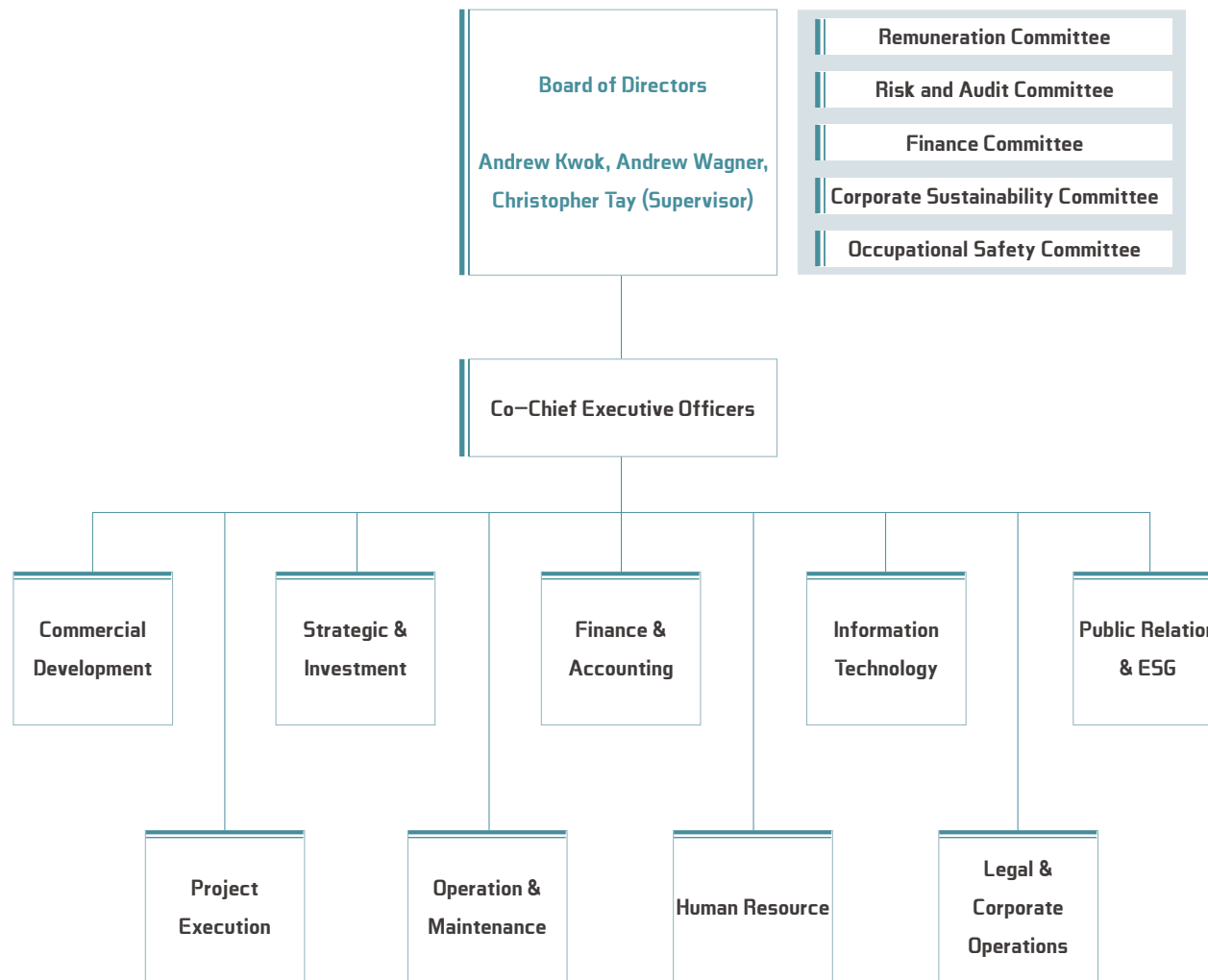
|                               |                                                                                    |
|-------------------------------|------------------------------------------------------------------------------------|
| ● Company Name                | Formosa Solar Renewable Power Co., Ltd.                                            |
| ● Headquarters                | Room 1001, 10th Floor, No. 136, Section 3, Ren'ai Road, Daan District, Taipei City |
| ● Paid-in capital             | NT\$1.82 billion                                                                   |
| ● No. of employees            | Taiwan: 91 people                                                                  |
| ● Operating locations         | Taiwan                                                                             |
| ● Industry                    | Green energy and environmental protection                                          |
| ● Main products/ services     | Solar energy generation, project development and management                        |
| ● Output volume               | The Group owns 546 solar power sites with a total installed capacity of 232 MWp    |
| ● Revenue breakdown by region | Taiwan (100.0%)                                                                    |

## Industry value chain

Amidst the global promotion of sustainable development and Taiwan's energy transition policies, Formosa Solar actively cooperates with industry chain partners to develop and construct solar power plants to provide clean and sustainable energy. We also offer comprehensive services in selling green energy into the grids to assist various industries in achieving the targets for use of renewable energy and to satisfy the demand for green electricity in Taiwan's energy transition process.



## Organizational chart



## 1.2 Business philosophy

### Taking responsibility for the energy transition through steady practice

Formosa Solar believes the energy transition requires long-term commitment and a high degree of responsibility. As renewable energy gradually becomes an important component of the energy mix, society's attention to the solar PV industry has also become more comprehensive. We promote the development of solar photovoltaics with a steady and pragmatic approach, ensuring that every investment can withstand the test of time and social scrutiny, becoming an important foundation for Taiwan's move toward a low-carbon future. In operational practice, Formosa Solar continues to deepen its capabilities in power generation, electricity sales, and in-house operations and maintenance, ensuring that project sites comply with regulations and maintain long-term stability throughout the planning, construction, and operation stages.

We value communication and collaboration with suppliers, government agencies, customers, and local communities, and through institutionalized management and responsible execution, provide reliable and sustainable renewable energy solutions. At the same time, we carefully consider land and environmental carrying capacity, mitigate ecological and living environmental impacts during project development, and continue to pay attention to local needs, giving back the results of corporate growth to society. Formosa Solar aspires to establish positive interaction among energy, the environment, and society, making the development of the solar PV industry a force for shared prosperity.

## 1.3 Operating performance

Formosa Solar endeavors to become the most reliable and leading partner in Taiwan's energy transition. We have achieved steady growth for several years. As of 2025, the Group's total assets in project development amounted to NT\$7.9 billion, with a total of 546 power plants, an increase of 44 from the previous year; grid-connected capacity was 232 MWp.

As of 2025

Total assets



NT\$7.9 billion

Numbers of  
projects sites



546 power plants

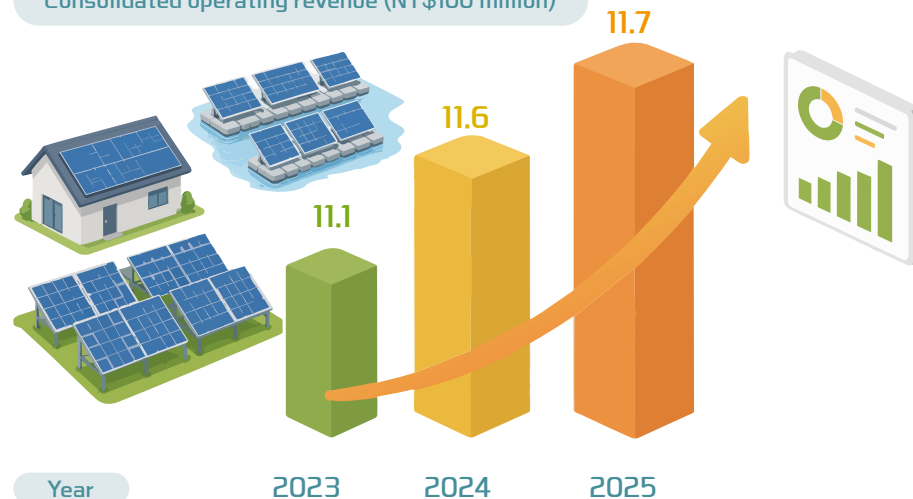
an increase of 44 from  
the previous year

Total capacity



232MWp

Consolidated operating revenue (NT\$100 million)



## 1.4 Participation in external organizations

| Organization                                                                      | Role                                           |
|-----------------------------------------------------------------------------------|------------------------------------------------|
| Taiwan Photovoltaic Generator System Association (PVGSA)                          | Member                                         |
| Taiwan Photovoltaic Industry Association                                          | Executive Director                             |
| Taiwan Solar Photovoltaic Industry Sustainability Development Association (TPISA) | Founding Member/Director                       |
| European Chamber of Commerce Taiwan (ECCT)                                        | Member of the Energy and Environment Committee |
| Circular Economy and Industry Alliance for Solar Cells                            | Alliance member                                |
| Taiwan Association of Renewable Energy Industry                                   | Founding Member/Director                       |
| Taiwan Electric Power and Energy Engineering Association                          | Member                                         |



# 02

## Practice of sustainable management

2.1 Identification and management of material topics

2.2 Stakeholder engagement

2.3 Value creation process

2.4 Vision and strategy for sustainable development

2.5 SDGs



## 2.1 Identification and management of material topics

In the fourth quarter of 2025, Formosa Solar identified material topics, extensively collected stakeholder opinions, and, in accordance with the impact assessment requirements of the GRI Universal Standards 2021, ensured that the material topics disclosed fully reflected the current internal and external environment and the expectations of all parties, with the analysis results directly incorporated into the disclosures in this report. After final review by the management team, a total of seven material topics were confirmed for the year. Each year, Formosa Solar's management team regularly reviews the ranking and significance of material topics and continues to communicate with stakeholders and respond to their concerns through annual reporting in order to deepen the effectiveness of corporate sustainability management.

### Steps to identify material topics

Formosa Solar follows the GRI Standards and the AA1000 Accountability Principles to systematically carry out stakeholder identification and engagement. The questionnaire was divided into three versions: one for the senior management team, one Chinese version for stakeholders, and one English version for stakeholders. It was distributed to the senior management team and eight categories of stakeholders, including employees, customers, suppliers/contractors, government agencies, shareholders/investors, and media, with a total of 102 valid responses collected, ensuring that sustainability issues of concern to all parties were fully incorporated. This engagement process not only deepened the Company's understanding of external expectations and internal challenges, but also established a two-way mechanism for ongoing dialogue between the Company and stakeholders, laying the foundation for mutual trust and collaboration. Subsequently, through impact assessment and analysis, the material sustainability topics for the year were identified, and corresponding management approaches and improvement measures were formulated accordingly.



#### Confirmation of engagement parties

Each department conducted an initial screening of the types of stakeholders they interact with in routine business dealings. This was followed by internal discussions on the frequency of interactions between respective stakeholders and Formosa Solar, the degree of mutual influence and importance to each other, and a reference to industry practices was made. Finally, eight major stakeholder groups were identified. Customers, shareholders/investors, employees, suppliers/contractors, non-profit organizations/community residents, banks and insurance companies, government agencies and media



#### Survey sustainability issues

A total of three categories (i.e., economic and corporate governance, environmental and social) and 13 sustainability issues are listed according to requirements from GRI standards, SDGs, SASB, TCFD, and in reference to trends and value chains of domestic and international peers, as consolidated and summarized by the Corporate Sustainability Committee



#### Collection of stakeholders' opinions

In 2025, a total of 102 questionnaires issued to identified stakeholders and the senior management team were sent back: from senior management team (12), customers (4), shareholders/investors (2), employees (41), suppliers/contractors (22), non-profit organizations/community residents (5), banks and insurance companies (6), government agencies (3) and media (7)



#### Analysis of operational impacts

The degree and the likelihood of impacts were calculated based on the results from Step 3, and the matrix of positive impacts and negative impacts was plotted accordingly to facilitate the identification of significant sustainability issues. After that, the degree of positive/negative impacts was assessed by the senior management



#### Collective intelligence survey

This year, a scientific questionnaire survey was re-implemented to extensively collect opinions from stakeholders and the senior management team as the basis for this material topic identification

Note: Formosa Solar has conducted a scientific questionnaire survey every three years since 2023. This survey was completed in the fourth quarter of 2025, and the results have been incorporated into the disclosures in this year's report.



#### Analysis based on the principle of double materiality

After referring to the current status of industry peers and expert opinions, 7 material topics were identified this year using the double materiality assessment method



#### Disclosure of material topics

Disclosure required for reporting of the 7 material topics selected

The sustainability issues based on the preliminary survey were classified as follows:

#### Economy and corporate governance

G

- Business ethics
- Solar panel quality and safety
- Service reliability and resilience
- Sustainable supply chains management
- Corporate governance
- Operational risk

#### Environmental

E

- Climate change
- Energy and greenhouse gas management
- Waste management

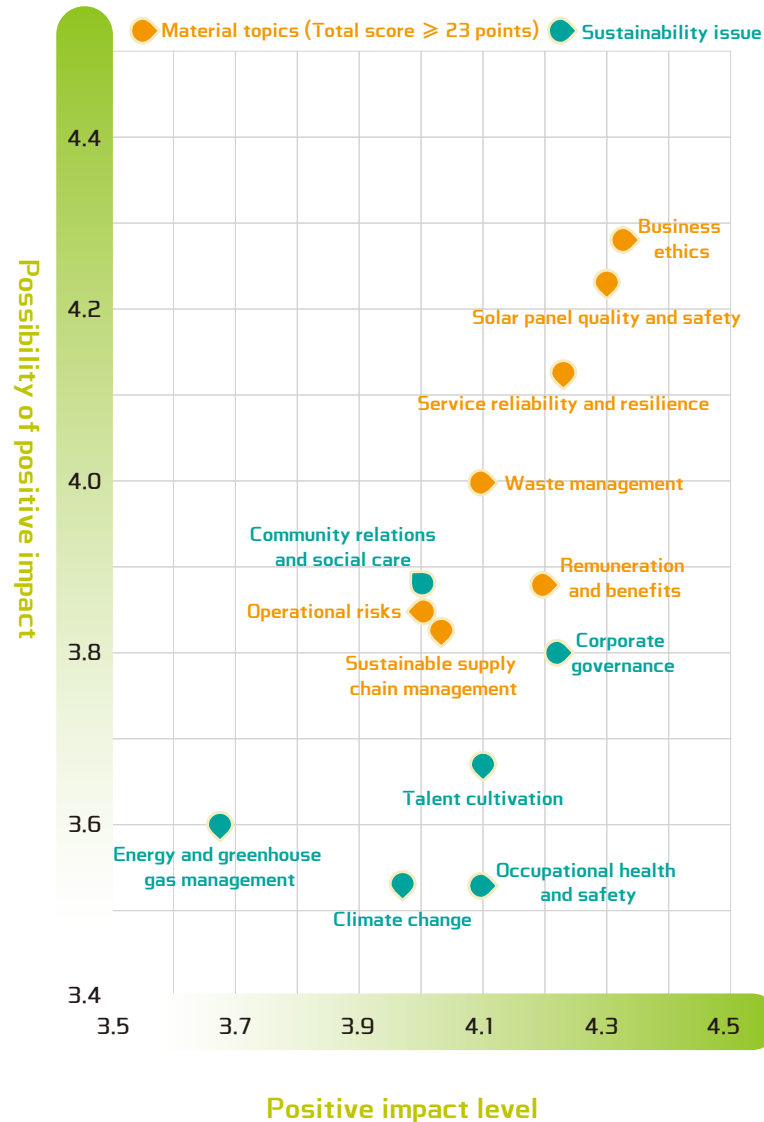
#### Social

S

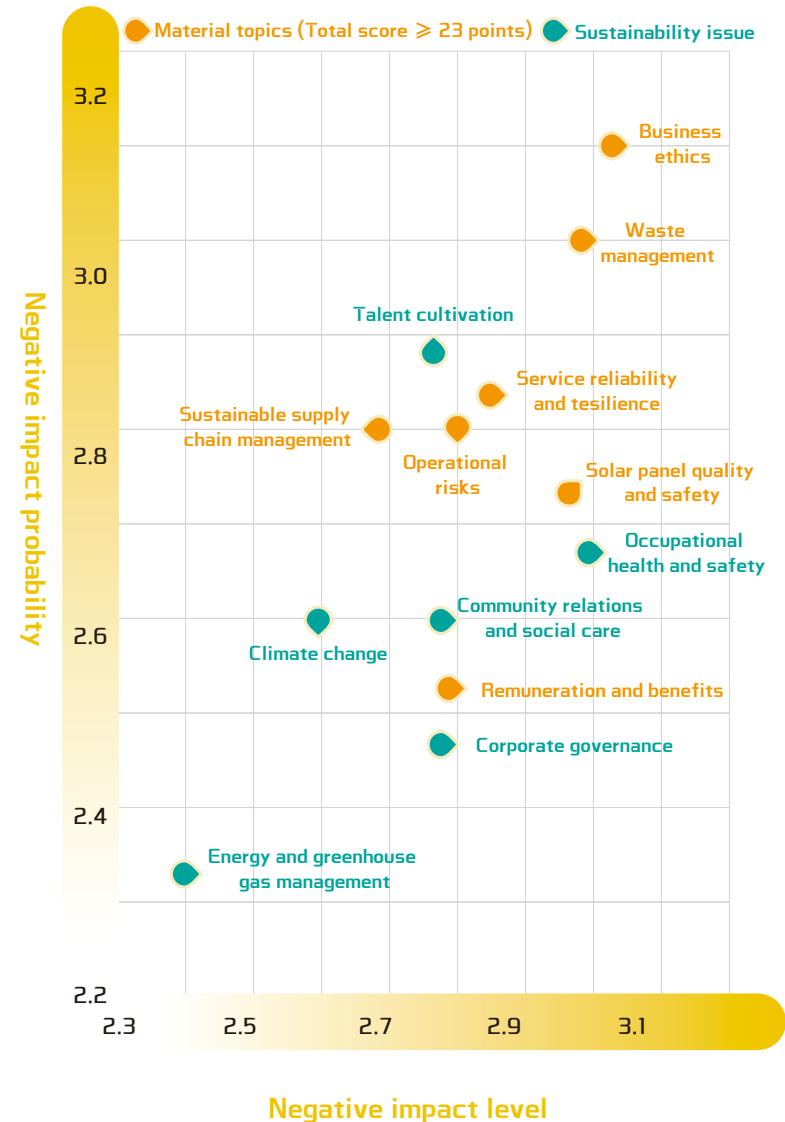
- Remuneration and benefits
- Talent cultivation
- Occupational health and safety
- Community relations and social care

After the comprehensive consideration of the substantive impacts and potential impacts of each material topic, the Impact Matrix for positive and negative impacts was plotted based on the extent of impact and the likelihood of occurrence:

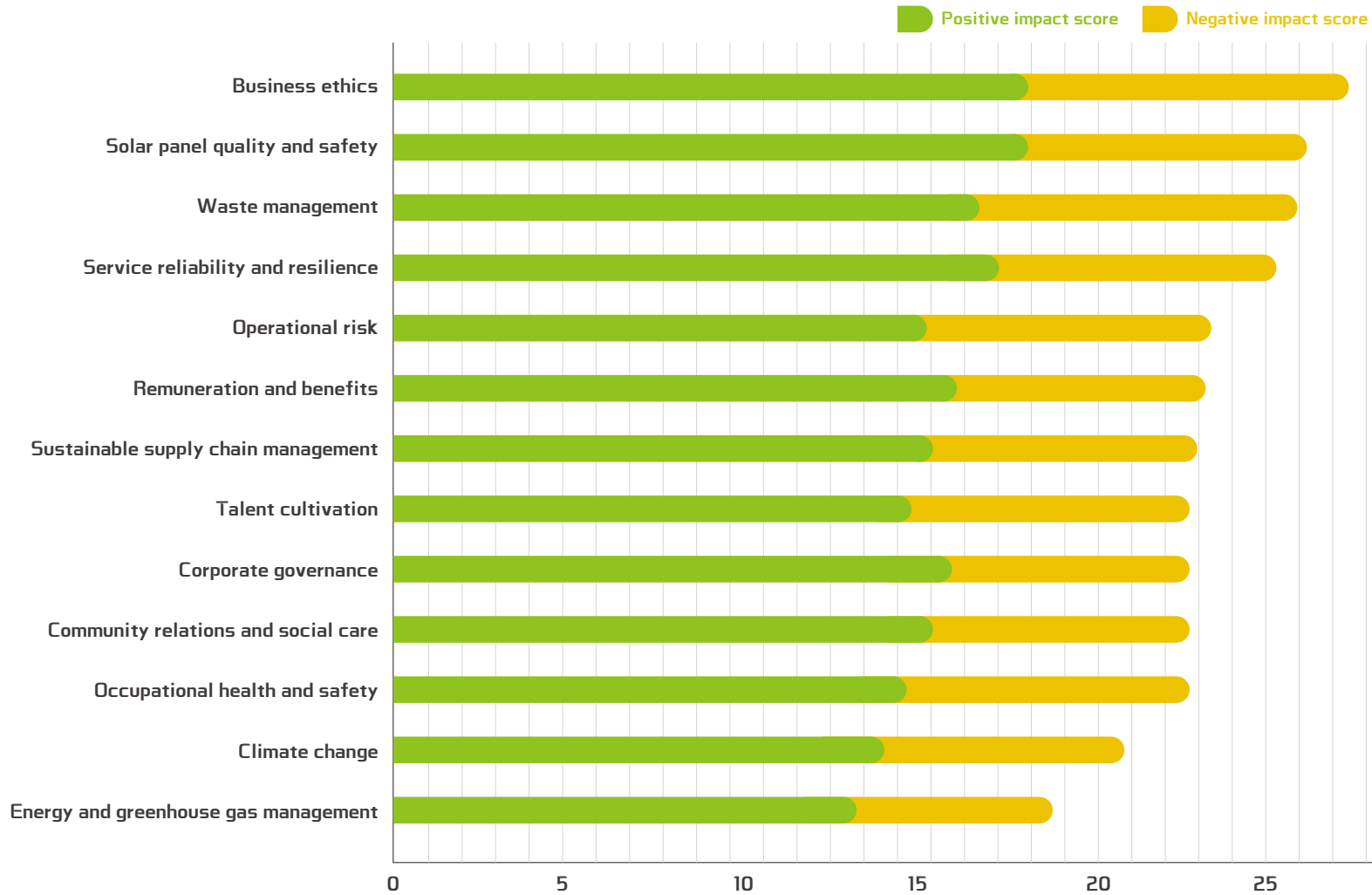
#### Positive impact matrix



#### Negative impact matrix



## Ranking of impact severity for material topics





## Identification of material topics

↗: Direct impact    ↘: Indirect impact    💡: Business impact

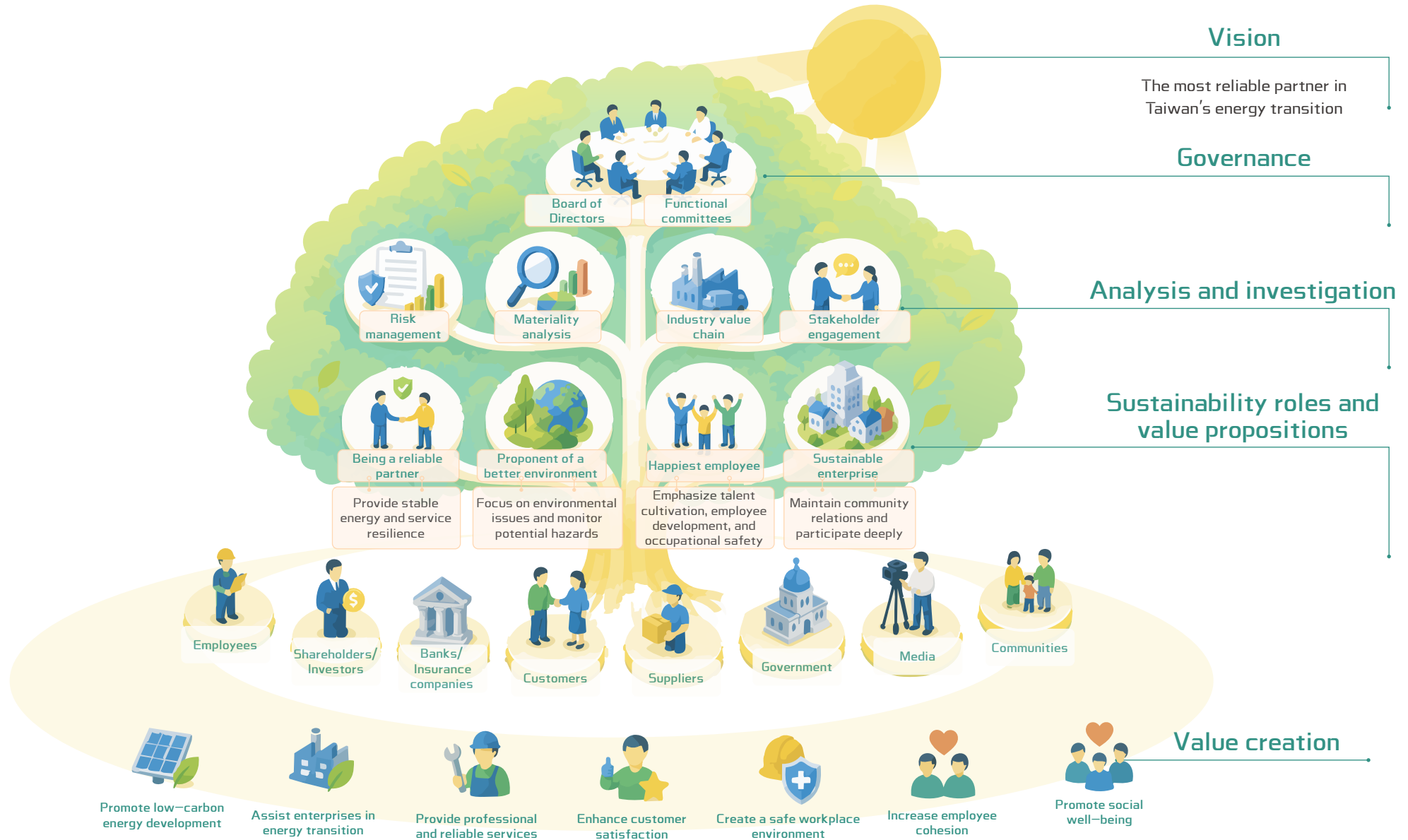
| Dimensions                                | Material topics                     | Importance to Formosa Solar                                                                                                                                                                                                                                         | Vision and commitment                                                                                                                                                                                                                                     | Internal boundary | External boundary |                            |                           |                                  |                        |       |                                                        | Corresponding GRI Standards                                                                 |
|-------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|----------------------------|---------------------------|----------------------------------|------------------------|-------|--------------------------------------------------------|---------------------------------------------------------------------------------------------|
|                                           |                                     |                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                           |                   | Customers         | Shareholders/<br>investors | Suppliers/<br>contractors | Banks/<br>insurance<br>companies | Government<br>agencies | Media | Non-profit<br>organizations/<br>community<br>residents |                                                                                             |
| Corporate governance and economic aspects | Business ethics                     | When engaging in business activities or performing work tasks, the Company and all employees shall act with integrity, in accordance with the law, and in accordance with guidelines, so that the Company can achieve the sustainable development of all businesses | 1. Establish a corporate culture of ethical management and sound development<br>2. Comply with laws, regulations, and internal rules, and implement the Company's integrity policy                                                                        | ↗                 | 💡                 | ↗                          | ↘                         | ↘                                | ↗                      | ↗     | ↗                                                      | GRI 205: Anti-corruption 2016                                                               |
| Corporate governance and economic aspects | Solar panel quality and safety      | High-quality modules help reduce the likelihood of incidents and provide stable power supply services                                                                                                                                                               | The Company is committed to using internationally/nationally certified modules to ensure product safety and stability and provide high-quality power supply services                                                                                      | ↗                 | 💡                 | ↗                          | ↗                         | ↘                                | ↗                      | ↗     | ↗                                                      | Material topics defined by Formosa Solar                                                    |
| Environmental                             | Waste management                    | Properly managing site waste, reducing negative environmental impacts, complying with regulatory requirements, and demonstrating a commitment to environmental responsibility                                                                                       | The Company is committed to properly handling all types of waste in accordance with regulations, actively promoting waste reduction, and implementing resource recycling and reuse                                                                        | ↗                 | ↘                 | ↗                          | ↗                         | ↘                                | ↗                      | ↗     | ↗                                                      | GRI 306: Waste 2020                                                                         |
| Corporate governance and economic aspects | Service reliability and resilience  | Service reliability and resilience enable the Company to continue offering high-quality maintenance and operational services, enhance the efficiency of electricity generation at project sites, and maintain an advantage in the fierce competition                | Committed to providing high-quality site services to meet the evolving needs of the market, improve the stability and power generation efficiency of solar project sites, build trust with site owners, and thereby enhance the Company's competitiveness | ↗                 | ↗                 | ↗                          | ↗                         | ↘                                |                        |       |                                                        | Material topics defined by Formosa Solar                                                    |
| Corporate governance and economic aspects | Operational risk                    | Effective management of operational risks helps maintain the Company's stable operations and safeguard the interests of shareholders and stakeholders                                                                                                               | The Company is committed to establishing a sound risk management mechanism, regularly assessing various operational risks, and formulating corresponding response measures                                                                                | ↗                 | ↘                 | ↗                          | ↘                         | ↗                                | ↗                      |       |                                                        | Material topics defined by Formosa Solar                                                    |
| Social                                    | Remuneration and benefits           | Reasonable remuneration and a comprehensive benefits system help attract and retain outstanding talent, enhance employee satisfaction, and improve organizational competitiveness                                                                                   | The Company is committed to providing market-competitive remuneration and benefits and continuously optimizing related systems to respond to employee needs                                                                                               | ↗                 |                   | ↗                          |                           |                                  |                        |       |                                                        | GRI 401: Employment 2016                                                                    |
| Corporate governance and economic aspects | Sustainable supply chain management | Implementing sustainable supply chain management helps reduce environmental and social risks in the supply chain and strengthen the Company's overall sustainability performance                                                                                    | The Company is committed to selecting and evaluating suppliers based on environmental and social standards and jointly promoting responsible procurement and sustainable supply chain development                                                         | ↗                 | ↘                 | ↗                          | ↗                         | ↘                                |                        | ↗     | ↗                                                      | GRI 308: Supplier Environmental Assessment 2016<br>GRI 414: Supplier Social Assessment 2016 |

## 2.2 Stakeholder engagement

| Stakeholders                                                                                                     | Importance                                                                                                                                                                                                                             | Sustainability issues in focus                                                                    | Communication channels and frequencies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 2025 Communication results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Response from Formosa Solar                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Customers</b>               | Customers are the important driving force behind Formosa Solar's continued growth and its provision of quality services and solutions                                                                                                  | Business ethics<br>Operational risk<br>Solar panel quality and safety                             | <ul style="list-style-type: none"> <li>Business visits — monthly</li> <li>Telephone/E-mail — ad hoc</li> <li>Official website feedback mailbox — at any time</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Customers invited to supplier gatherings to promote cooperation</li> <li>Coordination of contract negotiations to protect the rights of stakeholders</li> <li>All new suppliers are required to sign an anti-corruption agreement</li> <li>Participated in domestic and international photovoltaic energy exhibitions with partner suppliers</li> </ul>                                                                                                                                                                                                        | <p>Formosa Solar continues to provide high-quality sustainable energy services and solutions that meet customer needs, in order to enhance customers' trust in and satisfaction with the brand</p> <p><b>Responding chapter</b></p> <p>3.2 Business ethics<br/>3.3 Risk management<br/>4.2 Solar panel quality and safety</p>                                                                                                                                                                                                                                                                                                             |
|  <b>Shareholders/Investors</b>  | Shareholders are the cornerstone of Formosa Solar's long-term value creation, providing adequate resources to support the enterprise's sustainable growth and realization of its vision                                                | Corporate governance<br>Service reliability and resilience<br>Business ethics<br>Operational risk | <ul style="list-style-type: none"> <li>Annual shareholders' meeting — each year</li> <li>Board of Directors — every 4–8 weeks</li> <li>Operational issues and consultant meetings — once every one to two weeks</li> <li>Information sections on the company website — anytime</li> </ul>                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>Discussion with shareholders regarding strategic directions and development goals; follow-ups with progress of project implementations; and assessment of risk management and financial stability</li> </ul>                                                                                                                                                                                                                                                                                                                                                   | <p>Formosa Solar protects shareholders' rights, ensuring shareholders have the right to be fully informed about, participate in, and decide on major company matters. The company continuously strengthens its corporate governance mechanisms, establishes whistleblower systems, and formulates Integrity Management Principles. It also establishes training and development systems to enhance employee competencies and boost corporate competitiveness</p> <p><b>Responding chapter</b></p> <p>3.1 Corporate governance<br/>3.2 Business ethics<br/>3.3 Risk management<br/>4.1 Green power services and operational resilience</p> |
|  <b>Employees</b>             | Talent is the core driving force behind Formosa Solar's growth and innovation, and employees' professional capabilities and creativity drive the enterprise's success and sustainable development                                      | Business ethics<br>Corporate governance<br>Remuneration and benefits                              | <ul style="list-style-type: none"> <li>Survey on satisfaction of joiners — assessment during the probation period</li> <li>Meeting for all employees — each month</li> <li>Survey on employees' feedback — each month</li> <li>Labor–Management Meeting — each quarter</li> <li>Invitation for conversations with the CEO — each quarter</li> <li>Performance reviews and comments — every six months</li> <li>Survey on engagement of employees — each year</li> <li>Internal complaint channels — ad hoc</li> <li>Sustainability Report — each year</li> </ul> | <ul style="list-style-type: none"> <li>Meetings for all employees are convened monthly to announce important matters</li> <li>Regular surveys on employees' trust</li> <li>Labor–Management Meeting each quarter for both parties to discuss issues</li> <li>Invited conversations with the CEO each quarter to listen to colleagues</li> <li>Continuously optimize performance management systems to enhance the quality of performance discussions</li> <li>Employee satisfaction and engagement surveys conducted for four consecutive years</li> </ul>                                            | <p>Formosa Solar fulfills its commitment to employees by creating a workplace environment with stable operational growth, physical and mental well-being, and diverse development opportunities, and by establishing multiple communication channels to listen to employees' views and conduct regular reviews</p> <p><b>Responding chapter</b></p> <p>3.1 Corporate governance<br/>3.2 Business ethics<br/>6.2 Talent attraction and retention</p>                                                                                                                                                                                       |
|  <b>Suppliers/Contractors</b> | Suppliers are important partners of Formosa Solar, ensuring the quality and efficiency of goods and services, supporting the enterprise's stable operations, and working together to fulfill environmental and social responsibilities | Business ethics<br>Operational risk<br>Corporate governance                                       | <ul style="list-style-type: none"> <li>Project meetings — ad hoc</li> <li>Phone/ E-mail — ad hoc</li> <li>Supplier gatherings — each year</li> <li>Contract — as applicable</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>Establishment of a list of major project suppliers to reduce supply chain disruption risks</li> <li>Gradually establish a sustainable supplier evaluation and questionnaire system, and complete questionnaire submissions from 31 suppliers</li> <li>Added 18 key project suppliers, bringing the total to 71.</li> <li>Signed the Supplier Code of Conduct, Anti–Forced Labor Declaration, and Supplier Integrity Commitment</li> <li>A supplier conference was held, with a total of 44 companies participating and a satisfaction score of 97.6</li> </ul> | <p>Formosa Solar and supplier partners have signed the "Supplier Code of Conduct, Anti–Forced Labor Declaration, and Integrity Commitment Statement" and established supplier classification and evaluation systems; physical events are regularly held annually to facilitate interaction and exchange with suppliers</p> <p><b>Responding chapter</b></p> <p>3.1 Corporate governance<br/>3.2 Business ethics<br/>3.3 Risk management</p>                                                                                                                                                                                               |

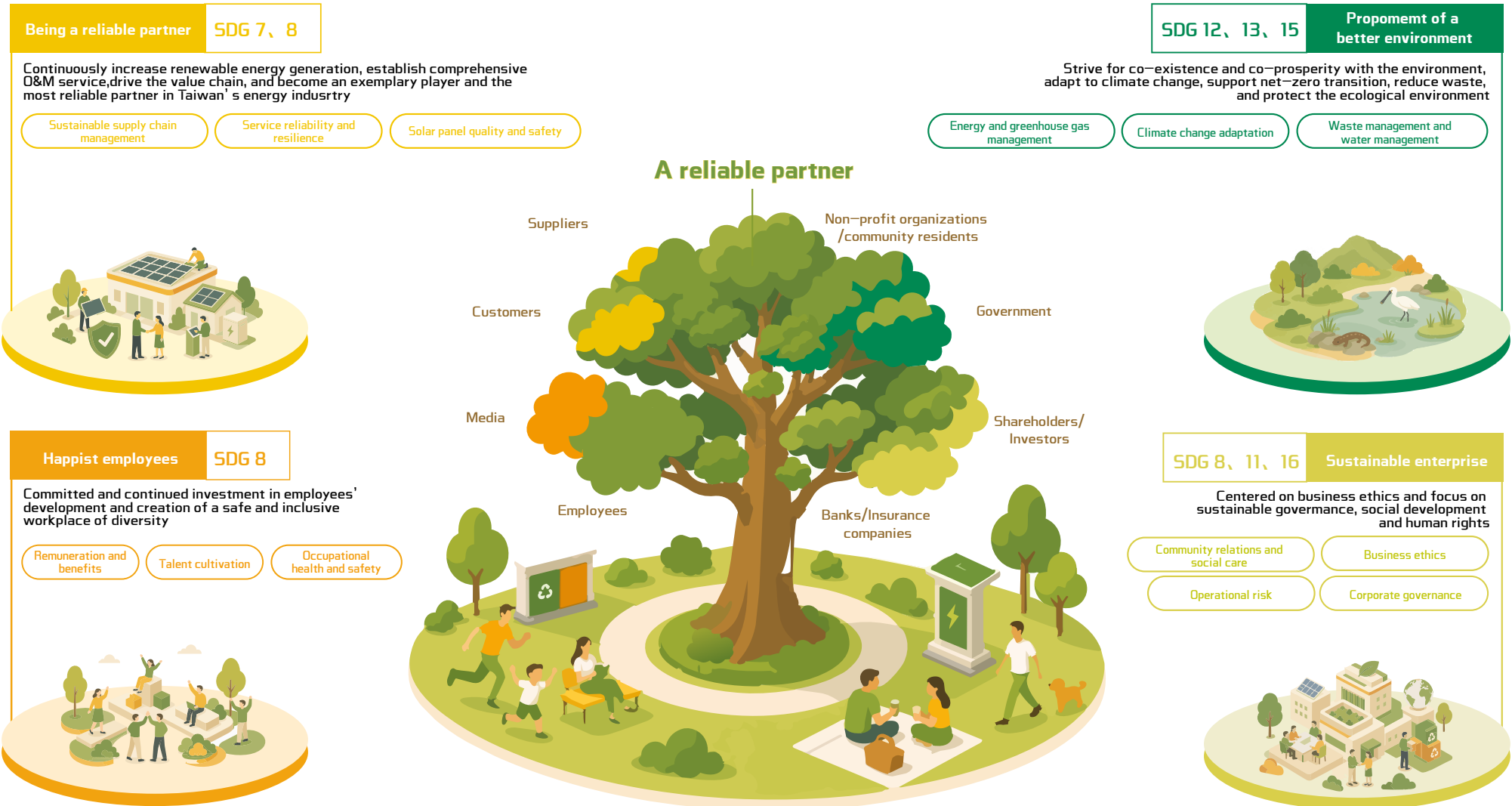
| Stakeholders                                                                                                                              | Importance                                                                                                                                                                                                                                                                                                                                                           | Sustainability issues in focus                                                                          | Communication channels and frequencies                                                                                                                                                                                        | 2025 Communication results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Response from Formosa Solar                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br><b>Non-profit organizations /Community residents</b> | Non-profit organizations speak for the interest of the public, supervise corporate social responsibility and environmental impacts, urge the Company to achieve sustainable development goals and enhance the interaction and trust between the Company and the society                                                                                              | Community relations and social care<br>Solar panel quality and safety<br>Occupational health and safety | <ul style="list-style-type: none"> <li>• Project meetings — ad hoc</li> <li>• Phone/ E-mail — ad hoc</li> <li>• Sustainability Report — each year</li> <li>• Information sections on the company website — anytime</li> </ul> | <ul style="list-style-type: none"> <li>• Organization of solar photovoltaic experience camps to promote energy education</li> <li>• Organize energy-saving and carbon reduction programs to help disadvantaged families replace old, energy-consuming household appliances</li> <li>• Continue to sponsor the filming of salamander conservation documentaries to protect Taiwan's endemic species</li> <li>• Sponsoring and participating in the Budai Migratory Bird Festival in Chiayi to promote ecological sustainability concepts</li> <li>• Provide approximately 120 person-days of employment opportunities to local communities each month</li> </ul>                                                                    | Formosa Solar values the views of different organizations and groups, and listens to their ideas as a direction for sustainable development; assists community development and provides timely sponsorship to create shared prosperity with local communities<br><br><b>Responding chapter</b><br><br>4.2 Solar panel quality and safety<br>6.5 Occupational safety and health<br>7.1 Community relations and public welfare participation                                                                                                                                                                                                                                                                                                  |
| <br><b>Banks / Insurance companies</b>                   | Banks provide services such as financing and credit ratings to support the Company's business operations and development, while also serving a financial oversight role by providing funding and risk management advice; insurance companies can provide risk assessments and coverage to safeguard the Company's financial security when facing unpredictable risks | Operational risk<br>Corporate governance<br>Business ethics                                             | <ul style="list-style-type: none"> <li>• Bank meetings — each month</li> <li>• Phone/ E-mail — ad hoc</li> </ul>                                                                                                              | <ul style="list-style-type: none"> <li>• Participation in market trend seminars to discuss industry dynamics and deepen industry connections</li> <li>• Monthly updates of power generation status, development and financing plans, so that banks can stay on top of operational information and assess debt service capacity</li> <li>• Discuss the impact of new regulations on financing structures and conditions, explore possible cooperation opportunities, and maintain the Company's financing flexibility</li> <li>• Insurance claims for project sites and processing</li> <li>• Sharing about the insurance market trends</li> <li>• Scope of insurance optimization recommendations and claims efficiency</li> </ul> | <ul style="list-style-type: none"> <li>• Adhere to laws and regulations by fostering a corporate culture of integrity; rigorously implement internal control systems and maintain stable financial controls; sustain good power generation performance, continue to increase installed capacity, and ensure stable operational growth.</li> <li>• Reduce risks through routine inspections and maintenance, establish and implement emergency response SOPs for project sites, and minimize damage</li> <li>• Conduct simulated accident drills to enhance the emergency response capabilities of project site personnel</li> </ul> <b>Responding chapter</b><br><br>3.1 Corporate governance<br>3.2 Business ethics<br>3.3 Risk management |
| <br><b>Government</b>                                  | The government is a key partner for Formosa Solar's compliant operations and sustainable development, providing policy guidance and maintaining a fair business environment                                                                                                                                                                                          | Service reliability and resilience<br>Business ethics<br>Solar panel quality and safety                 | <ul style="list-style-type: none"> <li>• Project meetings — ad hoc</li> <li>• Phone/ E-mail — ad hoc</li> </ul>                                                                                                               | <ul style="list-style-type: none"> <li>• Discussion with Taipower about grid connection points and feeder line capacities, to ensure that there are feeder lines in corresponding capacity for projects in specific areas</li> <li>• Communication with the government to confirm the implementation direction of regional solar power development projects</li> <li>• Coordinate official correspondence with the competent authorities and attend meetings</li> </ul>                                                                                                                                                                                                                                                            | Following government policies and complying with regulations ensures all projects meet the three major dimensions of environment, social, and governance<br><br><b>Responding chapter</b><br><br>3.2 Business ethics<br>4.1 Green power services and operational resilience<br>4.2 Solar panel quality and safety                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <br><b>Media</b>                                       | Maintain good interactive relationships with the media, enhance the image of the solar photovoltaic industry and the Company through positive publicity, and help the enterprise build trust and interaction with society                                                                                                                                            | Solar panel quality and safety<br>Business ethics<br>Climate change                                     | <ul style="list-style-type: none"> <li>• Press releases — ad hoc</li> <li>• Interviews — ad hoc</li> <li>• Media collaboration — ad hoc</li> </ul>                                                                            | <ul style="list-style-type: none"> <li>• A total of 71 news mentions were achieved throughout the year</li> <li>• Proactively set energy transition and renewable energy public issues to build corporate credibility</li> <li>• Cross-platform media collaboration to reduce common misunderstandings and myths about renewable energy</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                 | Establishing a dedicated department to respond to media inquiries, providing company updates to the media periodically, and engaging through interviews, press releases, and other interactive activities<br><br><b>Responding chapter</b><br><br>3.2 Business ethics<br>4.2 Solar panel quality and safety<br>5.1 Climate change                                                                                                                                                                                                                                                                                                                                                                                                           |

## 2.3 Value creation process



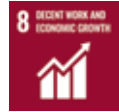
## 2.4 Vision and strategy for sustainable development

Formosa Solar aims to become the "most reliable and leading partner" in Taiwan's energy transition. With "A RELIABLE Partner" as its core spirit, it incorporates multiple sustainability issues into the core of its main business and develops four key dimensions: being a reliable partner, proponent of a better environment, sustainable enterprise, and happiest employee, while establishing short-, medium-, and long-term plans to comprehensively achieve its sustainability goals.



## Being a reliable partner

Continuously increase renewable energy generation, establish comprehensive O&M services, drive the value chain, and become an exemplary player and the most reliable partner in Taiwan's energy industry. SDG 7 and SDG 8



| Sustainability issues                                                                                                       | Action direction                                                                                                                                                                                                                      | Short-term plan (2025—2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Mid/long-term plan (2027—2030)                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Quantitative indicators                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>*Solar module quality and safety       | 1. Assurance of panel quality, strengthening of personnel's professionalism and skills, and offering of high-quality solar power systems to customers                                                                                 | 1-1. Third-party inspection is commissioned for pre-shipment product verification. All domestic products are subject to inspection, while overseas products meeting specific criteria may substitute inspection with quality reports and pre-shipment test reports<br>1-2. Continuously enhance module-related knowledge, applying new technologies or testing methods at project sites<br>1-3. >99% quality rate for panel installation at project sites                     | 1-1. >99% quality rate for panel installation at project sites                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1-1. In-factory inspection records<br>1-2. Occurrence rate of panel abnormalities                                                                                                                        |
| <br>*Service reliability and resilience    | 1. Establishment of a vigorous monitoring and maintenance system<br>2. Enhancement of engineers' professional knowledge and response capabilities, in order to handle emergencies for users on a real-time basis and provide services | 1-1. Obtain TÜV O&M system certification<br>1-2. Establish a project site issue grading management system<br>1-3. Strengthen the linkage between the Energy Administration and the disaster prevention mechanisms of local county and city governments<br>2-1. Handle project site emergency situations within 24 hours<br>2-2. Complete repairs of faulty electromechanical equipment within 48 hours                                                                        | 1-1. Establish an automated dispatch system through PMS<br>1-2. Obtain TÜV O&M highest-level (AAA) certification<br>1-3. 80% of engineers obtain Class B solar photovoltaic installation technician certification<br>1-4. 50% of employees obtain professional drone licenses<br>2-1. Substantially improve the power generation rate<br>2-2. Stand by 24 hours a day, 7 days a week to handle emergency situations                                                                                      | 1-1. Availability of project site systems<br>1-2. Response rate for project site issues<br>1-3. Certification of TÜV O&M System                                                                          |
| <br>*Sustainable supply chains management | 1. Enhancement of suppliers' awareness for sustainability, optimization of the relevant assessment mechanism to boost the competitiveness of supply chains                                                                            | 1-1. Identification of major suppliers and risky suppliers for projects<br>1-2. Maintenance of 100% suppliers signing the Supplier Code of Conduct<br>1-3. Regular advocacy to suppliers and communication about sustainability issues<br>1-4. Establishment of a supplier sustainability evaluation system by reference to RBA COC 8.0<br>1-5. Suppliers required to accomplish at least three dimensions of Formosa Solar's five dimensions for supply chain sustainability | 1-1. All suppliers signing the Supplier Code of Conduct; Statement Against Forced Labor; and Supplier Integrity Commitment<br>1-2. Reward and phase-out mechanism for suppliers to enhance supply chain capabilities<br>1-3. Increase the frequency of advocacy to suppliers and communication about sustainability issues<br>1-4. Requirement for suppliers to conduct self-assessment reports<br>1-5. Suppliers required to accomplish Formosa Solar's five dimensions for supply chain sustainability | 1-1. Percentage of suppliers signing the principles<br>1-2. Average score in suppliers' self-assessment reports<br>1-3. No. of suppliers rewarded/phased out<br>1-4. Assessment of sustainable suppliers |

Note: \* indicates material topics

## Proponent of a better environment

Strive for coexistence and co-prosperity with the environment, adapt to climate change, support net-zero transitions, reduce waste, and protect the ecological environment. SDG 12, SDG 13 and SDG 15



| Sustainability issues                       | Action direction                                                                                                                       | Short-term plan (2025—2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Mid/long-term plan (2027—2030)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Quantitative indicators                                                                                                                                                                                      |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Energy and greenhouse gas management</p> | 1. Formulation of the path to carbon reduction                                                                                         | 1-1. The new office will use 100% green electricity after relocation<br>1-2. The Company will continue to replace its fuel-powered service vehicles with new energy vehicles                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1-1. Continued optimization of carbon reduction guidelines and goals for offices<br>1-2. 100% adoption of new energy vehicles for company vehicles                                                                                                                                                                                                                                                                                                                                                                         | 1-1. Volume of electricity consumption<br>1-2. Quantity of carbon emissions<br>1-3. Phase-in percentage of new energy vehicles<br>1-4. Increase in the percentage of renewable energy consumption in offices |
| <p>*Waste management</p>                    | 1. Advocacy for waste reduction, recycling and reuse<br>2. Reasonable use of water resources and enhancement of utilization efficiency | 1-1. Support of government policies by continuing to optimize waste management procedures<br>1-2. Memorandum of cooperation signed with academic institutions to promote the solar panel recycling and reuse technology<br>1-3. Continuing to promote to contractors that waste reduction, recycling and reuse should be adopted during the construction process                                                                                                                                                                                                                                                                                                                                        | 1-1. Maintenance of zero violations of rules on waste processing<br>1-2. Continued assistance to academic institutions in the development of solar panel recycling and reuse technologies<br>1-3. Use of recyclable and reconfigurable panels to reduce the environmental impact of products at the end of their lifecycle                                                                                                                                                                                                 | 1-1. Waste reduction/recycling rate<br>2-1. Quantity of transported and recycled rate of discarded panels                                                                                                    |
| <p>Climate change</p>                       | 1. Identification of potential operational risks that climate change may cause and planning of relevant management strategies          | 1-1. Assessment of material climate issues via TCFD assessment and formulation of response strategies<br>1-2. Establishment of SOPs (standard operating procedures) in response to extreme climate events or disasters in order to maintain the operations of the Company and project sites<br>1-3. Graduation adoption of Solargis, the solar irradiance predictive tool, to improve site design and operation<br>1-4. Site design in reference to historical records of wind speeds, precipitation and flood elevation, to respond to extreme weather events and deploy site designs conforming to safety factors<br>1-5. Planning and implementation of basic protection mechanisms for outdoor work | 1-1. Follow-up of metrics defined in response to climate change<br>1-2. Continued improvement of site design and operation based on predictive data from Solargis<br>1-3. Adoption of the newest designs, standards and equipment for project sites construction<br>1-4. Establishment of a vigorous protection mechanism for outdoor work and periodic reviews of implementation results<br>1-5. Establishment of effective and long-term insurance partnerships to diversify the risks associated with natural disasters | 1-1. Availability factor of systems at project sites<br>1-2. No. of occupational safety incidents<br>1-4. Robustness and coverage of insurance protection                                                    |

Note: \* indicates material topics



# Sustainable enterprise

centered on business ethics and focused on sustainable governance, social development and human rights SDG 8, SDG 11 and SDG 16



| Sustainability issues                                                                                                             | Action direction                                                                                                                                                                                                                                                                                                                                                                                                                                                | Short-term plan (2025—2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Mid/long-term plan (2027—2030)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Quantitative indicators                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br><b>Corporate governance</b>                  | 1. Optimization of the internal control system, implementation of monitoring and a corporate culture of accountability<br>2. Proactive implementation of the blueprint for sustainable development, and strengthening of corporate governance                                                                                                                                                                                                                   | 1-1. Review and update internal policies to ensure internal control systems align with the organization's current state<br>1-2. Robustness of corporate policies such as Practical Guidelines on Corporate Governance; Business Code of Conduct and risk management                                                                                                                                                                                                                                                                                                                                                                                                      | 1-1. Continued optimization of the Company's internal control system and policies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1-1. Optimized versions and record sheet of corporate policies                                                                                                                                                                                                                                                                                                          |
| <br><b>*Operations and Risks</b>                 | 1. Staying on top of operational risks, formulation of response strategies and enhancement of the organization's awareness about internal risks<br>2. Gradual increase of the installed capacity of project sites year-on-year and enhancement of efficiency indicators of project sites in operation<br>3. Actively expand the green electricity business and effectively manage customer demand for green electricity to ensure a reliable green power supply | 1-1. The Risk and Audit Committee identifies and assesses potential risks of all types and formulates corresponding risk management policies<br>2-1. Determination of efficiency indicators for improvement of operational project sites, including inspections and maintenance, system optimization and energy efficiency management. Proper audits are required<br>2-2. Proactive development of markets and participation in various tenders<br>3-1. For customers with green electricity demand, the Company provides green electricity solutions by wheeling green electricity from operating and developing power plants to meet customers' carbon reduction needs | 1-1. Establishment of a risk monitoring system and a follow-up mechanism for periodic tracking of risk changes through assessment meetings and hazardous event simulations<br>2-1. Continued optimization of efficiency indicators for project sites; and planning and innovation for technological upgrade to reduce costs and environmental impacts<br>2-2. Seeking business partners and development of external resources to create new business models<br>3-1. Continue investing in new project sites in the green energy trading market to steadily increase green energy supply volume | 1-1. Establishment of Risk Management Committee and formulation of relevant policies<br>1-2. Frequency of risk events<br>1-3. Scope of risk events<br>1-4. Losses to the Company caused by risk events<br>2-1. Operating project site power generation efficiency >80.3%<br>2-2. Increase in the installed capacity of power plants<br>3-1. Volume contracted with CPPA |
| <br><b>*Business ethics</b>                    | 1. Formulation and implementation of "Business Code of Conduct"<br>2. Offering of relevant training, education and policy advocacy                                                                                                                                                                                                                                                                                                                              | 1-1. No breach of business ethics<br>1-2. Formulation and implementation of "Business Code of Conduct"<br>2-1. Organization of business ethics-related training, education and policy advocacy<br>2-2. Establishment of multiple complaint channels and a whistleblowing system                                                                                                                                                                                                                                                                                                                                                                                          | 1-1. Implementation of "Business Code of Conduct" and annual reporting of results to the Board of Directors<br>2-1. Multiple channels to promote and internalize the business code of conduct via training & education and policy advocacy to all personnel from top down                                                                                                                                                                                                                                                                                                                      | 1-1. No. of internal reports by whistleblowers<br>1-2. No. of law violations and penalties<br>1-3. No. of corruption incidents<br>2-1. No. of training and education hours on business ethics                                                                                                                                                                           |
| <br><b>Community relations and social care</b> | 1. Development of continuous public interest plans aligned with our industry<br>2. Giving resources back to the local areas to enhance community relations                                                                                                                                                                                                                                                                                                      | 1-1. Development of carbon reduction plans and support for the vulnerable, and tracking of results<br>2-1. Offering of goods/materials or sponsorships from time to time to the local underprivileged                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1-1. Join hands with more organizations or groups to promote energy-saving programs and expand impact<br>2-1. Continue to invest in community social initiatives and environmental protection development                                                                                                                                                                                                                                                                                                                                                                                      | 1-1. Plan performance<br>2-1. No. of beneficiaries                                                                                                                                                                                                                                                                                                                      |

Note: \* indicates material topics



# Happiest employees

Committed and continued investment in employees' development and creation of a safe and inclusive workplace of diversity SDG 8



| Sustainability issues                 | Action direction                                                                                                                                                                                                                                        | Short-term plan (2025—2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Mid/long-term plan (2027—2030)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Quantitative indicators                                                                                                                                                                                                                                |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Occupational health and safety</p> | 1. Tracking of operational safety via the occupational safety and health management system and caring for employees' health and safety<br>2. Establishment of goals and awareness in occupational safety and health for the Company and its contractors | 1-1. Obtain occupational health and safety management system certification<br>1-2. Total recordable injury rate (TRIR) (Employees/EPC) 0/0.03; Lost time injury rate (LTIR) (Employees/EPC) 0/0.03; and death rate 0<br>1-3. No. of internal near-miss events reported: 2 incidents/person/year<br>2-1. Continue to hold contractor occupational health and safety management technology forums<br>2-2. Create smart AI for occupational health and safety to improve employees' willingness to learn and interaction | 1-1. Refer to ISO 45001 and ISO 14001 and conduct regular internal reviews and optimization of relevant operations<br>1-2. Obtained Healthy Workplace Certification for 3 consecutive years and received the Healthy Workplace Label<br>1-2. Establishment of standardized occupational health and safety facilities and supply chain networks<br>1-3. Total recordable injury rate (TRIR) (Employees/EPC) 0/0.01; Lost time injury rate (LTIR) (Employees/EPC) 0/0.01; and death rate 0<br>2-1. Selection of vendors who receive high scores in human rights and occupational safety issues in the supply chain assessment | 1-1. ISO 45001:2018 certification obtained<br>1-2. TRIR and LTIR<br>1-3. Number of standardized items/total number of items in occupational health and safety facilities<br>2-1. Scores assigned to suppliers for human rights and occupational safety |
| <p>Talent cultivation</p>             | 1. Establishment of a training and development system to enhance employees' competences and performance<br>2. Integration of sources from the government and schools to enhance internal and external talent                                            | 1-1. Development of long-term employee incentive programs<br>1-2. An average of 30 training hours per employee<br>2-1. Strengthening of cooperation and development with academia or the public sectors<br>2-2. Promotion of industry-academia cooperation to provide students with internship opportunities and develop young and professional talent                                                                                                                                                                | 1-1. Creation of a dashboard for reliability, engagement and autonomy<br>1-2. Focus on reshaping talent's key skills to enhance per capita output<br>2-1. Continue to develop long-term projects with academic institutions or public sector entities                                                                                                                                                                                                                                                                                                                                                                       | 1-1. Score of employee's engagement<br>1-2. Skill certification pass rate                                                                                                                                                                              |
| <p>*Remuneration and benefits</p>     | 1. Creation of a comprehensive welfare system to address employees' needs and achieve work-life balance                                                                                                                                                 | 1-1. Periodic surveys on employees' satisfaction<br>1-2. Initiation of EAP (Employee Assistance Program) as a platform of professional resources for the mental/physical health of employees<br>1-3. Assessments and surveys of employees' mental/physical health to ensure the well-being of employees<br>1-4. Gradual implementation of a hybrid work model by reducing work hours to achieve work-life balance                                                                                                     | 1-1. Establish a "fair and incentive-based" compensation and reward system to facilitate the retention of key talent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1-1. Surveys on employees' satisfaction<br>1-2. Key talent retention rate                                                                                                                                                                              |

Note: \* indicates material topics

## 2.5 SDGs

In 2015, the United Nations released the Sustainable Development Goals (SDGs), comprising 17 goals and 169 specific targets, as important action guidelines for governments and businesses to promote sustainable development by 2030. Starting from its core business, Formosa Solar integrates operational development with sustainability strategies and responds to relevant SDGs through practical actions, continuously creating positive impacts on environmental protection, social inclusion, and economic development.

| SDG                                                                                                                                   | Specific targets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Formosa Solar's sustainability strategy dimensions                       | Formosa Solar's corresponding actions                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>SDG 7 Affordable and clean energy                | 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Being a reliable partner                                                 | Continued development of diverse types of solar projects; introduction of weather data and software to optimize project site designs; adoption of new modules and technologies to reduce annual degradation; selling of green electricity to corporate users and offering of consultation services                                                                                                                                    |
| <br>SDG 8 Decent work and economic growth            | 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services<br>8.4 Improve progressively through 2030 global resource efficiency in consumption and production, and endeavor to decouple economic growth from environmental degradation in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead<br>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value<br>8.8 Protect labor rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment | Sustainable enterprise<br>Happiest employees<br>Being a reliable partner | Appropriate adjustment of salaries for employees according to profitability; emphasis on labor rights; adjustment of work details for pregnant workers and new mothers according to laws, to reduce physical burdens; focus on occupational safety and health; monthly surveys on the perceived safety and health of the work environment; offering of employment opportunities to local communities to promote community development |
| <br>SDG 11 Sustainable cities and communities        | 11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities<br>11. a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Sustainable enterprise                                                   | In line with the principle of multiple uses for a single site, project sites are developed by integrating them with community leisure functions and campus sports spaces to provide community residents, faculty, and students with safe, friendly public activity spaces offering diverse usage value, thereby enhancing site utilization efficiency and promoting local community interaction and social connections                |
| <br>SDG 12 Responsible consumption and production   | 12.2 By 2030, achieve the sustainable management and efficient use of natural resources<br>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment<br>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Proponent of a better environment                                        | Select legally compliant vendors to handle waste and join the solar cell circular economy industry alliance to jointly promote solar panel recycling and reuse technologies                                                                                                                                                                                                                                                           |
| <br>SDG 13 Climate action                          | 13.2 Integrate climate change measures into national policies, strategies and planning<br>13.3 Improve education, awareness raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Proponent of a better environment                                        | One of the top three green power wheeling suppliers in Taiwan, assisting businesses in achieving energy transition; adopting the TCFD framework to analyze climate risks and opportunities and formulate relevant strategies; conducting greenhouse gas inventories to understand greenhouse gas emissions and formulate emission reduction actions                                                                                   |
| <br>SDG 15 Life on land                            | 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and, by 2020, protect and prevent the extinction of threatened species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Proponent of a better environment                                        | Formulation of an environmental assessment mechanism for project site development; rule-out of development in important ecological areas; site construction with friendly methods to reduce the ecological impact; ecosystem monitoring and regular reporting for sites in areas of high ecological sensitivity                                                                                                                       |
| <br>SDG 16 Peace, justice, and strong institutions | 16.5 Substantially reduce corruption and bribery<br>16.6 Develop effective, accountable and transparent institutions at all levels<br>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Sustainable enterprise<br>Being a reliable partner                       | Adhere to the avoidance of conflicts of interest and the anti-corruption principle; establishment of codes of integrity and anti-corruption policies; deployment of a dedicated e-mail for external whistleblowing and complaints; requirement for suppliers to sign Supplier Code of Conduct; Statement Against Forced Labor; EPC (Engineering, Procurement, Construction) Contract Management Procedures, etc                       |

# 03

## Corporate governance

---

3.1 Board of Directors

3.2 Functional committees

3.3 Business ethics

3.4 Risk management



## Sustainability issue: corporate governance

## Goal

## Short-term goals (2025—2026)

- 1-1. Inventory and update internal policies to ensure the internal control system aligns with the organization's current state
- 1-2. Improve company policies, such as the Corporate Governance Best-Practice Principles, Integrity Management Best-Practice Principles, and risk management

## Medium- and long-term goals (2027—2030)

- 1-1. Continue to optimize the Company's internal control system and various policies

## 2025 achievements and performance

1. Strengthen authority and responsibility management and administrative internal controls: update the authorization policy, and optimize petty cash, seal management, and document review procedures to establish more rigorous internal controls and decision-making transparency
2. Formulate procurement policies and standardize the Group's procurement rules to ensure that all procurement activities are conducted transparently and efficiently, and comply with all relevant laws, regulations, corporate governance policies, and good business practices, while fulfilling the commitment to sustainable development and clean energy

Formosa Solar practices a culture of accountability and adheres to all laws and regulations. We have put in place a stringent internal control system and stable financial management to mitigate operational risks and protect the interests of investors and other stakeholders. Formosa Solar has established a corporate governance system in accordance with relevant internal regulations. The members of the Board of Directors are appointed by corporate shareholders, and the corporate governance system is enhanced on the basis of protecting shareholders' rights and interests and respecting the rights and interests of stakeholders. Furthermore, Formosa Solar discloses information in the principle of accuracy, timeliness and fairness. We have established a comprehensive information disclosure system and communication channels. All relevant information is available on our company website.

## 3.1 Board of Directors

### A trustworthy governance team with both professional expertise and practical experience

The Board of Directors formulates the Company's operating strategies, supervises the execution results of the management team, and is accountable to investors and other stakeholders, serving as the Company's highest governing body. Formosa Solar has the most trustworthy governance team, with the Chairman serving as the chair of the Board of Directors. All directors possess extensive industry experience to uphold its core philosophy of being "the most reliable and leading partner in Taiwan's energy transition."

Formosa Solar's Articles of Association state that directors are appointed by institutional shareholders based on merit and suitability. Our directors are equipped with industry professionalism and extensive practical experience, familiar with the development of the solar energy industry. They also have a strong track record in the investment, development, construction, operation and maintenance of infrastructure and renewable projects. In 2025, the corporate shareholders optimized the Company's organizational structure and adjusted the number of directors. A total of six Board of Directors meetings were held in 2025, with an average attendance rate of 100%. Key resolutions included matters such as amending contracts for subsidiaries' applications to increase syndicated loan financing and the acquisition of SPV for solar project sites.

Formosa Solar avoids conflicts of interest and follows the anti-corruption principle. The members of the functional committees under the Board of Directors may not be involved in businesses with conflicts of interest against the projects resolved by the respective functional committee. In addition, the Company's authorization policy also stipulates that, for matters requiring an investor-appointed director to serve as the final decision-maker and approver under the authorization policy, that investor-appointed director may not simultaneously serve as the initial approver of the same matter, so as to avoid conflicts of interest.

## Background of the Board Members

| Board members |                 | Directors' core competencies |                |                        |                                        |                                                          |                                    |                          |                           |                        |                                                    |
|---------------|-----------------|------------------------------|----------------|------------------------|----------------------------------------|----------------------------------------------------------|------------------------------------|--------------------------|---------------------------|------------------------|----------------------------------------------------|
| Title         | Name            | Gender                       | Term of office | Actual attendance rate | Years in the renewable energy industry | Years of service as a Director/Supervisor of the Company | Investment and business management | Project site development | Project site construction | Project site operation | Shares held in competitors, suppliers or customers |
| Chairman      | Andrew Kwok     | Male                         | 3              | 100%                   | 15                                     | 8                                                        | V                                  | V                        | V                         |                        | X                                                  |
| Director      | Andrew Wagner   | Male                         | 3              | 100%                   | 9                                      | 1                                                        | V                                  | V                        |                           | V                      | X                                                  |
| Supervisor    | Christopher Tay | Male                         | 3              | 100%                   | 6                                      | 1                                                        | V                                  |                          |                           |                        | X                                                  |

## Statistics on the composition of the Board of Directors members

| Diversity statistics/year |                                                                                             |                           | 2023          |      | 2024          |      | 2025          |        |
|---------------------------|---------------------------------------------------------------------------------------------|---------------------------|---------------|------|---------------|------|---------------|--------|
|                           |                                                                                             |                           | No. of people | %    | No. of people | %    | No. of people | %      |
| Director/Supervisor       |  Gender    | Male                      | 4             | 100% | 4             | 100% | 3             | 100%   |
|                           |                                                                                             | Female                    | 0             | 0%   | 0             | 0%   | 0             | 0%     |
|                           |  Age       | Under 30 years old        | 0             | 0%   | 0             | 0%   | 1             | 33.33% |
|                           |                                                                                             | 30—50 years old           | 1             | 25%  | 1             | 25%  | 1             | 33.33% |
|                           |                                                                                             | ≥ 50 years old            | 3             | 75%  | 3             | 75%  | 1             | 33.33% |
|                           |  Education | Post-graduate institution | 2             | 50%  | 2             | 50%  | 1             | 33.33% |
|                           |                                                                                             | College                   | 2             | 50%  | 2             | 50%  | 2             | 66.68% |
|                           |                                                                                             | Others                    | 0             | 0%   | 0             | 0%   | 0             | 0%     |

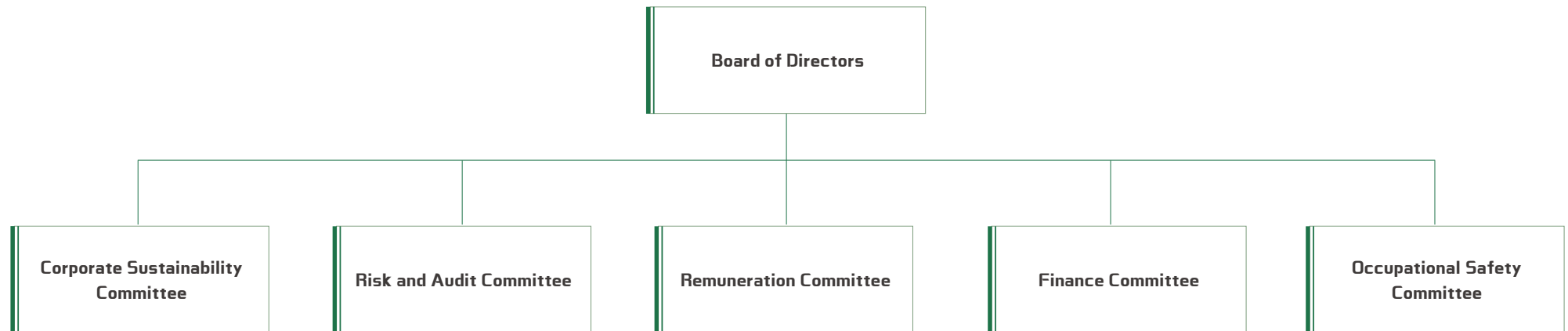
Note 1: Percentage of female directors = (No. of female directors at the year end / No. of directors at the year end) \* 100%

Note 2: Percentage of male directors = (No. of male directors at the year end / No. of directors at the year end) \* 100%

Note 3: The percentage of female directors and the percentage of male directors should add up to 100%

Formosa Solar considered the various issues related to legal compliance and governance practices that directors may encounter when participating in the Company's operational decision-making, and encourages members of the Board of Directors to attend relevant professional courses. In 2025, all members completed a total of 60 hours of training, covering topics related to corporate governance policies, laws and regulations, finance, and management, of which ESG-related courses accounted for 3.3%.

## 3.2 Functional committees



### Corporate sustainability committee

The Corporate Sustainability Committee was established under the authorization of the Board of Directors to fulfill corporate social responsibility and to manage and implement sustainable operations. The CEO serves as the committee chair, using corporate sustainability as the guiding principle to establish annual ESG plans, review implementation results, and publish the Sustainability Report. The committee assigns representatives from various working groups to manage relevant impacts and report to the CEO. The CEO reports implementation results to the Board of Directors annually and periodically presents the organization's economic, environmental, and social impact management. The Board serves in a supervisory and guidance role, promoting sustainability performance and reviewing the Sustainability Report before publication. In 2025, one meeting was held to discuss topics including tracking progress toward sustainability goals, conducting material topic surveys, and approving the issuance of the sustainability report.

The Corporate Sustainability Committee consists of four functional teams: Sustainability Governance, Environmental Sustainability, Social Co-Prosperity, and Operational Innovation. The members come from relevant business units. Team representatives are served by executive directors or above. Each team's representative is responsible for managing economic, environmental, and social impacts within their scope. The responsibilities of each functional team are explained below.



### Sustainability Governance Team

- Establishing effective governance frameworks and policies to mitigate integrity and ethical risks
- Implementing supply chain management and system promotion
- Optimizing information security policies and procedures



### Environmental Sustainability Team

- Responsible for promoting sustainable development and environmental protection related projects
- Implement energy conservation and carbon reduction goals and actions



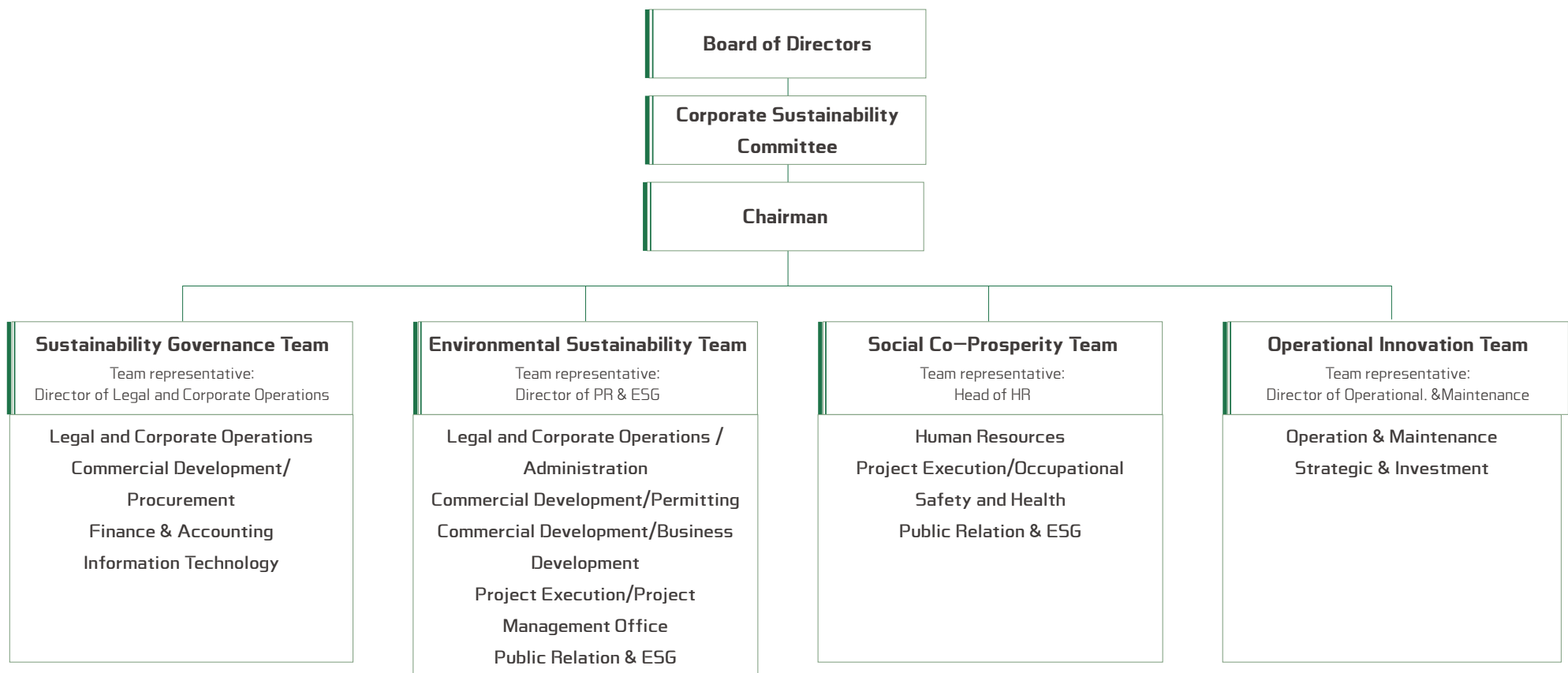
### Social Co-Prosperity Team

- Working with suppliers to jointly comply with social and environmental indicators, uphold human rights, and create a safe and inclusive work environment
- Social welfare investment and project implementation



### Operational Innovation Team

- Ensuring service reliability and continuous optimization of operational models to create economic value



## Risk and Audit Committee

To ensure sound business development while considering risk control, the Company has established a Risk and Audit Committee responsible for formulating risk management systems and policies, and for regularly reviewing their appropriateness to ensure capital adequacy and to achieve a balanced objective between risk control and business development. The Risk and Audit Committee convenes at least one meeting each year. One meeting was held in 2025, with a 100% attendance rate.

## Remuneration Committee

The Remuneration Committee was established by the Board of Directors to strengthen oversight and management functions. Functional committees shall exercise powers and duties independently and according to the law. They should also be accountable to the Board of Directors and submit proposals to the Board of Directors for resolutions. The Remuneration Committee's primary responsibilities include establishing and regularly reviewing performance evaluation and remuneration systems and standards. When conducting assessments, the committee comprehensively considers the following principles:

- The Company's remuneration complies with relevant laws and regulations and is sufficient to attract outstanding talent.
- Performance evaluations and remuneration for managerial officers and general employees should reference industry standard payment levels, while considering the time invested by individuals, responsibilities assumed, achievement of personal goals, level of participation in company operations, and value of contributions. Performance bonuses are determined based on the company's annual operating performance, financial condition, operational status, and individual work performance.
- Directors' remuneration is determined based on operational performance, corporate governance, and sustainable development goals, as deliberated and established by the Board of Directors with reference to the standard levels in the same industry.

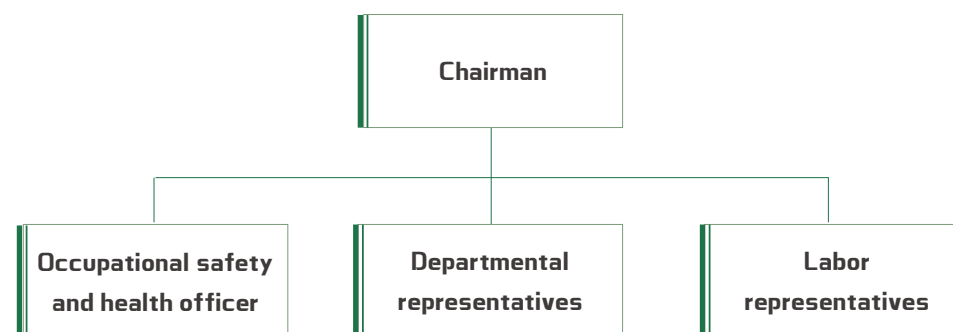
The Remuneration Committee exercises the duties of loyalty and care as a good administrator. It formulates and regularly reviews the policies, systems, standards and structures for evaluating the performance and determining the remuneration of directors and managers. The Remuneration Committee submits its recommendations to the Board of Directors for discussion. Two meetings were convened in 2025, with 100% attendance.

## Finance Committee

To strengthen the organization's finance functions, the Finance Committee is accountable to the Board of Directors and responsible for budgeting, financial planning and reporting, hedging, and investment in order to achieve the organization's strategic goals. By keeping a close eye on market changes, the Finance Committee is always ready to provide advice to ensure the organization can adapt to changes and achieve long-term success. Seven meetings were held in 2025, with an attendance rate of 100%.

## Occupational Safety Committee

In 2025, Formosa Solar obtained certification for the Occupational Health and Safety Management System (ISO 45001). Through the introduction and operation of the management system, along with the supervision and guidance provided by internal audits and management review meetings, the effective implementation of the occupational health and safety management system was ensured. In 2025, a total of six occupational safety and health-related meetings were held, and the average attendance rate of committee members reached 90%. Except for those required by law to exercise their powers independently, the relevant members jointly formulate and promote occupational safety and health policies and goals, carry out audits and document revisions of the ISO 45001 management system, share the implementation status of employee health management, and regularly review risk assessments and discuss occupational safety and health issues to comprehensively enhance the effectiveness of occupational health and safety management.





## 3.3 Business ethics

### Material Topic: Business Ethics

#### GRI

205

#### Goal

##### Short-term goals (2025—2026)

- 1-1. No breach of business ethics
- 1-2. Formulation and implementation of "Business Code of Conduct"
- 2-1. Organization of business ethics-related training, education and policy advocacy
- 2-2. Establishment of multiple complaint channels and a whistleblowing system



#### Influence and impact

##### Positive impacts on economy, environment, and people (opportunities)

Formosa Solar emphasizes the importance of integrity and requires its supply chain to jointly comply with environmental and social responsibilities, which is conducive to the sustainable development of the Company and the industry as a whole



#### Policy/Strategy

Complying with regulations, operating with integrity, preventing corruption and unfair competition, and ensuring all business activities conform to ethical standards to maintain the trust of all stakeholders



#### Mid- and long-term goals (2027—2030)

- 1-1. Implementation of "Business Code of Conduct" and annual reporting of results to the Board of Directors
- 2-1. Multiple channels to promote and internalize the business code of conduct via training & education and policy advocacy to all personnel from top down



#### Negative impacts on economy, environment, and people (risks)

Companies without integrity will experience internal corruption, leading to operational instability that affects the rights and interests of shareholders and employees; unethical business practices may cause environmental pollution or subject workers to unfair treatment



#### Management guidelines

- 1. Optimization of the internal control system, implementation of monitoring and a corporate culture of accountability
- 2. Proactive implementation of the blueprint for sustainable development, and strengthening of corporate governance



#### 2025 achievements and performance

- No breach of business ethics this year
- Anti-corruption education and training achieved a 100% attendance rate among all directors and employees
- The Company's 106 major suppliers completed signing the Supplier Code of Conduct, Anti-Forced Labor Declaration, and Supplier Integrity Commitment, achieving a 100% completion rate
- An external complaint mechanism has been established, and no complaint incidents occurred in 2025



Formosa Solar has always attached great importance to the moral character of its employees. During the onboarding stage for new hires, the HR department communicates the Company's internal integrity rules to cultivate their awareness of integrity; at the same time, management is required to lead by example and strictly adhere to these principles. As of 2025, a cumulative total of 91 individuals had received anti-corruption and anti-bribery education and training (61 in the Taipei Office, 16 in the Chiayi Office, and 14 in the Pingtung Office).

Within Formosa Solar, "Work Rules" and "Authorization Policies" have been put in place by the resolution of the Board of Directors. At the same time, Formosa Solar has established an external whistleblowing mailbox on its official website ([https://www.formosasolar.com.tw/zh-tw/contact\\_whistleblowing.php](https://www.formosasolar.com.tw/zh-tw/contact_whistleblowing.php)), through which stakeholders may file reports via the e-mail address disclosed on the Company's website. In 2025, Formosa Solar did not receive any reported incidents. After a stakeholder has raised concerns, the responsible personnel will initiate investigations. In principle, the reporting person must give his/her name and provide specific details, including but not limited to the names of the alleged parties, the timeline, the location, and relevant circumstances. If the whistleblower opts to remain anonymous but has provided relevant evidence, the responsible personnel may still conduct investigations. If the responsible personnel, the whistleblower or the alleged are related parties or there are relations that may affect the results of the case handling, the responsible personnel should recuse themselves, and other competent personnel shall carry out investigations. The investigation process should be impartial and confidential, and the whistleblower's identity must not be disclosed. Formosa Solar is committed to protecting whistleblowers against mistreatment due to reporting.

Regarding business interactions, Formosa Solar has established policies, including the "Anti-Corruption and Anti-Bribery Policy" and the "EPC Contract Performance Management Procedures." In the course of carrying out their duties, employees shall comply with the relevant contract performance management procedures and explain the Company's integrity management policy and related regulations to counterparties, and shall expressly refuse to directly or indirectly provide, request, or accept any improper benefits in any form or under any name; at the same time, they shall take care to avoid engaging in commercial transactions with agents, suppliers, customers, or other business counterparties involved in dishonest conduct. All suppliers cooperating with Formosa Solar are required to comply with and sign the Supplier Code of Conduct, the Anti-Forced Labor Declaration, and the Supplier Integrity Commitment. In 2025, the Company had a total of 106 major suppliers, with a signing rate of 100%; finally, when entering into contracts with counterparties, Formosa Solar makes every effort to fully understand the counterparties' integrity management status and incorporates compliance with Formosa Solar's integrity management policy into the contractual terms between both parties, stipulating relevant provisions in the contract as appropriate.

As far as overall operations are concerned, Formosa Solar has not been involved in any significant violation of laws or been a target of allegations over recent years. All of our external policies are disclosed on the company website ([https://www.formosasolar.com.tw/zh-tw/esg\\_integrity.php](https://www.formosasolar.com.tw/zh-tw/esg_integrity.php)).



## 3.4 Risk management

### Material Topic: Operational Risk

#### GRI

2-23, 2-24, 2-25, 2-26

#### Policy/Strategy



Formosa Solar continues to expand its operational footprint, optimize site management efficiency, and adopt risk management strategies to identify and assess various risks, formulate response plans, and ensure operational stability

#### Management guidelines



1. Staying on top of operational risks, formulation of response strategies and enhancement of the organization's awareness about internal risks
2. Gradual increase of the installed capacity of project sites year-on-year and enhancement of efficiency indicators of project sites in operation
3. Actively expanding green energy business operations and effectively managing customer green energy demands to ensure a stable green energy supply

#### Goal



##### Short-term goals (2025—2026)

- 1-1. The Risk and Audit Committee identifies and assesses potential risks of all types and formulates corresponding risk management policies
- 2-1. Determination of efficiency indicators for improvement of operational project sites, including inspections and maintenance, system optimization, and energy efficiency management. Proper audits are required
- 2-2. Proactive development of markets and participation in various tenders
- 3-1. For customers with green power needs, the Company provides green power solutions by transferring green power from operational and under-development power plants to meet customers' carbon reduction needs

##### Mid- and long-term goals (2027—2030)



- 1-1. Establishment of a risk monitoring system and a follow-up mechanism for periodic tracking of risk changes through assessment meetings and hazardous event simulations
- 2-1. Continued optimization of efficiency indicators for project sites; and planning and innovation for technological upgrade to reduce costs and environmental impacts
- 2-2. Seeking business partners and developing external resources to create new business models
- 3-1. Continuous investment in the green energy trading market by new project sites, steadily increasing green power supply volume

#### Influence and impact



##### Positive impacts on economy, environment, and people (opportunities)

Proper management of operational risks can reduce the impact of unexpected events on operations and cash flow and strengthen the Company's long-term financial stability; improving climate resilience can ensure the stable operation of renewable energy facilities and operating activities

##### Negative impacts on economy, environment, and people (risks)



Inappropriate operations or inadequate risk management may lead to high costs, resource waste, and even environmental pollution; poor worker treatment or safety issues also affect human well-being, thereby damaging a company's sustainable development and social stability

#### 2025 achievements and performance



- Hold risk and audit meetings regularly to establish risk management systems and policies and periodically review the appropriateness of the systems
- Secured four local government tenders and one private development project
- Signed a 50 MWp cooperation agreement with a well-known semiconductor company, marking an important milestone in Formosa Solar's corporate green power trading achievements

Formosa Solar adopts a balanced strategy of risk management. We carefully consider the overall impact on corporate sustainability whilst creating business returns, and conducting major corruption risk assessment, in order to protect the sustainable value of the Company and stakeholders. Risk Governance at Formosa Solar is structured with the Board of Directors as the highest risk management authority. The Chairman serves as chair of the Risk and Audit Committee, which is responsible for formulating risk management systems and policies, regularly reviewing the appropriateness of these systems, conducting risk assessments, and working with various responsible units to implement risk and crisis management. The committee reports to the Board of Directors based on risk changes and management status to ensure the Company achieves its sustainable operation objectives.

### Board of Directors

#### Supervision and governance

- Monitoring of the risk management system
- Approval of risk management policies

### Risk and Audit Committee

#### Decision-making and promoting

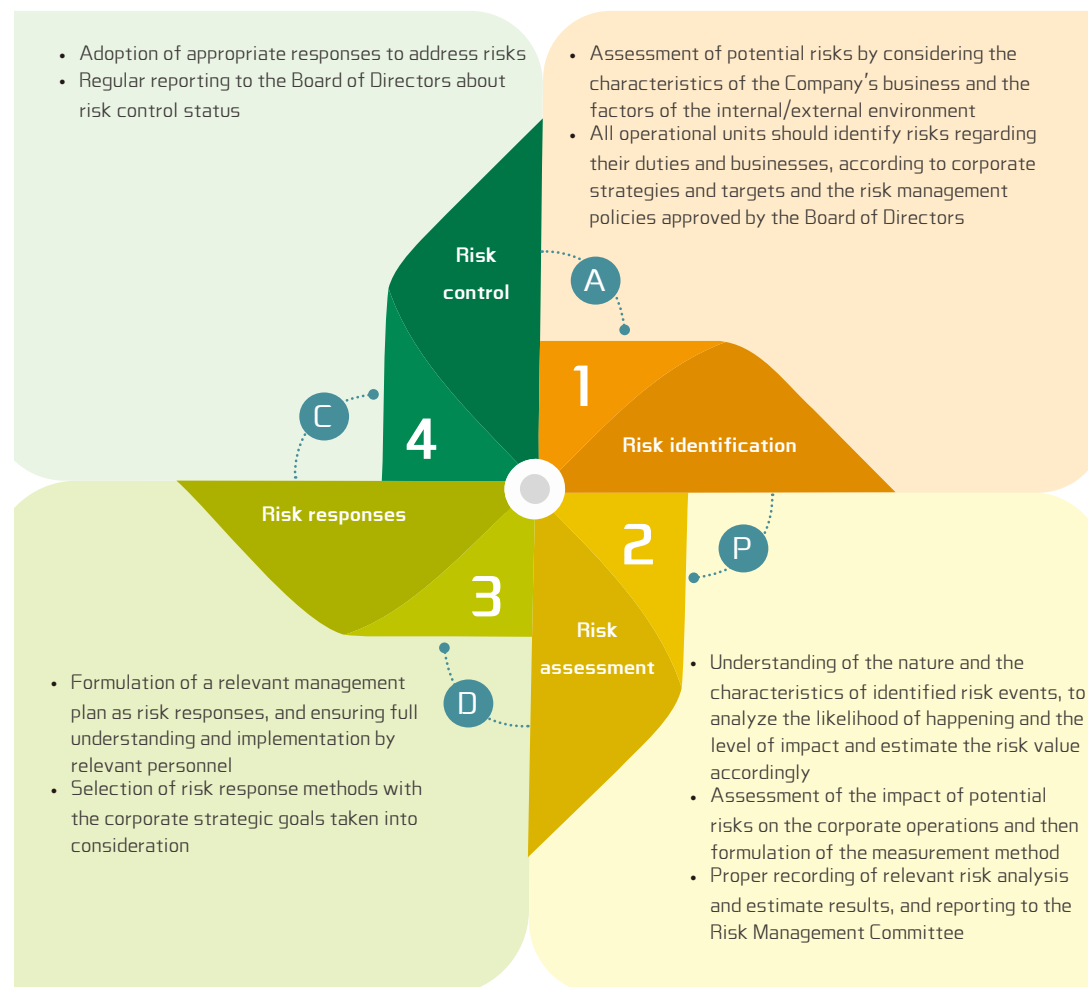
- Establishment of a risk control mechanism to implement risk identification, risk assessment and risk monitoring
- Promotion of the risk management policies set by the Board of Directors

### Responsible Units

#### Planning and implementation

- Reporting and processing in accordance with authority and responsibility, and development of response strategies and management measures to mitigate the impact caused by risks
- Ensuring of effective implementation of risk management and relevant control measures of the unit, in accordance with risk management policies

## Risk Management Process and Operation



The following describes the risks that the Company is more likely to encounter in its daily operations, along with the corresponding response measures and risk management units.

### Formosa Solar's risk management strategy

| Risk type                                                                                                           | Risk description                       | Risk management and response measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                            | Risk management unit                                                             |
|---------------------------------------------------------------------------------------------------------------------|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <br>Sustainable environment        | Improper waste handling                | Waste from the solar business:<br>1. Continuously optimize industrial waste management processes in line with government policies and improvements in suppliers' recycling technologies<br>2. Ensure that waste treatment complies with national regulations and standards to reduce the risk of environmental pollution                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                            | Project Execution/<br>Project Management Office<br><br>Operation and Maintenance |
|                                                                                                                     | Violation of environmental regulations | 1. Periodic identification of relevant regulations is conducted. In case of industry or corporate governance related issues or stakeholder concerns, conduct irregular regulatory identification and implement subsequent corresponding control measures                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                            | Legal and Corporate Operations/<br>Administration                                |
| <br>Occupational safety and health | Occurrence of occupational disasters   | For internal employees:<br>1. Establishment of identification procedures for laws and regulations in line with risk assessment<br>2. Establishment of events reporting procedures<br>3. In case of near-miss events, it is necessary to reassess risks and update the corresponding control measures.<br>4. Offering a safe and healthy work environment by reducing the risks to personnel when performing tasks at the workplace<br>5. Establishment of agreements, organization and procedures in accordance with the Occupational Safety and Health Act                                                                         | For external suppliers/contractors:<br>1. Taiwan training and education in occupational safety and health card<br>2. Occupational hazard insurance<br>3. Participation in labor health examination<br>4. Complete training and education in safety and health<br>5. Workplace environment and hazard factors notification<br>6. Promotion of the Code of Health and Safety | Project Execution/HSE                                                            |
|                                                                                                                     | Legal risks                            | 1. Supplier Code of Conduct has been put in place. Suppliers are required to sign the "Statement Against Forced Labor" and the "Supplier Integrity Commitment" to ensure honest performance of duties by relevant personnel<br>2. Establishment of an EPC contract performance management process and formulation of an internal control mechanism for design, procurement and construction of renewable power plants<br>3. Regular advocacy of relevant legal issues by Legal Affairs, Compliance and Administration Department, to prevent employees from inadvertently violating relevant laws                                   |                                                                                                                                                                                                                                                                                                                                                                            | Legal and Corporate Operations/Legal Compliance                                  |
| <br>Governance and operation     | Business ethical risks                 | 1. Internal – advocacy, training and education to employees regarding anti-corruption, anti-bribery, business ethics and code of conduct<br>2. External – conveying to manufacturers, customers and suppliers of the Company's integrity, business ethics and philosophy                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                            | Legal and Corporate Operations/Legal Compliance                                  |
|                                                                                                                     | Decline in market competitiveness      | 1. Regular visits to suppliers, customers, and industry peers to exchange information and participate in seminars, to stay on top of market trends. Timely introduction of products and manufacturers with market competitiveness<br>2. Proactive development of new customers and products in new specifications and maintenance of competitiveness of development costs<br>3. Updating of investment models in line with the newest policies and regulatory updates, to maintain competitiveness in the industry                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                            | Commercial Development/Business Development                                      |
|                                                                                                                     | Occurrence of cybersecurity incidents  | 1. Immediate response: Activate the contingency plan, isolate affected systems, and notify relevant departments<br>2. Incident Investigation: Analyze the source and scope of impact, identify vulnerabilities, and develop remediation plans<br>3. Remediation and Recovery: Patch vulnerabilities, restore backup data, and ensure normal business operations<br>4. Notification and Compliance: Report to regulatory authorities and customers as required by regulations, ensuring transparency<br>5. Subsequent Improvements: Review emergency response plans, upgrade protection systems, and enhance cybersecurity education |                                                                                                                                                                                                                                                                                                                                                                            | Information Technology                                                           |

| Risk type                                                                                                        | Risk description                                                                     | Risk management and response measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Risk management unit                                                                                |
|------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <br>Governance<br>and operation | Products liability                                                                   | 1. Safety liability: to ensure solar modules are compliant with all relevant safety standards and regulations, so as to ascertain the safety of power generation equipment and surroundings                                                                                                                                                                                                                                                                                                                                    | Project Execution/<br>Project Management<br>Office                                                  |
|                                                                                                                  |                                                                                      | 2. Quality liability: to ensure solar modules are in conformity with relevant quality standards so as to ascertain normal operation in the expected service period                                                                                                                                                                                                                                                                                                                                                             |                                                                                                     |
|                                                                                                                  |                                                                                      | 3. Maintenance liability: routine maintenance of solar power equipment to ensure long-term and effective operation                                                                                                                                                                                                                                                                                                                                                                                                             | Operation and<br>Maintenance                                                                        |
|                                                                                                                  |                                                                                      | 4. After-sales service liability: rendering of services to address the needs of electricity user customers. This includes problem-solving and responses to customers' feedback                                                                                                                                                                                                                                                                                                                                                 |                                                                                                     |
|                                                                                                                  |                                                                                      | 5. Environmental liability: to ensure the solar module disposal and recycling procedures are in adherence to relevant regulations in environmental protection so as to mitigate the environmental impact                                                                                                                                                                                                                                                                                                                       |                                                                                                     |
|                                                                                                                  | Supply chain disruption                                                              | 1. Keeping abreast of information related to raw materials and products, to prepare early for the risk of materials shortage<br>2. Keeping a close eye on market changes and the establishment of multiple supply chains for risk diversification                                                                                                                                                                                                                                                                              | Commercial<br>Development/<br>Procurement                                                           |
|                                                                                                                  | Unstable supply from the supply chain or disruption to construction progress on site | 1. Monitor suppliers' shipment status to respond promptly to project delays that may result from abnormal supplier shipments<br>2. Monitor the on-site labor deployment of construction contractors and the implementation of epidemic prevention measures to avoid, as far as possible, impacts from the pandemic on on-site construction progress                                                                                                                                                                            | Commercial<br>Development/<br>Procurement<br><br>Project Execution/<br>Project Management<br>Office |
|                                                                                                                  | Typhoons and floods                                                                  | 1. Keep abreast of meteorological information at all times and formulate relevant preventive and response measures for different types of natural disasters<br>2. When selecting operating sites and configuring equipment, avoid low-lying coastal areas and consider whether flood prevention and earthquake resistance conditions are in place<br>3. Obtain relevant property insurance for assets and equipment (including natural disaster insurance and third-party liability insurance) to transfer and diversify risks | Operation and<br>Maintenance                                                                        |

In addition to the above risk management strategies, the Company identifies internal and external factors that may affect its sustainable operations across various aspects, including corporate governance, project development and execution, financial planning, reputational risk, and regulatory compliance. This identification is based on current internal and external environmental conditions, such as domestic and international political and economic environments and industry policy trends. The Company then formulates response plans and risk control measures based on risk levels, regularly reviews control status, adjusts corresponding countermeasures as needed, and reports regularly to the Board of Directors on the types of risks identified and the control status in each area. These efforts aim to implement risk management in practice and ensure the achievement of sustainable operational goals.

# 04

## Being a reliable partner

---

4.1 Green power services and operational resilience

4.2 Solar panel quality and safety

4.3 Data protection and cybersecurity

4.4 Sustainable supply chains management



## 4.1 Green power services and operational resilience

### Material topic: Service reliability and resilience

#### GRI

Self-defined material topics

#### Policy/Strategy

Committed to improving power generation efficiency and system stability, and reducing operating costs and failure risks through data monitoring and preventive maintenance

#### Management guidelines

1. Establish a comprehensive monitoring and operation and maintenance system
2. Enhance engineers' professional knowledge and responsiveness to promptly respond to users' emergency situations and provide services

#### Goal

Short-term goals (2025—2026)

- 1-1. Obtain TÜV O&M system certification
- 1-2. Establish a project site issue grading management system
- 1-3. Strengthen the linkage between the Energy Administration and the disaster prevention mechanisms of local county and city governments
- 2-1. Handle project site emergency situations within 24 hours
- 2-2. Complete repairs of faulty electromechanical equipment within 48 hours

Mid- and long-term goals (2027—2030)

- 1-1. Build an automatic work order dispatch system through PMS
- 1-2. Obtain the highest-level (AAA) TÜV O&M certification
- 1-3. 80% of engineers obtain Class B solar photovoltaic installation technician certification
- 1-4. 50% of employees obtain professional drone licenses
- 2-1. Substantially improve the power generation rate
- 2-2. 24/7 standby for emergency response

#### Influence and impact

Positive impacts on economy, environment, and people (opportunities)

Good power generation efficiency can promote economic benefits and the energy transition; clean energy helps reduce carbon emissions and protect the environment; creates job opportunities, safeguards occupational safety, and drives local community development

Negative impacts on economy, environment, and people (risks)

Improper project site management may lead to a decline in operational performance and an increase in operation and maintenance costs; improper waste disposal may also cause environmental pollution

#### 2025 achievements and performance

- Project site system equipment availability reached 99.1%
- Implement operation and maintenance in accordance with international standards (TÜV O&M)
- Continue to establish a spare parts inventory management system
- Average power restoration time was 3 days (excluding Taiwan Power Company or human factors)

Note 1: Project site monitoring implementation rate: (number of project sites with monitoring systems installed / total number of project sites) \* 100%.

Note 2: Project site system availability rate: (Actual power generation / [power generation loss + actual power generation]) \* 100%.



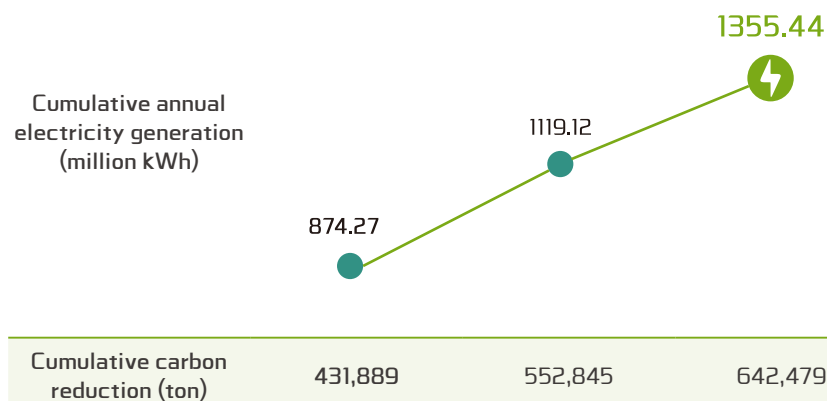
Energy  
Generation

## Growing power supply capacity

Formosa Solar has actively assisted the government in advancing its 2026 target of 20 GW of installed solar photovoltaic capacity by developing and constructing various types of solar photovoltaic project sites, including rooftop, ground-mounted, and fishery-solar symbiosis sites. By the end of 2025, the cumulative number of power plants reached 546, representing an increase of 44 from the previous year; grid-connected capacity totaled 232 MWp. Based on Taiwan's average monthly household electricity consumption of 346 kWh in 2024, this could supply the annual electricity needs of approximately 82,000 households. In addition, the Formosa Solar business development team continued to participate in various government tenders and secured approximately 4 MWp of new development capacity in 2025.

## Key Results

| Year                           | 2023 | 2024 | 2025 |
|--------------------------------|------|------|------|
| No. of power plants            | 483  | 502  | 546  |
| Total installed capacity (MWp) | 196  | 202  | 232  |



Note: Cumulative carbon reduction = cumulative power generation for the current year \* 2024 electricity carbon emission factor.

## Key achievements in 2025

### Creating Taiwan's largest all-weather sports court: Formosa Solar collaborates with National Pingtung University to implement a new model of green energy on campus

In 2025, Formosa Solar successfully assisted National Pingtung University in completing the construction of a large composite all-weather sports court with a height of nearly four stories.

Compared to the standard height of approximately 7 to 9 meters for general all-weather stadiums, the highest point of this project reaches 13 meters, which not only challenges the design capabilities of the building structure, but also demonstrates the team's professional capabilities in engineering integration. The stadium design of this project incorporates the imagery of Mount Dawu, echoing the local natural landscape, while the demolition of the existing reviewing stand reopened and revitalized the campus public space. During the project implementation period, Formosa Solar conducted multiple communications with the school and the architectural team, successfully integrating and optimizing the configuration of 11 multifunctional courts. This resulted in a large-scale solar PV sports facility rarely seen in Taiwan, currently the largest single-structure all-weather solar PV sports court in the country. This not only can significantly increase the proportion of green electricity used on campus, but also further elevates National Pingtung University as an iconic benchmark for higher education institutions across Taiwan in promoting green energy and sustainable development.



## Key achievements in 2025

### The best solution for the "one site, multiple uses" model: Innovative practice of diversified applications of the solar PV parking lot in the Machouhou Industrial Park

Formosa Solar actively responds to the national energy transition policy, continues to deepen the land use model of "one site, multiple uses" and focuses its development on the diversified applications and scenario integration of solar PV parking lots. Taking the parking lot project site in the Machouhou Industrial Park in Chiayi County as an example, the Company departed from the traditional corrugated sheet structure and instead adopted a construction configuration of "frameless design combined with bifacial double-glass modules," which, while maintaining structural safety, significantly improved natural lighting efficiency and effectively reduced the demand for artificial lighting during the daytime. Some solar PV modules further integrate energy storage and lighting systems, implementing the design concept of "self-generation and self-consumption" of electricity.

In terms of environmental symbiosis, through precise planning of bracket spacing, this project ensures that the grassland and vegetation on the lower level receive sufficient sunlight, which not only maintains the original green coverage ratio and ecological conditions of the park, but also simultaneously provides users with comfortable and effective shaded parking spaces. The Machouhou parking lot project site specifically demonstrates how Formosa Solar, under its "one site, multiple uses" strategy, achieves the triple value of technical feasibility, environmental symbiosis, and user experience through innovative design and system integration, becoming a benchmark case for diversified applications of solar PV project sites.



Electricity  
Sales

## Stable and reliable power services for electricity sales

Formosa Solar is a leading green electricity supplier in the industry and was among the first pioneers to enter the green electricity trading market in 2020. According to the Taiwan Corporate PPA Price Survey published in 2025 by Bloomberg NEF, a globally renowned research institution, Formosa Solar ranked among the top three in Taiwan in cumulative solar green electricity supply volume. Our extensive wheeling experience has made us a trusted partner in the industry, helping enterprises achieve energy transition and sustainable development.

## Green electricity consulting and strategic planning — tailor-made, stable, low-risk procurement pathways



## Precise electricity demand assessment

In-depth analysis of corporate electricity consumption patterns to provide data-driven electricity diagnostics and ensure precise alignment between green electricity solutions and actual operations.



## Step-by-step procurement strategy

Assist in planning short-, medium-, and long-term green electricity roadmaps to gradually achieve RE100 or ESG carbon reduction targets under the premise of cost-effectiveness.



## Alignment with regulations and standards

Ensure that procurement plans comply with various domestic and international green electricity standards, providing professional support for enterprises to address supply chain carbon neutrality requirements.

## Smart power management and analysis — maximizing the value of green electricity use through real-time monitoring of power generation information



## Digital power monitoring

Provide a dedicated monitoring system to enable enterprises to grasp data from both the power generation and electricity consumption ends, ensuring transparent and equivalent information.



## Data-driven optimization

Through professional upfront data analysis, assist enterprises in improving the matching rate of green electricity, effectively reducing excess electricity generation and lowering energy procurement costs.



## Energy efficiency management

Provide electricity optimization recommendations to help enterprises improve overall energy use efficiency while switching to green energy.

## Self-owned project sites and wheeling through O&amp;M — vertically integrated management to ensure the most reliable power supply



## Highly self-operated O&amp;M management of project sites

The vast majority of project sites under the Formosa Solar Group are operated and maintained by in-house professional teams, ensuring that the power plants maintain optimal operating conditions and improve power supply reliability from the source.



## Extensive wheeling track record

As one of Taiwan's first green electricity trading pioneers, we have accumulated a wheeling volume exceeding 220 million kWh and possess mature and stable contract execution and wheeling capabilities.



## Flexible and diversified power supply

Leveraging the continuously expanding scale of self-owned project sites, we provide flexible options such as long-term contracts, short-term contracts, or phased incremental increases to meet the growing electricity demand of enterprises over the long term.

Through vertically integrating project site development, project management, equipment procurement, operation management, and green electricity sales, Formosa Solar Group has established a one-stop platform service to ensure the provision of stable, reliable, and fully traceable sources of green electricity for enterprises. Unlike the outsourcing model commonly seen in the market, we insist on having the Group's professional team handle comprehensive operations management and site O&M, controlling equipment operating efficiency and stability at the source, thereby maximizing the reliability of power supply.

Since 2020, we have accumulated extensive practical experience and have successfully provided green electricity wheeling services to customers in industries that place a high priority on power quality, such as semiconductors, memory, and financial holding companies. Following the official acquisition of our renewable energy electricity sales enterprise license in 2023, Formosa Solar further integrated its power supply services and is able to provide more flexible and cost-effective green electricity procurement solutions tailored to enterprises' different carbon reduction targets and electricity consumption patterns. In 2025, we further added 50 MW of cooperation volume with a well-known semiconductor enterprise. This is not only the largest Corporate Power Purchase Agreement the Company has signed since its establishment, but also once again confirms our execution capabilities in large-scale green electricity supply.

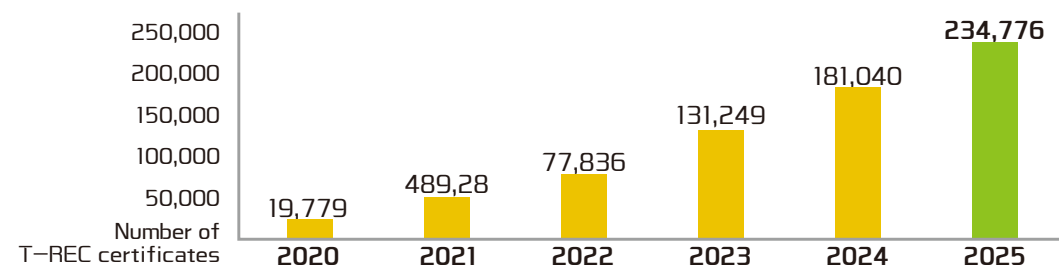
To continue supporting enterprises' long-term energy transition, we are steadily expanding our supply scale and plan to continue growing from 2026 to 2030 at a pace of 50—80 MW of green electricity wheeling volume annually. With the continuous expansion of self-owned project sites and professional O&M capabilities, Formosa Solar will become the most pragmatic and trustworthy long-term energy partner for enterprises in their pursuit of carbon neutrality targets.

**Formosa Solar integrates the solar photovoltaic power plant construction process and establishes a one-stop platform service to provide stable and reliable renewable energy**



### Formosa Solar's track record in selling green electricity to the grids

Accumulated T-REC transfer quantity



Note: The data covers the aggregate number of renewable energy transfer certificates across four entities: Formosa Solar, Ying Hui Power, Ye Heng Power, and Yu Shu Power.



## O&amp;M

## Professional and real-time project site management for O&M

Formosa Solar has a professional O&M team that provides more detailed, more flexible, and more real-time project site management services, maintains the high stability and power generation efficiency of each project site, and implements high-quality project site management. The proportion of project site volume self-operated and maintained by Formosa Solar increased to 91% in 2025, and the management operating procedures for every project site follow international standards (TÜV O&M).



The PMS management information system, independently developed by Formosa Solar, integrates complete data and records for more than 500 project sites, including project site master files, equipment information, power generation information, maintenance and cleaning history, and troubleshooting records for fault issues, and provides real-time monitoring and data analysis functions. Users can view and track the power generation status of relevant equipment at any time. When the system automatically or personnel inspection identifies equipment with abnormal power generation, work orders can be assigned through the system. O&M personnel can go to the site at the earliest opportunity for confirmation and repair, and upload the repair results to the system simultaneously after repair. The O&M team can also use the PMS information management system to conduct monthly inspections of the power generation status and efficiency of each site. This also allows for detection of project site vulnerabilities so that inspection, repair, improvement or optimization can be performed.

In addition, to effectively improve the stability of solar PV power plants, Formosa Solar reduces risks through routine inspections and maintenance and uses professional technologies and testing equipment to carry out system maintenance accurately and quickly, minimizing downtime and risks.

#### Real-time monitoring



Monitor the power generation status of project sites at all times. In the event of any abnormality, dispatch personnel to the site within 24 hours for handling, and complete repair of electromechanical equipment failures within 48 hours

#### Daily patrol inspections



Weekly/monthly/quarterly inspections to check whether equipment operation is normal and whether consumables need to be replenished or replaced

#### Periodical inspections



Regular inspections of power generation effectiveness of project sites and nearby sites. Proposals to address weaknesses and enhance effectiveness

#### Annual cleaning



Panel cleaning schedules based on assessment and estimates with the dust buildup modeling to ensure effective power generation

#### Key achievements in 2025

##### Improve the operational management system and enhance collaboration efficiency and responsiveness

The Company continues to strengthen operational resilience and risk management capabilities. In 2025, through the digital management tool monday.com, it established a customer service issue management platform, fully systematizing processes such as case acceptance, issue classification, processing progress tracking, and case closure control, effectively improving operational management efficiency, cross-departmental collaboration smoothness, and information transparency, and ensuring that stakeholder concerns can be responded to promptly and appropriately. In addition, in order to strengthen operational stability and responsiveness, the Company, in accordance with government policies and relevant regulations of the competent authorities, established a typhoon disaster notification and liaison mechanism with the Energy Administration and local county and city governments, incorporating external notifications and internal operating procedures into the operational management framework to reduce the impact of emergency incidents on operations and ensure the stability of project site operations and service quality.

Note: monday.com is a project management tool that can assist teams in efficient collaboration, tracking project progress, and automating processes, thereby improving teamwork efficiency and transparency.



#### Key achievements in 2025

##### From real-time disaster response to system strengthening: management actions to enhance operational resilience

In July 2025, Typhoon Danas struck, and during the typhoon disaster period, the Company completed inspection operations for each project site in accordance with the disaster response procedures, compiled the disaster damage conditions, and immediately reported to local county and city governments, ensuring the completeness of information disclosure during the disaster period. To strengthen operational resilience under climate change, the Company completed the disaster prevention plan for the Pingtung Gaoshu project site in the same year, conducted a systematic assessment of the risks that may be caused by typhoons and extreme climate, and planned corresponding management measures from the three aspects of pre-disaster prevention, in-disaster response, and post-disaster recovery to reduce the impact of natural disasters on the safety of power generation facilities and operational stability.



## 4.2 Solar panel quality and safety

### Material topic: Solar panel quality/product safety

#### GRI

Self-defined material topics

#### Goal

Short-term goals (2025—2026)

- 1-1. Third-party inspection is commissioned for pre-shipment product verification. All domestic products are subject to inspection, while overseas products meeting specific criteria may substitute inspection with quality reports and pre-shipment test reports
- 1-2. Continued improvement of knowledge related to panels and application of new technologies or inspection methods at project sites
- 1- 3. >99% quality rate for panel installation at project sites



#### Influence and impact

Positive impacts on economy, environment, and people (opportunities)

High-quality modules can reduce maintenance costs, improve investment returns, and also reduce waste generation in environmental terms



#### Policy/Strategy

To ensure product performance and reliability, we employ cutting-edge technology and testing methods, while implementing supply chain management that requires partners to comply with quality and environmental standards, conducting regular quality reviews and improvements



Mid- and long-term goals (2027—2030)

- 1-1. >99% quality rate for panel installation at project sites



Negative impacts on economy, environment, and people (risks)

Poor module quality will increase maintenance and replacement costs, or affect power generation efficiency and power supply stability, resulting in reduced customer trust and affecting the Company's reputation



#### Management guidelines

1. Assurance of panel quality, strengthening of personnel's professionalism and skills, and offering of high-quality solar power systems to customers



#### 2025 achievements and performance

- All modules undergo third-party verification before leaving the factory to ensure quality meets requirements before shipping.
- 99.8% quality rate for panel installation at project sites



Note: Project site module installation yield rate: (Number of modules installed and undamaged during construction / Total number of installed modules) \* 100%.

Safe and stable power supply services rely on good quality management of modules and site construction. To ensure that the completed project sites meet regulatory and internal requirements, Formosa Solar strictly screens solar panel suppliers and installation contractors. This ensures that products maintain high efficiency, reliability and compliance with standards throughout the entire lifecycle.

## Requirements for module suppliers



Suppliers are required to provide high-efficiency solar modules to ensure maximum efficiency in converting sunlight into energy.



Module suppliers must pass or obtain qualified Voluntary Product Certification: the "Taiwan High-Efficiency Photovoltaic Module Technical Specifications" and the "Specific Specifications for Factory Inspection under Voluntary Product Certification for Photovoltaic Modules" announced by the Bureau of Standards, Metrology and Inspection, Ministry of Economic Affairs, to ensure the safety and reliability of the modules. Suppliers must use materials that meet the quality standards and exercise stringent control over the production process to ensure high-quality modules.



Suppliers are required to conduct outgoing quality control tests and, when necessary, collaborate with the personnel sent by our company to perform inspections prior to shipment.



Provide reasonable and competitive product warranties, including a 25-year linear power warranty and a 12-year product warranty.



Provision of serial numbers for the production process of each module to facilitate tracking and resolving quality issues.



Rendering good technical and after-sales services, to address potential problems and maintenance requirements. Upon receiving customer inquiries, we will respond within one business day and complete problem identification and resolution within seven business days.

## Requirements for construction contractors



Sufficient module installation experience and track record: An understanding of the construction quality and customer satisfaction is established via past projects and industry references. Constructors are required to provide reference cases and explain results.



Stringent safety standards: Compliance with regulatory requirements and construction safety standards. An occupational safety and health plan is required to ensure the on-site safety of workers during the construction process.



All the personnel involved in construction site management are certified for relevant licenses, such as the construction site supervisor certificate and the labor safety certificate.



Quality management: Submission of a quality plan for the review of our company. Effective management of engineering quality during the construction process.



Estimated construction period in line with our company's requirements: Submission of a construction plan before commencement of construction. The plan should cover engineering management planning, progress, resource allocations and construction process to ensure that the engineering is conducted as planned.



Systematic testing, inspection and acceptance procedures to ensure that solar systems meet the design and specification requirements.



Comprehensive warranty and support: After-sales warranty services to ensure long-term and reliable functioning of the systems.

### Key achievements in 2025

**From challenge to milestone: Pingtung Agricultural Biotechnology Park floating solar PV project site**

The floating solar PV project site in the Pingtung Agricultural Biotechnology Park is a key milestone, marking Formosa Solar's first foray into floating solar PV construction. Compared to existing rooftop and ground-mounted project sites, water-surface systems must simultaneously withstand water level changes, wave disturbances, and extreme climate risks, posing greater challenges to structural design, construction precision, and engineering management capabilities.

In this project, the solar modules are installed on a floating pontoon support structure. The design introduced the concept of a flexible structure, allowing the system to adapt to fluctuations in the water surface while maintaining structural stability and safety under both maximum and minimum water level conditions. This design not only responds to the characteristics of the water environment but also reflects the team's forward-looking judgment regarding the long-term operational safety of the project site. At the same time, in view of the severe damage caused in 2025 by Typhoon Danas to coastal water-surface facilities, the Company proactively raised the wind resistance design standard for this project and adopted an average design wind speed of 42.5 m/s for structural planning, which is higher than the 37.5 m/s required by regulations. Through engineering design exceeding standard specifications, the risks of extreme climate were managed at the initial stage of construction to ensure that the system has sufficient resilience.

Through the experience gained from this project, the Company successfully accumulated key technologies for floating solar PV construction and enhanced its engineering capabilities to address climate change risks, continuously pursuing the goals of safety, stability, and sustainable development.



## 4.3 Data protection and cybersecurity

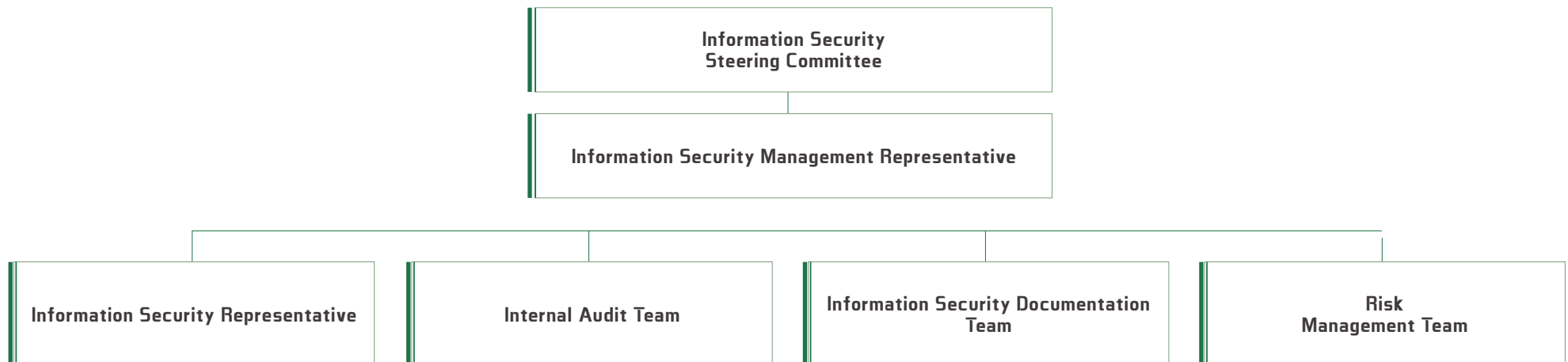
### Sustainability topic: Information security and trade secret protection

#### 2025 achievements and performance ✦

- Complete the update of the information security management system and the establishment of system documentation
- Passed ISO/IEC 27001:2022 certification in December 2024 and obtained the certificate in February 2025
- Regularly conduct reviews of abnormal system and account access, and perform risk analysis and improvement
- No major information security incidents or major information service interruptions occurred throughout the year

### Security policies and regulations

Formosa Solar established a mechanism in accordance with the ISO/IEC 27001:2022 Information Security Management System, with the relevant information security unit responsible for system operation, maintenance, and management. Reduce the risk of unauthorized access and data leakage through account and access control, system monitoring, protection mechanisms, and regular education and training. As of the end of 2025, no major information leakage, information security intrusion, or major information service interruption incidents had occurred, and information security incident monitoring and risk management continue.





## Information security management plan

The Company has established and continues to operate and maintain a systematic and comprehensive information security management mechanism in accordance with the international standard ISO/IEC 27001:2022 to ensure the confidentiality, integrity, and availability of information and to reduce information security risks. The relevant management plans are as follows:

### A. Establishing a multi-layered defense architecture

- Adopt a defense-in-depth design covering protection measures for endpoint devices, networks, and application systems.
- Deploy firewalls and intrusion detection/prevention mechanisms to reduce the risk of external attacks.
- Strengthen data protection and backup mechanisms to ensure the security of critical information and operational data.

### B. Strengthening authentication and access management

- Introduce account and authority management mechanisms and implement the principle of least privilege.
- Regularly review system accounts and authority settings to reduce the risk of unauthorized access.
- Enhance the detection capability for abnormal access behavior through log monitoring and behavior analysis.

### C. Information security incident prevention and response

- Establish information security incident reporting and response procedures to ensure that incidents can be responded to promptly and their impact reduced when they occur.
- Regularly conduct information security incident drills (such as social engineering tests) to enhance response capabilities.
- Regularly review vulnerabilities and risks of critical systems and continuously strengthen protective measures.

### D. Continuous education and awareness promotion

Annual information security education and awareness programs are held to strengthen security awareness across all employees.

#### 2025 Information Security Training Summary

| Course                                           | Target Audience                                |
|--------------------------------------------------|------------------------------------------------|
| Risk assessment and risk management              | IT Asset Inventory Focal Points                |
| Social engineering awareness training            | All Employees                                  |
| Information security policy briefing and updates | System implementers, auditors, and supervisors |
| Information security education                   | All employees                                  |

- Social engineering drills are conducted semi-annually to assess employees' ability to identify information security threats.

### E. Regular testing and equipment maintenance

- Conduct annual internal information security audits to review the effectiveness of management systems and protective measures.
- Continue to carry out improvements and system optimization based on audit results and risk assessment results.

### F. Supply chain and external information security handling

- Regularly review the information security management measures of key suppliers and third-party services.
- Require outsourced or cooperating vendors to comply with the Company's information security requirements to reduce supply chain information security risks.
- Conduct risk assessment and improvement handling for externally reported information security vulnerabilities or incidents.



## Information security management process diagram

The Company has established an information security incident management process to report, classify, analyze, handle, and improve information security incidents, to ensure incidents are responded to promptly and to reduce their impact on operations.



## Information security risk classification table

| Risk level | Level definition | Risk acceptance | Level description                         |
|------------|------------------|-----------------|-------------------------------------------|
| A          | High             | Unacceptable    | $56 \leq \text{Total risk score} \leq 81$ |
| B          | Medium           | Acceptable      | $29 \leq \text{Total risk score} \leq 55$ |
| C          | Low              | Acceptable      | $3 \leq \text{Total risk score} \leq 28$  |

## Classification table for information security risks and events handling

| Risk level | Event level | Affected scope/degree                                     | Response timeliness                                                          |
|------------|-------------|-----------------------------------------------------------|------------------------------------------------------------------------------|
| A          | A           | Affecting the Company's overall operations or key systems | Initiate incident handling and necessary response measures within 4—24 hours |
| B          | B           | Affecting more than 50% of personnel or systems           | Initiate handling and risk control operations within 4—8 hours               |
| C          | C           | Limited scope of impact <50%                              | Complete necessary handling and improvement measures within 24—48 hours      |

## 4.4 Sustainable supply chains management

### Material topic: Sustainable supply chain management

#### GRI

308–1, 414–1

#### Policy/Strategy



Emphasizing transparency and compliance, we require suppliers to adhere to human rights, environmental, and safety standards. We conduct regular audits of our partners as we work together to achieve sustainable development

#### Management guidelines



1. Enhancement of suppliers' awareness for sustainability, optimization of the relevant assessment mechanism to boost the competitiveness of supply chains

#### Goal

##### Short-term goals (2025–2026)



- 1–1. Identification of major suppliers and risky suppliers
- 1–2. Maintenance of 100% suppliers signing the Supplier Code of Conduct
- 1–3. Regular advocacy to suppliers and communication about sustainability issues
- 1–4. Establishment of a supplier sustainability evaluation system by reference to RBA COC 8.0
- 1–5. Suppliers required to accomplish at least three dimensions of Formosa Solar's five dimensions for supply chain sustainability

##### Mid- and long-term goals (2027–2030)



- 1–1. All suppliers signing the Supplier Code of Conduct; the Anti-Forced Labor Declaration; and Supplier Integrity Commitment
- 1–2. Reward and phase-out mechanism for suppliers to enhance supply chain capabilities
- 1–3. Increase the frequency of advocacy to suppliers and communication about sustainability issues
- 1–4. Suppliers are required to conduct a self-assessment
- 1–5. Suppliers are required to accomplish Formosa Solar's five dimensions for supply chain sustainability

#### Influence and impact



##### Positive impacts on economy, environment, and people (opportunities)

Effective supplier management promotes efficient operations and a stable supply, enhancing corporate competitiveness. Compliant suppliers help reduce environmental pollution and advance sustainable development. The approach emphasizes labor rights protection, providing safe working environments and improving worker welfare

##### Negative impacts on economy, environment, and people (risks)



Poor supplier management may impact business competitiveness and operational efficiency. Environmentally, if supply chain partners neglect environmental requirements, this could lead to resource waste or increased pollution. For people, failure to comply with labor and safety standards may compromise human rights

#### 2025 achievements and performance



- Establishment of a list of major project suppliers to reduce supply chain disruption risks
- Promoting and communicating sustainability issues with suppliers at supplier conferences
- Gradually establish a sustainable supplier evaluation and questionnaire system, and complete questionnaire responses from 31 suppliers
- Hold a supplier conference, with a satisfaction score of 97.6
- 18 new major project-based suppliers were added, bringing the total number of suppliers that completed signing the Supplier Code of Conduct, the Anti-Forced Labor Declaration, and Supplier Integrity Commitment to 71, achieving a 100% completion rate

## Procurement committee

Formosa Solar has established a Procurement Committee in accordance with the company's authorization policy and procurement policy, with the highest-level officers from designated departments serving as committee members. The Procurement Committee is responsible for reviewing issues related to equipment, engineering labor, and service procurement for all projects and operational activities. Resolutions on submitted issues require approval from more than 75% of committee members. Committee discussions can take place through physical meetings or electronic document systems, with all approved resolutions requiring formal approval through the electronic document system.

## Procurement policy and strategy

Formosa Solar ensures stable quality of equipment, materials, and engineering while fulfilling social and environmental responsibilities through supplier management and strategic procurement. We maintain a balance between single and multiple suppliers and establish strategic alliances with long-term partners to enhance supply chain resilience and competitiveness.

- Supply chain diversification and risk management: To mitigate supply chain disruption risks, we establish long-term partnerships with suppliers who meet sustainability standards, while maintaining a diversified supply strategy to ensure supply resilience and price competitiveness
- Long-term collaboration with flexible procurement: We prioritize stable suppliers with sustainability commitments; additionally, for project requirements, we flexibly implement short-term procurement strategies to enhance cost-effectiveness and resource allocation efficiency
- Local procurement promoting regional development: We actively collaborate with local suppliers to ensure project implementation timeliness and cost-effectiveness, while strengthening regional industry chains and helping improve suppliers' technical and management capabilities
- Promoting green procurement and sustainable development: We encourage suppliers to implement at least three aspects of the "Formosa Solar Sustainable Supply Chain Five Dimensions" and continuously improve supplier evaluation mechanisms. Through regular sustainability communications, we enhance supply chain partners' sustainability awareness to jointly build a responsible energy industry chain

## Supplier management guidelines

Formosa Solar's major project-based suppliers include those providing key equipment for solar photovoltaic project sites, such as solar modules, inverters, brackets, peripheral electromechanical panels, and monitoring equipment, as well as engineering contractors and technical service consulting companies. In total, there are 71 such suppliers, of which 18 were new in 2025, accounting for approximately 25%. Formosa Solar follows the procurement policy approved and implemented by the Board of Directors and requires suppliers to comply with relevant regulations on environmental protection, occupational safety and health, and labor and human rights, to avoid transactions with parties that conflict with the corporate social responsibility policy, and to sign the "Supplier Code of Conduct, the Anti-Forced Labor Declaration, and the Supplier Integrity Commitment" with supply partners. Since 2024, 100% of major suppliers have continuously completed signing each year. The Company expects each supplier to jointly commit to and uphold high ethical standards, respect labor and human rights, and achieve environmental sustainability goals. The standards cover sustainable development aspects, including labor, environment, safety and health, anti-corruption, anti-bribery, ethics, and management standards, and suppliers are required to adopt energy-saving and pollution-reducing methods at all stages of production and construction without affecting product quality. Based on the principle of mutual trust, after suppliers sign the "Supplier Code of Conduct, the Anti-Forced Labor Declaration, and the Supplier Integrity Commitment," they are deemed to comply with and undertake to abide by the Code of Conduct. If any violation of the policy is discovered and causes a significant impact on the environment or society of the supplier's relevant community, Formosa Solar will conduct an investigation as appropriate and require improvements.

Note: New suppliers refer to suppliers signing a contract for the first time.

| Number and proportion of major project-based suppliers |      |      |      |      |      |
|--------------------------------------------------------|------|------|------|------|------|
|                                                        | 2023 |      | 2024 |      | 2025 |
| Equipment                                              | 2    | 5%   | 10   | 17%  | 23%  |
| Engineering                                            | 18   | 43%  | 21   | 36%  | 35%  |
| Services                                               | 22   | 52%  | 27   | 47%  | 42%  |
| Total                                                  | 42   | 100% | 58   | 100% | 71   |

## Supplier selection and assessment

Formosa Solar in Q3 2025 officially implemented the procurement supplier management procedure. Under this procedure, supplier evaluations are categorized into three major types based on contractor type: equipment, engineering, and services, and are conducted through questionnaire surveys, document reviews, and on-site audits. In terms of business cooperation, the evaluation covers, but is not limited to, key items such as design capability, commercial terms, financial soundness, project execution capability, quality management, communication and coordination, and crisis response capability; in terms of sustainable development, evaluation standards are established across governance, social, and environmental dimensions, covering five major aspects: human rights and equality, occupational safety requirements, business integrity, social responsibility, and environmental protection. Finally, suppliers are classified based on the evaluation results, and corresponding management measures are adopted to ensure supply chain stability and the long-term development of partners. By the end of 2025, a total of 33 suppliers were required to participate in the evaluation, including 10 Class A contractors, 14 Class B contractors, and 1 Class C contractor; 3 suppliers were exempt from evaluation, and 5 suppliers were phased out and no longer cooperating with the Group. In addition, 31 major suppliers completed the sustainability questionnaire.

### Supplier evaluation grades



#### A-level contractors (85 points or above):

Possess exceptional fulfillment capabilities, demonstrate consistent performance, and are suitable as long-term partners. These contractors should be prioritized for large-scale projects or high-difficulty engineering tasks.



#### B-level contractors (70–84 points):

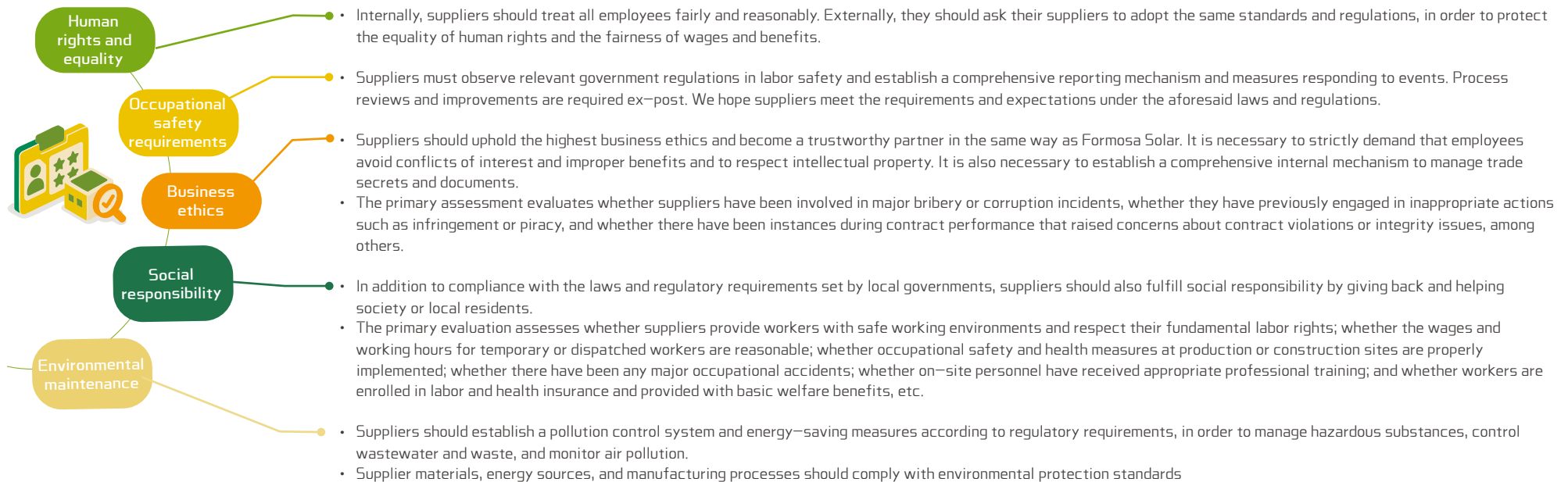
Perform well but occasionally exhibit minor delays or incomplete data submissions. Suitable as backup contractors and appropriate for small to medium-sized projects or relatively simple engineering tasks.



#### C-level contractors (69 points or below):

Experience unstable performance, poor quality control, or insufficient risk management. Consider collaboration only under special circumstances, with enhanced supervision and improvement plans required when working together.

## Supplier evaluation mechanism – five key aspects of sustainable development criteria



## Supplier management measures

- Standards and regulations: All suppliers are required to sign Formosa Solar's "Supplier Code of Conduct, Anti-Forced Labor Declaration, and Supplier Integrity Commitment," and comply with the behavioral standards and commitments contained therein
- Continuous communication: Supplier conferences are held annually to promote the company's sustainability policies to suppliers. Through face-to-face interactions, we understand supplier needs and feedback, achieving mutual consensus on sustainable operations
- Assessment and improvement: Establish a supplier evaluation mechanism that provides assessment results and feedback to suppliers in order to increase understanding and control of supplier risks

# 05

## Proponent of a better environment

5.1 Climate change

5.2 Greenhouse gas management and  
energy resource management

5.3 Waste management and water  
resources management

5.4 Biodiversity and land use



Formosa Solar's Chairman has signed and established an environmental protection policy, publicly pledging our commitment to environmental protection. We also encourage all employees, developers, suppliers, and partners to understand the importance of environmental protection and to cooperate with one another to achieve environmental sustainability. As a renewable energy company, environmental protection is Formosa Solar's mission and responsibility. We are also committed to operating in adherence to relevant domestic and overseas laws, regulations and standards in safety, environment, social and labor issues as follows:

### The Equator Principle

International Finance Corporation (IFC) Performance Standards (PSs), 2012

World Bank Group's Environmental, Health, and Safety (EHS) Guidelines: General EHS Guidelines (2007)

World Bank Group's EHS Guidelines: Sector-specific EHS Guidelines for Transmission and Distribution (2007)



## Formosa Solar environmental policy





## 5.1 Climate change

To disclose the impact of climate change on the corporate operations, Formosa Solar has adopted the TCFD framework developed by the Financial Stability Board (FSB). The framework consists of four core elements: governance, strategy, risk management, metrics & targets. The risks and opportunities associated with climate change are analyzed to facilitate the formulation of response strategies.

In response to the sustainability disclosure standards issued by the IFRS Foundation, IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures), as well as the relevant implementation timetable promoted by Taiwan's competent authorities, although Formosa Solar is not a listed company and is not currently subject to mandatory disclosure requirements, the Company has initiated an assessment of IFRS S1/S2 adoption in keeping with the spirit of voluntary disclosure and its responsibility for sustainability governance, analyzing the differences between the standards' requirements and the current sustainability disclosure framework. Based on the implementation results of the current TCFD framework, the Company will continue to strengthen the depth and completeness of climate-related financial information disclosure and gradually align with the requirements of IFRS S2.

### Climate governance

Formosa Solar's Corporate Sustainability Committee steers the analysis of climate issues, while the Risk and Audit Committee formulates risk policies and assesses climate change risks. The Committees are in charge of identifying climate risks and assessing and responding to climate impacts within their respective scopes of responsibility. This is achieved through collecting sustainability trends, seeking advice from external consultants, participating in sustainability-related activities, and organizing cross-departmental workshops. The corporate Sustainability Committee, as the highest-level governance unit for climate change risk management, assists in centralizing climate strategies and tracking results. Report annually to the Board of Directors on the progress of sustainability goals.

### Identification and evaluation process

Formosa Solar adopts the following methods in the identification of climate risks and opportunities and incorporates analytical results into the overall risk management policy. The Risk and Audit Committee reviews and tracks risk control issues for individual units on a regular basis.

#### Step 1

##### Establishment of lists for climate risks and opportunities

The list of climate risks and opportunities is created according to the corporate operations and interaction with the environment and in reference to TCFD suggestions.



#### Step 2

##### Department meetings for issue identification

Corporate Sustainability Committee and risk management teams convene meetings and workshops for discussions and surveys, in order to identify short-term, medium-term and long-term impact associated with climate risks and opportunities. The impact score ranges from 1 (lowest) to 5 points (highest). The likelihood score ranges from 1 (the lowest) to 6 (the highest).



#### Step 3

##### Identification and ranking of significant risks and opportunities

A risk score (i.e. multiplication of impact and likelihood) of 16 and above is identified as a high-impact and highly likely climate risk or opportunity. Rankings are produced according to management discussions.



#### Step 4

##### Risk measurement and strategy formulation

The Corporate Sustainability Committee assesses how the identified risks result in changes to products/services or management workflows under different scenarios, and hence the operational impacts. This is followed by assistance in the formulation of response strategies for climate issues. Follow-up is conducted with appropriate measurement methods, and, depending on circumstances, with each department.



#### Step 5

##### Risk reports, disclosure and responses

The Corporate Sustainability Committee periodically tracks each department's sustainability results related to climate issues and reports to the Board of Directors or management, as necessary, on relevant regulatory changes and the implementation outcomes of climate strategies.



## Scenario analysis

With reference to AR6 (the Sixth Assessment Report) issued by the Intergovernmental Panel on Climate Change (IPCC), Formosa Solar selected the ideal mitigation scenario (SSP1-2.6) and the worst-case global warming scenario (SSP5-8.5) to conduct climate change scenario analysis.

| Scenario                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | SSP1-2.6 | SSP5-8.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Scenario description</b></p> <ul style="list-style-type: none"> <li>The world places importance on global change and has established stringent regulations and measures. The global surface warming can be controlled below 2°C by the end of the century</li> </ul>                                                                                                                                                     |          | <ul style="list-style-type: none"> <li>In the fossil fuel-driven scenario, rapid technological progress and human capital development cause emissions to increase rapidly. Without effective measures to address climate change, disastrous impacts are inflicted on ecological and economic systems, resulting in a 3.4°C rise in temperature</li> </ul>                                                                                                                                                                                                               |
|  <p><b>End of the century Scenario in Taiwan</b></p> <ul style="list-style-type: none"> <li>Days with an extreme high temperature of over 36°C increased by 7 days</li> <li>Torrential rains increased by 15.3%</li> <li>The maximum number of consecutive rain-free days increased by 0.4%</li> </ul>                                                                                                                          |          | <ul style="list-style-type: none"> <li>Days with an extreme high temperature of over 36°C increased by 48 days</li> <li>Total precipitation increased by over 31%</li> <li>Torrential rains increased by 41.3%</li> <li>The maximum number of consecutive rain-free days increased by 12.4%</li> <li>A lower number of typhoons but a higher percentage of violent typhoons, with higher wind speeds and rainfalls</li> </ul>                                                                                                                                           |
|  <p><b>Risks to Formosa Solar</b></p> <ul style="list-style-type: none"> <li>Uncertainty associated with new regulations: If the government tightens up the regulations on carbon reduction or environmental protection, compliance costs may increase</li> <li>Demand for low-carbon products and services: If the green electricity services fail to meet market expectations, business opportunities will be lost</li> </ul> |          | <ul style="list-style-type: none"> <li>Extreme rainfall and drought: Extreme weather events may damage equipment and affect electricity generation and revenue. Droughts may also limit the water available for solar panel cleaning</li> <li>Rising sea levels: possibly flooding of coastal project sites and causing equipment damage and operational disruptions</li> <li>Change in average precipitation: Reduced rainfall may increase cleaning frequencies and costs. Excess precipitation may reduce power generation efficiency</li> </ul>                     |
|  <p><b>Strategy adopted</b></p> <ul style="list-style-type: none"> <li>Keeping a close eye on regulatory changes to ensure early preparedness</li> <li>Proactive communication with the government for the industry</li> <li>Continued to step up investment and development of innovative business models and technologies, to provide quality green electricity services at a high price/performance ratio</li> </ul>       |          | <ul style="list-style-type: none"> <li>Establishment of a response plan for extreme weather and preparation of resources for emergency recovery</li> <li>Assessment of flood risks for existing facilities and formulation of flood protection or relocation plans</li> <li>Rising sea levels will be taken into account in site selection in the future</li> <li>Assessment of the impact of precipitation change on cleaning frequency and power generation. R&amp;D of anti-dust coatings and hydrophobic solar panels to reduce the reliance on cleaning</li> </ul> |

Formosa Solar analyzes flood disasters related to its operational sites in Taiwan by referring to the Map of Flood Hazards Estimated for the Future published by the National Science and Technology Center for Disaster Reduction for all cities and counties in Taiwan. Flood risk levels are identified for each operational site based on location in the city/county. Flood risks are categorized into five levels, with Level 5 indicating the highest "relative" risk for a given region. Level 1 represents a lower relative risk, not zero risks or zero hazards per se. Among them, under a 2°C flooding risk scenario, the Formosa Solar Taipei site falls into Level 5, while the Chiayi and Pingtung sites fall into Level 4, representing relatively high flood-risk areas. Therefore, Formosa Solar needs to place greater emphasis on flooding issues.

## Climate risks and opportunities

Formosa Solar assesses the functioning of its businesses and evaluates the likelihood and the impact of climate issues. Likelihood is based on the consideration of regulatory and policy changes and the frequency of events. Impact is the assessed degree of effects on Formosa Solar after the event.

Since 2023, Formosa Solar has assessed transition risks (policies and regulations, technology risks, market risks, reputational risks), physical risks (acute and chronic) and opportunities (energy utilization efficiency, energy sources, products/services, market and resilience) and identified a total of 17 climate risks and 8 climate opportunities. Among these are five important climate risks and three important climate opportunities. We evaluated the impact of critical risks and opportunities on operations and adopted response strategies accordingly.

Significant climate risks and opportunities are ranked according to likelihood and impact. The climate risks, in order, are (1) extreme rainfall and drought, (2) sea level rise and changes in average rainfall, and (3) uncertainty surrounding new regulations and demand for low-carbon products and services; the major climate opportunities are (1) supportive policy incentives, (2) development or expansion of low-carbon products and services, and (3) partnerships in new markets. There were no significant changes in the external environment in 2025. After review by the management team, Formosa Solar concluded that no reassessment was needed. The major risks and opportunities remained the same as in 2023.

### List of significant climate risks

| Impact | 5                                           |                                         |                                                       |                                                                                     | 2 <ul style="list-style-type: none"><li>• <u>Rising sea levels</u></li><li>• <u>Change in average precipitation</u></li></ul> |                                                                                           | 1 <ul style="list-style-type: none"><li>• <u>Extreme rainfalls and droughts</u></li></ul>                                                             |
|--------|---------------------------------------------|-----------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
|        | 4                                           |                                         |                                                       |                                                                                     |                                                                                                                               | 3 <ul style="list-style-type: none"><li>• <u>Change in extreme temperatures</u></li></ul> | 3 <ul style="list-style-type: none"><li>• Uncertainty associated with new regulations</li><li>• Demand for low-carbon products and services</li></ul> |
|        | 3                                           |                                         |                                                       | Change of customer behavior<br>Poor reputation<br>Uncertainty of market information | 3 <ul style="list-style-type: none"><li>• <u>Change in average temperatures</u></li></ul>                                     |                                                                                           |                                                                                                                                                       |
|        | 2                                           |                                         |                                                       |                                                                                     | Lack of regulations or applicable laws                                                                                        |                                                                                           |                                                                                                                                                       |
|        | 1                                           | International conventions or agreements | Carbon taxes and fees<br>Negative responses triggered |                                                                                     |                                                                                                                               |                                                                                           |                                                                                                                                                       |
|        | Voluntary agreements<br>Mandatory reporting |                                         |                                                       | Environmental regulations in general                                                |                                                                                                                               |                                                                                           |                                                                                                                                                       |
| Score  | Likelihood                                  | 1                                       | 2                                                     | 3                                                                                   | 4                                                                                                                             | 5                                                                                         | 6                                                                                                                                                     |

Note 1: Colored areas indicate significant climate risks.

Note 2: Numbers indicate the ranking of significance of climate risks.

Note 3: Physical risks are underlined; transition risks are not underlined.

### List of significant climate opportunities

| Impact | Likelihood |                     |                                                                          |                                                                        |                                         |   |
|--------|------------|---------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------------------|---|
|        | 1          | 2                   | 3                                                                        | 4                                                                      | 5                                       |   |
|        |            |                     |                                                                          | 2<br>Development or extension of low-carbon products/services          | 1<br>Supportive policies and incentives |   |
|        |            | Recycling and reuse | Participation in renewable projects and improvement of energy efficiency | 3<br>Partnerships in the new market                                    |                                         |   |
|        |            |                     | Resource substitutability and variety                                    | Use of more efficient production and distribution flows and AI systems |                                         |   |
|        |            |                     | Use of low-carbon energy                                                 |                                                                        |                                         |   |
| Score  | Likelihood |                     |                                                                          |                                                                        |                                         |   |
|        | 1          | 2                   | 3                                                                        | 4                                                                      | 5                                       | 6 |

Note 1: Colored areas indicate significant climate opportunities.

Note 2: Numbers indicate the ranking of significance of climate opportunities.

## Impacts of climate risks and opportunities and corresponding measures

| Climate risks/opportunities                              | Category         |             | Occurrence  | Value chain              | Impact of risks and opportunities on operations or finance                                                                                                                                                                                                                                                                                                                   | Response measures and action plans                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------|------------------|-------------|-------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Extreme rainfalls and droughts                           | Physical risks   | Immediate   | Short-term  | Use and maintenance      | <ul style="list-style-type: none"> <li>Electricity generation and system operation are highly dependent on weather conditions. Extreme weather events will reduce power generation or damage the equipment at project sites. Drought restrictions are limiting water for solar panel cleaning</li> </ul>                                                                     | <ul style="list-style-type: none"> <li>A higher percentage of in-house maintenance and operation for project sites can increase power generation quality</li> <li>Inspection on all sites to ensure safety before and after typhoons or other weather events</li> <li>Establishment of an occupational safety and health team to protect the construction safety of operational and maintenance personnel</li> <li>Use solar radiation forecasting tools to predict weather information and improve maintenance efficiency at operating project sites</li> </ul> |
| Rising sea levels                                        | Physical risks   | Long term   | Long term   | Production               | <ul style="list-style-type: none"> <li>Rising sea levels may flood coastal project sites</li> </ul>                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Coastal areas of overly low elevation are avoided for site selection</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Change in average precipitation                          | Physical risks   | Long term   | Long term   | Production               | <ul style="list-style-type: none"> <li>Reduced rainfall may increase the cleaning frequency and cleaning cost of solar panels</li> <li>Excess precipitation may reduce power generation efficiency</li> </ul>                                                                                                                                                                | <ul style="list-style-type: none"> <li>Assessment of the impact of precipitation changes on cleaning frequency and electricity generation to make timely adjustment of management guidelines.</li> <li>Investment in anti-dust coatings and hydrophobic solar panels to reduce the reliance on cleaning</li> </ul>                                                                                                                                                                                                                                               |
| Uncertainty associated with new regulations              | Transition risks | Regulations | Short-term  | Production               | <ul style="list-style-type: none"> <li>The development of the solar photovoltaic industry is highly related to the government's energy policy. Policy changes will affect operational costs, market demand and development speeds</li> </ul>                                                                                                                                 | <ul style="list-style-type: none"> <li>Extra attention to regulatory changes to ensure early preparedness</li> <li>Proactive connection, communication and cooperation with the government</li> </ul>                                                                                                                                                                                                                                                                                                                                                            |
| Demand for low-carbon products and services              | Transition risks | Market      | Short-term  | Marketing & distribution | <ul style="list-style-type: none"> <li>Despite the huge demand for renewable energy, the green electricity service failing to meet consumers' expectations will lose market share</li> </ul>                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Continued increase in investment and development of solar power plants</li> <li>Investment in technology innovation to boost electricity generation efficiency and reduce costs</li> </ul>                                                                                                                                                                                                                                                                                                                                |
| Supportive policies and incentives                       | Opportunity      |             | Short-term  | Marketing & distribution | <ul style="list-style-type: none"> <li>The policy goal is to achieve a total installed capacity of 20 GW of solar photovoltaic by 2025, and compared to the current cumulative installed capacity of approximately 12 GW, there remains room for development</li> <li>The government encourages solar photovoltaic operators to transfer electricity to end users</li> </ul> | <ul style="list-style-type: none"> <li>Supporting the government policy and awarded with multiple government tenders</li> <li>Actively seeking customers with demand for green electricity and providing green electricity solutions</li> <li>Supplying green electricity from operating power plants to meet enterprises' carbon reduction needs</li> <li>Participation in societies and associations related to renewable energy and proactive collaboration with partners</li> </ul>                                                                          |
| Development or extension of low-carbon products/services | Opportunity      |             | Medium term | Marketing & distribution | <ul style="list-style-type: none"> <li>Growing demand from companies for green electricity and low-carbon services. Ample room for market development</li> </ul>                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Partnerships in the new market                           | Opportunity      |             | Short-term  | Marketing & distribution | <ul style="list-style-type: none"> <li>With extensive development experience, a strong operational track record, and a diverse and international talent pool, Formosa Solar is well-positioned to seek partners for technology integration and multi-purpose development</li> </ul>                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

## Climate-related indicators and targets

| Indicator                          | Short-term management targets                                                                                                                                                                                                                                               | Mid- and long-term management targets                                                                                                                                                                                                                               |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GHG emissions (Scope 1 + Scope 2)  |  <ol style="list-style-type: none"> <li>1. Continue replacing gasoline-powered official vehicles with new energy official vehicles</li> </ol>                                            |  <ol style="list-style-type: none"> <li>1. 100% of official vehicles use new energy vehicles</li> </ol>                                                                          |
|                                    |  <ol style="list-style-type: none"> <li>2. Use energy-saving equipment in the office environment</li> </ol>                                                                              |                                                                                                                                                                                                                                                                     |
| Percentage of renewable energy use |  <ol style="list-style-type: none"> <li>1. Achieve 100% use of green electricity for office electricity by 2025</li> </ol>                                                               |  <ol style="list-style-type: none"> <li>1. Maintain 100% use of green electricity in all offices across Taiwan</li> </ol>                                                        |
| Construction site waste volume     |  <ol style="list-style-type: none"> <li>1. In line with government policy, continue to optimize waste management processes</li> </ol>                                                    |  <ol style="list-style-type: none"> <li>1. Maintain 0 waste treatment violations</li> </ol>                                                                                      |
|                                    |  <ol style="list-style-type: none"> <li>2. Signed letters of intent with academic institutions to assist in the development of solar panel recycling and reuse technologies</li> </ol> |                                                                                                                                                                                                                                                                     |
|                                    |  <ol style="list-style-type: none"> <li>3. Continue to encourage contractors to adopt waste reduction and recycling during construction</li> </ol>                                     |                                                                                                                                                                                                                                                                     |
|                                    |                                                                                                                                                                                                                                                                             |  <ol style="list-style-type: none"> <li>3. Select recyclable and detachable module products to reduce the environmental impact at the end of the product life cycle</li> </ol> |

## 5.2 Greenhouse gas management and energy resource management

### Sustainability issue: Energy and GHG management

#### Goal

##### Short-term goals (2025—2026)

- 1-1. The new office will use 100% green electricity after relocation
- 1-2. The Company will continue to replace its fuel-powered service vehicles with new energy vehicles

##### Mid- and long-term goals (2027—2030)

- 1-1. The new office, after relocation, will use 100% green electricity
- 1-2. The Company will continue to replace its gasoline-powered official vehicles with new energy vehicles

#### 2025 achievements and performance

1. The Chiayi office achieved RE100, with office electricity using renewable energy
2. The proportion of the Company's official vehicles using new energy increased from 66.7% in 2024 to 75.0% in 2025
3. Carbon emissions decreased by 39.3% compared to the previous year

## Greenhouse gas management

As a renewable energy operator, Formosa Solar continues to respond to energy conservation, carbon reduction, and net-zero transformation goals through concrete actions. In addition to regularly completing Scope 1 to Scope 3 greenhouse gas inventories each year, the Company also achieved its corporate sustainability goal of adopting green electricity for all offices across Taiwan in 2025, and has continued to increase the proportion of hybrid official vehicles each year, while encouraging colleagues to reduce the frequency of business travel and use public transportation. Carbon emissions in 2025 decreased by 39.3% compared to the previous year, concretely demonstrating the fulfillment of its net-zero commitment.

### About GHG emissions



#### Scope 1

Sources of emissions owned or controlled by the Company, with direct sources mainly for gasoline consumption



#### Scope 2

Primarily indirect greenhouse gas emissions generated by purchased electricity (for offices)



#### Scope 3

The main sources of emissions are employee commuting and business travel.

Note: The organizational boundary of the inventory does not include the SPV (Special Purpose Vehicle) companies under Formosa Solar.

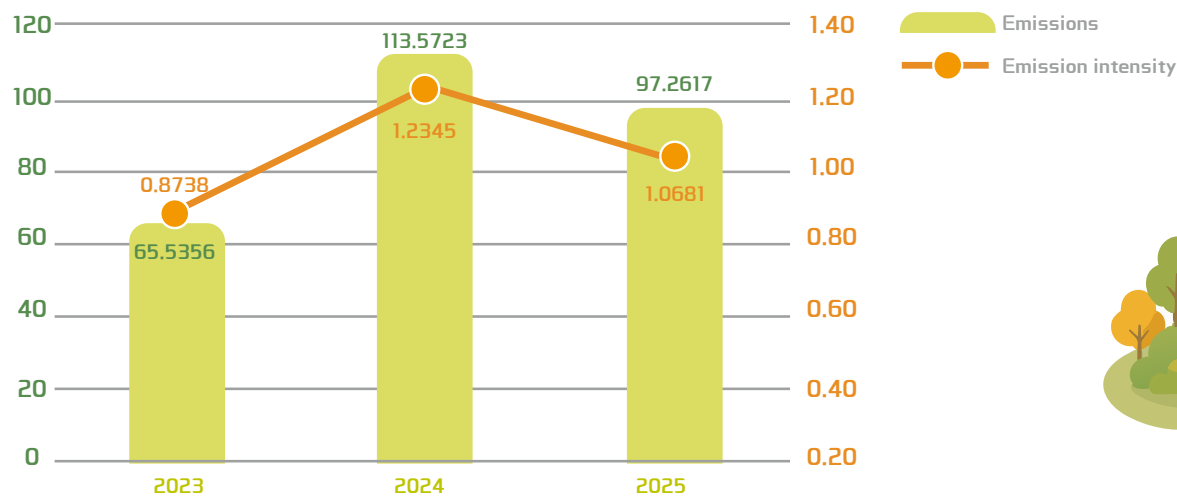
## Formosa Solar's greenhouse gas emissions in 2023–2025

| Type of emission sources |                                                           | Scope 1          | Scope 2                   | Scope 3                   |
|--------------------------|-----------------------------------------------------------|------------------|---------------------------|---------------------------|
|                          |                                                           | Direct emissions | Indirect energy emissions | Indirect energy emissions |
| 2023                     | Equivalent emissions (metric tons CO <sub>2</sub> e/year) | 14,1250          | 51,4106                   | 191,9190                  |
|                          | Percentage by gas type (%)                                | 5.49%            | 19.97%                    | 74.54%                    |
| 2024                     | Equivalent emissions (metric tons CO <sub>2</sub> e/year) | 50,6700          | 62,9023                   | 269,3570                  |
|                          | Percentage by gas type (%)                                | 13.23%           | 16.43%                    | 70.34%                    |
| 2025                     | Equivalent emissions (metric tons CO <sub>2</sub> e/year) | 64,9913          | 32,2704                   | 144,4957                  |
|                          | Percentage by gas type (%)                                | 26.88%           | 13.35%                    | 59.77%                    |

Note 1: The emission factors used for the calculations were sourced from version 6.0.4 of the Emission Factor Management Table and the Global Warming Potential GWP AR6:2021.

Note 2: The Company has no emissions of ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant gases during its operations.

## Formosa Solar greenhouse gas emissions volume and intensity in 2023–2025 (Scope 1 and Scope 2)



Note: Intensity of GHG emissions = Total GHG emissions / Number of employees.

Note: The total number of employees in 2025 was 91, as of December 31, 2025.



## Energy resources management

Electricity and gasoline are the main sources of the Company's energy consumption. In terms of electricity use, 100% of the electricity used in all offices across Taiwan came from renewable energy in 2025 (accounting for approximately 55% of total electricity consumption), so electricity consumption decreased significantly by 42.63%; for gasoline and diesel, because the Company's self-operation and maintenance capacity continued to improve, the number of official vehicles used for site management and their mileage increased, resulting in a 22.6% increase in energy consumption. To mitigate energy consumption, in addition to fully adopting green electricity in its offices, the Company continued to promote the replacement of gasoline-powered official vehicles with hybrid vehicles. In 2025, hybrid official vehicles accounted for 75%, an increase of 8.3% compared to the previous year.

### Energy resource consumption

| Year | Electricity (GJ) | Gasoline (GJ) | Diesel (GJ) | Total   |
|------|------------------|---------------|-------------|---------|
| 2023 | 373.98           | 189.82        | 0           | 563.80  |
| 2024 | 426.50           | 593.64        | 98.60       | 1118.74 |
| 2025 | 245.15           | 840.56        | 54.28       | 1139.99 |

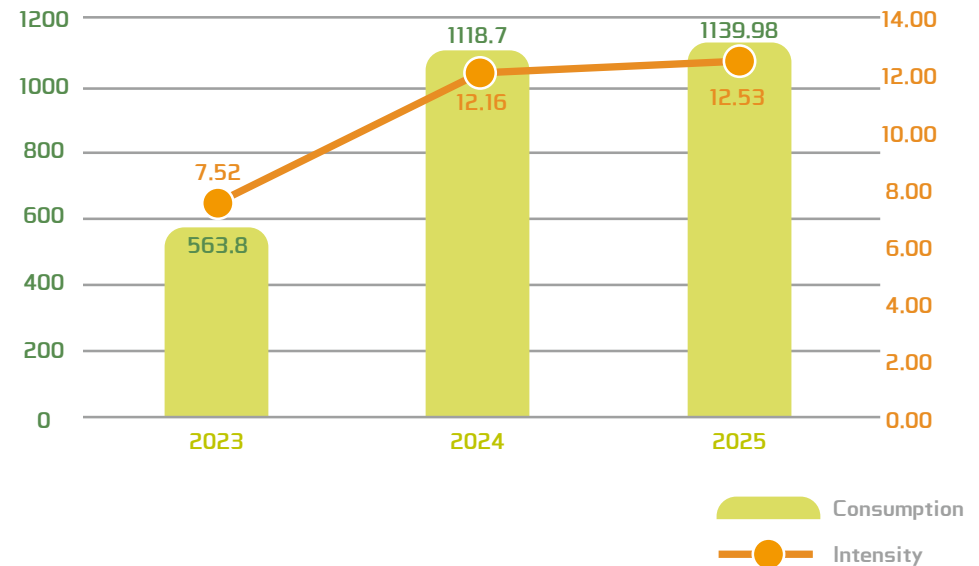
Note 1: With reference to the Greenhouse Gas Emission Factor Management Table, the calorific value of gasoline is 7,800 kcal per liter, each kcal equals 4.187 kJ (joules), and 1 GJ = 1\* joule.

Note 2: With reference to the Greenhouse Gas Emission Factor Management Table, the calorific value of diesel is 9,500 kcal per liter, each kcal equals 4.187 kJ (joules), and 1 GJ = 1\* joule.

Note 3: With reference to the Bureau of Energy standard for electricity (consumption side), each kWh of electricity equals 860 Kcal, each kcal equals 4.187 kJ (joules), and 1 GJ = 1\* joule.

Note 4: The statistical scope does not include the SPV (Special Purpose Vehicle) companies under Formosa Solar.

### Energy resource consumption and intensity



Note: Energy intensity = Total energy consumption / Number of employees.

Note: The total number of employees in 2025 was 91, as of December 31, 2025.



## 5.3 Waste management and water resources management

### Material topic: Waste management

#### GRI

306

#### Policy/Strategy

Properly manage waste in accordance with the law to reduce negative environmental impacts



#### Management guidelines

1. Advocacy for waste reduction, recycling and reuse



#### Goal

##### Short-term goals (2025—2026)

- 1-1. Support of government policies by continuing to optimize waste management procedures
- 1-2. Memorandums of Understanding (MOUs) signed with academic institutions to promote the solar panel recycling and reuse technology
- 1-3. Continuing to promote to contractors that waste reduction, recycling and reuse should be adopted during the construction process



##### Mid- and long-term goals (2027—2030)

- 1-1. Maintenance of zero violations of rules on waste processing
- 1-2. Continued assistance to academic institutions in the development of solar panel recycling and reuse technologies
- 1-3. Use of recyclable and reconfigurable panels, to reduce the environmental impact of products at the end of their lifecycle



#### Influence and impact

##### Positive impacts on economy, environment, and people (opportunities)

Economically, through recycling and reuse of resources, material costs are reduced while enhancing industrial competitiveness. Environmentally, effective waste management can decrease pollution, protect ecosystems, and promote sustainable resource utilization



##### Negative impacts on economy, environment, and people (risks)

If waste is not effectively recycled and reused, it may lead to resource waste and increase environmental burden, undermining public confidence in the solar power industry



#### 2025 achievements and performance

- Decommissioned solar panels are stored and managed according to statutory requirements
- Statistics on construction waste and domestic waste generated during the site construction process



## Waste management strategy



### In accordance with laws

Formosa Solar observes the Waste Disposal Act and the Regulations for Installation and Management of Renewable Energy Generation Equipment for waste management. Waste clearance is handled by vendors in compliance with laws and according to the Ministry of Environment's regulations on management of waste clearance and handling organizations.



### Recycling and reuse:

Waste is collected and categorized. Suppliers are required to manufacture reusable materials into recycled items.

## Processing of construction waste

Formosa Solar's waste primarily comes from the activities related to project sites construction, operation and maintenance.

### Project construction stage



During the project site construction process, the main waste is excess soil and rocks from earthworks and construction (including concrete chunks, bricks, steel bars, bolts and other metal materials). To ensure that each engineering project adheres to local environmental laws and regulations, the following construction management regulations are established for contractors to comply with and cooperate:

1. Excess soil and rocks from construction should be sorted and transported to legal soil disposal sites to be used as backfill material in other engineering projects or processed into recycled materials.
2. Construction waste must be collected and processed at designated points, then transported to public or private recycling facilities for legal landfilling or processed into recycled materials for reuse.
3. Contractors are required to adopt the principles of waste reduction and recycling during construction, and to record the daily quantity of waste generated and track whether sorting and treatment have been properly implemented.

### Project operation & maintenance stage



The main waste from the operation and maintenance process is decommissioned solar panels. There is no hazardous waste. Formosa Solar manages waste solar panels in accordance with the Regulations for the Management of Setting up Renewable Energy Power Generation Equipment and adopts the 3CIR processing steps for recycling, clearance, and treatment: Collection, Database Creation, Clearance, and Recycling. In accordance with occupational safety regulations, the panels are safely dismantled, stored,

and stacked in designated zones as required, managed through inventory records, and covered with tarpaulins or sealed in bulk bags. They are subsequently lawfully removed from the site and entrusted to a treatment institution qualified with \*D-2528 for recycling and treatment operations for "waste solar PV panels after installation and use." In 2025, the total amount of waste solar panels generated at various sites was approximately 30.4 metric tons, of which 29.3 metric tons had been lawfully transported off-site for recycling and treatment within the same year. The number of waste solar panels this year increased significantly compared to previous years, mainly due to the impact of Typhoon Danas in July. The Chiayi salt flats site suffered the most severe damage. Solar panels in that area were damaged by foreign objects blown in from nearby sites, with the preliminary estimated number of damaged panels at approximately 455 (about 9.1 metric tons), all of which were cleared and recycled in October of the same year. However, as of the end of 2025, power restoration at the site had not yet been completed. Some solar panels may have developed hidden cracks due to impact, which cannot be confirmed through visual inspection. It is planned that after power restoration is completed, UAV infrared thermography will be further carried out, and subsequent replacement operations will be conducted based on the inspection results.

Note: D-2528 is a waste and recycled resource code referring to "waste solar photovoltaic panels after installation and use."

### Composition and recycling ratio of waste solar panel materials

| Material composition          | Percentage (%) | Weight (metric tons) | Recycle and reuse |
|-------------------------------|----------------|----------------------|-------------------|
| Glass                         | 70%            | 20.51                | V                 |
| Aluminum frame                | 12%            | 3.52                 | V                 |
| Encapsulation film (EVA/POE)  | 8%             | 2.34                 | X                 |
| Backsheet, junction box (PET) | 4.5%           | 1.32                 | X                 |
| Silicon solar cells           | 5%             | 1.46                 | V                 |
| Silver paste and copper wire  | 0.5%           | 0.15                 | V                 |
| Total weight                  | 100%           | 29.3                 | —                 |

Note: In 2025, a total of 1,465 end-of-life solar panels were collected for recycling, with each panel weighing approximately 20 kg.

### Processing of waste solar panels



## Water resources management

Module cleaning is the largest source of water consumption for Formosa Solar. To reduce unnecessary water use, Formosa Solar adopts data-driven management by scheduling cleaning based on the power generation performance of each site and strictly controlling the amount of water used to clean each module. In 2025, based on the number of cleaning cycles at each site, the total number of solar PV modules, and the water consumption per module, the total water withdrawal and consumption at each site were estimated to be 3.4 thousand cubic meters. The water sources used by Formosa Solar for module cleaning were on-site tap water, recycled rainwater, and water trucks. These water sources were all 100% supplied by local water plants and were not located in water-stressed regions. No chemical agents were used throughout the cleaning process, posing no risk of environmental harm.

### Key achievements in 2025

#### Implement water-saving measures to improve operational efficiency

Through systematic water resources management and the introduction of innovative cleaning technologies, the Company continues to improve site operational efficiency and water-saving performance. In terms of water management, the Company established a water storage and recycling system, accumulating 287 metric tons of recycled water throughout the year, which was prioritized for solar PV module cleaning operations, effectively reducing tap water use while enhancing flexibility in water dispatch at sites. In addition, automated dry-cleaning equipment was introduced at specific sites to replace traditional manual cleaning methods with highly efficient, low-water-consumption automated operations, generating additional annual water savings of approximately 144 metric tons and improving module power generation performance by approximately 3% to 4%. Through the above measures, the Company not only effectively reduced its operational dependence on water resources, but also improved power generation efficiency and asset management performance, demonstrating sustainable results in advancing both water conservation and operational resilience through institutionalized management and innovative technologies.



## 5.4 Biodiversity and land use

### 2025 achievements and performance ✨

- Continued monitoring and ecological surveys in ecological sensitive areas and issuance of two eco-survey reports
- In line with the amendments to the Environmental Impact Assessment Act, the Geological Act, and the Statute for the Development of Tourism in November 2025, the Company's development sites for the current year were re-examined, confirming that there were no concerns regarding potential environmental impacts
- New sites did not cause ecological damage

Formosa Solar recognizes the importance of natural ecosystems to the renewable energy business. The siting and construction of solar photovoltaic sites involve land use and have a direct impact on the local ecological environment. In response to the growing international emphasis on nature-related financial disclosures, the Company is closely monitoring the development of the Taskforce on Nature-related Financial Disclosures (TNFD) framework and has assessed the feasibility of incorporating it into future sustainability management, with plans to gradually build systematic capabilities to assess dependencies on and impacts to natural resources. The Company will continue to monitor TNFD-related international trends and regulatory developments, and will gradually deepen the identification and disclosure of nature-related risks and opportunities in subsequent years.

### Environmental assessment mechanism for site development

Formosa Solar adheres to the principle of multiple land use and coexistence and mutual prosperity with the land as the highest principle in constructing photovoltaic sites. In alignment with the newly amended Environmental Impact Assessment Act and other regulations, a site development assessment mechanism has been established to mitigate and avoid potential negative impacts on the ecological environment during the construction process.



1. Scope determination and exclusion: Using the ecological survey database system, sensitive areas such as national parks, national scenic areas, important habitats, important wetlands at all levels, reserves, protected areas, geological heritage sites, and landslide areas are excluded to avoid direct impacts on important ecological areas



2. Species sensitivity analysis: Conduct overlay analysis of sensitive species layers based on the IUCN Red List and the Taiwan Red Data Book



3. Impact assessment and mitigation measures: Assess the potential impact of development activities on local species, and formulate and implement corresponding mitigation measures based on the assessment results



4. Ecological survey: When necessary, ecological consultants in relevant fields are engaged to conduct field surveys based on species type



5. Ongoing monitoring and management: Implement environmental monitoring plans based on the circumstances of each case, and adjust management strategies and mitigation measures according to monitoring results



6. Stakeholder communication: Engage in effective communication with stakeholders such as local communities, environmental organizations, and government agencies to ensure transparency and gain support



7. The survey scope (species, frequency, intensity) is adjusted from time to time based on the conditions of each site

# Friendly construction methods for project sites

Formosa Solar has always been committed to promoting the harmonious coexistence between solar power plants and the natural environment. Take the solar power plant on salt flats in Chiayi, for example, in the early stages of development, we actively collaborated with local communities and conservation organizations, including the Taiwan Wild Bird Federation, Kaohsiung Wild Bird Society, and the Agriculture Department under Chiayi County Government, to jointly host multiple symposiums and on-site inspections to thoroughly discuss strategies for reducing ecological impact. After several public dialogues, the site development plan received approval. After entering the construction phase, we specially reserved 30% of the site area as an ecological protection zone and incorporated environmentally friendly measures into the design and construction process. For example, we adopted precast concrete piles to avoid on-site grouting, thereby reducing impact on soil, enabling the complete removal of the solar power plant after its 20-year operational period without leaving permanent damage. Furthermore, the installation method for solar panels utilized angled crossbars instead of spike structures, and special bird perching devices were added. Simultaneously, we maintained the original topography throughout the development process and suspended construction during bird breeding seasons to minimize ecological disturbance to the greatest extent possible.

# Ecological monitoring of operational project sites

## Floating site at Pingtung Agricultural Biotechnology Park

This project is a site constructed by Formosa Solar in 2025. An environmental review mechanism was introduced at the early planning stage to identify and analyze ecology-related risks, and the assessment results were incorporated into photovoltaic design and planning decisions to develop corresponding mitigation and management measures, demonstrating the Company's emphasis on environmental protection.

Survey period: Q1 2025

|                | Birds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Aquatic plants                                                                                                                                                                              | Fish, shrimp, crabs, snails, and shellfish                                                                                                                                                                                                                                                         |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Survey method  | Daytime line transect surveys were conducted on foot along the trails surrounding the sample area. 8×42 binoculars were used to assist observation, and species were identified with the aid of bird calls.                                                                                                                                                                                                                                                                                                                                                                                        | A survey of plant species was conducted along the shore of Migratory Bird Lake and records were made, including non-endemic native, endemic, naturalized, invasive, and cultivated species. | Trapping methods were used, with bait placed in cages to attract such organisms. All captured organisms were counted, photographed on site with a digital camera, and then released immediately.                                                                                                   |
| Survey results | A total of 22 families and 32 species of birds were recorded during the winter survey, while 16 families and 26 species of birds were recorded during the spring survey. The bird species recorded in the water area were mainly rail species such as the Common Moorhen and Eurasian Coot, as well as heron species. Due to evident human disturbance on site, the terrestrial environment was dominated mostly by common bird species. Only protected bird species such as the Black-naped Oriole and Brown Shrike were recorded, and these species have a high tolerance for human disturbance. | A total of 9 families, 13 genera, and 15 species of aquatic plants were found. Most were herbaceous plants and non-endemic native species.                                                  | A total of 38 individuals of 4 fish species from 4 families, and 87 individuals of 2 species of shrimps, crabs, snails, and shellfish from 2 families, were recorded. The recorded species are common and widely distributed in western Taiwan, and no endemic or protected species were recorded. |

## Ecological impact assessment:

This area mainly consists of artificial plantings and a man-made lake, with relatively high surrounding human disturbance and low ecological sensitivity, so the impact of site construction on the ecology is limited.

## Ecological conservation measures during construction:

- 

1. Avoid carrying out water-surface works during the overwintering period of migratory birds.
- 

2. Tree removal or pruning around the site was carried out outside the bird breeding season.
- 

3. Existing roads were used as temporary construction access roads to avoid disturbing wooded areas.
- 

4. Waste was properly handled during construction to prevent accidental ingestion by wildlife or pollution.

## Chiayi Salt Flat Solar Power Plant

Formosa Solar is committed to ensuring that photovoltaic development and ecological protection go hand in hand. For the Chiayi Salt Flat Solar Power Plant, which has relatively high ecological sensitivity, we conduct regular annual ecological monitoring of hydrology, water quality, aquatic organisms, benthic mollusks, birds, and other aspects, and conduct a plant survey once every two years. Based on the monitoring results, two ecological reports are issued each year. The 2025 ecological survey report showed that, except for eutrophication, the water quality in the area otherwise remained relatively stable; for birds, 83 species and 35,127 individual records were documented, with a total of 9 protected bird species, including one Class I species, the Black-faced Spoonbill, five Class II species including the Little Tern, and three Class III species including the Brown Shrike; in terms of breeding surveys, a total of 17 nests were found within the site in H1, including 12 nests of Kentish Plover, 3 nests of Little Ringed Plover, 1 nest of Black-winged Stilt, and 1 nest of Savanna Nightjar; in H2, due to damage to high-voltage transmission towers and the site caused by Typhoon Danas in July, the breeding season had already ended after emergency repair works on site were completed, and therefore the survey could not be conducted.

### 2025 Chiayi Budai Saltland Ecological Survey



Photo: Black-faced Spoonbills and Great Egrets Eurasian Spoonbill coexisting in the ecological pond at the site. (Image source: 2025 End-of-term Report for Chiayi Budai Saltland Ecological Survey Results, p. 41)



Photo: Savanna Nightjar chicks at the site. (Image source: 2025 End-of-term Report for Chiayi Budai Saltland Ecological Survey Results, p. 48)

### 2025 ecological survey report

for birds, 83 species and 35,127 individual records were documented, with a total of 9 protected bird species,

**Class I** The Black-faced Spoonbill

**Class II** Five Class II species including the Little Tern

**Class III** Three Class III species including the Brown Shrike



# 06

## Happiest employees

---

6.1 Employee profile

6.2 Talent attraction and retention

6.3 Talent development and cultivation

6.4 Diversity, equity, and inclusion

6.5 Occupational safety and health





## 6.1 Employee profile

### Human rights policy

Formosa Solar firmly believes that everybody should be treated with fairness and respect. We strive to ensure that all the internal and external stakeholders enjoy basic human rights and we strictly adhere to all relevant labor laws. We never use child labor and we prohibit forced labor. We respect freedom of association, oppose any form of discrimination, and protect the labor rights of foreign nationals.

We have established diverse and accessible communication and complaint channels, including:

- Quarterly surveys on trust from employees
- Regular employee assemblies and labor-management meetings
- Quarterly dialogues between the CEO and employees
- Establishment of sexual harassment policies and complaint channels

We encourage employees to actively reflect on any potential violation of human rights and promise that the CEO will conduct investigations to ensure quick and transparent responses to all reported matters.



Quarterly surveys on trust from employees



Regular employee assemblies and labor-management meetings



Quarterly dialogues between the CEO and employees



Establishment of sexual harassment policies and complaint channels



Formosa Solar acknowledges and observes the international human rights endorsed in the United Nations Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The Company's human rights policies have been formulated accordingly. The human rights policies are applicable to all the paid colleagues (including contractors and interns) of the Company, subsidiaries and affiliated enterprises. We commit to implementing the following guidelines:

#### Creation of a diverse, inclusive and equal workplace



#### Offering of a safe and healthy work environment



#### Respect employees' freedom of assembly and association



#### Assistance to employees in maintaining mental/physical health and work—life balance



## Employee statistics

Formosa Solar is committed to providing a stable working environment with long-term development prospects, enabling employees to focus on improving their professional capabilities and demonstrating work performance without worries, while also considering personal career development and economic stability. In 2025, Formosa Solar's personnel organization remained stable, with no major adjustments or changes, demonstrating the Company's strong foresight and stability in organizational management and workforce planning, and continuing to support operational development needs.

### Employee statistics

| Statistics/year                            |        | 2023       |            | 2024       |            | 2025       |            |
|--------------------------------------------|--------|------------|------------|------------|------------|------------|------------|
| Total No. of employees <sup>(Note 1)</sup> |        | 75         |            | 92         |            | 91         |            |
| Employment contract <sup>(Note 2)</sup>    |        | Indefinite | Fixed-term | Indefinite | Fixed-term | Indefinite | Fixed-term |
| Gender                                     | Male   | 27         | 0          | 51         | 0          | 51         | 0          |
|                                            | Female | 29         | 0          | 41         | 0          | 40         | 0          |
| Employment type <sup>(Note 3)</sup>        |        | Full time  | Part time  | Full time  | Part time  | Full time  | Part time  |
| Gender                                     | Male   | 27         | 0          | 51         | 0          | 51         | 0          |
|                                            | Female | 28         | 1          | 40         | 1          | 40         | 0          |

Note 1: Statistics were compiled as of December 31 of the year.

Note 2: Labor contracts are divided into employees with non-fixed-term contracts (regular employees) and employees with fixed-term contracts (short-term, seasonal, or for specific projects; this also includes cases where original employees took maternity or parental leave, and the Company hired temporary replacements until the original employees returned from leave).

Note 3: The workforce consists of full-time employees (with weekly working hours up to the statutory limit) and part-time employees (with weekly working hours below the statutory limit and including personnel on partial work schedules, such as working students and hourly-rated workers).

### Non-employee worker statistics

| Statistics/year |        | 2023                |                      | 2024                |                      | 2025                |                      |
|-----------------|--------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|
| No. of workers  |        | 2                   |                      | 2                   |                      | 2                   |                      |
| Contract type   |        | Dispatch            | Other types          | Dispatch            | Other types          | Dispatch            | Other types          |
| Gender          | Male   | 0                   | 2                    | 0                   | 2                    | 0                   | 2                    |
|                 | Female | 0                   | 0                    | 0                   | 0                    | 0                   | 0                    |
| Work type       |        | Technician/Operator | Technical consultant | Technician/Operator | Technical consultant | Technician/Operator | Technical consultant |
| Gender          | Male   | 0                   | 2                    | 0                   | 2                    | 0                   | 2                    |
|                 | Female | 0                   | 0                    | 0                   | 0                    | 0                   | 0                    |

### New hire statistics

| New employee statistics/annual                             |                                 | 2023  |                       | 2024  |                       | 2025  |                       |
|------------------------------------------------------------|---------------------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|
|                                                            |                                 | Total | % <sup>(Note 2)</sup> | Total | % <sup>(Note 2)</sup> | Total | % <sup>(Note 2)</sup> |
| Total No. of employees during the year <sup>(Note 1)</sup> |                                 | 41    | —                     | 27    | —                     | 13    | —                     |
| Age                                                        | <30 years old                   | 10    | 76.92%                | 7     | 41.18%                | 4     | 25.00%                |
|                                                            | ≥ 30 and less than 50 years old | 27    | 49.09%                | 20    | 29.85%                | 7     | 10.61%                |
|                                                            | ≥ 50 years old                  | 4     | 57.14%                | 0     | 0%                    | 2     | 22.22%                |
| Gender                                                     | Male                            | 29    | 63.04%                | 13    | 25.49%                | 8     | 15.69%                |
|                                                            | Female                          | 12    | 41.38%                | 14    | 34.15%                | 5     | 12.50%                |

### Leaver statistics

| Employee turnover statistics/year                                   |                                 | 2023  |                       | 2024  |                       | 2025  |                       |
|---------------------------------------------------------------------|---------------------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|
|                                                                     |                                 | Total | % <sup>(Note 3)</sup> | Total | % <sup>(Note 3)</sup> | Total | % <sup>(Note 3)</sup> |
| Total No. of resigned employees during the year <sup>(Note 1)</sup> |                                 | 22    | —                     | 10    | —                     | 12    | —                     |
| Age                                                                 | <30 years old                   | 2     | 15.38%                | 1     | 5.88%                 | 0     | 0.00%                 |
|                                                                     | ≥ 30 and less than 50 years old | 15    | 27.27%                | 7     | 10.45%                | 11    | 16.67%                |
|                                                                     | ≥ 50 years old                  | 5     | 71.43%                | 2     | 25.00%                | 1     | 11.11%                |
| Gender                                                              | Male                            | 11    | 23.91%                | 8     | 15.69%                | 9     | 17.65%                |
|                                                                     | Female                          | 11    | 37.93%                | 2     | 4.88%                 | 6     | 15.00%                |

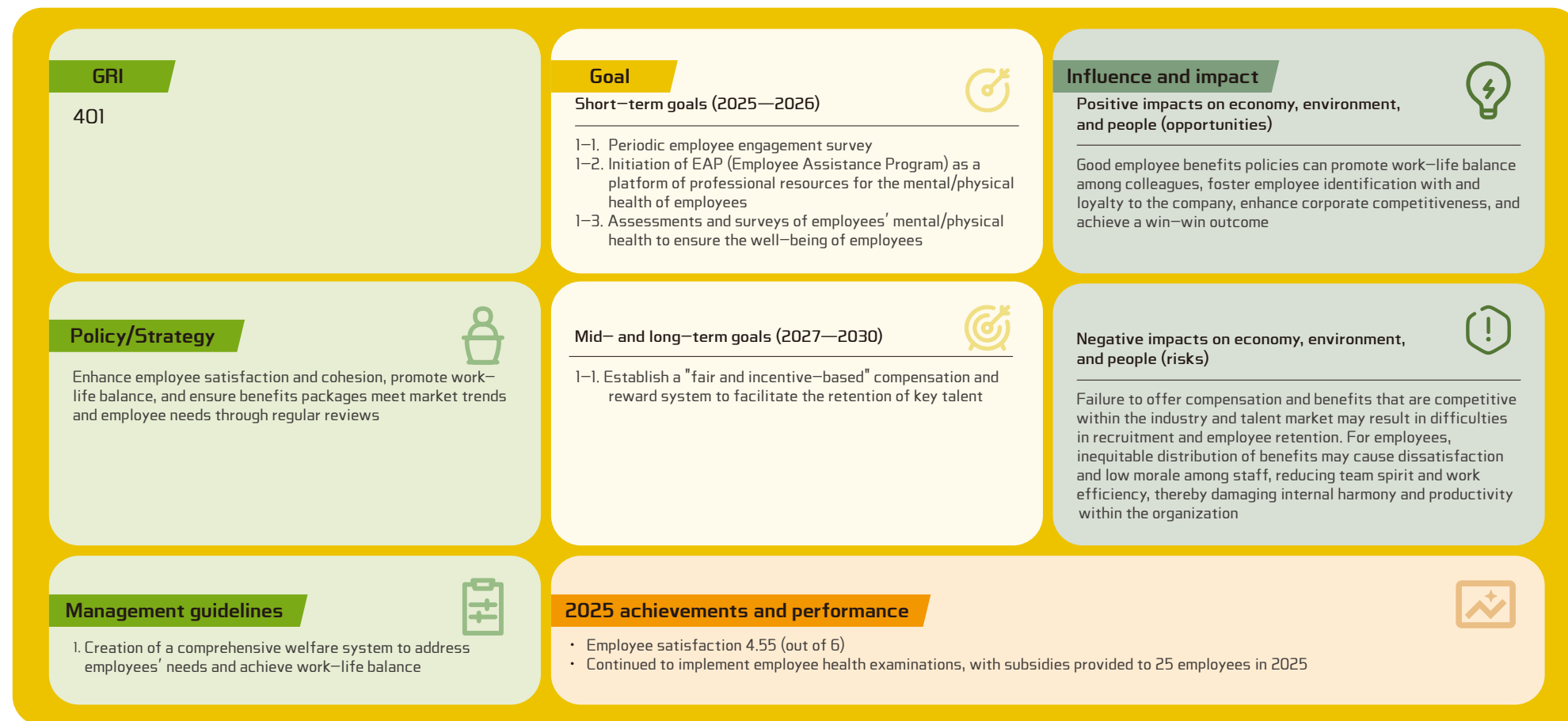
Note 1: Statistics were compiled as of December 31 of the year.

Note 2: New hire rate = (Total No. of new employees in a specific category during the year / Total No. of employees in the same category at the year end) \* 100% Example: New hire rate of female employees = (Total No. of newly hired female employees during the year / Total No. of female employees at the year end) \* 100%.

Note 3: Turnover rate = (Total No. of leavers in a specific category during the year / Total No. of employees in the same category at the year end) \* 100% Example: Turnover for employees below 30 years old = (No. of leavers below 30 years old during the year / Total No. of employees below 30 years old at the year end) \* 100%.

## 6.2 Talent attraction and retention

### Material topic: Remuneration and benefits



Comprehensive human resources are key to Formosa Solar's sustainable operations. To attract high-caliber talent, the Company offers market-competitive salaries and benefits and incentives to employees who create performance and make long-term contributions. We treat employees with fairness and ensure transparency in the review system, rewards, and disciplinary actions. In terms of the promotion pathway, we provide transparent information about promotion opportunities. Top-performing employees are given opportunities for promotion so that we can foster an atmosphere of learning from the best examples and continue to cultivate outstanding talent. Meanwhile, we arrange training and educational programs so that employees can pursue further studies and growth in professional fields and realize self-worth. Finally, Formosa Solar provides multiple communication channels for dialogues with our colleagues. Employees can timely raise opinions, and the Company responds with goodwill, to maintain harmonious and trustful labor—management interactions.

## Salaries and benefits

Formosa Solar determines employee remuneration based on the achievement rate of annual operating targets and the Company's profitability, and is committed to providing market-competitive remuneration packages. We offer a guaranteed annual salary of 14 months and an employer pension contribution of 8% to ensure the economic stability and long-term career development of our employees. The assessment of employees' salaries mainly considers their length of service, education, experience, and professional abilities, and does not discriminate based on personal, physiological, or psychological factors. In addition, Formosa Solar ensures that the standard salary of direct employees is higher than the minimum wage and strictly complies with the Labor Standards Act regarding employee hiring and dismissal. All regulations are specified in the Company's internal rules to ensure fairness and transparency in human resource management.

Ratio between total annual remuneration of the highest-paid individual and the median of total annual remuneration of all employees (excluding the highest-paid individual) <sup>(Note 1)</sup>

4.01

Ratio of percentage increase in total annual remuneration of the highest-paid individual to the percentage increase in annual total remuneration of all employees (excluding the highest-paid individual) <sup>(Note 2)</sup>

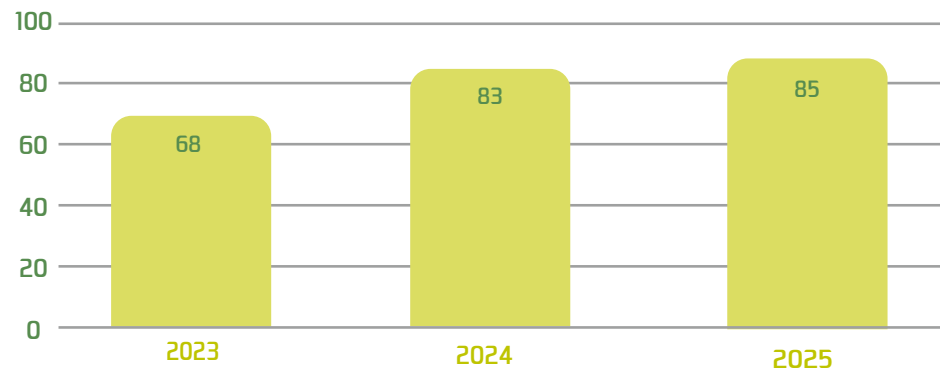
0.88

Note 1: Median salary ratio for the year = the annual salary of the highest-paid individual in that year divided by the annual salary of the median-paid individual in that year.

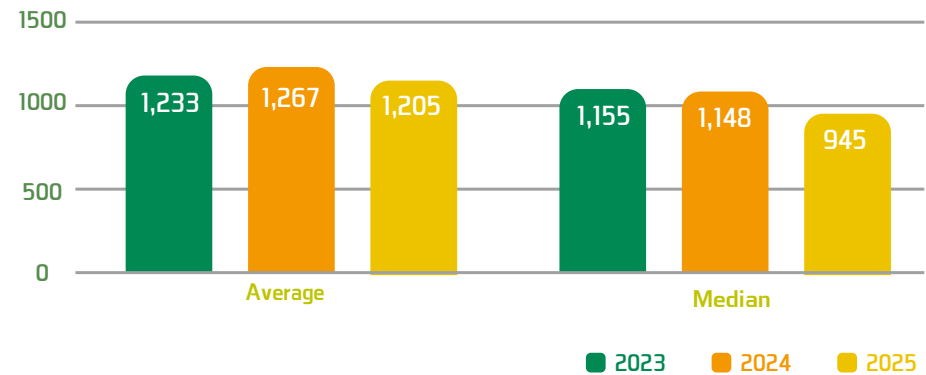
Note 2: The annual remuneration increase rate for the year = (percentage increase in the annual salary of the highest-paid individual in that year) / (percentage increase in the annual salary of the individual at the median salary for that year).

### Number and remuneration of full-time employees in non-managerial positions

Number of full-time employees in non-senior executive positions (unit: persons)



Salaries of full-time employees in non-senior executive positions (unit: NT\$ thousand)



Note 1: Non-senior managers are employees in grades 1–7.

### Male and female basic salary and annual remuneration ratio

| Year                |                         | 2023   |      | 2024   |      | 2025   |      |
|---------------------|-------------------------|--------|------|--------|------|--------|------|
| Gender              |                         | Female | Male | Female | Male | Female | Male |
| Fixed salary        | Executive               | 1      | 1.27 | 1      | 1.04 | 1      | 1.20 |
|                     | Management position     | 1      | 1.27 | 1      | 1.09 | 1      | 1.18 |
|                     | Non-managerial position | 1      | 1.06 | 1      | 1.04 | 1      | 1.04 |
| Annual remuneration | Executive               | 1      | 1.02 | 1      | 1.05 | 1      | 1.59 |
|                     | Management position     | 1      | 1.25 | 1      | 1.00 | 1      | 1.20 |
|                     | Non-managerial position | 1      | 0.98 | 1      | 1.12 | 1      | 1.03 |

Note 1: Male-to-female salary ratio = median male salary / median female salary.

Note 2: Annual remuneration includes employees' basic salary, allowances, and bonuses for the entire year.

Note 3: Senior executives are directors and functional heads at grade 8 or above.

Note 4: Management positions are grades 6 and 7.

## Benefits above statutory requirements

Formosa Solar continues to enhance its employee benefit system. We care for and take care of the mental/physical well-being of our employees. In addition to multiple benefits and a comfortable office, we organize wellness activities for employees from time to time so that colleagues can alleviate work stress and engage in positive interactions with each other. Formosa Solar has created a work environment that satisfies the needs and fosters the diversity and development of colleagues.

### Salaries and benefits

- Guaranteed annual salary of 14 months
  - Performance bonuses
  - Bonus for employees' referral



### Gifts and benefits



- Wedding gift money
- Childbirth gift money
- Condolence money
- Cash support for hospital stays
- Study subsidy



### Lunar New Year gift money

- New hire gift money
- Birthday gift money
- Gifts for three major holidays
  - Festival gifts
- Childbirth gift money
- Awards for senior employees



### Work—life balance

- Flexible hours
- Home working
- Special leave 12+ days
- Employee wellness leaves
  - Birthday leave
  - Fully paid sick leave
  - Paid family care leave
  - Full-pay recharge leave
- No work on make-up workdays



### Health protection



- 8% contribution to pension
- Free group insurance for employees
- Free group insurance for members' family members
- Health and wellness package
- Annual health examinations

### Welfare activities

- Formosa Solar Family Day
- Tea party/celebration from time to time
  - Happy Hour
  - Year-end banquet
- Formosa Solar team building activities
- EAP employee assistance
- Employee travel plan



## Retirement planning and protection

To protect the financial planning for employees' retirement, Formosa Solar's defined contribution plan (the new pension system) previously contributed 6% of monthly wages to each employee's pension account, in accordance with the Labor Pension Act. The contribution was increased to 8% of the monthly wage starting on November 1, 2022.

## Employee satisfaction and engagement

Formosa Solar has conducted employee satisfaction and engagement surveys for three consecutive years as an important reference for adjusting internal policies and optimizing the work environment, with the aim of enhancing employee experience. The satisfaction survey covers aspects such as supervisors, remuneration, colleagues, work, development, and corporate culture; engagement is composed of three dimensions: value identification, commitment, and willingness to stay.

### Employee satisfaction and engagement survey results

| Year | Number of respondents | Number of respondents | Response rate (%) | Employee satisfaction | Employee engagement |
|------|-----------------------|-----------------------|-------------------|-----------------------|---------------------|
| 2023 | 74                    | 74                    | 100%              | 4.87                  | 4.79                |
| 2024 | 91                    | 90                    | 98.9%             | 4.87                  | 4.81                |
| 2025 | 87                    | 77                    | 88.5%             | 4.55                  | 4.40                |

Note 1: The maximum score for employee satisfaction and engagement survey items is 6 points (strongly agree).



## 6.3 Talent development and cultivation

### Sustainability issue: Talent development

#### Goal

##### Short-term goals (2025—2026)

- 1-1. Development of long-term employee incentive programs
- 1-2. An average of 30 training hours per employee
- 2-1. Strengthening of cooperation and development with academia or the public sectors
- 2-2. Promotion of industry-academia cooperation to provide students with internship opportunities and develop young and professional talent

##### Mid- and long-term goals (2027—2030)

- 1-1. Creation of a dashboard for reliability, engagement and autonomy
- 1-2. Focus on reshaping key talent skills and enhancing per capita output value
- 2-1. Continuously develop long-term projects with academic institutions or government agencies

#### 2025 achievements and performance

- 1. Average training hours have exceeded 30 hours for three consecutive years
- 2. Launched competency-based talent inventory and development courses, and promoted employees' IDP (Individual Development Plan) personal development plans.
- 3. Continued participation in the YS Youth Career Development Center's "Level 1 Player" career matching program

The key to sustainable business is that employees can continue to learn and grow. As education and training are important means of ensuring continued value enhancement of human capital, Formosa Solar has always placed great emphasis on the development of employees. Establish a comprehensive training system and framework, formulate annual training and development plans based on the Company's annual development goals and employees' current capabilities, and implement training objectives to support employees' long-term career development.

### Formosa Solar's leadership model

Formosa Solar has actively established a comprehensive training and development framework. Talent development initiatives are introduced on the foundation of leadership development. The Company's overall talent development model is defined by differentiating senior executives, entry-level and middle managers, and individual contributors. Formosa Solar's talent profile is defined through the talent development initiatives. By utilizing standardized assessment tools, we established an accurate inventory of the current leadership and capability levels of employees. Future training and cultivation strategies and plans were formulated with a focus on the development of the overall competencies of the company's talent.

Creation of talent standards

Talent inventory (assessment)

Talent review and development



## Leadership, learning, and development

Based on the development of the "Formosa Solar Learning Map," management competencies are expected to demonstrate "coaching/performance improvement" and "building partnerships." This year, 1 relevant managerial training course was planned to continue strengthening the leadership capabilities of managers at all levels.

| Curriculum                                        | Class hours | No. of participants | Curriculum objectives                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------|-------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Competency-based talent inventory and development | 4 hours     | 18 supervisors      | Strengthen supervisors' capabilities in conducting competency-based talent inventory and development planning. Through learning and practical application of the talent nine-box grid and the soon-to-be-launched IDP system, a consistent and traceable talent development management mechanism has been established |

## Training results

Formosa Solar focuses on the continuous growth of colleagues and combines internal and external learning resources to provide diverse learning channels in accordance with the company's development goals, organizational needs, and individual development. This allows colleagues to showcase their professionalism and achieve self-realization.

### Training hours of employees in 2025

| Item/year                                                       |                                                                                                   | 2023 | 2024 | 2025 |
|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------|------|------|------|
| Average training hours per employee <sup>(Note 1)</sup>         |                                                                                                   | 36   | 55   | 38   |
| Average training hours by gender <sup>(Note 2)</sup>            |  Female        | 40   | 48   | 41   |
|                                                                 |  Male          | 34   | 60   | 37   |
| Average training hours by employee category <sup>(Note 3)</sup> |  Project sites | 37   | 41   | 39   |
|                                                                 |  Office work   | 36   | 61   | 38   |

Note 1: Average training hours for all employees = (Total training hours for all employees during the year / Total number of employees at the year end).

Note 2: Average training hours for female employees = (Total training hours for all female employees during the year / Total number of female employees at the year end).

Note 3: Average training hours for employees by category = (Total training hours for employees of that category during the year / Total number of employees of that category at the year end).

## Survey and statistics of learning channels

Formosa Solar actively encourages colleagues to take professional courses related to their scope of work. Training resources are divided into internal and external. Internal training is arranged by each department based on actual business needs, with personnel assigned to conduct in-department training sessions. For external training, departments can submit applications according to business requirements. Once approved, designated personnel attend courses offered by external organizations. After the training, participating colleagues share their insights with colleagues from other departments, so that relevant personnel can apply the knowledge gained. In 2025, the total training hours for internal and external training were 3,495 hours, with an investment of 102.5 million.

### Statistics of internal training hours and expenditures in 2025

| Item/year         |                                    | 2023    | 2024    | 2025    |
|-------------------|------------------------------------|---------|---------|---------|
| Training hours    | Total internal training hours      | 2,442   | 3,289   | 2,192   |
|                   | Average hours for all employees    | 19      | 36      | 24      |
| Training expenses | Total internal training expenses   | 974,451 | 407,075 | 465,225 |
|                   | Average expenses for all employees | 12,993  | 4,425   | 5,112   |

Note 1: Average internal training hours for all employees = (Total training hours for all employees during the year / Total number of employees at the year end).

Note 2: Average internal training hours for each trained employee = (Total training hours for all trained employees during the year / Total number of trained employees at the year end).





## List of 2025 internal training programs

| Target                              | Curriculum                                                                                                                                                            | No. of classes | No. of participants |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------------------|
| New hires                           | Training and education for new hires                                                                                                                                  | 10             | 13                  |
|                                     | General curriculum on occupational safety                                                                                                                             | 10             | 13                  |
|                                     | Anti-corruption and anti-bribery policy                                                                                                                               | 10             | 13                  |
| All colleagues                      | External training and team-building activities                                                                                                                        | 1              | 93                  |
|                                     | monday.com training                                                                                                                                                   | 1              | 71                  |
|                                     | Guidance on respiratory protection and near-miss incident reporting in occupational health                                                                            | 1              | 68                  |
|                                     | Daily legal knowledge sharing session: The Invisible Armor of Law: Comprehensive Protection from accidental risks to inheritance disputes                             | 1              | 65                  |
|                                     | ECS training                                                                                                                                                          | 1              | 68                  |
|                                     | Survey on participation sessions for document inventory                                                                                                               | 1              | 21                  |
|                                     | Promotion of heat hazard prevention for outdoor work in high temperatures                                                                                             | 1              | 60                  |
|                                     | Social engineering education and training course for H1                                                                                                               | 1              | 67                  |
|                                     | Legal training contract amendment agreement + cooperation agreement                                                                                                   | 1              | 53                  |
|                                     | H1 environmental testing reports and office electrical safety training                                                                                                | 1              | 44                  |
|                                     | Promotion of IT security systems and new information security knowledge                                                                                               | 1              | 63                  |
|                                     | Boost metabolism through diet — secrets to losing weight without regaining it for office workers                                                                      | 1              | 48                  |
|                                     | Stress-relieving exercises for professionals who sit for long hours                                                                                                   | 1              | 38                  |
|                                     | Information Department information security education and training for H2                                                                                             | 1              | 53                  |
|                                     | Industry legal practice sharing session — Risk analysis and practical dispute discussion on "Land and Building (Roof) Lease Agreement" and "EPC Engineering Contract" | 1              | 53                  |
| Supervisor training and development | Management Accounting                                                                                                                                                 | 1              | 9                   |
|                                     | Competency-based talent inventory and development                                                                                                                     | 1              | 18                  |

## 2025 External training/hours and expenses spent on professional licenses

| Item/year         |                                    | 2023    | 2024    | 2025    |
|-------------------|------------------------------------|---------|---------|---------|
| Training hours    | Total external training hours      | 1,295   | 1,760   | 1,303   |
|                   | Average hours for all employees    | 17      | 19      | 14      |
| Training expenses | Total external training expenses   | 644,666 | 757,675 | 560,183 |
|                   | Average expenses for all employees | 8,596   | 8,236   | 6,156   |

Note 1: Average external training hours for all employees = (Total training hours for all employees during the year / Total number of employees at the year end).

Note 2: Average external training hours for each trained employee = (Total training hours for all trained employees during the year / Total number of trained employees at the year end).



## Performance management and development

To ensure each employee's work performance is appropriately reflected in compensation, all employees at Formosa Solar undergo regular performance coaching and evaluation twice a year. The year-end performance reviews are taken into account for promotion and career development of employees. Employees with professional and technical expertise can further develop into senior specialists in their respective fields, while those with management capability and leadership potential can be cultivated and promoted to management positions, providing colleagues with diverse and broad career development paths.

### Employees who received regular performance coaching and reviews

| Year/item |               |                                                                                                   | No. of employees reviewed | Total No. of employees | %    |
|-----------|---------------|---------------------------------------------------------------------------------------------------|---------------------------|------------------------|------|
| 2023      | Gender        |  Male            | 42                        | 46                     | 91%  |
|           |               |  Female          | 27                        | 29                     | 93%  |
|           | Employee type |  Project sites   | 21                        | 21                     | 100% |
|           |               |  Office work     | 48                        | 54                     | 89%  |
| 2024      | Gender        |  Male            | 48                        | 51                     | 94%  |
|           |               |  Female         | 39                        | 41                     | 95%  |
|           | Employee type |  Project sites | 25                        | 27                     | 93%  |
|           |               |  Office work   | 62                        | 65                     | 95%  |
| 2025      | Gender        |  Male          | 53                        | 53                     | 100% |
|           |               |  Female        | 41                        | 41                     | 100% |
|           | Employee type |  Project sites | 31                        | 31                     | 100% |
|           |               |  Office work   | 63                        | 63                     | 97%  |

Note: Employees under probation are not included for performance reviews. (data as of December 31, 2025)

## Academic-industry cooperation and talent development

Formosa Solar, with the goal of sustainable talent development, has organized the "Little Sun Summer Internship Program" for three consecutive years, and cooperated with National Pingtung University to offer "Scholarship Programs." These initiatives aim to provide future young talents with learning experiences and support to explore personal development and gain an in-depth understanding of renewable energy and green industry opportunities, encouraging them to focus on and engage in environmental sustainability.

### I Little sun summer internship program

Students interested in renewable and green energy issues are identified through the internship program. The combination of the internship mechanism, training classes, a mentoring system and regular re-visits allows interns to establish an in-depth understanding of how the energy industry and companies function. After reviews, top-performing interns have the opportunity to become members of the Formosa Solar group.



### II Scholarship program

In addition to collaborating with National Pingtung University for three consecutive years on the "Scholarship Incentive Program," in 2025, we further expanded our partners and jointly promoted the scholarship program with Cheng Shiu University to cultivate more young talent with sustainability awareness and professional capabilities.



## 6.4 Diversity, equity and inclusion

### Sustainability Issue: Employee diversity and inclusion

#### • 2025 achievements and performance ✨ •

- Track diverse communication channels, listen to employee needs, and ensure smooth communication at all levels
- Zero grievances



### Multiple communication channels

Employees are the indispensable foundation of the Company's operations, and the Company is committed to providing a workplace environment that supports employees' physical and mental health and diverse development. Formosa Solar has established communication channels. Employees are able to fully express opinions via two-way communication. The Company can respond in a timely manner, conduct due diligence and ensure the protection of employees. Also, the suggestions are gradually translated into policies for implementation. Formosa Solar complies with laws and its human resource and administrative management are in adherence with labor laws where respective operations are located. Formosa Solar's labor relations have been harmonious over recent years, without any labor disputes.

| Communication channels / employee feedback mechanism | Communication frequency               | 2025 implementations                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Monthly meeting for all employees                    | Monthly                               | Meetings for all employees are convened monthly to communicate internal information and announce important matters                                                                                                                                                                                                                                    |
| Labor—management meeting                             | Quarterly                             | Regular labor—management meetings were held quarterly, with three representatives from labor and three from management, and both parties discussed relevant issues                                                                                                                                                                                    |
| Invitation for conversations with the CEO            | Quarterly                             | An invitation for conversations with the CEO is extended each quarter, so that employees from different departments can speak with the CEO directly to discuss and provide feedback on recent work matters                                                                                                                                            |
| Performance reviews and comments                     | Every six months                      | Planning and implementing performance management systems, simultaneously establishing feedback mechanisms, continuously tracking employee status and providing coaching                                                                                                                                                                               |
| Internal complaint channels                          | Ad-Hoc / Real-Time                    | Employees present their status and problems via internal complaint channels (HR@formosasolar.com.tw). Timely caring and assistance in solutions are then provided                                                                                                                                                                                     |
| Survey on the satisfaction of joiners                | Assessment during the probation stage | To enhance the joining experience for new hires, we have optimized the overall onboarding process, including new employee orientation materials, an onboarding map, and a buddy system. Survey on the satisfaction of joiners to gather feedback and facilitate continued adjustments, in order to provide a better experience in joining the company |
| Survey on trust from employees                       | Quarterly                             | Quarterly questionnaire survey on trust from employees to collate opinions, follow up, and make improvements                                                                                                                                                                                                                                          |
| Survey on the engagement of employees                | Annually                              | An annual employee engagement survey (Engagement Survey) was conducted, with a response rate of 88.5% among all employees in 2025                                                                                                                                                                                                                     |

## Support for female employees in realizing potential

Formosa Solar strives to realize the value of diversity and inclusivity and to create a work environment that enables challenges, continuous learning and family friendliness. We support the career development of female talent by helping female colleagues to capitalize on their strengths. In 2025, female colleagues accounted for 45% of Formosa Solar's workforce, with \$524,000 invested in female colleague training, representing 51% of total training expenditure; and 1,625 hours of training, accounting for 47% of total training hours.

## A friendly and caring workplace

Formosa Solar encourages employees to marry and have children to increase the birth rate. In addition to basic maternity leave, prenatal check-up leave, accompaniment for prenatal check-ups, and paternity leave, a comprehensive unpaid parental leave system has also been established. To help colleagues balance work and life, paid welfare leave, family care leave, and recharge leave are also provided.

Note1: Welfare leave: employees are entitled to 2 to 4 additional paid leave days per year, based on their job grade.

Note2: Family care leave: available to employees with family caregiving needs, up to 7 days per year.

Note3: Sabbatical leave: employees are entitled to 30 paid sabbatical days upon completion of every 5 consecutive years of service.

### Statistics of maternity/paternity and parental leaves

| Unpaid parental leaves / Year                                                                                      | Gender | 2023 | 2024 | 2025 |
|--------------------------------------------------------------------------------------------------------------------|--------|------|------|------|
| No. of employees eligible for unpaid parental leave                                                                | Male   | 3    | 3    | 2    |
|                                                                                                                    | Female | 1    | 3    | 4    |
| No. of employees who applied for unpaid parental leave                                                             | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 1    | 2    | 1    |
| No. of employees supposed to return to work at the end of unpaid parental leave (A)                                | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 0    | 1    | 0    |
| No. of employees who actually returned to work after the end of unpaid parental leave (B)(including early returns) | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 0    | 1    | 0    |
| Return rate (B/A) <sup>(note 1)</sup>                                                                              | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 0    | 100% | 0    |
| No. of employees who returned to work at the end of unpaid parental leave and stayed in service for 12 months (C)  | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 0    | 0    | 1    |
| Retention rate (C/previous year B) <sup>(Note 2)</sup>                                                             | Male   | 0    | 0    | 0    |
|                                                                                                                    | Female | 0    | 0    | 100% |

Note 1: Return rate = (No. of employees who returned to work during the year / No. of employees supposed to return to work during the year) \* 100%.

Note 2: Retention rate = (Total number of employees still employed 12 months after returning to work / Actual number of employees who returned to work in the previous year) \* 100%.

### Welfare leave/family care/leave/recharge leave statistics

|                                                                  | Welfare leave | Family care leave | Recharge leave |
|------------------------------------------------------------------|---------------|-------------------|----------------|
| Number of employees entitled to leave                            | 57            | 104               | 4              |
| Number of employees applying for leave                           | 55            | 56                | 2              |
| Hours of leave available                                         | 1,416         | 5,824             | 960            |
| Hours of leave taken                                             | 1,268         | 1,009             | 480            |
| Utilization rate (hours of leave taken/hours of leave available) | 90%           | 17%               | 50%            |



## Creating an inclusive workplace and strengthening team cohesion

Formosa Solar values the feelings of every colleague and is committed to creating an inclusive, friendly, and warm workplace environment. Every year, through Family Day and Team Building activities, colleagues build closer relationships through relaxed interactions, fostering trust and rapport, so that the team not only works together, but also supports one another and grows together. We believe that when every member is respected and seen, they can feel at ease in realizing their strengths at Formosa Solar, become a better version of themselves, and create greater value for the organization.



Figure: Formosa Solar organized various team-building activities to promote colleague interaction and strengthen team cohesion

## Measures to prevent sexual harassment in the workplace

Formosa Solar has promoted a number of concrete measures on the issues of gender equality and the prevention of unlawful infringement in the workplace, including establishing additional sexual harassment complaint channels, strengthening prevention advocacy, and making disclosures through employee meetings, HR systems, and announcements. Through practical actions, it fulfills its commitment and ensures that colleagues enjoy substantively equal respect and rights. As of the end of 2025, no cases of unlawful infringement in the workplace had been reported.



Report through internal complaint channels on workplace unlawful infringement incidents



Human Resources Department receives complaints and then launches the investigation to clarify facts



Coordination, warning, disciplinary action, feedback results to relevant parties



Enhance advocacy and educational training, create a reliable and safe workplace environment

## 6.5 Occupational safety and health

### Goal

#### Short-term goals (2025—2026)

- 1-1. Obtain occupational health and safety management system certification
- 1-2. Total recordable injury rate (TRIR) (Employees/EPC) 0/0.03; Lost time injury rate (LTIR) (Employees/EPC) 0/0.03; and death rate 0
- 1-3. No. of internal near-miss events reported: 2 incidents/person/year
- 2-1. Continue to hold contractor occupational health and safety management technology forums
- 2-2. Create smart AI for occupational health and safety to improve employees' willingness to learn and interaction

#### Mid- and long-term goals (2027—2030)

- 1-1. Refer to ISO 45001 and ISO 14001 and conduct regular internal reviews and optimization of relevant operations
- 1-2. Obtained Healthy Workplace Certification for 3 consecutive years and received the Healthy Workplace Label
- 1-2. Establishment of standardized occupational health and safety facilities and supply chain networks
- 1-3. Total recordable injury rate (TRIR) (Employees/EPC) 0/0.01; Lost time injury rate (LTIR) (Employees/EPC) 0/0.01; and death rate 0
- 2-1. Selection of vendors who receive high scores in human rights and occupational safety issues in the supply chain assessment

### 2025 achievements and performance

1. Obtained ISO 45001 international certification
2. Obtained workplace health certification
3. Held 2 internal auditor training sessions
4. Held 2 contractor occupational safety and health management technology forums
5. Introduced immersive virtual experiences to enhance site hazard communication and safety awareness
6. Accumulated 430,000 disaster-free work hours and received certification from the Occupational Safety and Health Administration
7. Total recordable injury rate (TRIR) (Employees /EPC) 0/0.03, Lost time injury rate (LTIR) (Employees/EPC) 0/0.03; and death rate 0
8. No. of internal near-miss events reported: 1 incident/person/year

### Key achievements in 2025

#### Independently established an ISO 45001 management system, demonstrating resilience in occupational safety and health governance

In 2025, Formosa Solar obtained the international certification for "Occupational health and safety management systems ISO 45001:2018" issued by BSI, the British Standards Institution, demonstrating the Company's strong commitment to occupational safety and health governance. The system introduction process was independently planned and executed by the Company's internal team without relying on external consulting resources, demonstrating the organization's capability to establish and continuously operate a management system autonomously. During this process, we followed the ISO 45001 and GRI 403 frameworks to create a comprehensive management cycle covering risk identification, hazard assessment, regulatory identification, education and training, internal audits, and management reviews. We implemented the system in core operational activities such as solar photovoltaic site setup, operation and maintenance, and engineering management. Through cross-departmental participation and feedback mechanisms from front-line personnel, we ensured that occupational safety and health management measures aligned with practical needs, effectively reducing operational risks and preventing occupational accidents.



### Key achievements in 2025

#### Introduced AR2VR immersive technology to enhance occupational safety and health prevention and capability building

Formosa Solar integrated AR2VR immersive technology to digitize high-risk operating scenarios at project sites for application in education, training, and pre-entry hazard communication, helping employees and contractors establish risk awareness and safe behavior before actual operations. The content covers key scenarios such as working at heights, electrocution, fall risks, construction routes, and equipment configuration, effectively improving hazard identification and prevention.

This innovative application corresponds to the spirit of risk control and personnel capability building under the ISO 45001 occupational safety and health management system and also responds to the GRI 403 Occupational Health and Safety Standard, strengthening training effectiveness and preventive mechanisms through technological assistance. Formosa Solar continues to integrate occupational safety and health management into its core operations and ESG governance framework, demonstrating its long-term commitment to labor safety, contractor management, and sustainable operations.





## Occupational safety and health management system

To effectively control the occupational health and safety risks of the operational environment and to enhance the workplace health and safety for workers, Formosa Solar focuses on its core value — caring, prioritizes the health and safety of workers, and adheres to occupational health and safety laws and relevant regulations. Proactive and necessary preventive measures and facilities have been put in place within the reasonable scope of construction and operation, in accordance with Article 5 of the Occupational Safety and Health Act and Article 8 of the Enforcement Rules of the Occupational Safety and Health Act.

Formosa Solar refers to domestic and international information and solar industry standards to introduce occupational safety and health management concepts, measures, and equipment; implement regulatory compliance, full participation, and a zero-accident environment; and conduct risk identification, assessment, and control for equipment management and daily on-site operations. In the event of a major incident, in addition to carrying out necessary first aid and rescue in accordance with the procedures under Article 37 of the Occupational Safety and Health Act, the Company will also conduct an investigation, analysis, and record preparation jointly with labor representatives.

In accordance with ISO 45001:2018 Occupational Health and Safety Management System, and exceeding regulatory requirements, the company has appointed 1 Class-A Occupational Safety and Health Manager, 1 Class-B Occupational Safety and Health Personnel, 1 Class A Occupational Safety and Health Business Supervisor, 1 Fire Prevention Management Personnel, 9 departmental first-aid personnel, and 9 Class A Construction Occupational Safety and Health Business Supervisors, ensuring that all workers under the company's management and related operations receive appropriate occupational safety and health protection. The scope of our OHS management covers regular employees, contracted staff, contractors, interns, and visitors.

## Training and education in occupational safety and health

To enhance employees' awareness of safety and health, Formosa Solar strengthens colleagues' understanding through training and education to reduce the impact of unsafe environments or behaviors. In 2025, the total attendance for occupational safety and health education and training was 225 participants. The course content included practical courses on project site management, the Occupational Safety and Health Administration's monthly key topics, and Taiwan Occupational Safety Card education and training. Formosa Solar also encourages colleagues to strengthen their own safety awareness.

### Occupational safety and health education and training courses

| Category                                | Course Title                                                 | Target Audience             | Participants | Hours |
|-----------------------------------------|--------------------------------------------------------------|-----------------------------|--------------|-------|
| Occupational safety and health training | Introduction to Occupational Disease Prevention              | All Employees               | 69           | 103.5 |
|                                         | Introduction to Occupational Safety and Health               | All Employees               | 48           | 72    |
|                                         | ISO 45001:2018 Training                                      | All Employees               | 51           | 76.5  |
|                                         | Heat Hazard Prevention for Outdoor Work in High Temperatures | All Employees               | 61           | 91.5  |
| Taiwan occupational safety card         | Taiwan Occupational Safety Card                              | Contractors / All Employees | 97           | 582   |

## Occupational disaster prevention and improvement

Formosa Solar conducts monthly workplace safety and health perception surveys. For those who select "very dissatisfied" or "dissatisfied," the EHS department proactively contacts the worker for further consultation and communication on areas for improvement and follows up on the improvement results. As of the end of 2025, a total of 4 cases required improvement, and 4 cases had been resolved. Formosa Solar reported no occupational injury, occupational disease or work-related fatality due to work in 2025.

### Regular surveys

Periodical and voluntary surveys on the perceived safety and health of the work environment to keep an eye on the workplace for colleagues

### Optimization and improvement

Investigations into complaints, reviews and requirements to the responsible unit for improvement and prevention

### Continued follow-ups

Tracking of improvement results to avoid repeat of similar circumstances

### Occupational injury statistics

| Statistics/year                                            |               | 2023   | 2024    | 2025    |
|------------------------------------------------------------|---------------|--------|---------|---------|
| Total work hours                                           |               | 97,828 | 259,204 | 432,156 |
| Deaths caused by occupational injuries <sup>(Note 1)</sup> | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Serious occupational injuries <sup>(Note 2)</sup>          | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Recordable occupational injuries <sup>(Note 3)</sup>       | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Work-related illness                                       | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Recordable occupational diseases <sup>(Note 3)</sup>       | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Disabling injury frequency rate                            | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Disabling injury severity rate                             | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |
| Total injury index                                         | No. of people | 0      | 0       | 0       |
|                                                            | %             | 0      | 0       | 0       |

Note 1: Rates are calculated per million work hours.

Note 2: Serious occupational injuries: Occupational injuries resulting in death, or injuries that cause incapacity or difficulty for workers to return to their pre-injury health state within six months. The statistics should exclude the number of deaths.

Note 3: Recordable occupational injuries or occupational diseases: Occupational injuries or diseases caused by death, work absence, work restriction, job change, medical treatment beyond first aid, loss of consciousness, or major injuries or illnesses diagnosed by a physician or licensed healthcare professional. The statistics should include the number of deaths but exclude minor injuries treated on site. The recordable occupational injury rate is calculated as follows: (Number of recordable occupational injuries x 200,000) / total hours worked.

Note 4: Disabling Injury Frequency Rate = Number of Disabling Injuries x 10 // Total Hours Worked.

Note 5: Disabling Injury Severity Rate = Total Days Lost due to Disabling Injuries x 10 // Total Hours Worked.

Note 6: Total Injury Index = (Disabling Injury Frequency Rate x Disabling Injury Severity Rate) / 1,000.

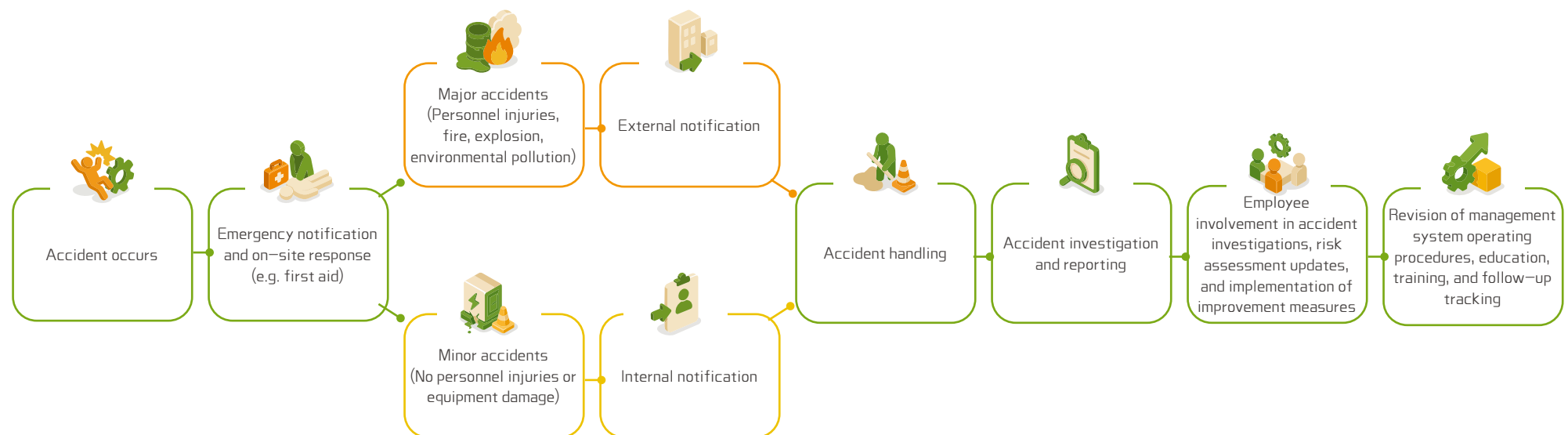


## Emergency response drills

The Company remains committed to workplace safety and health management. In 2025, an on-the-job fire drill was conducted at the Gaoshu solar site as part of the "2025 Annual Fire Drill" program. The drill was designed to strengthen emergency response resilience under extreme disaster scenarios, thereby reducing the risk of potential operational disruptions. Activities covered emergency notification procedures, safe power shutdown, and hands-on fire extinguisher operation, reinforcing the principle of "power off before emergency response." The drill also enhanced employees' initial fire response capabilities and disaster prevention awareness. Through comprehensive drills and post-drill reviews, the Company continues to strengthen its workplace disaster prevention mechanisms, demonstrating its commitment to employee safety and operational resilience.



## Occupational disaster emergency accident reporting process



## Promotion of a healthy workplace

Formosa Solar adheres to the objectives set by the International Labor Organization (ILO) and the World Health Organization (WHO) and complies with legal regulations by proactively planning, promoting, and implementing health-related initiatives. We endeavor to take care of labor health in the workplace so that our colleagues will not be adversely affected by health issues during work. Formosa Solar starts from a caring perspective in its proactive planning and advocacy for correct health knowledge, including physical health care and psychological health counseling, in order to construct a healthy, friendly and happy workplace.

## Physical health care

- Operational environment measurements are conducted every six months, including illumination (LUX), carbon dioxide (CO<sub>2</sub>), and total volatile organic compounds (TVOCs), to ensure workplace compliance.
- To enhance colleagues' health awareness and understanding of their own health conditions, Formosa Solar provides employee health check-ups. No occupational diseases or suspected occupational diseases were identified in 2025.
- Obtained certification for a smoke-free and healthy workplace in 2025.

## Mental health care

Formosa Solar partnered with a professional management consulting company to introduce an Employee Assistance Program that helps employees resolve various work and life challenges and provides diverse consultation services. In 2025, colleagues used a total of four consultation sessions with professional consultants and case managers.

- Psychological counseling: career, emotional adjustment, family and marriage, gender and relationships
- Legal consultation: traffic accident cases, sales disputes, marital rights, property inheritance



# 07

## Sustainable enterprise

---

7.1 Community relations and  
public participation



## 7.1 Community relations and public welfare participation

### Sustainability issue: Community relations and social care

#### Goal

##### Short-term goals (2025—2026)

- 1-1. Development of carbon reduction plans and support for the vulnerable, and tracking of results
- 2-1. Offering goods/materials or sponsorships from time to time to the local underprivileged

##### Mid- and long-term goals (2027—2030)

- 1-1. Collaborate with more organizations or groups to promote energy-saving initiatives and expand impact
- 2-1. Continue to invest in community social investment and environmental protection development

#### 2025 achievements and performance

1. Collaborated with non-profit organizations to continue promoting the "Energy efficiency and support program" to help disadvantaged households save energy and reduce carbon emissions
2. Held a solar PV experience camp for four consecutive years
3. Sponsored and participated in the Chiayi Budai Migratory Bird Festival for three consecutive years
4. Sponsored Director Arthur Mai's Formosa salamander conservation documentary for two consecutive years
5. Total investment in social responsibility/charitable initiatives amounted to NT\$4.09 million

## Social co-prosperity development blueprint

### Energy education

Annually hosting Solar PV Experience Camp, promoting green energy education through diverse curriculum planning



### Charity and community contribution

Regularly providing practical support, supplies, or financial donations to schools, community organizations, and non-profit groups to foster positive social development



**Exert corporate influence  
realize the co-existence  
and co-prosperity of the  
environment, local community,  
and solar PV sites**



### Ecological and environmental protection

Focusing on climate change and biodiversity, promoting energy conservation and carbon reduction initiatives, supporting conservation programs for protected animal species



### Local communication and coexistence

Pay attention to the local residents' thoughts, create local employment opportunities, and support local brands



Formosa Solar upholds the idea of giving back to society, deepening its long-term care for local communities and the environment through knowledge sharing, community participation, and local collaboration. At the same time, it addresses global issues such as climate change and ecological conservation and supports diverse ecological protection initiatives, aiming to advance the energy transition while also promoting the sustainable development of the natural environment. By integrating operating locations and local partner resources, Formosa Solar aligns with the United Nations Sustainable Development Goals (SDGs), promotes diverse ESG practices, supports the development of rural areas, creates opportunities for disadvantaged groups to participate, and is also committed to establishing an operating model that coexists with nature, bringing positive and lasting impacts to society.

## Energy education

### Solar PV experience camp: inspiring future green energy talent

Formosa Solar fosters the younger generation's understanding and application of renewable energy through green energy education, enhances their awareness of environmental sustainability, and drives broader social support for sustainable energy, thereby accelerating Taiwan's energy transition and helping reduce carbon emissions. At the same time, it aims to cultivate future talent equipped with environmental awareness and sustainable action capabilities, so they can become promoters and supporters of net-zero emissions and climate action, contributing to environmental improvement and climate change mitigation.

The solar photovoltaic experience camp combines theory and practice through expert lectures, topical discussions, visits to photovoltaic sites, and hands-on solar energy courses, helping participants understand the challenges and opportunities of the energy transition. The curriculum covers energy policy, climate change, and basic photovoltaic knowledge, and further strengthens students' critical thinking through interactive learning and group discussions. Participants can also assemble solar-powered cars, visit citizen power plants, green energy parks, and photovoltaic sites, transforming knowledge into practical experience and witnessing the actual operation of renewable energy through on-site learning.



## Ecology and environmental protection

### Focus on ecological protection: harmonious coexistence of photovoltaics and nature

Formosa Solar has supported the Chiayi Budai Migratory Bird Festival for three consecutive years, continuing to invest in the promotion of bird ecology conservation and raising public awareness of migratory bird habitats and biodiversity. Through long-term and concrete actions, it demonstrates the Company's commitment to environmental protection, promotes the harmonious coexistence of society and nature, and puts sustainable development principles into practice.



### Partners with BJS Foundation to donate energy-efficient refrigerators and help families in need to reduce carbon emissions

In 2025, Formosa Solar joined hands with the BJS Foundation, investing NT\$300,000 in project funding to promote the "Energy efficiency and support program" by donating brand-new Grade I energy-efficient refrigerators to help disadvantaged households replace old, energy-consuming refrigerators and reduce electricity expenses and carbon emissions. Upholding the idea of being "the most reliable partner in Taiwan's energy transition," we focus not only on energy transition but also on the energy-use challenges faced by socioeconomically disadvantaged households, and we continue to bring practical projects for energy saving, carbon reduction, and lower electricity costs to more families in need of support.



## Local communication and coexistence

### Promoting local employment and shared prosperity with residents

Formosa Solar provides stable employment opportunities for local residents in Sandimen, Pingtung, enabling local people to participate in photovoltaic module maintenance work and creating approximately 120 person-days of job opportunities for the community each month, thereby enhancing the efficiency of local labor utilization and giving back tangible economic benefits to the local community.



## Charity and community contribution

### Assistance in local construction

Formosa Solar emphasizes cooperation and involvement with local communities and endeavors to create a positive influence on the local economy and society. Formosa Solar has sponsored community funding for the Hsin-Kuo Community Development Association in Ligang Township, Pingtung, a rural area, for five consecutive years to support neighborhood activities, purchase medical equipment, build community road infrastructure, and support local cultural activities, thereby promoting local tourism development.



### Supporting disadvantaged groups

Formosa Solar partnered with the Eden Social Welfare Foundation — Wanfang Development Center to hold the internal charity art exhibition "Team Love Lights Up Taiwan." All exhibited works were created by artists with disabilities, using vibrant colors to interpret Taiwan's natural scenery and passion for life. Formosa Solar is committed to promoting green energy sustainability, while the Eden Foundation has long been deeply engaged in providing companionship and support to disadvantaged groups. This exhibition is a light jointly lit by both parties for Taiwan, inviting internal colleagues to experience the warmth of art and charity while supporting artists with disabilities in becoming self-reliant through their talents.







## Appendix

---

[Cross-reference table for GRI](#)

[Cross-reference table for SASB](#)

[Cross-reference table for TCFD](#)

[Third party verification statement of  
sustainability report](#)



# Appendix: Cross-reference table for GRI

| Statement of Use                         | Formosa Solar Renewable Power Co., Ltd. has complied with the GRI standards for reporting of the period from January 1 to December 31, 2025 |                                                                             |                                              |          |                                                                                                                    |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------|
| GRI 1                                    | GRI 1: Foundation 2021                                                                                                                      |                                                                             |                                              |          |                                                                                                                    |
| Applicable GRI sector standards          | The Company has no industry standards to apply                                                                                              |                                                                             |                                              |          |                                                                                                                    |
| Note                                     | *Indicate a material topic                                                                                                                  |                                                                             |                                              |          |                                                                                                                    |
| Topic                                    | Disclosure items                                                                                                                            | Item description                                                            | Chapter                                      | Page No. | Omission/Note                                                                                                      |
| GRI 2: General disclosure 2021           |                                                                                                                                             |                                                                             |                                              |          |                                                                                                                    |
| Organization and its reporting practices | 2-1                                                                                                                                         | Organizational details                                                      | 1.1 Company introduction                     | p.14     |                                                                                                                    |
|                                          | 2-2                                                                                                                                         | Entities included in the organization's sustainability reporting            | Introduction: About this report              | p.12     |                                                                                                                    |
|                                          | 2-3                                                                                                                                         | Reporting period, frequency and contact point                               | Introduction: About this report              | p.12     |                                                                                                                    |
|                                          | 2-4                                                                                                                                         | Restatements of information                                                 | Introduction: About this report              | p.12     | No restatements of information                                                                                     |
|                                          | 2-5                                                                                                                                         | External assurance                                                          | Appendix: Third Party Verification Statement | p.106    |                                                                                                                    |
| Activities and workers                   | 2-6                                                                                                                                         | Activities, value chain and other business relationships                    | 1.1 Company introduction                     | p.14     |                                                                                                                    |
|                                          | 2-7                                                                                                                                         | Employees                                                                   | 6.1 Employee profile                         | p.76     |                                                                                                                    |
|                                          | 2-8                                                                                                                                         | Workers who are not employees                                               | 6.1 Employee profile                         | p.76     |                                                                                                                    |
| Governance                               | 2-9                                                                                                                                         | Governance structure and composition                                        | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-10                                                                                                                                        | Nomination and selection of the highest governance body                     | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-11                                                                                                                                        | Chair of the highest governance body                                        | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-12                                                                                                                                        | Role of the highest governance body in overseeing the management of impacts | 3.2 Functional committees                    | p.34     |                                                                                                                    |
|                                          | 2-13                                                                                                                                        | Delegation of responsibility for managing impacts                           | 3.2 Functional committees                    | p.34     |                                                                                                                    |
|                                          | 2-14                                                                                                                                        | Role of the highest governance body in sustainability reporting             | 3.2 Functional committees                    | p.34     |                                                                                                                    |
|                                          | 2-15                                                                                                                                        | Conflicts of interest                                                       | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-16                                                                                                                                        | Communication of significant events                                         | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-17                                                                                                                                        | Collective intelligence of the highest governance body                      | 3.1 Board of Directors                       | p.32     |                                                                                                                    |
|                                          | 2-18                                                                                                                                        | Performance review of the highest governance body                           | 3.1 Board of Directors                       | p.32     | Information unavailable; the performance of the Board of Directors is directly evaluated by the principal investor |
|                                          | 2-19                                                                                                                                        | Remuneration policy                                                         | 3.2 Functional committees                    | p.34     |                                                                                                                    |
|                                          | 2-20                                                                                                                                        | Remuneration decision flows                                                 | 3.2 Functional committees                    | p.34     |                                                                                                                    |
|                                          | 2-21                                                                                                                                        | Annual total compensation ratio                                             | 6.2 Talent attraction and retention          | p.79     |                                                                                                                    |



| Topic                            | Disclosure items | Item description                                                         | Chapter                                              | Page No. | Omission/Note |
|----------------------------------|------------------|--------------------------------------------------------------------------|------------------------------------------------------|----------|---------------|
| Strategy, policies and practices | 2-22             | Statement on sustainable development strategy                            | Introduction: Message from the Co-CEO                | p.6      |               |
|                                  | 2-23             | Policy commitments                                                       | Introduction: About this report                      | p.12     |               |
|                                  |                  |                                                                          | 3.4 Risk management                                  | p.39     |               |
|                                  |                  |                                                                          | 6.1 Employee profile                                 | p.76     |               |
|                                  | 2-24             | Embedding policy commitments                                             | Introduction: About this report                      | p.12     |               |
|                                  | 2-25             | Processes to remediate negative impacts                                  | 3.4 Risk management                                  | p.39     |               |
|                                  |                  |                                                                          | 6.1 Employee profile                                 | p.76     |               |
|                                  |                  |                                                                          | 3.3 Business ethics                                  | p.37     |               |
|                                  |                  |                                                                          | 3.4 Risk management                                  | p.39     |               |
| Stakeholder engagement           | 2-26             | Mechanisms for seeking advice and raising concerns                       | 6.4 Employee diversity, equity and inclusion         | p.87     |               |
|                                  |                  |                                                                          | 6.5 Occupational safety and health                   | p.90     |               |
|                                  |                  |                                                                          | 3.3 Business ethics                                  | p.37     |               |
|                                  | 2-27             | Compliance                                                               | 3.4 Risk management                                  | p.39     |               |
|                                  |                  |                                                                          | 6.4 Employee diversity, equity and inclusion         | p.87     |               |
|                                  |                  |                                                                          | 6.5 Occupational safety and health                   | p.90     |               |
|                                  | 2-28             | Membership associations                                                  | 3.3 Business ethics                                  | p.37     |               |
|                                  | 2-29             | Approach to stakeholder engagement                                       | 1.4 Participation in external organizations          | p.16     |               |
| Stakeholder engagement           | 2-30             | Collective bargaining agreements                                         | 2.2 Stakeholder engagement                           | p.22     |               |
|                                  |                  |                                                                          | 6.4 Employee diversity, equity and inclusion         | p.87     |               |
| GRI 3: Material topics           |                  |                                                                          |                                                      |          |               |
| Material topics                  | 3-1              | Process to determine material topics                                     | 2.1 Identification and management of material topics | p.18     |               |
|                                  | 3-2              | List of material topics                                                  | 2.1 Identification and management of material topics | p.18     |               |
| Economic                         |                  |                                                                          |                                                      |          |               |
| *Operational risks               |                  |                                                                          |                                                      |          |               |
| GRI 3: Material topics 2021      | 3-3              | Management of material topics                                            | 3.4 Risk management                                  | p.39     |               |
| Self-defined topics              |                  |                                                                          | 3.4 Risk management                                  | p.39     |               |
| *Business ethics                 |                  |                                                                          |                                                      |          |               |
| GRI 3: Material topics 2021      | 3-3              | Management of material topics                                            | 3.3 Business ethics                                  | p.37     |               |
| GRI 205: Anti-corruption 2016    | 205-1            | Operations assessed for risks related to corruption                      | 3.3 Business ethics                                  | p.37     |               |
|                                  | 205-2            | Communication and training about anti-corruption policies and procedures | 3.3 Business ethics                                  | p.37     |               |
|                                  | 205-3            | Confirmed incidents of corruption and actions taken                      | 3.3 Business ethics                                  | p.37     |               |

| Topic                                           | Disclosure items | Item description                                                                                   | Chapter                                             | Page No. | Omission/Note      |
|-------------------------------------------------|------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------|--------------------|
| <b>* Solar panel quality and safety</b>         |                  |                                                                                                    |                                                     |          |                    |
| GRI 3: Material Topics 2021                     | 3-3              | Management of material topics                                                                      | 4.2 Solar panel quality and safety                  | p.50     |                    |
| Self-defined topics                             |                  |                                                                                                    | 4.2 Solar panel quality and safety                  | p.50     |                    |
| <b>*Service reliability and resilience</b>      |                  |                                                                                                    |                                                     |          |                    |
| GRI 3: Material topics 2021                     | 3-3              | Management of material topics                                                                      | 4.1 Green power services and operational resilience | p.44     |                    |
| Self-defined topics                             |                  |                                                                                                    | 4.1 Green power services and operational resilience | p.44     |                    |
| <b>*Sustainable supply chains management</b>    |                  |                                                                                                    |                                                     |          |                    |
| GRI 3: Material topics 2021                     | 3-3              | Management of material topics                                                                      | 4.4 Sustainable supply chains management            | p.55     |                    |
| GRI 308: Supplier environmental assessment 2016 | 308-1            | New suppliers that were screened using environmental criteria                                      | 4.4 Sustainable supply chains management            | p.55     |                    |
| GRI 414: Supplier social assessment 2016        | 414-1            | New suppliers that were screened using social criteria                                             | 4.4 Sustainable supply chains management            | p.55     |                    |
| <b>Environmental</b>                            |                  |                                                                                                    |                                                     |          |                    |
| <b>*Waste management</b>                        |                  |                                                                                                    |                                                     |          |                    |
| GRI 3: Material topics 2021                     | 3-3              | Management of material topics                                                                      | 5.3 Waste management and water resources management | p.69     |                    |
| GRI 306: Waste 2020                             | 306-1            | Waste generation and significant waste-related impacts                                             | 5.3 Waste management and water resources management | p.69     |                    |
|                                                 | 306-2            | Management of significant waste-related impacts                                                    | 5.3 Waste management and water resources management | p.69     |                    |
|                                                 | 306-3            | Waste generated                                                                                    | 5.3 Waste management and water resources management | p.69     |                    |
|                                                 | 306-4            | Waste diverted from disposal                                                                       | 5.3 Waste management and water resources management | p.69     |                    |
|                                                 | 306-5            | Waste directed to disposal                                                                         | 5.3 Waste management and water resources management | p.69     | No direct disposal |
| <b>Social</b>                                   |                  |                                                                                                    |                                                     |          |                    |
| <b>*Compensation and benefits</b>               |                  |                                                                                                    |                                                     |          |                    |
| GRI 3: Material topics 2021                     | 3-3              | Management of Material topics                                                                      | 6.2 Talent attraction and retention                 | p.79     |                    |
| GRI 401: Employment 2016                        | 401-1            | New employee hires and employee turnover                                                           | 6.1 Employee Profile                                | p.76     |                    |
|                                                 | 401-2            | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 6.2 Talent attraction and retention                 | p.79     |                    |
|                                                 | 401-3            | Parental leave                                                                                     | 6.4 Employee diversity, equity and inclusion        | p.87     |                    |

| Topic                                         | Disclosure items | Item description                                                                                                                                        | Chapter                                                      | Page No.     | Omission/Note  |
|-----------------------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|--------------|----------------|
| Voluntary Disclosure                          |                  |                                                                                                                                                         |                                                              |              |                |
| GRI 302: Energy 2016                          | 302-1            | Energy consumption within the organization                                                                                                              | 5.2 Greenhouse gas management and energy resource management | p.66         |                |
|                                               | 302-3            | Energy intensity                                                                                                                                        | 5.2 Greenhouse gas management and energy resource management | p.66         |                |
| GRI 304: Biodiversity 2016                    | 304-1            | Operational sites owned, leased, managed by the organization, or adjacent thereto, located in protected areas or other areas of high biodiversity value | 5.4 Biodiversity and land use                                | p.72         |                |
|                                               | 304-2            | Significant impacts of activities, products and services on biodiversity                                                                                | 5.4 Biodiversity and land use                                | p.72         |                |
| GRI 305: Emissions 2016                       | 305-1            | Direct (Scope 1) GHG emissions                                                                                                                          | 5.2 Energy and greenhouse gas management                     | p.66         |                |
|                                               | 305-2            | Energy indirect (Scope 2) GHG emissions                                                                                                                 | 5.2 Energy and greenhouse gas management                     | p.66         |                |
|                                               | 305-3            | Other indirect (Scope 3) GHG emissions                                                                                                                  | 5.2 Energy and greenhouse gas management                     | p.66         |                |
|                                               | 305-4            | GHG emissions intensity                                                                                                                                 | 5.2 Energy and greenhouse gas management                     | p.66         |                |
|                                               | 305-5            | Reduction of GHG emissions                                                                                                                              | 5.2 Energy and greenhouse gas management                     | p.66         |                |
|                                               | 305-6            | Emissions of ozone-depleting substances (ODS)                                                                                                           | 5.2 Energy and greenhouse gas management                     | p.66         | Zero emissions |
|                                               | 305-7            | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                                                                         | 5.2 Energy and greenhouse gas management                     | p.66         | Zero emissions |
| GRI 403: Occupational health and safety 2018  | 403-1            | Occupational safety and health management                                                                                                               | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-2            | Hazard identification, risk assessment, and incident investigation                                                                                      | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-3            | Occupational health services                                                                                                                            | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-4            | Worker participation, consultation, and communication on occupational health and safety                                                                 | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-5            | Worker training on occupational health and safety                                                                                                       | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-6            | Promotion of worker health                                                                                                                              | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-7            | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships                                           | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-8            | Workers covered by an occupational health and safety management system                                                                                  | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-9            | Work-related injuries                                                                                                                                   | 6.5 Occupational safety and health                           | p.90         |                |
|                                               | 403-10           | Work-related illness                                                                                                                                    | 6.5 Occupational safety and health                           | p.90         |                |
| GRI 404: Training and education 2016          | 404-1            | Average hours of training per year per employee                                                                                                         | 6.3 Talent development and cultivation                       | p.83         |                |
|                                               | 404-2            | Programs for upgrading employee skills and transition assistance programs                                                                               | 6.3 Talent development and cultivation                       | p.83         |                |
|                                               | 404-3            | Percentage of employees receiving regular performance and career development reviews                                                                    | 6.3 Talent development and cultivation                       | p.83         |                |
| GRI 405: Diversity and equal opportunity 2016 | 405-1            | Diversity of governance bodies and employees                                                                                                            | 3.1 Board of Directors<br>6.1 Employee Profile               | p.32<br>p.76 |                |
|                                               | 405-2            | Ratio of basic salary and remuneration of women to men                                                                                                  | 6.2 Talent attraction and retention                          | p.79         |                |
| GRI 413: Local communities 2016               | 413-1            | Operations with local community engagement, impact assessments, and development programs                                                                | 7.1 Community relations and public participation             | p.96         |                |
|                                               | 413-2            | Operations with significant actual and potential negative impacts on local communities                                                                  | 7.1 Community relations and public participation             | p.96         |                |

# Appendix: Cross-reference table for SASB

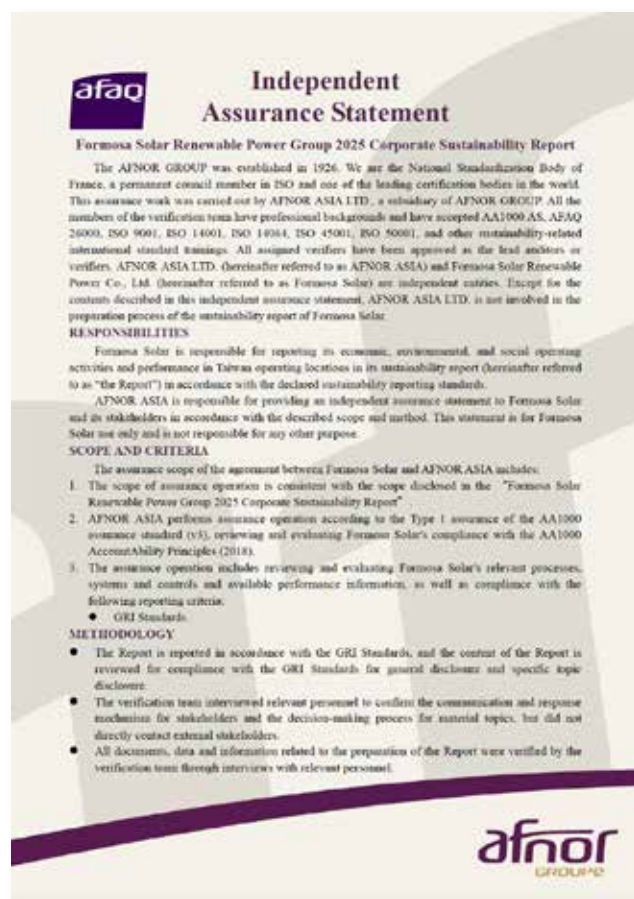
Industry category: Renewable resources and alternative energy — solar technology and project developers

| Category                                                            | Indicator    | Disclosure requirements                                                                                                                               | Explanation                                                                                                                                             | Chapter/<br>Page |
|---------------------------------------------------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Energy management                                                   | RR-ST-130a.1 | Total energy consumed                                                                                                                                 | 1139,986J                                                                                                                                               | p.68             |
|                                                                     | RR-ST-130a.1 | Percentage grid electricity                                                                                                                           | 100%                                                                                                                                                    | --               |
|                                                                     | RR-ST-130a.1 | Percentage renewable                                                                                                                                  | 55%                                                                                                                                                     | --               |
| Water resources management                                          | RR-ST-140a.1 | Total water withdrawn                                                                                                                                 | 3.4 thousand cubic meters                                                                                                                               | p.71             |
|                                                                     | RR-ST-140a.1 | Total water consumption                                                                                                                               | 3.4 thousand cubic meters                                                                                                                               | p.71             |
|                                                                     | RR-ST-140a.1 | Percentage of each from regions with high or extremely high-water stress                                                                              | 0%                                                                                                                                                      | --               |
| Hazardous waste management                                          | RR-ST-150a.1 | Amount of hazardous waste generated                                                                                                                   | No hazardous waste generated in 2025                                                                                                                    | --               |
|                                                                     | RR-ST-150a.1 | Percentage of hazardous waste recycled                                                                                                                | No hazardous waste generated in 2025                                                                                                                    | --               |
|                                                                     | TR-AP-150a.2 | Number of incidents associated with leakage of hazardous materials                                                                                    | No incident associated with leakage in 2025                                                                                                             | --               |
|                                                                     | TR-AP-150a.2 | Volume leaked and recovered of hazardous materials                                                                                                    | No incident associated with leakage in 2025                                                                                                             | --               |
| Ecological impacts                                                  | RR-ST-160a.1 | No. of projects delayed due to ecological impacts and time of delay                                                                                   | No delayed event in 2025                                                                                                                                | --               |
|                                                                     | RR-ST-160a.2 | Describe the efforts in communities and on ecology for development of solar projects                                                                  | Please refer to "Biodiversity and land use"                                                                                                             | p.72             |
| Energy infrastructure integration and relevant laws and regulations | RR-ST-410a.1 | Describe the risks of integrating solar power into existing energy infrastructure and explain the efforts in risk management                          | Please refer to "Climate change"                                                                                                                        | p.61             |
|                                                                     | RR-ST-410a.2 | Describe the Company's risks and opportunities due to energy policies and explain the impact of integrating solar into existing energy infrastructure | Please refer to "Climate change"                                                                                                                        | p.61             |
| Management of product lifecycles                                    | RR-ST-410b.1 | % of sold products that can be recycled or reused                                                                                                     | Not applicable as the Company's product is electricity, which cannot be recycled or reused                                                              | --               |
|                                                                     | RR-ST-410b.2 | Weight of end-of-life materials recovered and percentage recycled                                                                                     | 29.3 metric tons of waste solar panels recycled, 96.4%                                                                                                  | p.71             |
|                                                                     | RR-ST-410b.3 | Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds         | Not applicable                                                                                                                                          | --               |
|                                                                     | RR-ST-410b.4 | Description of approach and strategies to design products for high-value recycling                                                                    | Not applicable                                                                                                                                          | --               |
| Raw materials risk management                                       | RR-ST-440a.1 | Description of the management of risks associated with the use of critical materials                                                                  | Please refer to "Risk Management" and "Table of Risk Management Strategies"                                                                             | p.39             |
|                                                                     | RR-ST-440a.2 | Describe the environmental risk management of the polysilicon supply chain                                                                            | Please refer to "Sustainable supply chains management: Supplier selection and assessment"                                                               | p.55             |
| Activity metric                                                     | RR-ST-000.A  | Total capacity of solar photovoltaic (PV) modules produced in megawatts (MWp).                                                                        | Not applicable, as the Company is a renewable energy company principally engaged in solar power generation and electricity sales, not a module supplier | --               |
|                                                                     | RR-ST-000.B  | Total capacity of completed solar systems (MWp)                                                                                                       | 232MWp                                                                                                                                                  | p.16             |
|                                                                     | RR-ST-000.C  | Total project development assets                                                                                                                      | NT\$7.9 billion                                                                                                                                         | p.16             |

## Appendix: Cross-reference table for TCFD

| Dimensions          | TCFD disclosure item                                                                                                                                                                                                                                                                                                                                                                                                       | Chapter                                                      | Page No. |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|----------|
| Governance          | a) Disclose the board' s oversight of climate-related risks and opportunities<br>b) Describe management' s role in assessing and managing climate-related risks and opportunities                                                                                                                                                                                                                                          | 5.1 Climate change                                           | p.61     |
| Strategy            | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term<br>b) Describe the impact of climate-related risks and opportunities on the organization' s businesses, strategy, and financial planning. Disclose specific influence on the organization' s actual financials and the information on the organization' s transition to a low-carbon economy | 2.4 Vision and strategy for sustainable development          | p.25     |
|                     | c) Describe the resilience of the organization' s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario                                                                                                                                                                                                                                                               | 5.1 Climate change                                           | p.61     |
| Risk management     | a) Describe the organization' s processes for identifying and assessing climate-related risks<br>b) Describe the organization' s processes for managing climate-related risks<br>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization' s overall risk management                                                                                  | 5.1 Climate change                                           | p.61     |
| Metrics and targets | a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process                                                                                                                                                                                                                                                                   | 5.1 Climate change                                           | p.61     |
|                     | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 emissions, and the related risks<br>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. Disclose the targets for different stages (if the organization has set mid-/long-term targets).                                                                                         | 5.2 Greenhouse gas management and energy resource management | p.66     |

# Appendix: Third party verification statement of sustainability report







Address | Room 1001, 10th Floor, No. 136, Section 3, Ren'ai Road, Daan District, Taipei City  
Telephone | 02-7729-6700  
E-mail | [info@formosasolar.com.tw](mailto:info@formosasolar.com.tw)  
Company website | <https://www.formosasolar.com.tw/zh-tw>